



Do you have an opinion on peace? Want to share your thoughts? Want to learn more?

Then you've come to the right place! Our posters provide information and suggestions for your journey!



This poster series is the beginning of an exchange of experience and knowledge that we want to foster, a lasting learning journey that we want to share with as many people as possible. The journey begins with interest, information, and engagement with each individual and the global community as it has become.



Peace is not only needed in war - everyone can contribute to a more peaceful world.



Peace ! How come ?

An exhibition to think along &



We Comboni lay missionaries associate peace with our faith, with the charism of Daniel Comboni, but also with being informed, with being open and curious about the opinions of others.

Peace is as individual as each person and as universal as the entire cosmos.



We Comboni lay missionaries belong to the worldwide Comboni family. Our missionary commitment is meant to be effective in the pursuit of justice, peace, dialogue, and human development.



Peace! How?

An exhibition to encourage reflection and questioning, creating a more peaceful world.

Available for loan to groups, communities, schools and daycare centers on a donation basis.

Speakers for exchange on peace and mission work in the Global South and North.

Comboni Lay Missionaries as part of the Comboni Family clm-info@comboni.de

comboni.de/clm-friedensarbeit





De-escalation strategies show ways out of increasingly entangled conflicts
3 It is about stopping a downward spiral, as described in several conflict level models.

Differing ideas repeatedly lead to misunderstandings and conflicts in social interactions. If these are not recognized and resolved, they risk escalating.

Friedrich Glasl's stage model is used to analyze escalation.

What steps in or out of a conflict do you know?

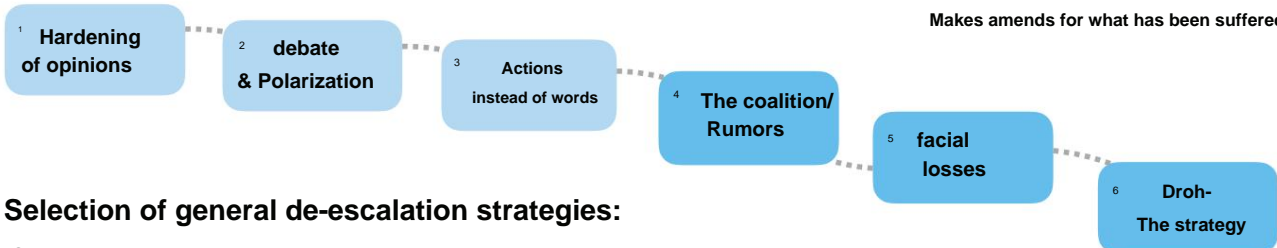
1 - 3 win-win situations:

As long as discussions remain on a factual level, In the event of differences of opinion, those involved can achieve a positive outcome themselves.

Appropriate strategies:

- Focus on content level without personal attacks
- Disclosure of one's own assumptions and expectations

Stages of escalation (according to Glasl):



Selection of general de-escalation strategies:

- Keep your distance and avoid any demonstration of power
- Minimal body language, e.g. slow movements
- Calm speech, if possible seek a one-on-one conversation
- Make factual, content-focused statements
- Build trust, e.g. by demonstrating openness
- Reframing the situation (questioning interpretations)

In what conflict situation have you ever needed outside help?

4 - 6 Win-Lose Situations:

Personal attacks (outside of the factual level of discussion) result in losses for at least one participant.

Appropriate strategies:

- Disclosure of emotions and needs
- A (moral) authority or External intervention for a way out that Makes amends for what has been suffered

7 - 9 Lose-Lose Situations:

Mutual injuries and lack of self-control (>point of no return<) lead to destructive tactics.

Suitable strategies:

- Disputants have no own Exit strategy more
- intervention of power or a judge to Termination required

When observing conflicts in one's personal environment, one sees how quickly different positions can lead to individual concern and how quickly factual arguments can turn into personal attacks.

Body language, symbols, and openness can demonstrate peaceful intentions and vulnerability, thereby contributing to de-escalation.

If you realize that every further (irrelevant) contribution will only lead to a further escalation in which everyone will be a loser, it is easier to end a conflict even without a solution.



Dealing with minorities

In order to do justice to minorities, they require special protection.

In the European context, this right is regulated in the Framework Convention for the Protection of National Minorities.



Who has to adapt to whom?

Minorities are numerically smaller parts of the population that differ from the majority in (at least) one characteristic.

Equality before the law

Measures to Promoting tolerance and enabling cultural pluralism

Possibility to create your own Culture, religion and To preserve and maintain language

Protection against Discrimination

Protection against Assimilation

Promotion of equal opportunities

Possibility to create your own media and to use

Some elements of the Framework Agreement for the Protection of National Minorities of the Council of Europe

Right to one's own to use language privately and publicly

Promotion of knowledge of the culture, History, language and religion

Equality in all areas of economic, social, political and cultural Life

What minorities are there?

O Ethnic ie people groups on the territory O Linguistic ie

with other

Mother tongue in the same state O National ie ethnic minorities under Council of Europe protection O Religious minorities ie of a different denomination or religion

O Groups by gender, sexual identity or social function occur in small numbers

Examples include Sinti and Roma in Europe, Danes in Germany, indigenous groups in Latin American countries, and Rohingya in Myanmar.

Do you have contact with people from minorities?

How do we deal with minorities in our groups?



The Canadian Prime Minister apologizes to the Indigenous people: Before the UN General Assembly, Canadian Prime Minister Justin Trudeau expressed his regret for the shameful treatment of the Indigenous people. In 2017, he traveled to the province of Labrador in Newfoundland to apologize for the injustices their children suffered in boarding schools during the 20th century. In state and especially church-run schools and homes, Indigenous children were mistreated until 1996, many

were also sexually abused.



In interreligious dialogue, members of different religions meet. In open encounters, they overcome prejudices, learn from and about each other, and build personal relationships.



Representatives of a Muslim and Christian community meet in Jos, Nigeria for a joint exchange. Photo: Thomas Mecha

Can religion create (un)peace?

12 Principles of Interreligious Dialogue

Dialogue is not a debate. It's not about the better argument.

Adopt the attitude of a learner

Respect and Appreciation of other religions as equal

Every religion defines itself and is not defined by others

Conversation on Eye level in a atmosphere of Honesty, trust and seriousness

Openness to new Perspectives and Perspectives

Respect religious rules (e.g. Clothing, food)

Do not try to convert or convince the other side

Religious Concepts and Learning to understand the contents of the other religion from the >inside<

Fairness- Bid: Own Ideal not with the Practice of others Compare religion

No Reviews or Judgments about other religions

Find commonalities
3 Recognize peculiarities

What relationships do you have with people of other faiths?

What opportunities do you have to act as an interreligious bridge builder?



Leymah Gbowee received the Nobel Peace Prize in 2011. Photo: Harry Wad

The Second Civil War in Liberia raged from 1999 to 2003 and cost approximately 250,000 M People's lives. A group of Christian and Muslim women made a decisive contribution to ending the war. The Women of Liberia Mass Action for Peace was led by Leymah Gbowee. In intensive encounters, they read excerpts from the Bible and the Koran to each other, prayed in their

their respective religious traditions and recognized their common will to end the war. With non-violent demonstrations, a sex strike, and sit-ins, they put pressure on the conflict actors. In 2003, they signed a

Peace agreement. Leymah Gbowee received the Nobel Peace Prize in 2011.





The role of the media in reducing tension/ Conflict-sensitive journalism

Media can both intensify and destabilise

Contribute to the de-escalation of conflicts. The approach of the Co
Conflict-sensitive journalism calls on media makers to take on board the responsibility
that comes with it.
to deal with. au

How can the media contribute to de-escalation

Strategies of Conflict-sensitive journalism:

1. Responsibility

- Report carefully research
- Neutral & self-reflective reporting
- Don't take sides
- Code for Journalists retain
- Appropriation by Avoid politicians
- Don't create a mood

2. Conflict analysis

- Interest & needs of all
- Consider the parties to the conflict**
- Investigative journalism
- Human Dimensions of the Show conflict
- Problematicize the consequences of violence
- Alle Facetten des Illuminate the conflict

3. Possibilities

- Spaces for Dialogue & Create discussions
- Various Perspectives & Show interpretations
- Empathy & against-enable mutual understanding
- To build trust contribute
- Prevent rumors
- Stereotypes and Breaking down prejudices

4. Conflict resolution

- ways of non-violent Demonstrate conflict resolution
- De-escalation instead escalation
- No heating of the Situation
- Don't let yourself be instrumentalized
- Giving peace activists a voice
- Identify consensus solutions

*Do you
know of any media
options that can help avoid conflicts?*

In 2001, the then Bishop of the Diocese of Arua in northern Uganda, Frederick Drandua, commissioned the Italian Comboni missionary Father Tonino Pasolini and the American lay missionary Sherry Meyer to establish a radio station. The role of radio is crucial there, as people have little access to television, newspapers, or the internet. Radio Pacis currently reaches five million listeners. Around 100 people find work at Radio Pacis as journalists, sound engineers, and in administration.



Peace radio also plays a major role in Burundi. Pictured here are journalists from the Diocesan Commission for Justice and Peace of the Diocese of Bururi. Photo: Thomas Mecha



Transforming conflicts holistically requires careful observation and processing of a situation with all parties involved.

*Why do conflicts
sometimes seem so
>tangled<?*



Conflicts consist of several aspects, levels and nodes. Foto: pxfuel

Conflicts are often complex and, in addition to the obvious level, usually have hidden >players<.

The ATCC approach (*Approche et Transformation Constructives des Conflits*) shows the mutual influence of relevant aspects of a conflict: influencing factors include culture, rituals, structures, rules and laws, people and values.

By methodically listening and feeling into different phases of the conversation, the different needs of all participants are explored and agreements can be reached.

The goal is not to implement a solution, but to constructively and creatively support a process to transform the situation through communication.

Phases in the conversation for the constructive transformation of situations:

- | | | |
|--------------------|--|--|
| 1. Content level | Define and describe the conflict | What is it about and who is (in)directly involved? |
| 2. Emotional level | Disclosing and expressing feelings. What do reporters and listeners feel about this? (without accusations) | |
| 3. Holistic level | Repeating what was heard, leaving role(s) How differently is the situation perceived? | |
| 4. Need level | Exploring needs and alternatives: What options exist for action? Can they be fulfilled? | |

Mindfulness as an attitude in conflict discussions: Similar to mindful listening, it is about simultaneously perceiving the content, needs and feelings of the speaker and at the same time noticing personal associations and reactions, i.e. neither participants nor moderators claim to be neutral (unlike in mediation with a neutral facilitator), but >only< adhere to common, constructive rules of discussion.

*In which
situations do you find it
difficult to express your needs?*



In the story of the lost Son is on different levels communicated. Photo: Jeong Eun Lee

In his seminar, Karl-Heinz Bittl (co-founder of the ATCC approach) emphasized the experience that a conversation takes on a constructive direction and dynamic as soon as one of the participants succeeds in revealing their feelings and needs. This is because humans are social and communicative beings with positive intentions, even if implementation sometimes falters.

This resonates with personal experience: As people of faith, we know two other ways to address conflicts on an emotional level: first, by revealing our frustration over unmet needs. Second, by expressing the desire for forgiveness. This path, too, opens up dynamics for conflict transformation through the emotional level.



Overcoming revenge

Human behavior is characterized by imitation (mimetics). This is how we learn. However, humans become most similar to one another in aggressive conflict.



When
and where are you
unreconciled?

Ways to Overcome Revenge

1. Rule of law through civic education

2. Prosecution of injustice

3. Acknowledgment of the injustice/damage

4. Compensation for damage

5. Building trust

6. Learn that it is not a weakness to forgo revenge

Weakness is considered pathetic.

Unfortunately, in many cultures and regimes, it is a known fact that revenge ensures the survival of life as an individual and as a group.

The human need for security is large. If a state fails to guarantee a minimum of security, those seeking security entrench themselves behind their group/tribe and follow the logic of isolation. The cycle of revenge and retaliation takes its course in the conflict.

Violence breeds new violence until the conflict escalates. After a brief period of calm (exhaustion), a new conflict builds up.

Peace - Characteristics:

- Interest in others
 - Get to know the other
 - Balancing of interests in an emergency
 - Education and Peace Education
 - Sit down together to discuss
- z.B. Inter-Marriage

What do you
think about yourself and
others at this moment?



In October 2016, the Good Shepherd Peace Center (GSPC) in Kit near Juba (capital) established the

Peace work has been initiated and focuses on trauma healing, preventative peace initiatives, and holistic development. After years of efforts to improve the social conditions of the population in war-torn South Sudan, this initiative appeared necessary to overcome the interlinkage of tribal violence and counter-violence.





Dispute resolution

- Choose the peaceful path
- Save time, nerves and money
- Decide the outcome yourself

*Do you
want to be right or a
solution?*

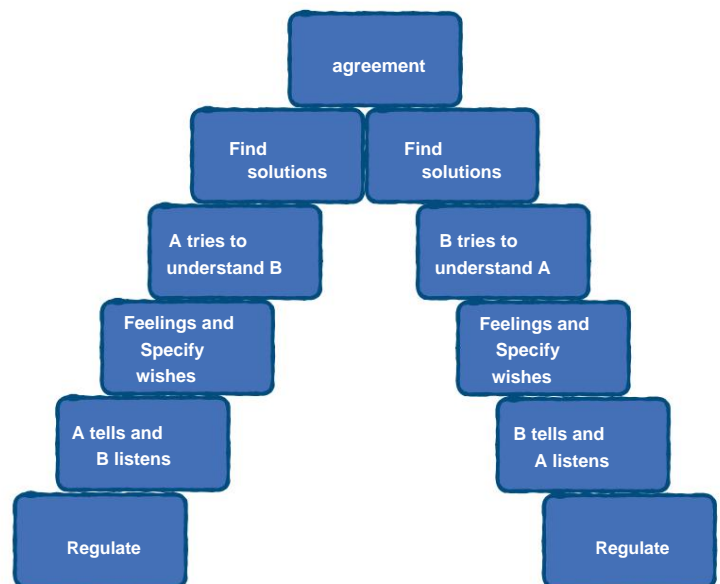
Arbitration: voluntary 3 flexible - confidential - interest-based

The parties determine the timeframe, structure, and content of the proceedings. A third party pays attention to the agreed procedure for arbitration.

The settlement proposal takes into account not only the legal position of the parties, but also economic, financial and personal interests.

The parties ultimately decide on an agreement and its content. A third party makes the proposal in mediation.

Building blocks of arbitration:



*How
do you argue?*

*What is important
to you in arguments?*

Ways to reach a settlement:

1. Description of the dispute
2. Neutral person as mediator
3. Peace agreement during the negotiations
4. Collaboration on the result

In dispute resolution at schools, students are empowered to act as impartial third parties in mediating disputes between peers (other students). They keep a record of the conversation. Mediation recognizes that competing with others is accompanied by assertiveness, and giving in is accompanied by losses. If both conflicting parties meet in the middle, it is referred to as a compromise, in which both parties must accept losses (which should be distributed as fairly as possible). Only with consensus as the optimal goal of dispute resolution is there a chance of maximum gain for both parties. However, this requires

Openness, transparency, genuine interest and understanding are required.





Mediation is a structured method for conflict resolution. The parties involved in the conflict seek their own solution, supported by a neutral person (the mediator).

Can you imagine seeking a solution with a conflict partner?

Mediation - Process

Contact, explanation of mediation, preparation

1. Initiate, conclude agreement between parties

2. Identify topics (= fields of contact)

3. Develop interests and needs

4. Collect options and develop solutions

5. Conclude an agreement

In what situations have you been a mediator yourself?

Are there situations in which you stop talking to the person you are talking to?

The added value of mediation:

○ Further escalation of the conflict avoid

○ Solution forms a sustainable basis for future handling

○ Human Relationship on Re-stabilize the basis of fairness and personal responsibility

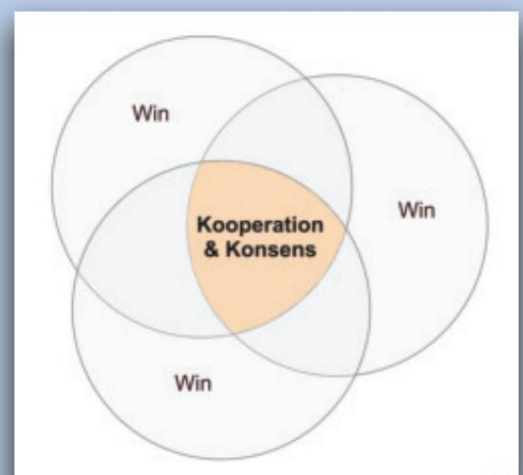
○ Economic Added value

The principles of mediation: The

development of a jointly agreed solution is voluntary, independent, fair, confidential, equal, transparent and self-determined with the support of a neutral mediator.

Win-win situation: Two siblings are fighting over a lemon. The father, who arrives, initially observes the argument. When the conflict threatens to escalate, he grabs the lemon, divides it equally, and gives each child one half. Both children then begin to cry. Given the seemingly fair solution, the father is very irritated by the children's reaction. When asked why, one child explained that he needed the peel of the whole lemon in one piece for a craft project. Half a peel isn't enough.

The other child is annoyed because he wanted to make a hot lemon from the juice of the entire lemon. Both children could have fully achieved their goal (this becomes clear in retrospect) if the father hadn't divided the lemon too quickly, thinking of a fair solution, but had helped the children communicate their own plans to each other.



Peaceful communication

- Listen empathetically
- Pay attention to needs and feelings
- Express yourself honestly and clearly

*How peaceful
is your language?*



Non-violent = appreciative = peaceful communication

supports people in getting in touch with their own potential and trusting themselves, their impulses and abilities.

In conflict situations, it provides clarification and guidance. The focus is on developing a respectful relationship that facilitates cooperation and shared creativity in living together with others.

Ways to peaceful communication 1. Separate observation and evaluation 2. Perceive feelings as an expression of needs 3. Develop strategies for action 4. Ask for a specific behavior



*What
are you
thinking about yourself
and others at this moment?*

*How do you like
your personal interpretation
of the world?*

The Good Shepherd Peace Center implements various forms of peace work. NGOs, trained religious members, and therapists contribute insights from peaceful communication, crisis prevention, and conflict resolution. All these efforts go hand in hand with the promotion of the rule of law and moral responsibility for the common good, to which the churches in the country strive and contribute.



*Intercultural **communication** is about finding peaceful consensus despite different perspectives.*

What examples of culture-related conflicts can you think of?

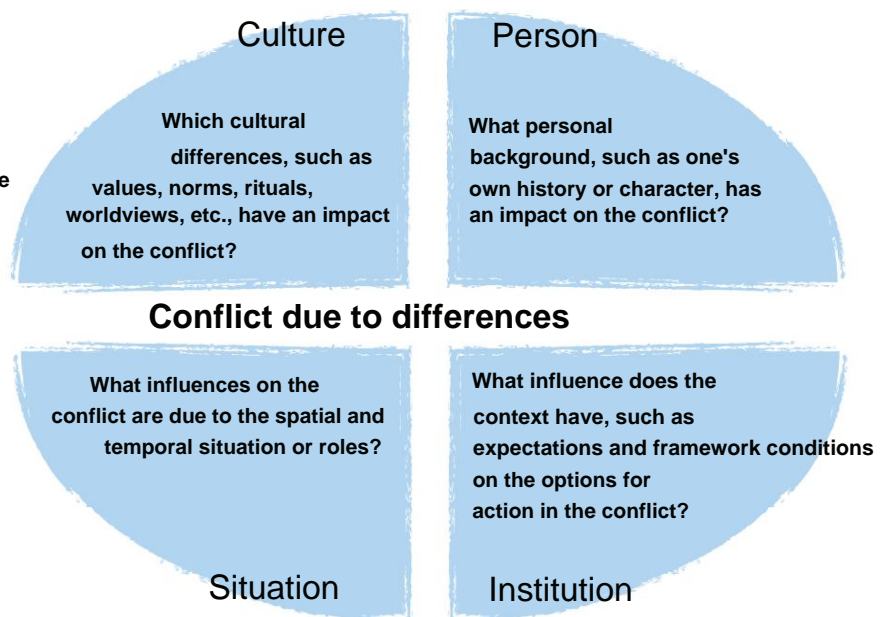
Intercultural conflicts are situations in which different ideas, needs, patterns, Goals and values collide and the conflict Parties have different cultural identities or socializations. However, it must be examined on a case-by-case basis what influence cultural aspects have on the issue or whether these are (partially) merely pretexts.

The KPSI model (from Critical Incident Analysis) can be used to analyze and differentiate the cultural influences on a conflict.

The role played by culture, people, situations and institutions in the conflict is examined.

Strategies in an intercultural context:

- Differentiation between personal, situational and institutional Influences of cultural reasons
- Sensitivity to different conflict resolution strategies/patterns and personal reluctance to interpret
- Discussion about the other person's expectations regarding your own Behavior in conflict through questions or recommendations



Source: Modified after Grosch and Bosse

Are your conflict examples (from the question above left) actually culture-related conflicts?

People of every culture are familiar with conflict situations and they each have appropriate, but different, conflict resolution strategies. 3 In the context of intercultural encounters, none of them is better, but the different strategies may not automatically fit together.

Some cultures measure emotions or harmony more emphasis. Others prefer direct, rational-cognitive arguments separated from emotional expressions. No strategy is better than another, just different. 3 Everyone who perceives it can benefit from diversity.





Anti-discrimination education/anti-bias education consistently links diversity education, inclusion education, and gender-equitable, anti-racist, or prejudice-conscious education with the goal of anti-discrimination.

Ethical basis and consequences:

All human beings are born free and equal in dignity and rights. Therefore, M
To protect people from unequal treatment based on specific personal characteristics such as gender, skin colour, origin, age, language, national or social status, disability, sexual identity, worldview or religion as well as political opinion (see UN).
IN

Protect your own rights and those of others!

Here's Buelfalt!
(Discuss differences and similarities!)

Have you ever experienced someone being discriminated against in your life?

Know your own rights!

Respect and value yourself!

Respect and value others!

Key messages from anti-bias education:

What stereotypes or prejudices do you have towards certain groups?

How do you (as a role model) teach tolerance to a child?

Become aware of your own attitudes and prejudices!

Address injustice!

Change negative attitudes and prejudices!

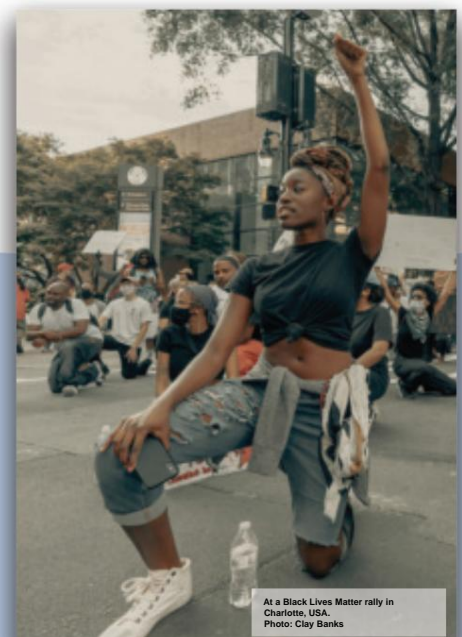
Counteract behaviors that could lead to your own oppression or the oppression of others!

Shape the process of learning and unlearning!

The strategy:

- Dealing with discrimination, diversity, acceptance, Equal opportunities, participation justice as well as stereotypes and prejudices
- Raising awareness and reducing emotional associations
- Getting to know the unknown
- Enact laws prohibiting discrimination

As a Comboni lay missionary in São Luís, I witnessed daily the deep roots of racism and discrimination in Brazilian society. Organizations like CCN (Center for Afro-Brazilian Culture) and Grupo Afro have been fighting for years to value Afro-Brazilian culture and strengthen the self-confidence of this population group. Therefore, I welcome the commitment of social movements like Black Lives Matter, which gained global prominence in 2020. One of their achievements is a shift in perspective, which protest researcher Simin Teune expresses as follows: "More and more people are realizing that racism is not 'poison,' but a relationship of domination from which white people benefit even when they don't actively discriminate against anyone." - Barbara Ludewig



When people are harmed in conflicts, sanctions are often imposed on the perpetrators.

In contrast to this focus on punishment, *restorative justice* aims to facilitate reparation and reconciliation between the parties in conflict.



In restorative justice processes, victims, perpetrators, and their environment (family, friends, etc.) are all involved. Particular attention is paid to the needs of the injured parties. Instead of asking "Who broke which laws?", the focus is on the following question: "Which people were injured and what are their needs?"

Restorative processes can be designed in very different ways. However, the prerequisite is that the perpetrators are confronted with their crime. and the
Take responsibility for it.



Quelle: Law School - University of Wisconsin-Madison, www.law.wisc.edu/fjr/rjp/justice.html

**How can you >make
amends< for suffering?**

**Would you like to reconcile with a
certain person?**

What could be your first step?

**Can justice
be achieved
without punishment?**

In these discussions, all involved parties have the opportunity to discuss their feelings and make suggestions for reconciliation. Conflict resolution is viewed as a collaborative process in which everyone should play an active role.

This focus on the common good can strengthen social cohesion. Furthermore, perpetrators are not stigmatized and have the opportunity to be reintegrated into the community.

Like many schools in the US, students at Leadership and Public Service High School in New York were often suspended for breaking the rules. Since 2011, however, the school has used a restorative approach. In Restorative Circles, all those affected by a particular conflict have the opportunity to present their point of view. The person who committed the rule violation is asked to take responsibility for their actions, apologize, and offer to make amends. Restorative Circles can strengthen relationships between people and promote important social skills such as empathy and communication. Since the introduction of Restorative Circles, the number of suspensions at Leadership and Public Service High School has dropped dramatically.

