

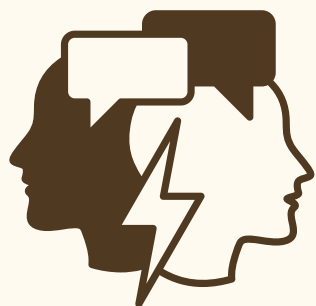


GRASSROOTS DISPUTE RESOLUTION

NEWSLETTER

AUGUST 2026

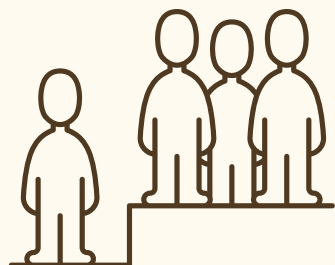
WHY WE AVOID CONFLICT



When conflict arises, instinctively, we may withdraw and not want to address it.

There are many reasons why we avoid conflict. However, one of the main reasons is that we sometimes fear negative reactions or dismissal stemming from our anxiety, past trauma, and upbringing. Unfortunately, these factors may cause us to find temporary peace in silence.

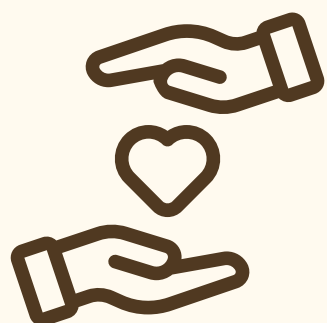
WHEN THOSE FEARS ARE COMPOUNDED



For people who hold marginalized status, these fears can be compounded with their experience as minorities. Experiences of power imbalance, fear of being stereotyped, and fear of retaliation can cause of spiral of silence.

Tone policing is an example of how women are critiqued for their emotional expression rather than their grievances. Therefore, dismissing them and causing them to not feel comfortable opening up.

HOW DO WE AS MEDIATORS AND FACILITATORS BRIDGE THAT GAP?



We meet people where they are. Rather than expecting everyone to have the same comfort level, we consider individual experiences. We as professionals encourage difficult conversations and create a safe space where people can communicate in a way that reflects their identities and experiences.

Mediators and facilitators with shared cultural and social experiences can especially help bring understanding through cultural context. This allows for an empathetic perspective, making all parties feel safe(r).



NOTE FROM ADRIANA

"Recently, I led a 3-hour intensive conflict resolution training. That experience reinforced a powerful truth: Conflict isn't always an impasse, but a gateway to deeper understanding when approached with an open mind. I equipped participants with the linguistic tools to bridge communication gaps effectively. It was a privilege to translate complex mediation frameworks into actionable insights for such a dedicated group."