



How will the U.S. Department of Peace and Nonviolence Impact the Need for Professional Mediators?

CCMO Presentation for Fall 2006 Conference

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Overview



- Part 1
 - Review status of legislation to establish a U.S. Department of Peace and Nonviolence introduced into the 109th U.S. Congress
 - Summarize the mission of the Department of Peace and Nonviolence (DOPN) as defined in the legislation
- Part 2
 - Discuss the DOPN organization & mission as it relates to mediation
 - Discuss how the DOPN may impact professional mediators & mediation services (Pros & Cons)
 - Conclusion
- Part 3
 - Solicit audience feedback and comments
 - Identify how to restructure the DOPN to better serve the mediation profession

Part 1

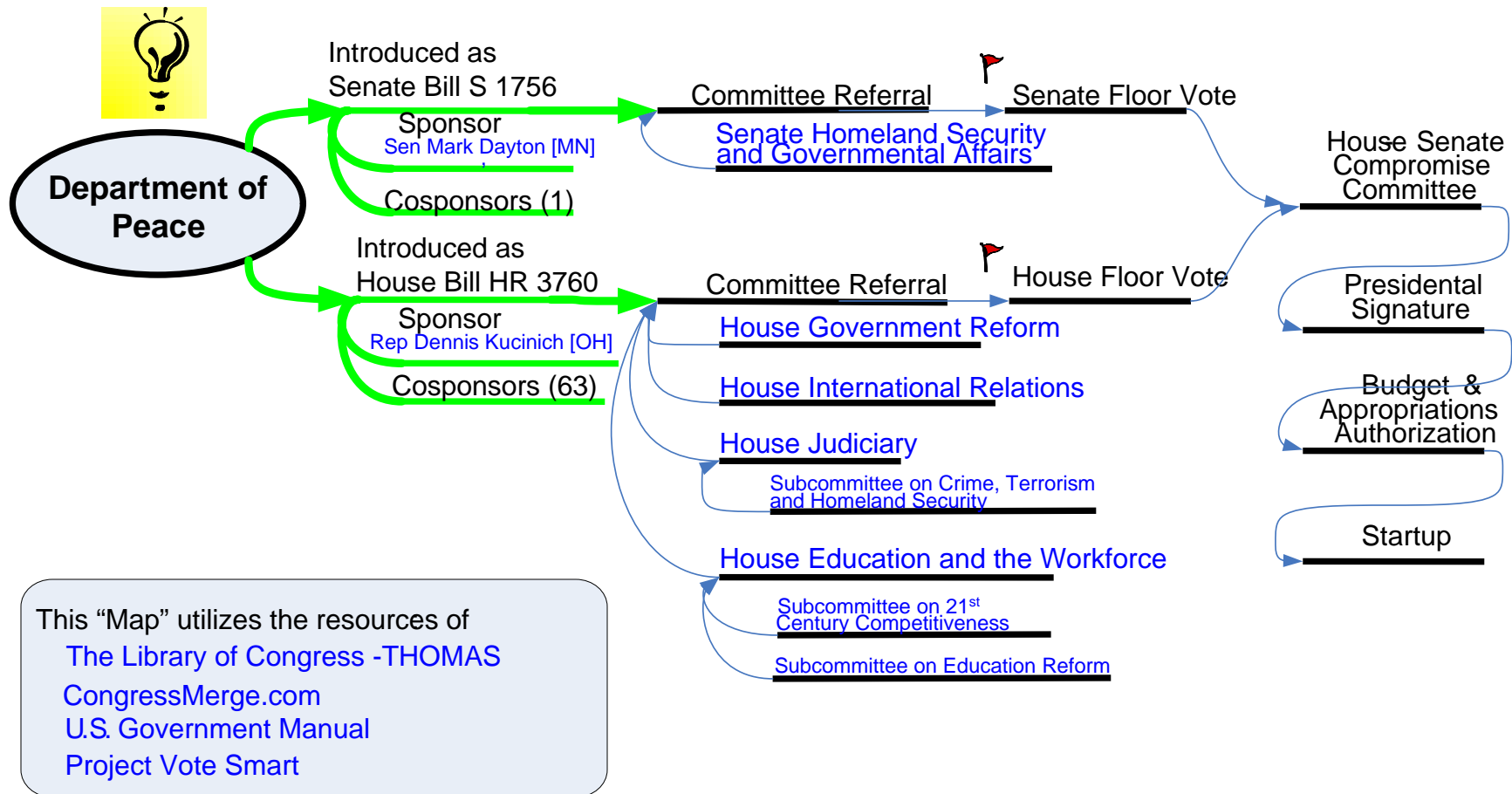


Legislation to establish a U.S. Department of Peace and Nonviolence

Background – Status of Legislation



Legislative Map for the Formation of a Cabinet Level Department of Peace

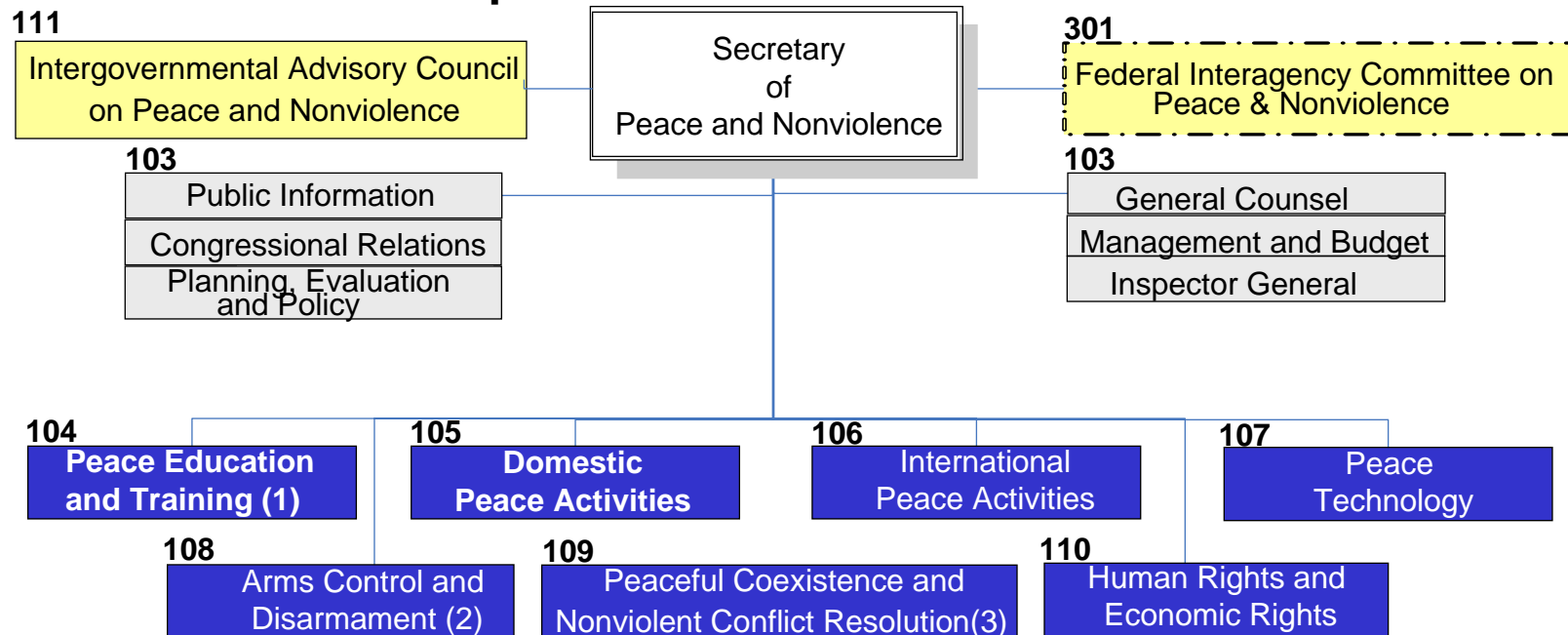


Background of DOPN



- The proposed legislation defines an organization and the top level personnel to operate the Department. The “Mission Statement” of each Office, Council, and Commission is defined in the Bill [S. 1756 & HR 3760]

U. S. Department of Peace and Nonviolence



(1) Includes the development of a Peace Academy and the transfer of the following
 United States Institute of Peace

Gang Resistance Education and Training Program of the Bureau of Alcohol Tobacco and Firearms

SafeFutures program of the Office of Juvenile Justice and Delinquency Prevention of the Department of Justice

(2) Includes the transfer of the Office of the Undersecretary for Arms Control and International Security Affairs of the Department of State

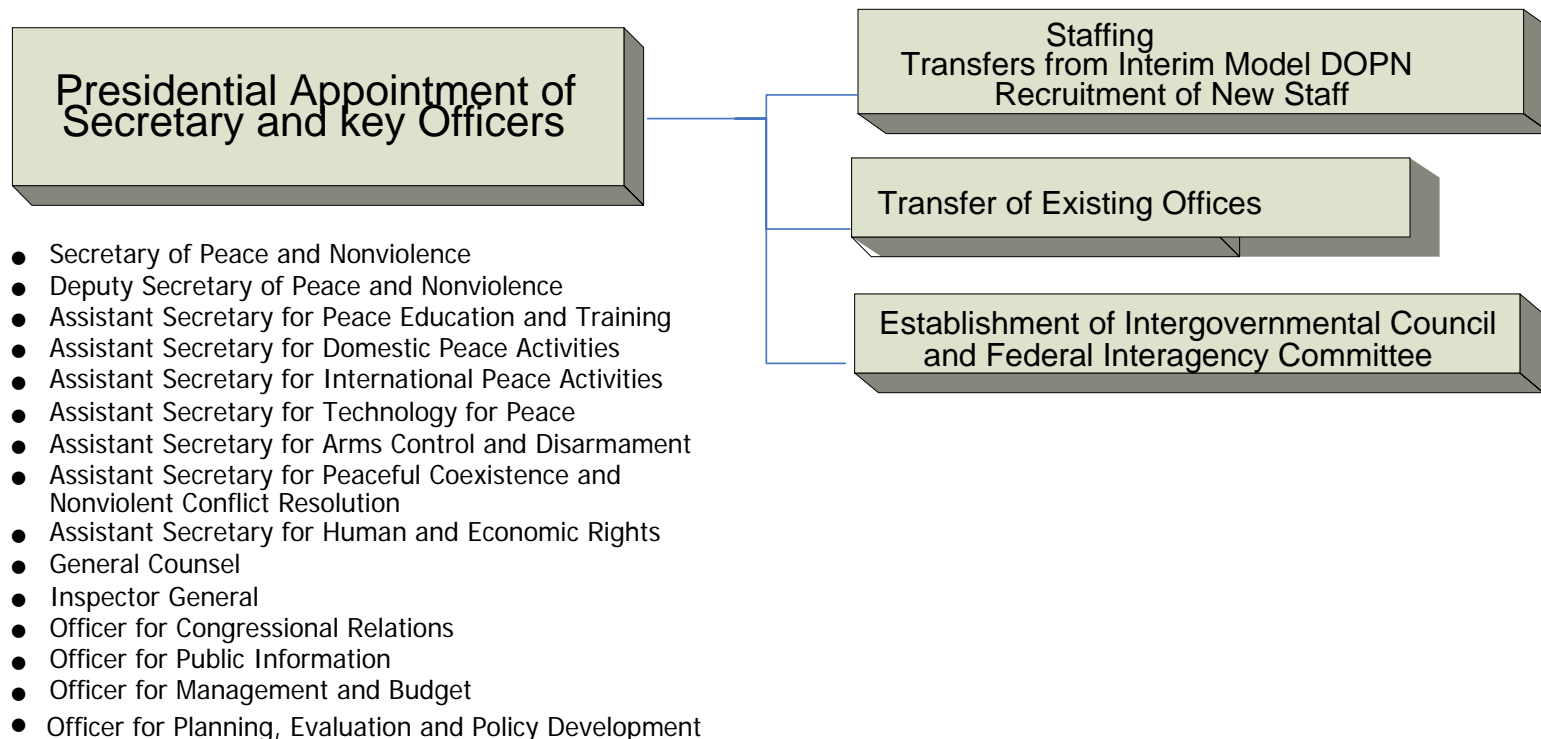
(3) Includes the transfer of the Peace Corp

Background of DOPN



- Staffing includes key personnel, transfer of existing Offices, hiring new staff, and appointment of an Intergovernmental Council and Interagency Committee.

Department of Peace Staffing



Mission - The Department of Peace and Nonviolence shall:



- (1) hold peace as an organizing principle, coordinating service to every level of American society;
- (2) endeavor to promote justice and democratic principles to expand human rights;
- (3) strengthen nonmilitary means of peacemaking;
- (4) promote the development of human potential;
- (5) work to create peace, prevent violence, divert from armed conflict, use field-tested programs, and develop new structures in nonviolent dispute resolution;
- (6) take a proactive, strategic approach in the development of policies that promote national and international conflict prevention, nonviolent intervention, mediation, peaceful resolution of conflict, and structured mediation of conflict;
- (7) address matters both domestic and international in scope; and
- (8) encourage the development of initiatives from local communities, religious groups, and nongovernmental organizations.

Secretary Responsibilities



(b) Domestic Responsibilities- The Secretary shall--

- (1) develop policies that address **domestic violence**, including **spousal abuse, child abuse, and mistreatment of the elderly**;
- (2) create new policies and incorporate existing programs that reduce **drug and alcohol abuse**;
- (3) develop new policies and incorporate existing policies regarding **crime, punishment, and rehabilitation**;
- (4) develop policies to address **violence against animals**;
- (5) analyze existing policies, employ successful, field-tested programs, and develop new approaches for dealing with the **implements of violence**, including gun-related violence and the overwhelming presence of handguns;
- (6) develop new programs that relate to the societal challenges of **school violence, gangs, racial or ethnic violence, violence against gays and lesbians, and police-community relations disputes**;
- (7) make policy recommendations to the Attorney General regarding **civil rights and labor law**;
- (8) assist in the establishment and funding of **community-based violence prevention** programs, including **violence prevention counseling and peer mediation in schools**;
- (9) counsel and advocate on behalf of **women victimized by violence**;
- (10) provide for **public education programs and counseling strategies concerning hate crimes**;
- (11) promote **racial, religious, and ethnic tolerance**;
- (12) finance **local community initiatives** that can draw on neighborhood resources to create peace projects that facilitate the **development of conflict resolution at a national level** and thereby inform and inspire national policy; and

Background – DOPN Budget



- The Bill also specifies that the operating budget of the DoPN will be 2% of the DoD budget or \$8-10 Billion
- Just to get a rough order of magnitude appreciation for this budget, an “Example” budget allocation was constructed.
 - The “Example Budget” has no real basis other than some desired organizational features. It is not approved or sanctioned by the bills co-sponsors or the National Campaign for the DOPN
 - A good organization has a lean Management / Administrative staff – assume this consumes 10-12% of the total budget (\$1B)
 - Assume the remaining 78-80% of the budget (\$7B) goes directly to the primary function of the Department – the programs
 - Assume that a portion of the Programs are “grants” for research and development of new tools and techniques for reducing levels of violence (\$1B)
 - Assume the majority of the Budget goes directly to “Contract” work that has a specific goal/objective/outcome in mind. (\$6B)

Example Budget Allocation - DoPN



Initial Budget: \$8 B [2% of DOD Budget – see Section 113)

\$1 B Operations (12% Internal / Government)

\$500M Transferred Agencies (Existing)

- United States Institute of Peace
- Gang Resistance Education and Training Program of the Bureau of Alcohol, Tobacco and Firearms
- SafeFutures program of the Office of Juvenile Justice and Delinquency Prevention of the Department of Justice.
- Office of the Undersecretary for Arms Control and International Security Affairs of the Department of State
- Peace Corp

\$500M New Staff and Peace Academy

1000 Administrators / Management (20%)

4000 Peacemakers / Peacebuilders (80%)

\$7 B Contracts and Grants (88% External / Non Government)

\$1 B Grants (research and evaluation) \$50M (5% Grant Administration)

1000 - \$100K
500 - \$500K
100 - \$1M
40 - \$5M
20 - \$10M
2 - \$50M

\$6 B Contracts (90 % US; 10 % Foreign) \$300M (5% Contract Admin)

1000 - \$500K
500 - \$1M
100 - \$5M
75 - \$10M
50 - \$50M
10 - \$100M

**Example Budget Allocation
For Illustration Only**

Part 2



Discussion of the DOPN organization & mission as it relates to mediation

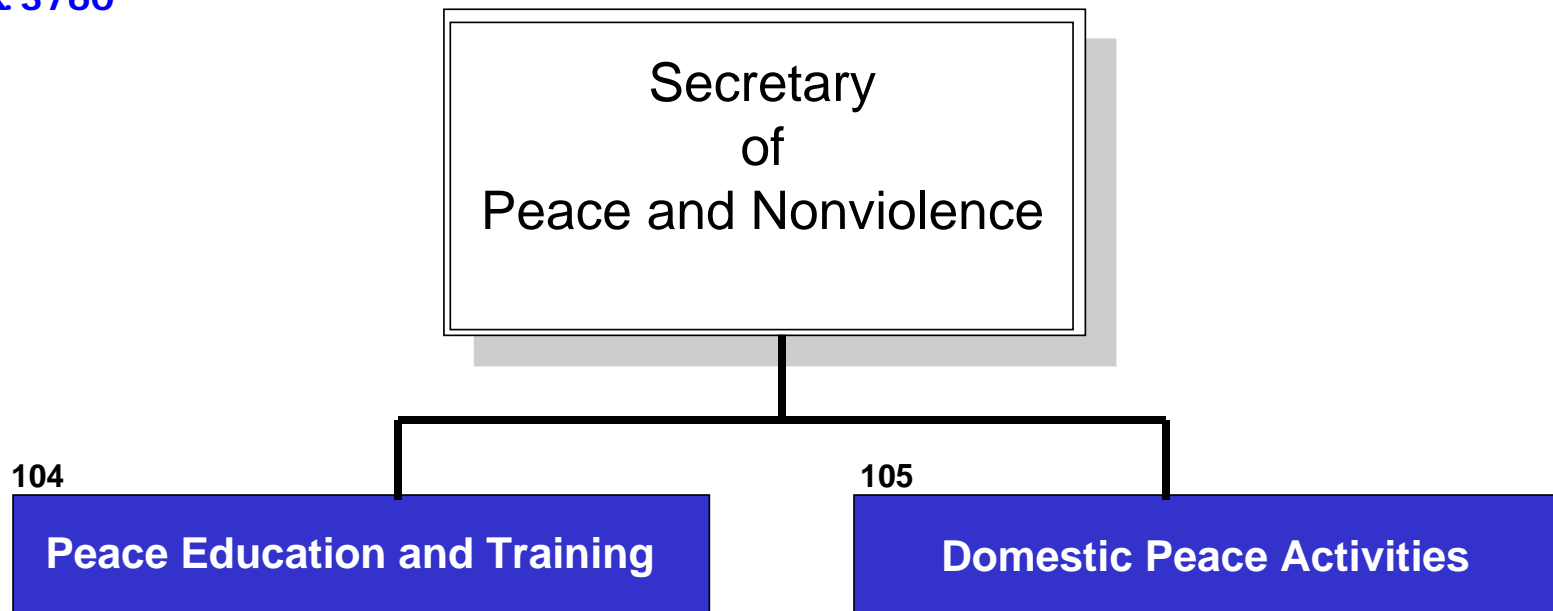
DOPN Offices relating to Mediation



- Simplified look at DOPN for Mediation Professionals

S. 1756
HR 3760

U.S. Department of Peace and Nonviolence





Mission- The Department of Peace and Nonviolence shall:

CCMO Mission

- To promote the development and excellence of the mediation profession;
- To promote the use and understanding of mediation as a means of dispute resolution;
- To provide skills, professional development and support for its members;
- To provide leadership in the field of mediation; and
- To provide education and information to the public.

- (1) hold **peace** as an organizing principle, coordinating service to every level of American society;
- Peace is more than the absence of war.
"Peace is a never ending process... it is an attitude, a way of life, a way of solving problems and resolving conflict." Oscar Arias Sanchez, Nobel Peace Prize Laureate.
 - Every level of society:
 - intranational
 - intergroup
 - intragroup
 - interfamily
 - intrafamily
 - interpersonal
 - Intrapersonal
- [mediation, counseling, coaching,...]
- [coaching, counseling, therapy,]



Mission- The Department of Peace and Nonviolence shall:

(4) promote the development of human potential;

"Violence is any action that prevents a person from reaching their human potential" Johan Galtung.

- Individuals can act violently. Groups, organizations, and businesses can act violently. Governments can act violently.
- Peace is more than the absence of violence. (Negative Peace)
- Peace is the opportunity to grow and pursue one's potential (Positive Peace)

The peacefulness of a society can be measured by how well it applies the principles of nonviolence to conflict management and provides opportunities for each of its members to reach their human potential.

- Nonviolent management of conflict [e.g. mediation, conflict coaching,...] forms the basis of a peaceful society
- Nonviolent management of conflict minimizes traumatic experiences that prevent people from moving forward
- Nonviolent management of conflict supports conflict transformation and allows conflict to become a learning experience



Mission- The Department of Peace and Nonviolence shall:

- (5) create peace, prevent violence, divert from armed conflict, use field-tested programs, and develop new structures in nonviolent dispute resolution;
- Prevent violence
 - Infers the use of both a strictness/punishment component as a deterrent to violent behavior, as well as consideration of the systemic / root causes of violent behavior (e.g. despair, unresolved anger, rage, hate, lack of self worth, ...)
 - Divert from armed conflict
 - Law enforcement will remain a necessary and critical element of a peaceful society.
 - The DOPN presence however will provide early identification of people in severe distress who are unable to constructively manage their conflicts.
 - Early intervention can circumvent escalation to physical violence, criminal behavior and need to apply deadly force for apprehension, conviction, and incarceration.
 - Use field-tested programs
 - The DOPN will be a force that advocates excellence in the field of peacemaking
 - Intervention programs will be **Best Practices** and evidence-based to assure effectiveness – they will be field tested
 - Develop new structures in nonviolent dispute resolution
 - The DOPN will be tasked with responsibility for ongoing research in methods for better managing / transforming conflict situations
 - The degree of success in helping our country transform political conflicts, labor-management disputes, immigration issues, etc. into constructive outcomes will determine our future global competitiveness.
 - Violence is self-destructive for a society, because people do not reach their potential
 - Peace is constructive and productive



Mission- The Department of Peace and Nonviolence shall:

- (6) take a proactive, strategic approach in the development of policies that promote national conflict prevention, nonviolent intervention, **mediation**, peaceful resolution of conflict, and **structured mediation of conflict**;
- The development of this policy requires input from mediation professionals
 - There will be National Cabinet-Level support of programs for nonviolent intervention, mediation
 - This support should translate into a wide range of resources
 - Research, Training, Standards, and Educational Opportunities for Mediators
 - Grants & Contract Work for local mediation services
 - Increased public awareness of the value of mediation services

Mission- The Department of Peace and Nonviolence shall:



- (8) encourage the development of initiatives from local communities, religious groups, and nongovernmental organizations.
- This infers that the DOPN recognizes that often the best way to implement an intervention (e.g. mediation, counseling, training, etc.) is to have it implemented by knowledgeable peacemakers within that community (rather than from Washington)
 - This infers the need for Regional/Local DOPN presence
 - This infers that resources will flow down to local professionals for implementation.

Conclusions



How will the U.S. Department of Peace and Nonviolence Impact the Need for Professional Mediators?

- The DoPN will promote programs for reducing violence and managing conflict at all levels of American society. *Additional professional services that constructively manage / transform domestic conflicts will be needed.*
- The DoPN will establish standards of excellence, codes of conduct, & certification requirements for implementers of Federal programs. *Some current mediators may not qualify without additional training and certification*
- The DoPN will create job opportunities for thousands of highly trained peacemakers
 - *Some opportunities will be as government employees*
 - *Most opportunities will be NGO employees*
- Billions of dollars will be available to fund Peace Education and Training as well as Regional and Local intervention programs. *These intervention programs will be implemented under Federal contract by local practitioners.*
- Contracted work is envisioned to be competitive. *Less qualified and less experienced mediators may not win DoPN implementation contracts*

Resources / Acknowledgments



- Resources
 - Library of Congress – THOMAS <http://thomas.loc.gov/home/thomas.html>
 - National Campaign Web Site <http://www.dopcampaign.org>
 - Colorado Campaign Web Site <http://www.codopcampaign.org>
 - Colorado Campaign Coordinator: Ron Cole (ronaldwcole@aol.com)

- Acknowledgements
 - Thanks to T. J. Bowen and Milt Hetrick for their support in constructing the PowerPoint charts

Part 3



Feedback and Comments on how the Department of Peace and Nonviolence can better serve Professional Mediators and related service providers

Resources

- National Campaign Web Site www.dopcampaign.org
- Colorado Campaign Web Site www.codopcampaign.org
- Colorado Campaign Coordinator: Ron Cole
(ronaldwcole@aol.com)

Notes from the Colorado Council of Mediators (CCMO) 2006 Fall Conference, November 11, 2006



- The Colorado Council of Mediators (CCMO) 2006 Fall Conference held on November 10-11, 2006 in Denver was well organized and attended by 60-70 people. The Plenary Session of the CCMO Conference was a presentation by Byron Plumley entitled: **“How will the Department of Peace and Nonviolence Impact the Need for Professional Mediators?”**
- **Background**
- The Plenary Session was attended by about 60 people. Byron Plumley gave an excellent presentation / overview of the proposed U.S. Department of Peace. He used about 20 charts during the presentation and provided additional details including:
 - a detailed history of the previous attempts over the past 230 years to establish a Department of Peace
 - the ongoing initiative of 23 other nations to establish a Ministry / Department of Peace within their governments.
 - additional discussion of the “international” mission of the DoPN
- The 35 minute presentation was followed by about 10-15 minutes of audience feedback. This was also outstanding. Over a dozen people were able to voice their perspectives. Byron did not attempt in any way to argue or debate the audience perspectives, but thanked each person for their comments. When asked specific questions, he did offer clarifying information.

Notes from the Colorado Council of Mediators (CCMO) 2006 Fall Conference, November 11, 2006



Feedback Comments

- *There were 2-3 people who expressed their deep concern and skepticism about a U.S. Department of Peace and Nonviolence. These comments were particularly useful and are emphasized below:*
- "This is just another layer of bureaucracy"
- "This appears to be written by a left wing group of Democrats – there is no way I as a Republican mediator could sign on to this"
- "I'd bet that out of the 70-some cosponsors, there are few if any Republicans."
- "This whole thing is duplicative of other Departments"
- "The language sends up red flags - the line about 'violence against animals' is an example of this liberal left wing language."
- "No Islamic country has ever signed up to something like this"
- "This is not a practical solution – too broad – needs to be trimmed down in scope – start small - start locally."
- "It sounds like a monstrous bureaucracy"
- "I'm concerned about this top down approach – there also needs to be a grassroots (bottoms up) movement to redraft the legislation"
- "This legislation seems like throwing a bunch of stuff against a wall and hoping some of it sticks."
- "You mentioned 7 Departments (Offices). The one on Disarmament sent up a red flag for me – the military will not want to give up 2%^[1] of their budget to the Department of Peace so they can be disarmed – suggest you keep that one under the radar until the Department is established."

[1] There was some miscommunication here. Section 113. AUTHORIZATION OF APPROPRIATIONS. (a) In General- There is authorized to be appropriated to carry out this Act for a fiscal year beginning after the date of the enactment of this Act an amount equal to at least 2 percent of the total amount appropriated for that fiscal year for the Department of Defense. (b) Rule of Construction - **Nothing in this section shall be construed to require a reduction in appropriations for the Department of Defense.**

Notes from the Colorado Council of Mediators (CCMO) 2006 Fall Conference, November 11, 2006



The remainder of the comments provided encouragement and support – a few examples are included:

- “Go forward. The Legislation needs to be refined but go forward with it. The U.S. is currently perceived as dominating, intolerant, etc. If we had a Department of Peace and Nonviolence, this could set us apart and restore our image.”
- “This seems like a perfect application for the mediation process. We need more dialog to rewrite the legislation.”
- “In listening to the all the comments, there seems to be a lot of commonality, because everyone can agree they prefer peace. Continue this dialog and continue to refine the legislation.”
- ***There were several questions including:***
- What was the wording of some of the original attempts to establish a Department of Peace?
- What structure currently exists to deal with Peacemaking, domestic violence, etc.?
- “Where are all the other Departments that are involved in Peacemaking? e.g. the Department of Health and Human Services”
- ***There were some general comments including:***
- “Currently the DoD is charged with ‘rebuilding’ Iraq. They turned over responsibility to the Department of State. There is an issue of who ‘funds’ the ‘rebuilding’ effort – the DoD apparently expected the DoS to use its budget. So the funding is precarious.”

Conclusions:

- The event met and/or exceeded our goals and expectations. 60-70 additional people are now aware of the legislation to establish a U.S. Department of Peace and Nonviolence. The Colorado Campaign now has identified some specific local issues and concerns about the legislation. Each of these issues and concerns can be addressed in future dialog as we attempt to make this legislation more inclusive.
- Although we did not mention our initiative to develop a regional / local model of the DoPN, several conference attendees suggested that because the Department appears to be very complex, we should consider “starting small” – “starting locally.” These comments provided additional support to move forward with our local “DoPN model” efforts.
- In the upcoming days, we can draft responses to the issues and concerns expressed by the CCMO conference attendees, add them to our “Lessons Learned” file, suggest changes to the legislation, and use the responses in future presentations.
- Great team effort: Pearl Bell, T. J. Bowen, Byron Plumley, Milt Hetrick

Notes from the Colorado Council of Mediators (CCMO) 2006 Fall Conference, November 11, 2006



Lessons Learned

- The following comments are meant to identify areas that can be improved for future presentations and are not intended to be critical of authors, presenters, advisors, etc.
- **Item:** "I know this presentation is like preaching to the choir" can offend certain people and result in less affective listening.
- **Background:** The phrase does not acknowledge / respect the possibility that there are diverse viewpoints on the issue – even in a supposedly friendly setting. It conveys a religious (i.e. Christian) frame which may or may not help connect to the audience as a whole.
- **Suggestion:** Consider alternative openings to connect to the audience, e.g.. "As individual mediators, we are committed to helping people solve problems and resolve interpersonal issues – as a nation, we can be equally committed to these same goals. I'd like to describe how the proposed Department of Peace and Nonviolence can contribute to these ends and strengthen the U.S. domestically and internationally."
- **FACT:** The current legislation was written by a Progressive/Liberal person/group of people and is only endorsed by same.

The history of the many failed attempts to create a Department of Peace is informative. Is it constructive? At face value, it conveys the message that this is an impossible endeavor. We must then be prepared to provide a convincing discussion of how this time things are different and explain why our current approach will work. This is a presentation in itself. We do believe this time is different. We certainly want it to be different and more successful. We certainly have hope that it is different, but is there any evidence?

For example:

This time we are going to walk the talk and apply the basic understanding provided by research into conflict management, mediation, and peacemaking - this is a conflict – if peacemakers can not resolve this conflict, then there is something to be said about the power of (or lack thereof) of the peacemaking process.