

Is There Really a Conflict in Here or Is It Just Me?

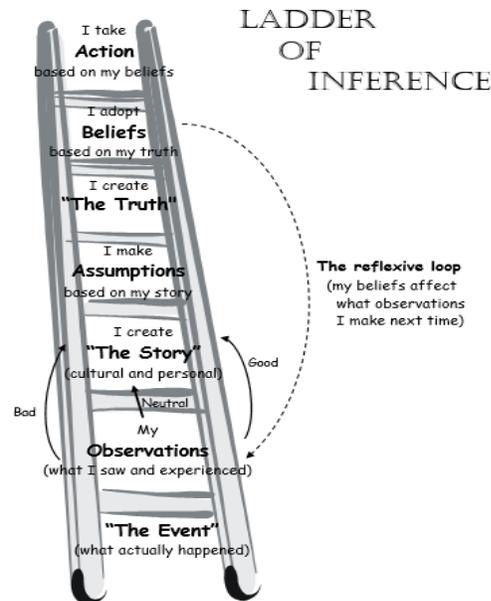


Presented by Denise Vecellio
with Special Guest Pam Melick

Agenda

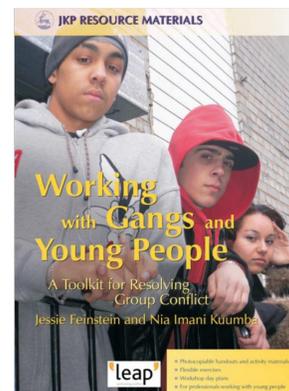
- Introduction
- Ladder of Inference
- Identifying a conflict using the FIDO model
- How do our stories impact the way we and others act?
(example of the JCU “Carroll Ballers”)
- Discussion with Pam Melick
- Wrap-Up

The Ladder of Inference



FIDO

- “FIDO” stands for **F**act, **I**nterpretations, **D**ecision and **O**utcome.
- This exercise comes from a book entitled *“Working with Gangs and Young People – A Toolkit for Resolving Group Conflict”* by Jessie Feinstein & Nia Imani Kuumba



<https://books.google.com/books?id=jbUld8l-3tkC>

FIDO (cont.)

FACT	INTERPRETATION	DECISION	OUTCOME

FIDO (cont.)

- The action is based on my interpretation – not the facts
- Not possible to change facts but it is possible to change your interpretation of the facts
- If the decision is based on our interpretation of the facts rather than the actual facts, then chances are that we will not get the outcome that we want.

FIDO – small group exercise

- Work in pairs
- I will provide each pair a **Fact**
- From this Fact, identify 2 different possible **Interpretations, Decisions** and **Outcomes**
- We will share a few of them after 5-10 minutes

FIDO / Working with Juveniles

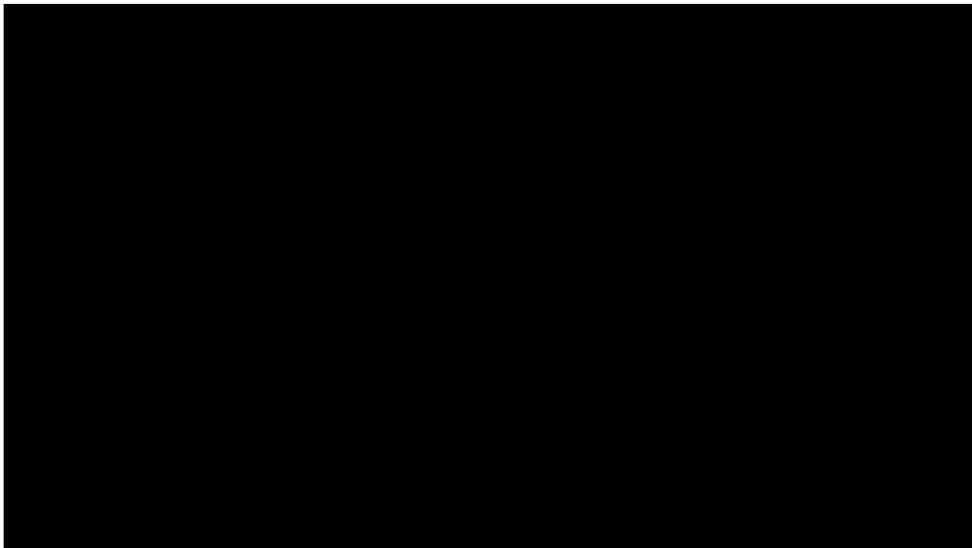
- Even when we feel justified in the “story” we have created, by constructing a different interpretation, it can increase our choice of how to respond
- What really matters is the Outcome - The realization of how your Interpretation can affect the Outcome because of the Decisions you make based on the story you created is the key!
- Example of how this exercise can relate to working with young people who have been convicted of crimes

“The Carroll Ballers”

- Founded by students at John Carroll University in Cleveland, Ohio in 2012
- Students visit the Cuyahoga County Juvenile Detention Center and Cuyahoga Hills Juvenile Correctional Facility as many as six times a week
- It is part of an innovative mentorship program fusing basketball, tutoring, and kinship.
- Each week, there is a theme of promoting positive personal choices and development.
- They work with ages 12 -21

https://www.youtube.com/watch?v=F2sXo6lY_M4

Carroll Ballers Video



“The Carroll Ballers” (cont.)

- About 85 JCU students are involved with the program, and 80 or so residents of the centers take part.
- The three year recidivism rate in a US juvenile detention center is over 45%. Over the course of the entire life of someone spending time at a center, there’s an 80 percent rate of recidivism. (*FearTheSword.com, 11/2015*)
- Since the advent of this program, behavioral incidents at the centers are way down; the privilege of taking part in the program is something that helps residents stay on track and many of the resident have begun studying for their G.E.D.

Pam Melick

- Quaker Author, Conflict Resolution Educator and Prison Restorative Practices Specialist
- Presented a Speed Learning Session at the *Unity in the Community Resource Fair* entitled **“Unlearning the Language of Violence”**

Thank You!

Resources & References

- <http://www.thecarrollballers.com/>
- <http://www.bing.com/videos/search?q=carroll+ballers&view=detail&mid=3947B040BFC3613DB73E3947B040BFC3613DB73E&FORM=VIRE>
- *Working with Gangs and Young People – A Toolkit for Resolving Group Conflict* by Jessie Feinstein and Nia Imani Kuumba
- *Detroit Eatery Embroiled in Viral Dispute over Steak* by George Hunter, Detroit News, March 9, 2016
- *Free of Prison, Shaka Senghor Looks Back on a Life of Violence, Trauma and Child Abuse* by Ronda Racha Penrice, The Root, March 8, 2016
- *Rethinking Crime and Punishment* by George Will, reprinted by The Detroit News, March 18, 2016
- www.restorativejustice.pbworks.com
- www.youthcourtnet
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