Luna N.H.
lunanh.com
conflicttransformation@protonmail.com

Group Conflict Coordination

What's going on? What are the events, conditions, issues involved in the conflict? (Taken from the intake and then details followed up on).

What are the goals that people may have for the process? Do the goals of the organization as a body and the participants as individuals differ?

What is the structure of the organization itself? What is the typical decision-making process?

And who will be coordinating on this process with me? What is their relationship to the conflict? Are they empowered to make decisions re: scheduling meetings, inviting people to participate, hiring me for my time, etc.?

Mapping

(Usually I draw some kind of map here, how people are related within the conflict).

Who will be involved in the process directly (attending the sessions)? If there are various groups within the group, how are they related?

Are there people who won't be directly involved but who might provide some insight, input, or experience that we would benefit from prior to planning or prior to the process sessions? If so, who are those people?

What are the power dynamics, histories, and tensions between these people/groups?

Format and Accessibility

What format should these sessions take so that everyone who needs to be present can be present? (i.e. zoom, in person, hybrid; where, when, how will folks get there)?

Are there folks in this group who have specific needs (physical, social, emotional, language) and/or how can we ask about this before making any final decisions about space and process?

Communication

How will we decide on scheduling the sessions?

How will we communicate when meetings are, how to get there, etc.?

Who is the point of contact within the organization for folks to reach out to? Luna will also share contact information so folks can come directly to them.

Timeline & Capacity

Are there future events, projects, or decisions that depend on the outcome of this process?

Will we do a series, retreat, or hybrid model?

What considerations are there for making sure people have the capacity to engage in the process? What will they do about any relevant projects/issues that involve the process (i.e. will projects have to be on hold during this time or continue with business as usual)?