

**UBC SUSTAINABILITY SCHOLARS PROGRAM**  
**Summer 2018**

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**Research project title**

Project Evaluation: Conflict Resilience & Constructive Engagement through Theatre for Living

**Goal or Operations Plan objective**

This project is part of a 2-year 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.

2018 April will mark the start of the second year of the pilot – this Sustainability Scholars Program project will continue to evaluate the project, collate quantitative and qualitative evaluations from the previous year, and use these as a base to create a clear, cohesive narrative around the project.

**Scope of Scholar’s involvement:** *Project Evaluation*

The scholar will be involved in pulling together evaluation data collected in Year 1 of the Pilot (2017), and will also continue to collect evaluation data for year 2 (2018), in line with the project goals of individual capacity building, as well as community capacity building around the conflict theatre strategy. Evaluation from 2017 includes an evaluation report based on survey data and multiple interviews, as well as pending quantitative and qualitative data from the Spring (2018) term. During Summer, 2018, evaluation is likely to focus on broader community level evaluation, to explore whether the strategy is being used within the community. In addition, a strategic planning process is planned for July, and data and themes will be drawn from this process, to see where

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the pilot should focus its attention on the future. The scholar will be involved in each of these area. Some of the details of the scholar's work may involve the following (below). Please note, the scholar will be supported through this process with input from a team of evaluation professionals, as well as from the Conflict Theatre lead.

- Analyse pending data collected from Conflict Theatre participant in year 1: focus group data + survey data, and outline major themes
- Plan, develop, and implement appropriate evaluation strategy and methodology for Summer Session, for the Conflict Theatre pilot, with substantial input and support from the Conflict Theatre evaluation team; the evaluation strategy may shift from a focus on individual participants' experience, to how the strategy is showing up in the community; Collect data from the above implementation, and choose an appropriate data set to explore emerging themes
- Collect data from the Conflict Theatre strategic planning process and analyse for themes.
- Collate various evaluation data from above in an evaluation report that speaks to emerging themes and ideas.
- Partner with the Conflict Theatre lead to create a report outlining the rationale, evaluation, value, and narrative around the Conflict Theatre strategy. This report will be used to request future funding for the project.

#### **Deliverables**

- Data analysis showing themes from focus group and survey data previously collected.
- An outline of an appropriate evaluation strategy and methodology for Summer Session, for the Conflict Theatre pilot (created with substantial input and support from the Conflict Theatre evaluation team)
- Effective implementation of strategy as planned (above).
- Data collected and safely stored from implementation of above plan, and from Conflict Theatre strategic planning process.
- Report collating various evaluation data (2017 / 2018) that also speaks to the themes and ideas emerging from the data.
- In partnership with the Conflict Theatre lead: Report outlining the rationale, evaluation, value, and narrative around the Conflict Theatre strategy. This report will be used to request future funding for the project.
- Final report/executive summary for the UBC Sustainability Scholars project library

It is assumed that the Scholar will complete 250 hours between April 30 and August 10, 2018. The successful candidate will work directly with the project lead to determine the project timeline based on 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 30<sup>th</sup> April – 10<sup>th</sup> 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

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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 15<sup>th</sup> June – 15<sup>th</sup> July. The scholar's presence is essential, particularly in July.

**Skill set/background required/preferred**

- Excellent research and writing skills.
- Strong writing skills
- Familiarity with research methodologies and survey techniques
- Community engagement experience
- Familiarity conducting focus group research
- Strong analytical skills
- Ability to work independently
- Demonstrated time management skills
- Deadline oriented
- Project management and organizational skills
- Familiarity with qualitative research methodologies and implementation
- Familiarity with quantitative research methodologies and implementation
- Comfortable interacting with strangers to conduct public/in person surveys

**Important**

- Having some experience with interviewing, quantitative and qualitative methodologies, and program evaluation, are 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.
- Attention to detail and ability to work independently

**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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