

DISCLAIMER:

This is a copy of Evelyn Voigt's rough notes from the conference - transcribed into the computer during the 2007 Civilian Peace Service conference at Saint Paul University. EMPHATICALLY: These notes are neither complete, nor accurate. As such, they are definitively NOT for quotation. Please use them only for personal reference and to get a sense of the discussion that took place or the presentation made.

Peace as a Profession in the 21st Century

Conference Dates: April 3 to 5, 2007

Third in a Series of Workshops and Consultations

Saint Paul University, 223 Main Street, Ottawa, Ontario

Sponsored by: CPSC (Civilian Peace Service Canada)

(In Cooperation with CICR – Canadian Institute for Conflict Resolution; Conflict Studies Program, Saint Paul University; CIAN – Canadian International Institute of Applied Negotiation; McMaster Centre for Peace Studies; TRANSCEND International Institute)

Wednesday, April 5, 2006

1:30 – 2:30

Next Steps Exercise

Small Group Discussion and Debrief to Plenary

Plenary Moderator: Ms. Gianne Broughton

Closing remarks: MR. Gord Breedyk

The small groups answered the following questions:

- What stood out for you from these workshops? Opportunities? Challenges?.
- Competency profile: we have developed a competency profile. The organizers will incorporate what we have heard during the workshops. What is the next step?
- In light of the Afghan discussion: What implications do you take for the implementation of the CPS?
- Are there any other critical next steps to be taken to advance the CPS?

SMALL GROUP DEBRIEF TO PLENARY.

N.B. The four small group reporters will be submitting their written reports. These are to be inserted.

Ms. Gianne Broughton: This is not the closing of the discussion, but the beginning of the next one...

Each group take the lead in one question and next will add to the list. At the end, we will compile them and give a conference report, engaging various people to take on some actions. We are many designers, designing this future. We need to see this as an ongoing process.

GROUP ONE:

WHAT STOOD OUT FOR YOU?

- Spirituality of peace. (Because peace is a vocation and not a profession.)
- Spiritual missing in first day. But came in today.

- Humour – the crazy party in Afghanistan

- Even though peace is a vocation, we still need training and the acquiring of knowledge and expertise

- Enthusiasm and commitment
- Energy and compassion
- Dedication to moving towards peace...(e.g. the people that organized this for no fee whatsoever)
- Common goal of ... peace
- Peace starts with the individual but can be expanded into the community
- Example of Galtung's deep, clear analysis and cross-cultural personality

- Dr. Galtung's perception of promoting peace: the five e's
- Lot of frustration on hearing stories and wanted to do things they were doing in other countries and wanting opportunities, could not without credentials.
- Around membership, and masculine organization, no Francophones or First Nations
- Did not model multi-party dialogue
- How to include everyone in the process who expressed interest
- Almost every session related to a Muslim country yet no one on panel to represent Muslims (Muslims, invited but did not come)
- Also have soldiers here
- Someone wanted modelling of how to make decisions and social underpinnings of institutions... essentially collaborative group, but structure dealing with is competitive. Therefore, be careful before you set up the institution so you do not model the competitive. Democracy, voting, consensus building. What are competencies. Who makes those decisions. And how those decisions are going to

be made. And through that discourse a lot of other things will come up. So who is going to make those decisions?

- Galtung's large view
- How do we live out and manifest that large view
- How do we continue to stay in contact and network
- The presenters were asked on the basis of expertise and that will be a challenge as the direction broadens, the range of presenters will also broaden. That will be a challenge.

- We had tried to separate ours into action, and ideas.
- Circulate proceedings. Some form of sharing. Information sharing. Transparency. Wanting to know which people were invited and who refused. A sense of outreach done. Someone suggested to start with more lead time for inviting presenters.

WHAT STOOD OUT?

- Comment about foreign policy plays a part
- Others about dichotomies between professionalism vs. vocation
- Idea of community brought in, as a word, instead of professionalism as a label
- Looking at case study of Afghanistan was very helpful
- Absence of the term vocation and idea of vocation
- The need to build bridges with military
- Trans ??? word dropped in by Marsha
- People coming from both sides, awareness of military, others we need to learn from and build bridges with
- Need for peace building to be integrated with education, education focus.

- Very impressed by quality and diversity of speakers.
- Concerns about participation... if timing had an influence ... e.g. Easter travel, exams, parliamentary recess.... Unfortunate... big impact on media coverage.... Need representation from all parties.

- The workability of the whole concept of CPS funding issue; if NGO's accept funding from tax payers... conscience Canada option...

- We felt that there was an opportunity for people with multiple backgrounds and multiple skills... brick layer, telecoms person, etc etc.

- Creative solutions and core values: six points can be picked up later.

QUESTION TWO: WHAT SHOULD WE DO WITH THE COMPETENCY PROFILE?

Accentuating the idea of deep rooted conflict and work at that level.

Idea that core competencies need to be broadened: values underlying the core competencies need to be developed before getting to competencies

- Reflect more diversity and inclusion
- More clarification
- Emphasis on peace rather than conflict
- Some discussion about the fact that there are already core competencies in traditional practises, alternative dispute resolution. We first need to inventory them before starting on our own
- How to assess core competencies. How assess character. How does character come into play? courage of their convictions, fortitude
- Controversies about credentialing.... Including Alternative Dispute Resolution... can sometimes have a fragmenting influence; friction between people in the field and other disciplines already working in field.
- On other hand, credentials can provide legitimacy. So when working in the system, this needs to be recognized.
- Academic component, awards points for credentials, building in flexibility....
- Building into process, self monitoring, accountability,
- That as a core competency, team work came at the end, needs to be prioritized
- Competencies are a good starting point, but that a person is not at peace with self and the world, and where does it start. There is a tradition in some fields of co-counselling. People teaming up. Quakers go forth in two's. learning to do psychoanalysis you undergo psychoanalysis. Heart work. One on one team work.
- Cross cultural or cross difference competencies need to be central.
- Dialogue as competency
- Critical awareness

- Flexibility in the evaluation of core values. Could be subjective.
- How do you ensure that your reps have neutrality until the outcome... issue by issue. Continued renewal of competencies.
- Recognize personal presence... humour, patience, etc. .
- Some are ambivalent about professionalization of peace work
- And others are worried about getting that work recognized and paid for

- Simplify it to decrease dukka, increase sukka
- Make them easier to understand and relate to
- Reflective practise, get in touch with our own values, value-driven rather than skill driven
- Competencies good for public to know we have them, value driven
- How be compassionate in really tough decision... attitude influences process, and process tells you what skills are attitude value driven.
- How to arrive at self-regulating system.
- Valuable to have an introductory system to history of how it was made.
- Who is "we" ... the group who wrote it... transparency with that
- Self-regulating... what action with non-compliance

- Tension between professionalization and expertise that exists in local communities... lay people. Fear of exclusion of certain people and disempowerment of local communities.

WHAT TO DO WITH THE COMPETENCIES:

- Add bibliography for self training
- Publish it and share it with others
- Validate it with experts in the field
- Canadian ICR and ... and CPS
- From memberS of CICR ... get CICR's program accredited
- Suggestions where to....
- Consider how this tool can be used for recruitment and training
- Suggestions for fine tuning: how does it differ from ADR because of philosophy of peace, or common peace, move parties towards resolution
- People judge peace workers... on professionalism ... this will help
- Sixth draft... has a lot of input
- Services of CPS... or funders will be the Government, NGO's and the corporate sector. We would need to consult them on redefining the list
- Integrate Graem's comments on multi-track peace building
- What type of peace professional do we want
- Could we use this for training. Could find existing training and identify gaps to fill them.

QUESTION 3: Implications for CPS, given what we heard about Afghanistan

- Multiple levels of activity
- Important that we make a start, rather than wait for government to give ok to a peace service
- McMaster have been developing curriculae for Afghanistan, integrated into their work they have incorporated some of our text, in Afghanistan by Afghanistan.. and using what is produced here... tiny beachhead there....
- Afghani people are sympathetic to this idea, use them
- Canadian Afghanistan peace.... Same
- Canadian peace service would dialogue would dialogue with Afghanis living in Canada
- Gender peace building Part of the same. Afghan Canadian women influencing Canadian policy to Afghanistan.
- Using the cps to influence policy in Canada.

- Joe Bergeron's talk... go into another country... looking for the local leadership, training them and getting out. To create auctotonymous, independent teams, go in without saving them but indigenous to country, step lightly, get out
- Independent of both government and military. Question was funding.
- Need for some ngos to retain complete independence from government funding.
- Involvement in Afghanistan... the problematic concept of the westerner bringing peace to another culture. Afghani people have done a very good job, between facilitating and supporting rather than helping.
- Without civilian military cooperation, peace agenda in Canada will not go anywhere. Same message about military cooperating with civilians needs to go to the military.
- Work together for a common vision and mission on what we can do and then lobby candidates on Afghanistan and dept o peace
- Military mission will fail, will alienate huge pops, look for third way E.g. Flora Macdonalds,

NEXT STEPS

- Clarify whether CPS works domestically as well as internationally, ... has huge implications for peace workers. Where can I get experience.
- In terms of advancing CPS, dialogue with MP's about funding for peace, and that division of tax...
- Also with military. Cannot treat them as "other"
- Confirmed mandate of CPS and what the meaning of being included on a roster is, convenient to your life, or are you out there
- Careful with professionalizing entire field and limiting it because there are potentially those who as a passion bring a whole lot
- Domestic issues, overseas only?
- Plan your conference when we can get MP's in here and parties how supported dept of peace
- Most practical step:
- Pretty immediately produce a draft outline for training program. Continue consulting. But get started.

- Discussion of just getting started, as opposed to more consultative approach
 - Peace making inventory drawing from other fields
 - And evaluate as you go along
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- Identify like minded groups
 - Integrate and coordinate with them
 - Network
 - Have a coordinating body that makes decisions and inclusive
 - What does cps mean
 - And change the system to collaborative
 - People seem to have different visions
 - How implement the profile
 - Seem to be two options: a formal way of looking at it and an informal way of looking at it.
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- Critical next steps:
 - Get out a statement of principles.
 - Publicize it... start with CHIN media 97.7 on dial next week
 - On TV, CBC, CHUM , churches other interfaith groups, take advantage of religious holidays,
 - Feed back from practitioners on concept paper
 - Traditional
 - More faculties for peace studies
 - Fewer turf battles
 - More humility.

CLOSING STATEMENTS:

Mr. Brian Strom: We have a template letter, which we could use to lobby the media to put on the Afghan panel that was so well received. We will circulate it as part of the proceedings. If you want a copy really fast, e-mail: CICR@ustpaul.com

Before we ask for closing thoughts by Gord Breedyk, I would like to acknowledge him. When the working group all came together, we kept getting off track; kept talking about content, since we are all so passionate about the field. We needed someone who could keep pulling us together. Gord was that person for us. I don't know whether he slept. Gord, I appreciate so much your contribution in keeping us all together and making this event what it was.

Mr. Gordon Breedyk: One thing that has come up a number of times... humour... I'm going to add a little humour. (Sarasota joke) We've come a long way. I would like to thank all the people on the organizing committee, and the volunteers. We acknowledge especially, Dominique. She is incredible. St. Paul's – this is the third conference. More challenging. Many thanks. CICR .. CIAN .. gave generous financial contributions. TDV global... a private sector firm... is fascinated; wants to work with us...has given a significant financial contribution... McMaster Centre for Peace Studies... TRANSCEND ... Ross McNaughton... he was key to pulling together the competencies. Cathy last year presented paper and started this values and competencies discussion. I have had the privilege of ferrying Dr. Galtung around. It did mean I missed a good deal of the conference. As we left last year's conference, we were very aware of, and sensitive to the question of should we professionalizing CPS. As we looked into it further, we found a number of groups that had started and abandoned the exercise. There is a lot of energy out there. Everyone acknowledges it has to be done, but did not want to do it. It invites too much criticism. It is a legitimate question, whether we pursue it, but feel we should still be going in that direction. We will do our best to include not exclude. There is the danger of fragmentation... We are aware of that. We won't always get it right. Don't stop reminding us. Criticism is welcome. Let us know when we're off track. How to assess in a professional, competent manner: We will look at that very carefully. How to partner with the military; a code of conduct, vision, guidelines, certification, who make these and how? There is a lot of peace work for which certification is absolutely not necessary. As the work goes forward, we will continue to recognize that. It is equally true that there is a lot of peace work for which certification can help. I spent a year in Kosovo and met many people doing an excellent job and they were the right people. I also met a number of people who should never have gone there. There were special reps of the Secretary General who should not have been there. We're playing a small role in making that determination. It is scary, but it needs to be done. There were two people on my team in Kosova. The damage done by them, and the loss of people who were not there in their place was enormous. The energy used in dealing with them and ultimately having them removed was incredible. After this conference, I am convinced more than ever not only that it could be done, and should be done, but that it can be done. If you would like to work with us, we need your help. Please give your coordinates. Or send me an email. We welcome all the help and support we can get. Thank you for your participation. Without that the success of the conference would not be there.

Member of each of those four groups who would be willing to type up their flip charts please send their reports to Gordon.