

## TLC Dream Chart

### ...Co-Creating a Peer-Mediation System...

	Children share...	Facilitators share...	Parents share...
<b>1. What works here when we respond to conflict?</b>	<ul style="list-style-type: none"> <li>· Having some time-out and space away from the person, so that things cools down</li> <li>· When we have freedom to solve it our own way</li> <li>· Eating together or having ice cream</li> </ul>	<ul style="list-style-type: none"> <li>· When there's listening and everyone feels heard</li> <li>· Taking time apart, having a time-out</li> <li>· Keeping the conversation/process informal</li> </ul>	<ul style="list-style-type: none"> <li>· The TLC spirit</li> <li>· The hope to build something different</li> <li>· Space for self-expression and open sharing</li> <li>· The interest to find empathy and community</li> <li>· The care, attentive listening</li> <li>· The sharing with facilitators, their love and openness</li> <li>· The responding with love and care</li> </ul>
<b>2. What doesn't work quite so well?</b>	<ul style="list-style-type: none"> <li>· Hitting each other</li> <li>· Gossiping</li> <li>· Taking sides</li> <li>· When we fight with others, we are actually fighting with ourselves</li> <li>· Doing nothing</li> <li>· Meetings create more fights</li> <li>· When adults/parents/facilitators get involved</li> <li>· Adults make it boring</li> <li>· When a facilitator forces someone to say "sorry"</li> <li>· Having a meeting with adults or older kids (when younger kids have a fight)</li> </ul>	<ul style="list-style-type: none"> <li>· Sharing circles/meetings are only verbal, and verbal processing is not enough</li> <li>· When things feel unfair for someone</li> <li>· When people still feel unheard, even after a meeting</li> <li>· When there's no real acknowledgement of the pain caused</li> <li>· When someone's sharing comes across as fake or manipulative</li> <li>· The loudest voice wins</li> <li>· Letting unresolved issues pile up and go unprocessed</li> <li>· When the discussed behaviour is repeated, even after an agreement to change something</li> <li>· There's too little follow-up and lack of enforcement when agreements are made</li> <li>· There's limited support, because people don't want to step in</li> </ul>	<ul style="list-style-type: none"> <li>· Communication on email and WhatsApp</li> <li>· Too much information on WhatsApp, too many questions/sharing from parents</li> <li>· Information gets lost in the overflow of communication</li> <li>· Sharing of information is incomplete</li> <li>· Lack of information/communication (ex: regarding Alessandra/filming)</li> <li>· Decisions are made without inclusion and choice</li> <li>· Lack of understanding between facilitators and parents</li> <li>· Too much load on too few people</li> <li>· When you ask for support, it's not there</li> <li>· There's reluctance/inability to share and communicate, which leaves a feeling of discomfort</li> <li>· There's a fear of not being understood</li> <li>· When we reproduce the story in our own heads, without information or confirmation</li> </ul>
<b>3. How do we dream it could be?</b>	<ul style="list-style-type: none"> <li>· Finish the fight and don't snitch or bring in other people</li> <li>· Fight until someone gives up</li> <li>· No adults should intervene</li> <li>· It should be a kids-only meeting</li> <li>· Kids have rights</li> </ul>	<ul style="list-style-type: none"> <li>· Creating a system that can hold everyone and sees what's needed for each individual in each moment</li> <li>· Sensing the other</li> <li>· Honouring the self and the other</li> <li>· Allowing for individuality and receiving each other with softness</li> </ul>	<ul style="list-style-type: none"> <li>· Sincere and humble community</li> <li>· Harmony on all levels</li> <li>· Trust in all members of the community</li> <li>· More connection</li> <li>· Space for sharing</li> <li>· Sincere communication</li> </ul>

	<ul style="list-style-type: none"> <li>· We want freedom and harmony</li> <li>· Let the kids do what they want</li> <li>· Asking for help</li> <li>· Having people with me that I trust</li> <li>· Somebody listens to you attentively without judgement</li> <li>· Talking for some time, but not right after the fight, so that you are in a rage and still angry</li> <li>· Taking some time and then talking to the other person and deciding what each person should have done and what they will do next time</li> <li>· Each person writes down what happened from their perspective, and then we share all perspectives and see what's true (so that we can learn and grow)</li> <li>· Try to find a compromise (ex: rock, paper, scissors)</li> <li>· Talk to a friend first and try to solve it</li> <li>· Talk to a parent, or sibling, or facilitator</li> <li>· Talk to myself</li> <li>· If there's an argument, catch it before it turns into a fight</li> <li>· Try to solve it as fast as possible</li> <li>· We need time! We want to share when we are ready, and sometimes we don't want to speak</li> <li>· The concerned parties notice and care</li> <li>· There shouldn't be too many words, nor any pressure</li> <li>· There should be the presence of safe person (parent)</li> <li>· It should be fair for everyone</li> </ul>	<ul style="list-style-type: none"> <li>· Being and doing together more often</li> <li>· Working together weekly and looking at what we can improve (maybe during Monday meetings?)</li> <li>· Being in the present, honouring the now</li> <li>· Acting in the moment and being present (but not pushing, allowing for delay if needed)</li> <li>· Being flexible: in a given situation, drawing out what is best for all</li> <li>· Being consistent, but flexible</li> <li>· No rules, but boundaries</li> <li>· Adults stepping up and role-modelling</li> <li>· Developing a community based on trust and being in the heart</li> <li>· We must care for everyone</li> <li>· Trust that through conflict, we get to know each other better</li> <li>· Trust in the process and in the unfolding</li> <li>· For inspiration, share a weekly quote with the community on the topic of togetherness and conflict</li> <li>· Having more events, as this contributes to the community feeling, where there's flow and energy, and it maintains connection between everyone</li> <li>· Create a sharing space for ideas on how to build community</li> <li>· Open the space to all those who come to Basecamp, including parents and facilitators</li> <li>· Creating a space to connect with parents (perhaps once a month?), where they can also help with intervening in a conflict</li> <li>· Have a system available for any conflict involving an active member of TLC with another member of TLC or anyone else</li> <li>· How are people invited to participate in the process?</li> </ul>	<ul style="list-style-type: none"> <li>· Empathy</li> <li>· Clear communication with everybody</li> <li>· Have a meeting about using WhatsApp, and having a common agreement (ex: no private messages in the WhatsApp info group)</li> <li>· Ask for support to use tools that help the communication flow (ex: Asana)</li> <li>· Transparency around the decisions</li> <li>· Request participation from all – if they are more involved, they will criticize less</li> <li>· Ask the kids and larger community, and involve them in decision-making (ex: regarding filming and photography)</li> <li>· Trust that all decisions from the facilitators are taken from a place of passion and compassion and love for the children</li> <li>· Give a safe space to listen to parents' concerns</li> <li>· Integrate ideas/suggestions from parents, to create more of a community feeling</li> <li>· Sensitivity around timing and scheduling (and changes)</li> <li>· Possibility to call a meeting any moment when conflict arises so that it can be dealt with right away</li> <li>· Open discussions and putting conflicts on the table (not keeping it in)</li> <li>· Taking responsibility for one's actions</li> </ul>
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