

# Resolving Identity- Based Conflict

in Nations,  
Organizations,  
and Communities

Jay Rothman

# Resolving Identity Based Conflict In Nations Organizations And Communities

**Tracylee Clarke, Tarla Rai Peterson**



## **Resolving Identity Based Conflict In Nations Organizations And Communities:**

**Resolving Identity-Based Conflict In Nations, Organizations, and Communities** Jay Rothman, 1997-06-05 Conflict can either destroy or create depending on whether and how it is guided. This is the simple yet profound insight that underlies Jay Rothman's innovative new framework for understanding and transforming identity based conflict in nations, organizations and communities. Reading a newspaper, working in an organization or sitting in on a town meeting can provide vivid examples of identity conflicts in action. Based in the national, organizational and community groups that provide individuals with meaning, safety and dignity, identity conflicts are passionate and volatile because they strike at our core: who we really are and what we care about most deeply. Though often impervious to traditional methods of conflict management, identity based conflict also provides adversaries with dynamic opportunities for finding not only common ground but higher ground than separate parties could have found on their own. Grounded in his grassroots conflict resolution work in the Middle East, work that earned him the honor of witnessing the historic White House handshake between Prime Minister Yitzhak Rabin and PLO President Yasser Arafat, and brilliantly refined to address a wide range of organizational and community conflicts, Rothman's ARIA model is a versatile and innovative synthesis of the best contemporary ideas in conflict management, resolution and transformation. Step by step, *Resolving Identity Based Conflict* traces the ARIA journey through Antagonism, Resonance, Invention and Action in a variety of environments. In straightforward, jargon-free language, Rothman conveys solid theoretical insights and practical how-tos that allow researchers and practitioners to recognize the crucial differences between identity and resource based conflicts, zero in on the needs and motivations shared by even the bitterest of adversaries, create joint agendas for groups in conflict, transform intragroup and intergroup conflicts in organizations of every kind. From Identity-Based Conflict to Identity-Based Cooperation Jay Rothman, 2012-11-28 Through proper engagement, identity based conflict enhances and develops identity as a vehicle to promote creative collaboration between individuals, the groups they constitute and the systems they forge. This handbook describes the specific model that has been developed as well as various approaches and applications to identity conflict used throughout the world. *Creating a Culture of Collaboration* Sandy Schuman, 2006-09-18 Collaboration is often viewed as a one-time or project-oriented activity. An increasing challenge is to help organizations incorporate collaborative values and practices in their everyday ways of working. In *Creating a Culture of Collaboration*, an international group of practitioners and researchers from Australia, Belgium, Canada, Chile, New Zealand, Northern Ireland, United Kingdom and the United States provide proven approaches to creating a culture of collaboration within and among groups, organizations, communities and societies. **Routledge Companion to Peace and Conflict Studies** Sean Byrne, Thomas Matyók, Imani Michelle Scott, Jessica Senehi, 2019-07-24 This Companion examines contemporary challenges in Peace and Conflict Studies (PACS) and offers practical solutions to these problems. Bringing together chapters from new and established global scholars, the volume explores and critiques the foundations of Peace and

Conflict Studies in an effort to advance the discipline in light of contemporary local and global actors The book examines the following eight specific components of Peace and Conflict Studies Peace and conflict studies praxis Structure agency tension as it relates to social justice nonviolence and relationship building Gender masculinity and sexuality The role of partnerships and allies in racial ethnic and religious peacebuilding Culture and identity Critical and emancipatory peacebuilding International conflict transformation and peacebuilding Global responses to conflict It argues that new critical and emancipatory peacebuilding and conflict transformation strategies are needed to address the complex cultural economic political and social conflicts of the 21st century This book will be of much interest to students of peace and conflict studies peace studies conflict resolution transitional justice reconciliation studies social justice studies and international relations

**Conflict Resolution and Peacebuilding in Laos** Stephanie Phetsamay Stobbe, 2015-06-19 Using the case study of Laos a small landlocked country in Southeast Asia that has seen some of the world's most brutal forms of poverty and violence this book examines the power of traditional and indigenous conflict resolution systems as a tool for social justice It explores how the conflict resolution mechanisms build infrastructures that support social harmony and address larger scale conflicts within communities nations and international arenas The book discusses how over centuries foreign powers have polarised and used the ethnic groups of Laos to support their own agendas and how in spite of this the Lao people have consistently managed to recreate the peace and harmony that support their social relationships whether that is within groups or between many distinct groups Through the development and use of appropriate grassroots conflict resolution structures that do not require a formal court system and exists outside the political arena they have been successful in resolving conflicts within and across cultural groups The book shows that the conflict resolution systems of Laos are embedded in the fabric of ordinary everyday life and operate independently of the hierarchical structures that dominate governing institutions Highlighting how peace continues to work its way into existence through elaborate mediation systems and rituals that bring people together this book will be of use to students and scholars of Southeast Asian Politics Peace Studies and War and Conflict Studies **Ritual**

**Sites and Religious Rivalries in Late Roman North Africa** Shira L. Lander, 2016-10-24 Lander provides a new understanding of ancient notions of ritual space by analyzing literary along with archaeological evidence **Resolving**

**Water Conflicts Workbook** Lynette de Silva, Chris Maser, 2021-11-25 This book works to build trust consensus and capacity to enhance understanding through a water conflict management framework designed to bolster collaborative skills Built on case studies analysis and hands on real life applications it addresses issues of water insecurity of marginalized systems and communities global water viability institutional resilience and the inclusion of faith based traditions for climate action The authors assess the complexities of climate challenges and explain how to create sustainable effective and efficient water approaches for an improved ecological and socioeconomic future within the UN's Sustainable Development Goals

**Handbook of Conflict Analysis and Resolution** Dennis J.D. Sandole, Sean Byrne, Ingrid Sandole-Staroste, Jessica

Senehi,2008-07-31 This major Handbook comprises cutting edge essays from leading scholars in the field of Conflict Analysis and Resolution CAR The volume provides a comprehensive overview of the core concepts theories approaches processes and intervention designs in the field The central theme is the value of multidisciplinary approaches to the analysis and

**African security in the twenty-first century** Stephen Emerson,Hussein Solomon,2018-01-24 This book explores and analyses the evolving African security paradigm in light of the multitude of diverse threats and challenges facing the continent and the international community It challenges current thinking and traditional security constructs as woefully inadequate to meet the real security needs of African governments and their 1 billion plus citizens in an increasingly globalised and interdependent world Through the lens of human security the authors examine the continent's most pressing security challenges from identity conflict and failing states to terrorism disease and environmental degradation and in doing so provide a comprehensive look at the complexities of building peace and stability in modern day Africa Not only does the book critically assess the state of progress in addressing security challenges but it presents new strategies and tools for more effectively engaging Africans and the global community in their common search for solutions **Re-Envisioning Conflict**

**Resolution** Jay Rothman,2017-11-09 This book explores the process of assessing success in the field of conflict resolution with a focus on the Action Evaluation method pioneered by the author Since the early days of the field of conflict resolution researchers and practitioners have been trying to determine how to define and assess success Are its various approaches to engaging conflict effective How is effective defined and operationalized and by whom How might we know Action Evaluation AE a methodology for defining promoting and assessing success in and of the field has been developed over the past two decades to answer these questions theoretically and in use It was designed from its inception to help create sound and contextualized standards around which the field could coalesce AE is an appropriate methodology for evaluation of conflict engagement in part because it is grounded in key values of the field like participation ownership and the constructive engagement of conflict among stakeholders in project development and implementation By illustrating how AE is applied through case studies and providing tools for others to use this book is intended to make AE a more widely available user friendly and rigorous action research tool for researchers and practitioners in the still emerging field and beyond This book will be of much interest to students of conflict resolution peace studies research methods and international relations in general as well as practitioners in the field Resolving Environmental Conflicts Chris Maser,Lynette de Silva,2019-05-06

Resolving a conflict is based on the art of helping people with disparate points of view find enough common ground to ease their fears sheath their weapons and listen to one another for their common good which ultimately translates into social environmental sustainability for all generations Written in a clear concise style Resolving Environmental Conflicts Principles and Concepts Third Edition is a valuable solution oriented contribution that explains environmental conflict management This book provides an overview of environmental conflicts collaborative skills and universal principles to assist in re thinking and

acting toward the common good integrates a variety of new real world conflicts as a foundation for building trust skills consensus and capacity and explains pathways to collectively construct a relationship centric future fostering healthier interactions with one another and the planet The new edition illustrates how to successfully mediate actual environmental disputes and how to teach conflict resolution at any level for a wide variety of social environmental situations It adds a new chapter on water conflicts and resolutions providing avenues to healthy sustainable and effective outcomes and provides new examples of conflicts caused by climate change with discussion questions for clear understanding Land use planners urban planners field biologists and leaders and participants in collaborative environmental projects and initiatives will find this book to be an invaluable resource University students in related courses will also benefit as will anyone interested in achieving greater social environmental sustainability and a more responsible use of our common natural resources for themselves and their children

*Resolving Structural Conflicts* Richard E. Rubenstein, 2017-01-06 This book analyses how certain types of social systems generate violent conflict and discusses how these systems can be transformed in order to create the conditions for positive peace Resolving Structural Conflicts addresses a key issue in the field of conflict studies what to do about violent conflicts that are not the results of misunderstanding prejudice or malice but the products of a social system that generates violent conflict as part of its normal operations This question poses enormous challenges to those interested in conflict resolution since the solution to this problem involves restructuring social political and cultural systems rather than just calling in a mediator to help people arrive at an agreement This study breaks new ground in showing how local conflicts involving crime police and prisons transnational conflicts involving religious terrorism by groups like ISIS and international conflicts involving Great Power clashes are all produced in large part by elite driven exploitative or oppressive social structures It also presents new ideas about the implications of this structural turn for the practice of conflict resolution emphasizing the need for conflict resolvers to embrace a new politics and to broaden their methods far beyond traditional forms of facilitation Written by a leading scholar this book will be of much interest to students of conflict resolution peace studies war and conflict studies sociology political science and international relations in general

**Environmental Conflict Management** Tracylee Clarke, Tarla Rai Peterson, 2015-03-04 A step by step guide connecting theory to practice Environmental Conflict Management introduces students to the research and practice of environmental conflict and provides a step by step process for engaging stakeholders and other interested parties in the management of environmental disputes In each chapter authors Dr Tracylee Clarke and Dr Tarla Rai Peterson first introduce a specific concept or process step and then provide exercises worksheets role plays and brief case studies so students can directly apply what they are learning The appendix includes six additional extended case studies for further analysis In addition to providing practical steps for understanding and managing conflict the text identifies the most relevant laws and policies to help students make more informed decisions Students will develop techniques for public involvement and community outreach strategies for effective



meeting management approaches to negotiating options and methodologies for communicating concerns and working through differences and outlines for implementing and evaluating strategies for sustaining positive community relations

**The Spirit of Dialogue** Aaron T. Wolf, 2017-09-14 Over more than twenty years as a mediator Aaron T Wolf has learned that successful conflict resolution is shaped by complicated dynamics from how comfortable the meeting room is to the participants deepest senses of self Bridging seemingly intractable issues means addressing multiple layers of needs Wolf's approach may be surprising to Westerners who are accustomed to separating rationality from spirituality and science from religion The Spirit of Dialogue draws lessons from a diversity of faith traditions to transform conflict from identifying the root cause of anger to aligning with an energy beyond oneself what Christians call grace to the true listening practiced by Buddhist monks Whether atheist or fundamentalist Muslim or Jewish Quaker or Hindu any reader involved in difficult dialogue will find concrete steps towards a meeting of souls

Informal Justice in Contemporary Society Dr Lee Li-On, 2016-05-06 Drawing on an ethnographic study in a multicultural city of Arabs and Jews in Israel this book examines the models and expressions of power implicated in discourse and conflict resolution practices in cross cultural contemporary community The author explores community politics expressed in daily life as a contextual background to the analysis of conflict resolution politics exploring perspectives of state and civic stakeholders Through case analysis and addressing the individual organisational and societal levels Dr Li On illustrates that conflict resolution is dominated by politics with culture ethnicity and identity playing a significant role disputing groups rely on conflict resolution to achieve contesting socio political goals The book explores core concerns in the field illustrating obstacles challenges and opportunities confronting informal justice in contemporary communities Informal Justice in Contemporary Society is motivated by the field's research practice gap and the lack of real world impact research in cross cultural settings The book contributes insights towards theory refinement and conflict resolution practice by addressing practical issues confronted by mediators in the field This innovative research path introduces a holistic approach to the study of informal justice in social context deploying multilevel ethnographic analysis to broaden the perspectives and understanding of conflict resolution in contemporary communities Locally it provides insights into conflict resolution in Israel in a mixed city of Arabs and Jews This book belongs on the reference shelf of essential reading for educators researchers and practitioners in conflict resolution and social studies including anthropological community legal and cultural fields

Introduction to Peace and Conflict Studies Lois Edmund, 2021-05-21 This book integrates research and theoretical findings from multiple disciplines to present a holistic approach to conflict resolution It highlights the wide ranging and compelling relevance of Conflict Resolution Studies by exploring the entire spectrum of applications in interpersonal relationships family and group functioning and national and international relations

**For a Significant Social Psychology** M. Brewster Smith, 2003-12 M Brewster Smith has been a pivotal figure in social psychology and personality studies for more than half a century For a Significant Social Psychology

collects Smith's most important writings introduced by the author and presented thematically The Handbook of Conflict Resolution Peter T. Coleman, Morton Deutsch, Eric C. Marcus, 2014-04-07 Praise for The Handbook of Conflict Resolution This handbook is a classic It helps connect the research of academia to the practical realities of peacemaking and peacebuilding like no other It is both comprehensive and deeply informed on topics vital to the field like power gender cooperation emotion and trust It now sits prominently on my bookshelf Leymah Gbowee Nobel Peace Prize Laureate The Handbook of Conflict Resolution offers an astonishing array of insightful articles on theory and practice by leading scholars and practitioners Students professors and professionals alike can learn a great deal from studying this Handbook William Ury Director Global Negotiation Project Harvard University coauthor Getting to Yes and author The Third Side Morton Deutsch Peter Coleman and Eric Marcus put together a handbook that will be helpful to many I hope the book will reach well beyond North America to contribute to the growing worldwide interest in the constructive resolution of conflict This book offers instructive ways to make this commitment a reality George J Mitchell Former majority leader of the United States Senate former chairman of the Peace Negotiations in Northern Ireland and the International Fact Finding Committee on Violence in the Middle East chairman of the board Walt Disney Company senior fellow at the School of International and Public Affairs Columbia University Let's be honest This book is just too big to carry around in your hand But that's because it is loaded with the most critical essays linking the theory and practice of conflict resolution The Handbook of Conflict Resolution is heavy on content and should be a well referenced resource on the desk of every mediator as it is on mine Johnston Barkat Assistant Secretary General Ombudsman and Mediation Services United Nations *Identity, Reconciliation and Transitional Justice* Nevin T. Aiken, 2013 Building upon an interdisciplinary synthesis of recent literature from the fields of transitional justice and conflict transformation this book introduces a groundbreaking theoretical framework that highlights the critical importance of identity in the relationship between transitional justice and reconciliation in deeply divided societies Using this framework Aiken argues that transitional justice interventions will be successful in promoting reconciliation and sustainable peace to the extent that they can help to catalyze those crucial processes of social learning needed to transform the antagonistic relationships and identifications that divide post conflict societies even after the signing of formal peace agreements Combining original field research and an extensive series of expert interviews Aiken applies this social learning model in a comprehensive examination of both the South African Truth and Reconciliation Commission and the uniquely decentralized approach to transitional justice that has emerged in Northern Ireland By offering new insight into the experiences of these countries Aiken provides compelling firsthand evidence to suggest that transitional justice interventions can best contribute to post conflict reconciliation if they not only provide truth and justice for past human rights abuses but also help to promote contact dialogue and the amelioration of structural and material inequalities between former antagonists Identity Reconciliation and Transitional Justice makes a timely contribution to debates about how to best understand and address



past human rights violations in post conflict societies and it offers a valuable resource to students scholars practitioners and policymakers dealing with these difficult issues      **Constructive Conflicts** Louis Kriesberg, Bruce W. Dayton, 2016-09-29  
Constructive Conflicts provides a framework for analyzing social conflicts of all kinds with emphasis on how conflicts can lead to positive change The fifth edition features new material on the role of social movements and NGOs non coercive means for shaping conflict post conflict activities that result in enduring peace and more

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