



CONFLICT RESOLUTION SCENARIOS

Scenario I: Sally and Derek

SCENARIO 1 - Derek

You are a member of the newly formed Coordinated Community Response Team (CCRT) at Really Smart University (RSU – Go Groundhogs!). You are on staff at the Student Life Office in charge of student engagement. One of the other members of the CCRT is beginning to drive you crazy. This woman – Sally – works for one of the community based agencies on the Team and she always has something to say. She dominates every conversation and the CCRT Co-Chairs seem helpless to control her. You realize that you are relatively new to the issues of domestic and sexual violence – you’ve never knowingly worked with a victim before – and she has years of experience, but you aren’t participating in this group to be lectured by her. Other CCRT members have mentioned their frustration with this woman to you as well. Now you’ve been assigned to a committee with her on prevention education (a topic you know something about!). You want the committee’s work to be successful, you feel you must sit down with Sally and clear the air.

SCENARIO 1; Sally

You are a member of the newly formed Coordinated Community Response Team (CCRT) at Really Smart University (RSU). You are the director of a nonprofit organization that provides services to survivors of gender-based violence in the community where RSU is located. You have been working in the domestic and sexual violence movement for more than 15 years now and sometimes it drives you crazy how little some of these University staff - people who are charged with providing safety and wellness services for students - understand about the work. You have seen first hand the damage that uninformed service providers can have on a victim’s life. You have just been assigned to work on a CCRT committee with a staff person from Student Life named Derek. From Derek’s reactions to you in the past, and how little he says in the meetings, it seems that he is not very invested in the work. You don’t want to get left with all the responsibility for carrying out this project on your own so feel you must talk with him.

Scenario II: Rashad and Michelle

SCENARIO 2; Rashad

You are the Project Director for the OVW Campus Program grant your University was awarded. You have worked hard alongside a strong core group of people to build a Coordinated Community Response Team (CCRT) that really seems to be working well together and beginning to get things done. One of the primary goals the team included in their 2 year grant implementation plan was to create an online learning module specific to the school (a unique commuter campus with high Hispanic population). Copy, voice over and video for the module are all complete – thanks to many hours of time on the part of the Prevention/Education Committee of the CCRT. All that is left to do is a final edit before it is ready to go live.

Two days before the deadline for turning in the final product, you get a call from Michelle. Michelle is the Title IX Coordinator for the school and a member of the CCRT. Michelle informs you that the University Administration met this morning and, to be sure they are in compliance with the law, have decided to go instead with one of the packaged online training modules available nationally. You are furious. You feel betrayed by this person who knows how much work has gone into developing the school specific module. Not only didn't she fight for the work and opinion of the CCRT but she didn't even give warning that this was a topic on the administration's agenda. The dollars that will be spent on this national product would more than pay for an additional staff position to provide services to survivors. You question whether Michelle has been honest with you and is undermining the work of the CCRT.

SCENARIO 2; Michelle

You are the Title IX Coordinator for Even Smarter Community College (ESCC) of Kalamazoo. You have been participating as a member of the domestic and sexual violence Coordinated Community Response Team (CCRT) for the campus since you started in your position just about 10 months ago. A meeting was called by the college administration this morning. The community college legal department encouraged the system to contract with an outside consultant around compliance with Title IX. Unbeknownst to you the purpose of the meeting today was to review their recommendations for the campus.

One of those recommendations was to use an evidence based online educational module to meet the mandatory education requirements. The first thing you thought was, "Oh my, Rashad is going to be pissed!" You are aware of the CCRT Education Committee's valiant efforts over the past few months to develop an online learning module unique to ESCC. You understand the reasoning behind creating a school specific module. You share that reasoning with admin. at the meeting but in the face of using a product that is evidence based, the argument is shot down.

The first thing you do after the meeting is reach out to Rashad to let him know the outcome of the meeting. You can tell by his cold response that he is not happy. You understand his disappointment but not his anger. He seems to have a one track mind when it comes to the school's actions. The only way to go is his way. If you are going to be able to continue working with him, you need to talk.