CONFLICT DE-ESCALATION TRAINING

INTRODUCTION

I'm a long time organizer for the All African People's Revolutionary Party. Three continents and the Caribbean.

I was introduced to working with ROP while living in Portland in 2014. I was asked and honored to organize security for Walidah Imarisha's speaking tours and for the 2016 11 town tour challenges right wing militias in Oregon

Election night 2016 spent in Cottage Grove

SOCIAL JUSTICE = SPIRIT OF LOVE

Why do you do this work?

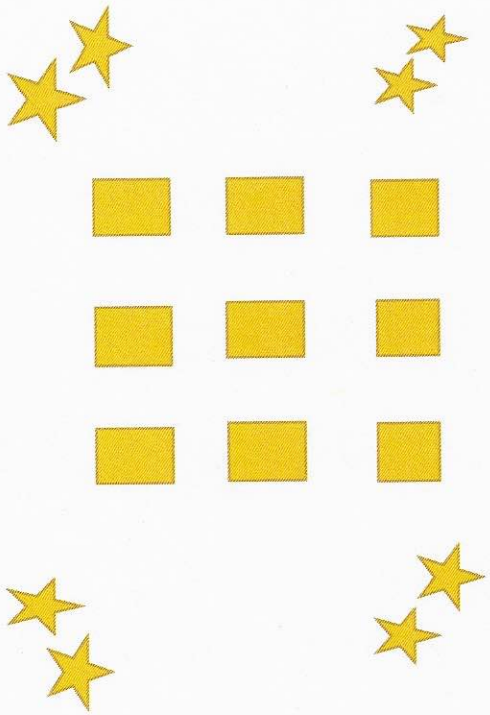What is your psychological and spiritual approach to doing this work?

Do you truly believe that practically all of us have potential to improve? To change for the better?

Make these principles the center of your work.

Start your event out by doing a spiritual/mental check for all those you are working with.

Ask the question of everyone to start; Why are we here?

ASSIGNMENTS

Two people for every 50 people present

Arrive at the location an hour early and scout out the premises

If inside, search the building.

If outside i.e. marching, organize larger vehicles at the front and rear of your march

Strategically station people at various points of your march and/or event

DE-ESCALATION TECHNIQUES

De-escalation team must keep their eyes on the crowd at all times

Have alternates if needed to give people rest, but ensure the people on post are on post at all times

Stay alert for agitated behaviors and be proactive

When encountering agitated persons engage them immediately

Eye contact is essential at all times

Stand no closer than four feet from the person you are engaging

ENGAGEMENT TECHNIQUE

"We are happy you are here. We want you to march/meet with us, but we are asking you to please work with us or please leave."

Each of you engaging the person the same way, repeatedly

If feasible, keep the door open for conversation with the person(s)

Observe pre-agreed upon protocols i.e. a common definition of what represents a threat. Inside as opposed to outside

Practice and assessment of strategies. Develop permanent structures.

Questions?