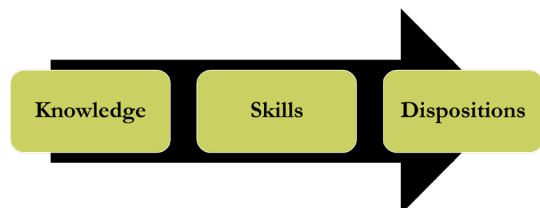


CONFLICT TRANSFORMATION AT MIDDLEBURY

The field of conflict transformation (CT) explores how destructive conflicts can change and become relatively constructive. Conflict is part of the human experience. Whether conflict enriches our communities or harms them depends on how we engage in it. Conflict can enrich our relationships and strengthen our social and political systems.



The CT Collaborative at Middlebury seeks to expand our knowledge, skills, and dispositions to transform conflict into more constructive dynamics. Transformation is possible at multiple levels – personal, interpersonal, and structural.

KNOWLEDGE: Good conflict intervention starts with good conflict analysis.

- *Contextual knowledge:* what actors, dynamics, history, and values shaped a conflict?
- *Critical self-awareness:* reflecting on “Who am I in conflict?” reveals different conflict styles, personality traits, histories, strengths, and challenges.

SKILLS: Several approaches to conflict can help disrupt destructive dynamics.

- *Structured dialogue* encourages participants to listen to understand.
- *Intercultural competence* engages across different frames of references and values.
- *Mediation* identifies the interests behind conflicting positions to support problem-solving.
- *Restorative practices* encourage accountability for harm while repairing relationships.

DISPOSITIONS: People can conduct themselves in ways that foster constructive conflict.

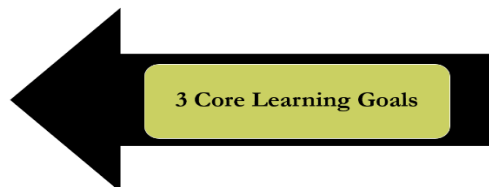
- *Curiosity* reveals deeper insights into views and experiences that are not our own.
- *Creativity* helps generate new possibilities to move beyond harmful patterns.
- *Risk-taking* is necessary, since first attempts may not succeed.
- *A relational focus* sees human connection as a place to redefine purpose and shift patterns.

CORE LEARNING GOALS

Alongside partners that inspire and inform our work, Middlebury’s CT approach builds on our strengths – including our liberal arts foundation and our commitment to global learning.

The CT Collaborative’s many programs share three core learning goals. We seek to foster:

- (1) a new understanding of conflict,
- (2) skills to understand self and others, and
- (3) a commitment to act.



CT OPPORTUNITIES AT MIIS

There are many opportunities for MIIS students to get involved in conflict transformation. To learn more about any of these opportunities, please use the links below or scan the QR code to visit our Institute website.



FELLOWSHIPS

The CT Collaborative offers four types of fellowships to in-person and online degree-seeking students at the Middlebury Institute. Learn more at the [Institute website here](#).

- **Cohort Fellows** receive scholarship funding, participate in professional development and mentorship programs, engage in year-long projects focused on conflict transformation, and present at an Annual Seminar. You can see the list of CT Cohort fellows at <https://gradct.middcreate.net>.
- **Mentor Fellows** are selected from the previous years' cohort fellows. They support peer learning cohorts and curate key resources for the cohort fellows.
- **Graduate Assistant Fellows** serve various research projects at MIIS, working with CBE, CNS, CoLab, CTEC, MetaLab, and other research units.
- **Pedagogy Fellows** support projects within the Conflict Transformation Collaborative.

CURRICULAR OFFERINGS

- **Intercultural Competence (ICC)**: students in any degree program can take ICC courses or add the Intercultural Competence Specialization to their degrees. For more information about ICC at MIIS, [see here](#).
- **Courses in Conflict Analysis and Transformation**: many courses across degree programs offer deep contextual knowledge and opportunities for practicing skills for constructive engagement in conflict. For a full list of CT-related courses, [see here](#).

OUTSIDE THE CLASSROOM

- **Speakers and Workshops**: we sponsor and co-sponsor several CT learning events and workshops throughout the year. Check our website for events during the year.
- **Experiential Learning**: we regularly sponsor trips and internships. Recent examples include trips to the Balkans and Colombia and the Middlebury Social Impact Corps.
- **Projects for Peace (PfP)**: MIIS students can apply annually for funding to support a peacebuilding project. PfP is a partner of the CT Collaborative.
- **New student orientation**: CT faculty and staff offer skill building opportunities for incoming students during orientation.

Contact Information: Dr. Netta Avineri (navineri@middlebury.edu), CT Graduate Pillar Lead