

UBC SUSTAINABILITY SCHOLARS PROGRAM
Summer 2018

Research project title

Community Engagement & event Management: Conflict Resilience & Constructive Engagement through Theatre for Living

Goal or Operations Plan objective

This project is part of a 2-yr Conflict Theatre pilot. Its objective is to explore a sustainable way to support UBC employees to build resilience and skill in engaging with conflict constructively, explore their own unique ways of doing this, and offer opportunities to practice these skills in safer “practice” contexts, before they are thrown into higher stakes situations. The project seeks to build community capacity for working with the Conflict Theatre strategy, and in doing so, to build individual and community capacity for constructive conflict engagement

Our prior work with Conflict Theatre, as well as the work of three Sustainability scholars, has enabled us to continue to work on this pilot. We very much appreciate the partnership with Sustainability Scholars, in making the doing of this work possible.

Outline scope of project and why it is of value to your organization. Describe how and when the scholar’s work will be actionable.

Recognizing that conflict is inevitable in workplace contexts, particularly while building high performing teams, the Workplace Learning & Engagement unit in Human Resources is using Theatre for Living forum techniques as a way to build capacity, develop resilience, as well as support UBC employees to safely “practice” constructive conflict engagement, using our community stories of conflict and difficult conversations. In an initial round of evaluation we notice that this strategy supports participants to build and grow a sense of self, other, and system awareness.

To embed UBC’s Respectful Environment Statement into our ways of interacting it is important that we find ways to support and develop our capacity to engage with difficult conversations, situations, and conflict in respectful, thoughtful ways. Part of developing such capacity is to become aware of our own embodied reactions in conflict situations, understand other people’s possible perspectives and triggers, and develop a level of resilience s we choose to engage, rather than avoid, conflict situations and difficult conversations at UBC.

Conflict Theatre has provided a thoughtful, effective, and popular way to engage people in these types of conversations, while also allowing them the space to practice and rehearse various strategies and responses to a conflict situation and difficult conversations.

April 2018 will mark the start of the second year of the pilot – this UBC Sustainability Scholars project will support community engagement and event management

Scope of Scholar’s involvement:

The scholar will be involved in at least 3 events over the course of the Summer. Two in the 2nd / 3rd week of June, lasting 5 days, the third is a 1 to 2 day event planned for the first two weeks of July. Both events will require communication, community engagement, distribution of marketing materials, managing of logistics, and a report that outlines what worked well and recommendations for improvement. The details of this work may be as follows:

- Support the Conflict Theatre team to market the Conflict Theatre Summer Intensive:

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- Engage and reach out to different parts of the UBC community through email as well as other communication and marketing channels;
- Design and distribute marketing materials virtually and physically; the scholar may also maintain the project website to be used as a marketing as well as informational tool.
- There will be two audiences that we are engaging with for this event: (i) community members who would like to participate in the Summer Intensive, (ii) community members who would like to attend the public performance at the end of the intensive
- Manage application & orientation process for Summer Intensive:
 - Implement an application process for community members interested in participating in the Summer Intensive, review applications along with Conflict Theatre team.
 - Reach out to selected participants and provide them with clear direction and information wrt the Summer Intensive.
- Event Management: Manage all logistics and organization for Summer Intensive (2nd / 3rd week June), as well as strategic planning day (planned for early July), including selecting appropriate space, room booking, catering, communicating information to participants and facilitators, etc.
- Attend Conflict Theatre Summer Intensive, acting as participant observer (if the scholar is new to this work. If not, it will be left to the scholar's discretion if they choose to attend)
- Follow up with participants of Summer Intensive with post evaluation surveys; coordinate with evaluation scholar if any other information required from either summer intensive participants or strategic planning participants.
- Put together a report & recommendation on the marketing, community engagement, and running of events, based on the scholar's experience.
- Follow up with participants on their needs as they pertain to implementing / facilitating Conflict Theatre (or similar) strategies in their own Units / departments.

Deliverables

Many of these items are already available. The scholar will be working on previous versions to improve and upgrade them.

- Community engagement materials for Summer Intensive
- Community engagement and marketing resulting in 15-20 participants for the Summer Intensive; 45-50 audience members for public performance
- Clear documentation for Summer Intensive application process and orientation information.
- Smooth running of Summer Intensive & strategic planning events – support with logistics, prior / during / after. The Conflict Theatre Summer Intensive will run over a 1 week period in the second half of June; the strategic planning process will run in the first half of July, 2018.
- Summary report & recommendation based on the scholar's experience of community engagement and event management.
- Database of participants who attended different events, along with clear information about their follow up requirements
- Final report/executive summary for the UBC Sustainability Scholars project library

It is assumed that the Scholar will complete 250 hours between May 1 and August 10, 2018. The successful candidate will work directly with the project lead to determine the project timeline based on

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the Scholar's schedule and commitments. This will involve developing a draft work plan and schedule including meetings with project leads.

Time Commitment

- This project will take **250*** hours to complete.
- This project must be completed between 30th April – 10th August, 2018
- The scholar will work approximately 15-18 hours / week, and complete most of these hours between 9-5, over two weekdays. However there is some flexibility for the scholar to complete some of these hours remotely. As well, the scholar may need to put in additional hours in the weeks events are planned, and even this out in subsequent weeks.
- The events are planned between 15th June – 15th July. The scholar's presence during this time would be essential.

Skill set/background required/preferred

This section will be used to match students with your project. Please be as specific as possible in describing the skillsets you require—they will be used to guide the application shortlisting and in developing skills training and professional development workshops. Please add to or delete from the list below as necessary.

- Strong writing skills
- Community engagement experience
- Ability to work independently
- Demonstrated time management skills
- Deadline oriented
- Project management and organizational skills
- Website creation and design skills
- Comfortable interacting with strangers to conduct public/in person surveys
- Design and layout skills
- Familiarity with business development and community outreach

Other key skills - Important

- Having experience with program evaluation, community engagement and event management is preferred.
- Strong writing skills are important for this project, both with respect to communicating with a variety of stakeholders, as well as with report writing.
- The student should have the ability to take initiative and work collaboratively with the Conflict Theatre Lead and working team.
- Attention to detail, timelines, and ability to work independently is very important.

Preferable

- Some background in theatre, the use of theatre for learning, or forum theatre would be valuable.
- Some background and knowledge related to constructive conflict engagement in workplaces would be valuable.

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