

KCH Conflict Resolution Committee

Info for candidates

The Conflict Resolution Committee will respond to conflicts within KCH, schedule training opportunities, and lead the effort to create a culture of healthy conflict resolution. It will also write, pass, and amend policies related to conflict resolution.

The CRC will oversee both the Restorative Justice and Formal Grievance processes. If you are in a conflict with someone else in KCH and you initiate the grievance process, the CRC will make the final decisions about process outcomes.

The CRC is responsible for:

- Responding to conflicts in accordance with the KCH Grievance Process
 - Coordinating restorative justice circles and/or conferences
 - Assembling panels to investigate Formal Grievances; ensuring that panels conduct their investigation promptly
 - Reviewing recommendations from panels regarding Formal Grievances, and making final decisions about approving or rejecting recommendations
- Updating and changing the Grievance/Conflict Resolution Process as needed
- Scheduling the annual Restorative Justice training (& any other trainings) & making sure KCH members know about them
- Writing, amending, and passing policies related to conflict resolution

Additionally, CRC members are expected to:

- Attend monthly CRC meetings
- Make themselves available for additional meetings at short notice, in order to respond promptly to conflicts
- Attend the annual Restorative Justice training within 1 year of being elected; prioritize attending any additional relevant trainings
- CRC members may be asked to serve on panels to investigate grievances
- Be willing to hear about conflicts that may be uncomfortable and upsetting. CRC members won't need to hear detailed accounts of things that might be triggering, but they will need to hear about the events of conflicts in order to make decisions.
- Be willing and able to thoughtfully consider and vote on difficult decisions. The CRC will make decisions that affect members' material realities, such as cancelling member contracts, requiring that members relocate to different collectives, etc. CRC members are responsible for making these decisions, and must be willing to share their honest thoughts, ask necessary questions to make informed decisions, participate in the consensus process, and vote even when a decision is difficult or uncomfortable.

You could be a great fit for the CRC if some of the following apply:

- You care about healthy conflict resolution!
- You are interested & invested in people and relationships!
- You want to help individuals within your community deepen their relationships w/ each other, strengthen their communication skills, and build trust.
- You have experience or training with restorative/transformational practices, nonviolent communication, community accountability, etc. (Not required)