Draft Framework for Addressing Group Conflict
Collaborative Funding Workgroup

This conflict resolution framework was developed in collaboration with Rede Group May 2024. The process outlined here is undergirded by our group agreements which emphasize empathy, open-mindedness, and growth mindset. We acknowledge that effective conflict resolution requires trust, which will need to be built and nurtured throughout our work together.

Steps	This might look like…	Skills and tools
1. When group members feel conflict or tension, they reflect on their feelings and needs and communicate them to the group. (new!) Recognizing that power imbalances make it more difficult for some to share feeling conflicted the group …		Emotional intelligence, non-violent communication, [Tool for 1:1 conflict resolution, specify which tools?]
2. The group names when they are in conflict and works to identify what the conflict is about (e.g., values, needs, approaches, power, etc.).		Assertive communication, root cause analysis
3. The group looks for middle ground and new solutions where individuals' and group's needs can be met. The group gets clear about needs that might not be met.		Thomas-Kilmann conflict modes, collaborative decision-making, forward-focused thinking

4. When needs cannot be met and conflict persists, the group pauses their work for deeper discussion and may seek additional support. (new!) The group determines the time it will need to process conflict and agrees on timing for deeper discussion. Group members work earnestly to adjust other timelines to allow for meaningful discussion.		[Tool for long-term (unresolved?) conflicts?] [How to add a time component?]
5. (new!) The group checks in twice a year to openly talk about the effectiveness of this process.		