

## **HDDR 6367: Gender, Mediation and International Peace Building**

**Course Instructor: Dr. Kenneth Cloke**

**Guest Lecturer: Dr. Joan Goldsmith**

*Fall Semester: September 24 through October 3, 2013*

*Istanbul, Turkey*

*"Woman as an abstraction, as a figment of thought, exists only in the brain of the thinker, and is absolutely dependent upon this -- as the nature of thought demands, but woman as an individual exists for herself, and is as noble and as vile, as gifted and as stupid, as good or as wicked, as like to man or as unlike him; in short, as diversified as is made necessary by the human species. [Therefore] nothing is of greater importance to women than to battle against the abstractions into which they are constantly being converted by masculine thought. If they wish to achieve power as real persons in the world they must battle against woman as fetish."*

[German psychologist Rosa Mayreder, *A Survey of the Woman Problem*, 1905]

### **Course Description:**

This decade is dramatically marked by a paradox in relation to gender: on the one hand, there has been a steady emergence of women leaders as mediators and peace builders, both on the international stage and in local communities. Three African women were awarded the Nobel Peace Prize; several women are leading global institutions and directing the European Union's efforts to achieve economic and social recovery; a woman is the primary negotiator for peaceful relations between the EU and Syria and the EU and Iran; a woman is serving as president of Mediators Beyond Borders and women are active leaders in countless peace, conflict resolution, and social justice organizations.

On the other hand, there has been a rise in gender violence directed at women. There is growing evidence of a startling increase of sexual assaults on women in the U.S. military. Rape and abuse of women is prevalent, and for the first time, receiving major media attention following rapes and attacks on women in India, Egypt, Pakistan, several African countries, and in the devastating war in Syria. These dichotomous events underline the importance of studying the special, preeminent role gender plays in warfare as well as in conflict resolution and international peace building.

This course offers male and female participants a unique opportunity to investigate the role of gender in the mediation and peace building professions, and in addressing international conflicts. Through lectures, readings, interviews, interactions and first-hand experiences, participants will develop a deeper understanding of the role of gender in the world, and an appreciation for the structures, systems and strategies that fuel their effectiveness as conflict resolvers in addressing international issues.

This course is offered in partnership with Mediators Beyond Borders (MBB) and MBB's International Training Center at SMU. It will overlap with MBB's Sixth Annual Congress to be held in Istanbul, Turkey, in September 26-28, 2013.

Pre-Congress workshops and the Congress proceedings will be followed by a unique three day educational experience by walking the *Abraham Path* through villages and communities in the Middle East in a peace keeping initiative developed by Dr. William Ury, the author of *Getting to Yes* and a founder of the Harvard University Law School's Program on Negotiation. The object of this experience will be to observe how gender impacts conflict and conflict resolution realities on a small, human scale in the lives of ordinary people.

The four segments of the course are:

1. **Introduction, Orientation & Team Building – Day 1 – Wednesday, September 25** (4 hours) led by Professors Kenneth Cloke & Joan Goldsmith presenting a framework for considering aspects of gender and conflict resolution, and the roles of women leaders in mediation and in world peace.
2. **International Mediation Training Institute – Day 2 – Thurs. September 26** (8 hours) led by Drs. Cloke and Goldsmith, as well as experienced MBB leaders who will explore mediation and gender issues in international contexts, especially the Middle East. Some of the sessions include:  
**Emerging Issues and Innovations in Peacebuilding**

<i>Diasporas in Dialogue: Reconciliation and Capacity Building in Worldwide Refugee Communities</i>	<b>Dr. Barbara Tint (USA)</b>
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Shares 5 years of dialogue, training and capacity-building efforts in African refugee communities. Tint presents a model and a manual widely applicable to conflicts in many different diaspora communities.

<i>Online Mediation, Enhancing the Role of Mediators</i>	<b>Kitty Duell (Netherlands)</b>
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Thinking of mediating online? This discussion will explore: Do professional mediation principles apply? Does online mediation create a more level and autonomous playing field? How can trust be built online? How to best learn online skills?

<i>Zones of Conflict, Zones of Peace: Technology, ODR and Peacebuilding</i>	<b>Dr. John Haas (USA)</b>
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Explore the Techno world of ODR (Online Dispute Resolution) video conferencing, live stream and social media. Dr. Haas share real-time examples and addresses the question, "How can technology empower practitioners of conflict resolution?"

<i>Cross Cultural Negotiation and Mediation</i>	<b>Mark K. Ameli (Iran/USA)</b>
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Sharpen your skills, share your experiences and dialogue on the barriers that misunderstanding, prejudice and bias pose for our work. How to recognize and work with cross cultural differences in resolving disputes.

<i>Peace Builders Must Preserve Freedom of Expression &amp; Participatory Democracy</i>	<b>Ashok Panikkar (India)</b>
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Freedom of Speech, Expression and Individual choice is essential to the collaborative decision making processes. How mediators and peace builders play an advocacy role in creating a culture of Dialogue and Democracy?

**Emerging Issues and Innovations in Peacebuilding: Anchored in a Geographic Setting**

<i>How to Design, Organize &amp; Conduct Dialogues on Political Issues: The Athens Experience</i>	<b>Kenneth Cloke (USA)</b>
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Learn how to design and organize a dialogue over political issues, and examine MBB's experience in an Athens dialogue on immigration (April 2013).

<i>The Roles of Mediator &amp; the Different Forms of Mediation used in Inter-Community Peace Building in N. Ireland</i>	<b>Alan Ruddock (Great Britain)</b>
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Explore the dynamic training used in N. Ireland peace-building. Tides, an MBB Partner, employs visual media and experiential activities to examine the current political context in N. Ireland, their theoretical models and their successes and challenges.

<i>Cross-training to Bridge Cultural and Religious Divides to Build Community</i>	<b>Dave Joseph (USA)</b>
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In this experiential workshop, engage with the challenges faced by a multi-institutional partnership to develop cross-cultural training of trainers in the context of the northern Nigerian Christian-Muslim violence (15,000-20,000 deaths) and the efforts to build resilience and community.

**Work of MBBI - Focus on Successes and Misfires in the Field**

<i>How Community Mediation Centers Build Community: The Israel Project</i>	<b>Rachel Wohl, Esq. (USA)</b>
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Rachel and Panelist from the region share innovative cross-cultural community building being done by mediation centers in Israel's most diverse areas, describing successes, lessons and early results of learning partnerships.

<i>Developing a Sustainable MBB Chapter- LA Style</i>	<b>Scott Martin (USA)</b>
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Creating & maintaining a vibrant MBB Chapter requires **vision, action, structure, communication** and **organizing**. MBB-Los Angeles will combine their passion with your experience to plan the growth of this important part of the MBB picture.

<i>Building Unity for Peaceful Elections in Sierra Leone: An MBB Success in the Field</i>	<b>Loretta Raider (USA)</b>
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This inspirational and interactive session blends theory and experience to present the success story of MBB's work in Sierra Leone; expanding from collaboration with Fourah College in Freetown to a national 40 organization, peace-building project.

<i>Developing Ourselves as Peace-builders - The MBB - Kenya Initiative Experience</i>	<b>Gail Ervin (USA)</b>
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Understand how you can translate your home-culture skills to effective planning and execution of peace-building in the field. Learn how to prepare comprehensive/high quality project assessments and proposals for MBB partnerships.

### Diversity and Gender Issues in Peacebuilding and Mediation

<i>Women Peacekeeping Teams: Women Improving Peace and Security in South Sudan</i>	<b>Tiffany Easthom (So. Sudan)</b>
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Nonviolent Peace-Force has established all Women Peacekeeping Teams (WPT) in South Sudan, South Caucus and the Philippines. Focusing on S. Sudan, you'll explore how WPTs empower women in conflict resolution/violence prevention.

<i>Gender and Sex-Based Stereotypes in Peace Building and Mediation Process</i>	<b>Dr. Gal Harmat (Israel)</b>
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Using gender analysis of the experiences of Palestinian & Jewish, men & women, group facilitators and participants in mediation over 10 years, Dr. Harmat deconstructs the transformation of national stereotypes into gender based stereotypes and analyzes the unequal gender relations in peace-building mediation.

<i>Importance of Acknowledging&amp; Redressing Gender</i>	<b>Susan Harwood,</b>
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<i>Imbalance in Mediation</i>	<b>PhD (Australia)</b>
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Dr. Harwood identifies the differential impact of gendered practices on women & men, and why seemingly neutral mediation practices can still result in outcomes that reflect the gendered practices of organizations, communities and governments.

<i>Negotiations &amp; Gender- Transforming High Stakes, Complex Multi-party Disputes from Entrenched to Empowered Outcomes:Small Group Model for Large Group Management</i>	<b>Dana Moldovan (Romania) &amp; Victoria Gray (USA)</b>
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Explore how gender differences and society expectations influence negotiations. Presenters demonstrate the small-group “tiered committee” model as a method for expediting large-group, complex-issue, competing-stakeholder disputes and cultures.

<i>Variables of Cultural Adaptability and Gender Difference in Peacemaking</i>	<b>Garry Bailey (USA)</b>
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Highlights of the most significant, research-tested variables that predict peacemaker success or failure in adapting to different cultures, and provides opportunities for participants to practice gender- appropriate, intercultural behavior.

<i>Women Mediators: Leading Global Initiatives</i>	<b>Joan Goldsmith (USA)</b>
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Today women are winning the Nobel Peace Prize and assuming leadership positions. Women mediators & peace builders are no different. You’ll learn about six conflict-resolution competencies and five strategies for developing powerful women mediators.

**Rotary Plenary**

<i>Rotary and Peace: Success Stories, Opportunities and Challenges</i>	<b>Marios Antoniu</b>
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Rotary Foundation and Fellowship members will share Rotary’s conflict resolution and peace building work, which in 2012-13 has seen a major expansion of local and international peace projects in nearly every country. Rotary’s 40,000 clubs make it a potential partner for all Peace activists.

3. **MBB Congress – Days 3 & 4 – Friday & Saturday. September 27 & 28** (15 hours) involves talks by Turkish diplomats, international aid organizations and mediators, with panel discussions featuring international mediators and workshops led by experienced mediators and dialogue facilitators. Some of the speakers include:

- Rotary International Past President and current Chair of Peace Forums and Future Vision Committees, Luis Gaiy - will talk on the Successes and Challenges of Rotary's Year of Peace
  - Dr. Kenneth Cloke - A dialogue on the state of the "peace able" movement
  - "Turkey's Role in expanding the use of Mediation and Conflict resolution in World Affairs."
  - Najat Dau (Libya) a strong leader in transitional justice and peace building, "Role of women in build bridges and resolving local conflicts".
  - From the Caribbean, a leader in the International Climate Change Community will speak on "Global Warming and its special impact on Women."
  - Dr. Alma AbdulHadi - Jadallah is President and Managing Director of Kommon Denominator, Inc. "Arab-Israeli Conflict - An Inclusive Peace Processes"
4. **Abraham's Path - Days 5, 6 & 7 - Sunday, Monday & Tuesday, September 29 & 30 & October 1** (15 hours) students will join this remarkable peace building initiative which begins in southern Turkey. For more information, see <http://www.abrahampath.org/about.php>
- Wednesday, October 2 will be set aside for rest, relaxation and sight-seeing.*
- Tuesday, September 24, and Thursday, October 3 will be travel days.*

#### **Course Learning Outcomes:**

- Increased skills in breaking impasse in intractable conflicts and identifying options for peace in international arenas.
- Greater understanding of how conflicts create openings to transformation and transcendence.
- Deeper self-knowledge to strengthen the capacity of participants to address a wide range of diverse conflicts on the international stage.
- An integration of frameworks for understanding conflict resolution as a change process in creating greater gender equity in communities of the Middle East.
- Awareness of global strategies for addressing chronic sources of social, economic, political and gender conflicts and understanding of the unique and generic contributions men and women can make to peace building and conflict resolution.
- Greater insights into the strategies, structures and systems for conflict resolution in cross-cultural environments where gender, race, ethnicity and social class create gaps that are causing volatile and chronic conflicts.

- Greater familiarity of methods and strategies for opening gender-oriented dialogues and conversations between communities in conflict
- Improved understanding of the international conflict resolution community, and their different ways of encouraging learning and systemic improvement, and promoting resolution and gender equality in their work.
- Understanding of diverse strategies for integrating these approaches into interpersonal, familial, community, school, organizational, economic, social and political settings.
- Knowledge of conflict resolution systems design principles as a way to incorporate transformational possibilities into ordinary mechanisms used to resolve conflicts on all scales.

**Required Reading:**

1. Kenneth Cloke, *Conflict Revolution: Mediating Evil, War, Injustice and Terrorism*, Janis Publications (2008).
2. Joan Goldsmith and Warren Bennis, *Learning to Lead: A Workbook On Becoming a Leader, 4<sup>th</sup> Edition*, Basic Books, (2011).
3. Other readings and reference works will be cited or provided during the course.

**Recommended Reading:**

1. Stephen Kinzer, *Crescent and Star: Turkey Between Two Worlds*
2. Heather Reyes Ed., *Istanbul* (a collection of writings on Istanbul)
3. Orhan Pamuk, (Nobel Prize Winner in Literature for Turkey), *The Black Book, Museum of Innocence, Snow, Memories of the City*
4. Elif Shafak, *The Bastard of Istanbul*

**Class Meetings:**

The class will meet at designated times and locations to be announced.

**Grading:**

Students will have a choice about whether to:

1. Develop a proposal for ways to address gender in an international conflict setting, or
2. Write an essay on some aspect of gender in relation to mediation, dialogue or similar conflict resolution process, and the issues relevant to the course.

Grading will be as follows:

1. Class Participation 50%

2. Proposal to address gender or essay 50%

**Grading Scale:**

93-100 = A Exceptional	A superior / outstanding performance. Has mastered the concepts and adds unique contributes to class discussions.
90-92 = A- Excellent	A very good / admirable performance. Displays understanding in all areas of the class, and contributes successfully to class discussions.
87-89 = B+ Outstanding	Above average performance. A few insignificant flaws may appear, but overall has great application of the field.
83-86 = B Good	A generally satisfactory, intellectually adequate performance. Few significant flaws in performance.
80-82 = B- Adequate	A barely satisfactory performance. Contributes little to class discussions and lacks a clear understanding of concepts.
77-79 = C+ Not sufficient	An unacceptable performance. Unable to engage in class discussions and has little comprehension of theories.

**HONOR CODE**

Students are reminded of the SMU Honor Code as referenced in the *Student Hand Book*. Intellectual integrity and academic honesty are both the foundations and the goals for this program. Please reference and review the university policies on the responsibilities, policies, and penalties regarding academic honesty found at:

[http://www.smu.edu/studentlife/PCL\\_05\\_HC.asp](http://www.smu.edu/studentlife/PCL_05_HC.asp)

**NOTIFICATION OF ABSENCE DUE TO RELIGIOUS HOLY DAY(S)**

Students who will be absent from class for the observance of a religious holiday must notify the instructor in advance. Please refer to the Student Obligations section of the university catalog for more explanations. You are required to complete any assignments or take any examinations missed as a result of the absence within the time frame specified by your instructor.

**DISABILITIES ACCOMMODATIONS**

Students needing academic accommodations for disability must contact Ms. Rebecca Marin, Coordinator of Services for Students with Disabilities (214-768-4557) to verify the disability and establish eligibility for accommodations. They should then schedule an appointment with the professor to make appropriate arrangements.

**ADD/DROP POLICY**

If you are unable to complete this course, you must officially withdraw by the university deadline; the last day to Add/Drop regular courses without a grade record or Billing. Withdrawing is a formal procedure which you must initiate; your instructor cannot do it for you.

### **SMU EMERGENCY PREPAREDNESS**

As part of the federal government response to the H1N1 (Swine Flu) virus, the Department of Health and Human Services issued a nationwide public health emergency preparedness declaration on April 26, 2009. The declaration was renewed on July 23, 2009 and is currently in force. For the semester ahead, there is concern that the level and intensity of flu cases could increase substantially.

- 1) For updates on the campus-wide status of flu conditions at SMU, please visit <http://www.smu.edu>.
- 2) If flu conditions require cancellation of a class session or other changes for this course, an email will be sent to all class members.
- 3) In the event of a major campus emergency at SMU, course requirements, deadlines, and grading percentages are subject to changes that may be necessitated by a revised semester calendar or other circumstances beyond the instructor's control.

Optional (or you may want to include the information in the last two paragraphs)

### **GRADE OF INCOMPLETE**

A student may receive a grade of I (Incomplete) if at least 50 percent of the course requirements have been completed with passing grades, but for some justifiable reason, acceptable to the instructor, the student has been unable to complete the full requirements of the course. At the time a grade of I is given, the instructor must stipulate in writing to the student and to the University registrar the requirements and completion date that are to be met and the grade that will be given if the requirements are not met by the completion date. The maximum period of time allowed to clear the Incomplete grade normally is 12 months. If the Incomplete grade is not cleared by the date set by the instructor or by the end of the 12-month Policies and Procedures 25 deadline, the grade of I will be changed to the grade provided by the instructor at the time the Incomplete grade was assigned or to a grade of F if no alternate grade was provided. The grade of I is not given in lieu of a grade of F or W, or other grade, each of which is prescribed for other specific circumstances.

If the student's work is incomplete, poor quality and not acceptable, a grade of F will be given. The grade of I does not authorize a student to attend the course during a later term. Graduation candidates must clear all Incomplete grades prior to the deadline in the Official University Calendar, which may allow less time than 12 months. Failure to do so can result in removal from the degree

candidacy list and/or conversion of the grade of I to the grade indicated by the instructor at the time the grade of I was given.

For graduate students, a maximum of two (six hours) concurrently held grades of Incomplete in courses other than thesis is allowed. If this maximum is reached, the student will be allowed to take only one three-hour course per term until the Incomplete total is reduced. Students who accumulate a total of three grades of Incomplete in courses other than thesis will be put on probation and not allowed to enroll further until the total is reduced.

**Instructor Contact Information:**

Kenneth Cloke, JD, LLM, PhD

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**Instructor and Guest Lecturer Resumes:**

**1. Dr. Kenneth Cloke**

Kenneth Cloke is Director of the Center for Dispute Resolution and a mediator, arbitrator, attorney, coach, consultant, and trainer, specializing in communication, negotiation, and resolving complex multi-party disputes, including marital, divorce, family, community, grievance and workplace disputes, collective bargaining negotiations, organizational and school conflicts, sexual harassment, discrimination, and public policy disputes; and designing preventative conflict resolution systems.

He is a nationally recognized speaker and author of *Mediation: Revenge and the Magic of Forgiveness*; *Mediating Dangerously: The Frontiers of Conflict Resolution*; *The Crossroads of Conflict: A Journey into the Heart of Dispute Resolution*; *Conflict Revolution: Mediating Evil, War, Injustice, and Terrorism*; and *A Meditation Home Companion*. He is co-author with Joan Goldsmith of *Thank God It's Monday! 14 Values We Need to Humanize the Way We Work*; *Resolving Personal and Organizational Conflict: Stories of Transformation and Forgiveness*; *The End of Management and the Rise of Organizational Democracy*; *The Art of Waking People Up: Cultivating Awareness and Authenticity at Work*; and *Resolving Conflicts At Work: Ten Strategies For Everyone On The Job* (1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> Editions).

His coaching, consulting, facilitation, and training practice includes work with leaders of public, private and non-profit organizations on effective communications, dialogue, collaborative negotiation, relationship and team building, conflict resolution, leadership development, strategic planning, designing systems, and organizational change.

His university teaching includes mediation, law, history, political science, conflict studies, urban studies, and other social sciences at a number of colleges and universities including Southwestern University School of Law, Antioch University, Occidental College, USC and UCLA. He is or has recently been an Adjunct Professor at Pepperdine University School of Law; Southern Methodist University; Global Negotiation Insight Institute at Harvard Law School and Omega Institute; Albert Einstein College of Medicine, Cape Cod Institute; University of Amsterdam ADR Institute; Saybrook University; Massey University (New Zealand). He has done conflict resolution work in Austria, Bahamas, Brazil, Canada, China, Cuba, Denmark, England, Georgia, Greece, India, Ireland, Japan, Mexico, Netherlands, New Zealand, Nicaragua, Pakistan, Puerto Rico, Scotland, Thailand, Turkey, Ukraine, USSR, United Kingdom, and Zimbabwe. He is founder and first President of Mediators Beyond Borders.

He served as an Administrative Law Judge for the California Agricultural Labor Relations Board and the Public Employment Relations Board, a Factfinder for the Public Employment Relations Board, and a Judge *Pro Tem* for the Superior Court of Los Angeles. He has been an Arbitrator and Mediator for over thirty three years in labor management disputes, and is a member of a number of arbitration panels.

He received his B.A. from the University of California, Berkeley; J.D. from U.C. Berkeley's Boalt Law School; Ph.D. from U.C.L.A.; LL.M. from U.C.L.A. Law School; and did post-doctoral work at Yale University School of Law. He is a graduate of the National Judicial College and has taken graduate level courses in a variety of subjects.

## **2. Dr. Joan S. Goldsmith**

Joan Goldsmith, M.A., H.L.D (Doctor of Humane Letters), has been an educator, coach, mediator, facilitator, and organizational consultant with public and corporate sector organizations for over thirty years, specializing in leadership development, organizational change, team building, strategic planning, organizational design and development, collaborative or win/win negotiation, and conflict resolution.

She was a faculty member at the Graduate School of Education at Harvard University, where she directed the Masters of Arts in Teaching program. She was the founder and Executive Director of Cambridge College, an undergraduate and graduate school for adult professionals. She has taught at UCLA, Cambridge College, and Antioch University, and is currently an adjunct professor at Southern Methodist University in Dallas, Texas and is teaching at Pepperdine University School of Law, Strauss Institute on Dispute Resolution.

She has been a consultant to numerous corporate and educational clients as a Principal and organizational consultant with the Index Group. In partnership with Sidney and Yulin Rittenberg, she was a founding Director of Index China, a

consulting company dedicated to providing advice to U.S. corporations seeking to work in China.

She has been an executive coach and consultant on a variety of organizational issues to many health care organizations, universities, government agencies, and Fortune 100 companies in the United States and internationally. She has served on several boards of directors, including: Cambridge College, The Teachers Network, Deaf Self-help, Mar Vista Family Center and the Coro Foundation

She has co-authored a best-selling book on leadership, *Learning to Lead: A Workbook On Becoming a Leader (4<sup>th</sup> Edition)* with Warren Bennis, and has coached executives at a number of corporations, in fields including hospital and health care, aerospace, banks and financial institutions, entertainment companies, city and county government, university and non-profit administration. She has advised them on change management, leadership development, collaborative negotiation and interest-based bargaining, mergers and acquisitions, and organizational development initiatives.

She is a mediator and trainer in conflict resolution specializing in workplace and organizational conflicts. She co-authored with Kenneth Cloke, *Thank God It's Monday! 14 Values We Need to Humanize the Way We Work, Resolving Conflicts at Work: 8 Strategies for Everyone on the Job (1<sup>st</sup> and 2<sup>nd</sup> Editions); Resolving Personal and Organizational Conflict: Stories of Transformation and Forgiveness; The End of Management and the Rise of Organizational Democracy; The Art of Waking People Up: Cultivating Awareness and Authenticity at Work; and Resolving Conflicts at Work: 10 Strategies for Everyone on the Job (3<sup>rd</sup> Edition).*

In the international sector, she has worked in collaborative partnerships with indigenous leaders in the Southern Hemisphere. She has had numerous international professional engagements, including in Mexico, Brazil, Canada, Cuba, the Bahamas, Japan, China, India, Zimbabwe, the Netherlands, Belgium and Great Britain.