

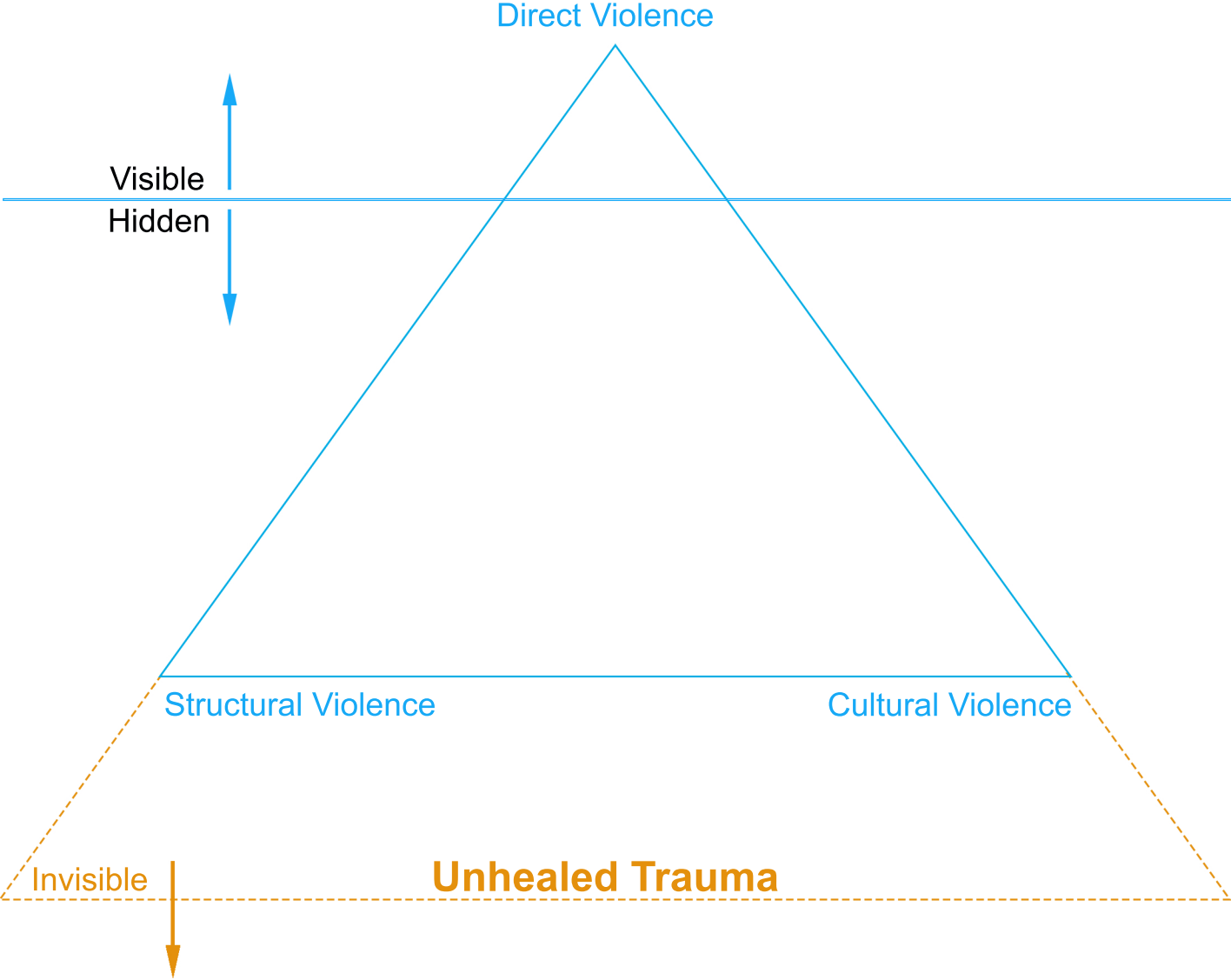
Washington State Health Care Authority Behavioral Health Advisory Council Meeting

Utilizing Conflict, Crime, & Trauma as an Opportunity
to Heal, Forge Trust, & Build a Community of Care

November 12, 2024



Galtung's Triangle of Violence



OneNorth Peacemaking®

Conventional & Unconventional Approaches to Change

through the discipline of Peacemaking & the lens of Diversity, Equity, & Inclusion.

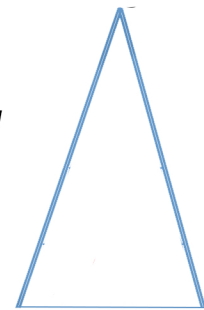
System & Community Partnership

1. Conventional Approach

Holding power & focusing on changing others.

Institutions

- Positions of Authority & Power of Decision-Making
 - Business results-driven.
- Analytical data measurement & outcomes.



Creating Change through Powering Over Others that focus on Threats, Fear, & Force:

- Sees institutions as a threat and abuse power.
- Views institutions as having power over them.



Submissive Culture
Submissive culture's approach to change:

- Feeling Unsafe, Unheard, Unseen, & Not Valued.
- Using Personal & Interpersonal Power of Influence to Organize Against & Demand Change.

Distrust Culture

- competing interests
- power dynamics/struggle
- Us vs. Them

Dominant Culture

Dominant culture's approach to change:

- Money • Position • Policy
- Data • Systems
- Using Position of Power to Demand Change



Creating Change through Powering Over Others that focus on Threats, Fear, & Force:

- Sees communities as problems that need to be fixed & changed.
- Views communities as lesser than & that they have no solutions to their problems.

People Leadership Community

- Personal & Interpersonal Power of Influence
 - People process-driven.
- Emotional Safety & Well-Being.

Everyone becomes a liability to each other.

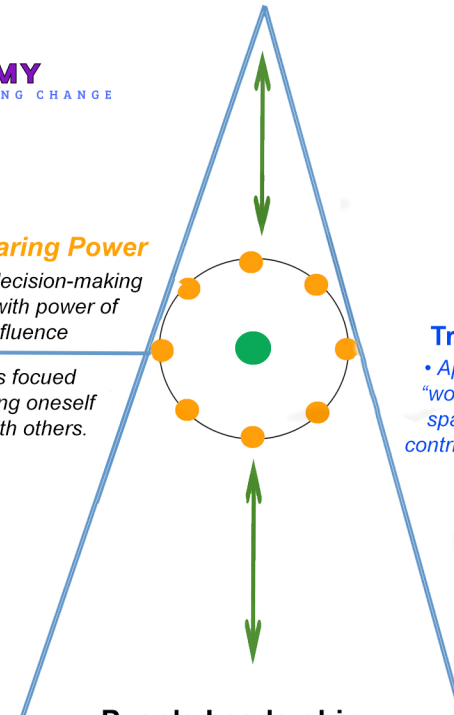


2. Unconventional Approach

Sharing power & inviting others to change together.

Institutions

- Positions of Authority & Power of Decision-Making
 - Business results-driven.
- Analytical data measurement & outcomes.



Sharing Power

Sharing decision-making power with power of influence

Energy is focused on changing oneself to align with others.

Trust Culture

• Approach to change: "working with" & create space for everyone to contribute & lead together.

People Leadership Community

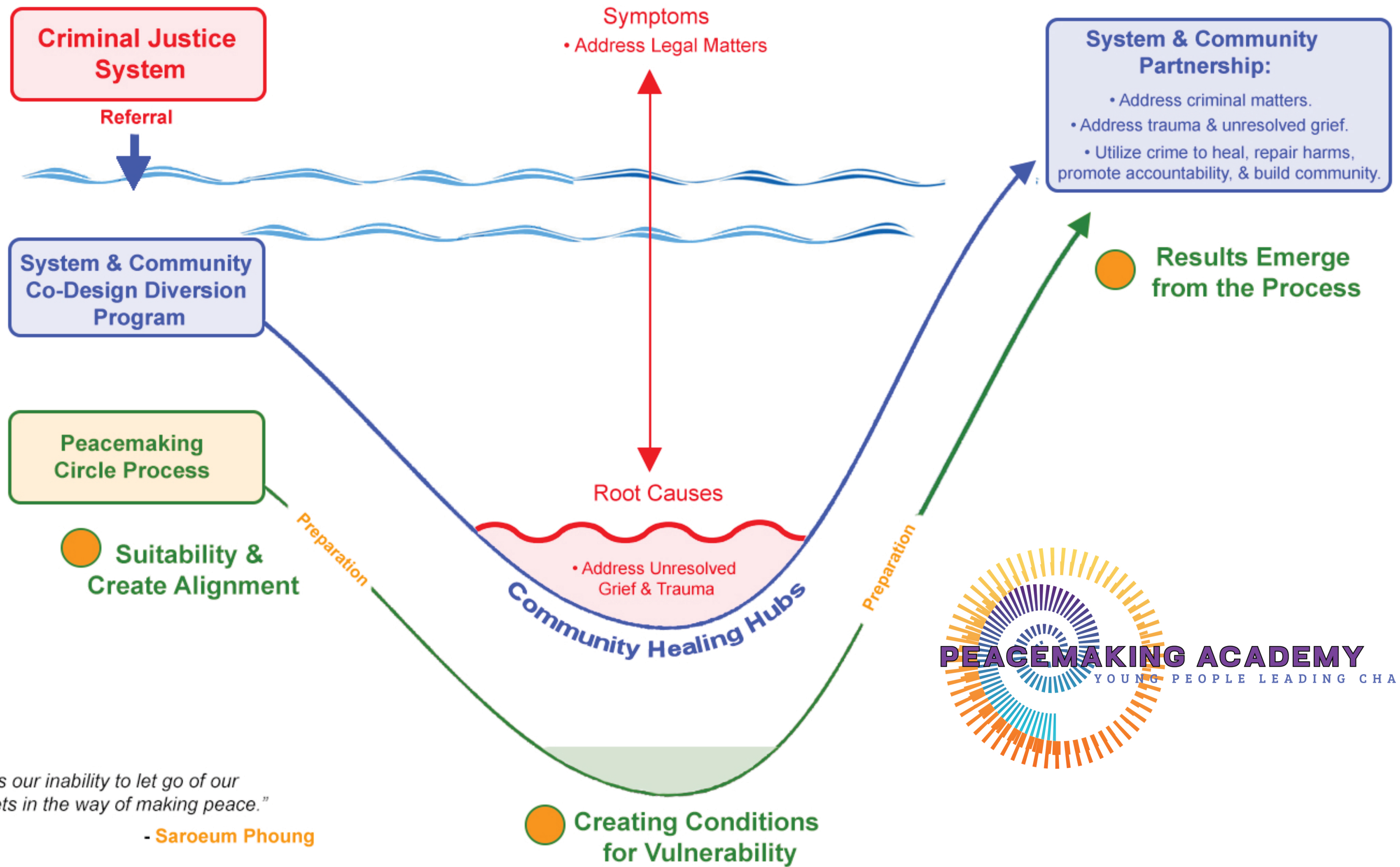
- Personal & Interpersonal Power of Influence
 - People process-driven.
- Emotional Safety & Well-Being.

Everyone becomes an asset to each other.

OneNorth Peacemaking® System & Community Partnership Framework

Peacemaking Academy Diversion Program Concept
through the discipline of Peacemaking & Healing.

- A.** System willing to change itself to align with the community.
- B.** System & community willing to partner & share power.
- C.** Community engage everyone in the process.



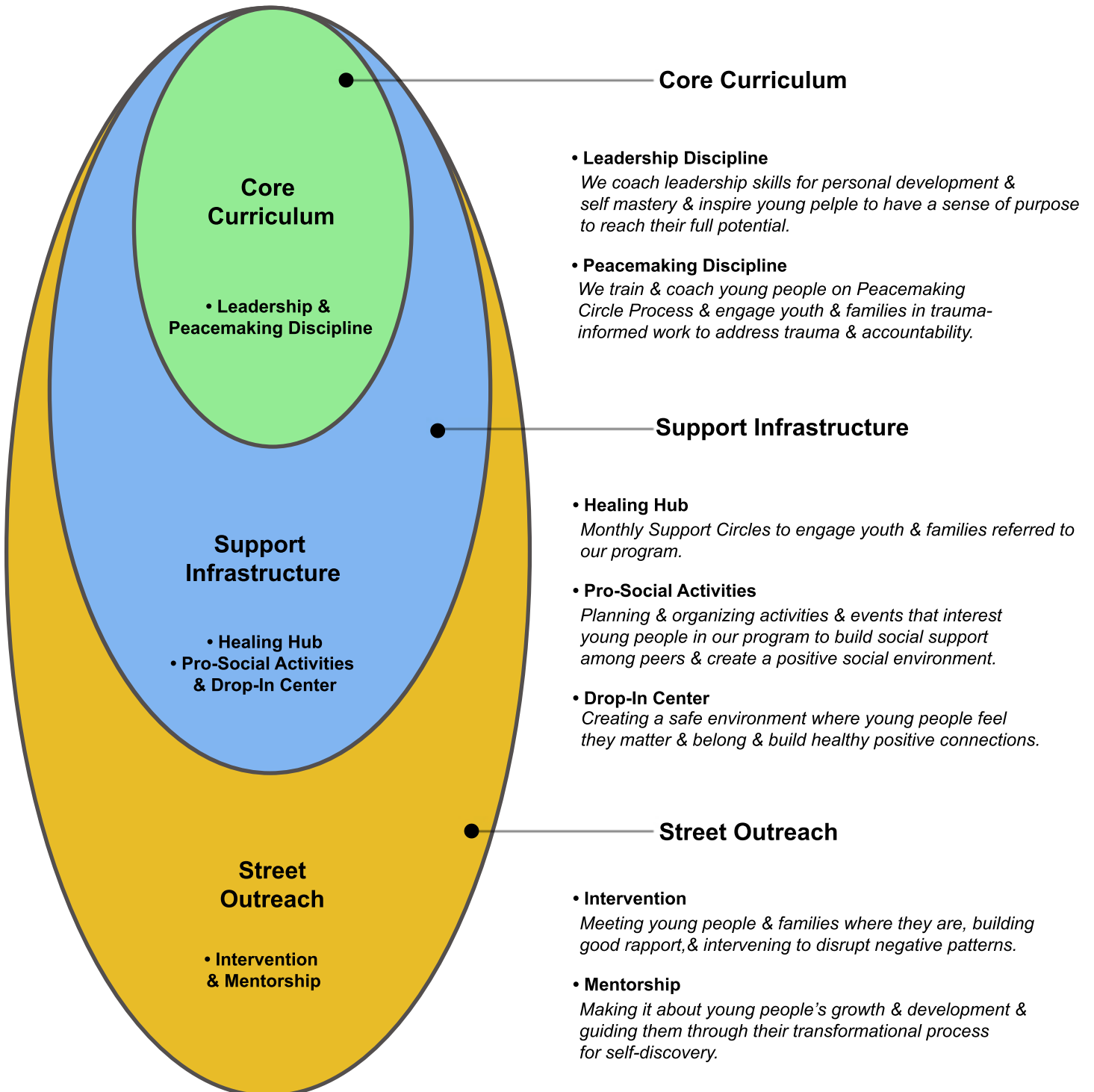
"It's not that we can't attain peace. It's our inability to let go of our hatred & addiction to violence that gets in the way of making peace."
 - Saroem Phoung





Peacemaking Academy (PMA) Program Model & Approach

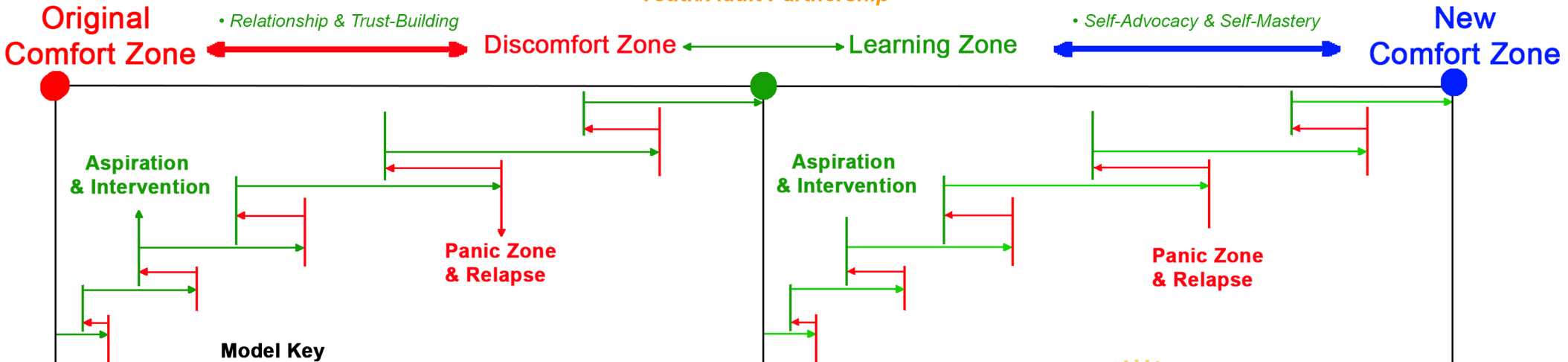
PMA is a Restorative Justice Diversion Program co-designed by system & community partners with the guidance of the Peacemaking Institute.



OneNorth Peacemaking®

Transformational Relationship-Building & Change Process

Mentorship/CVI Youth/Adult Partnership



Model Key

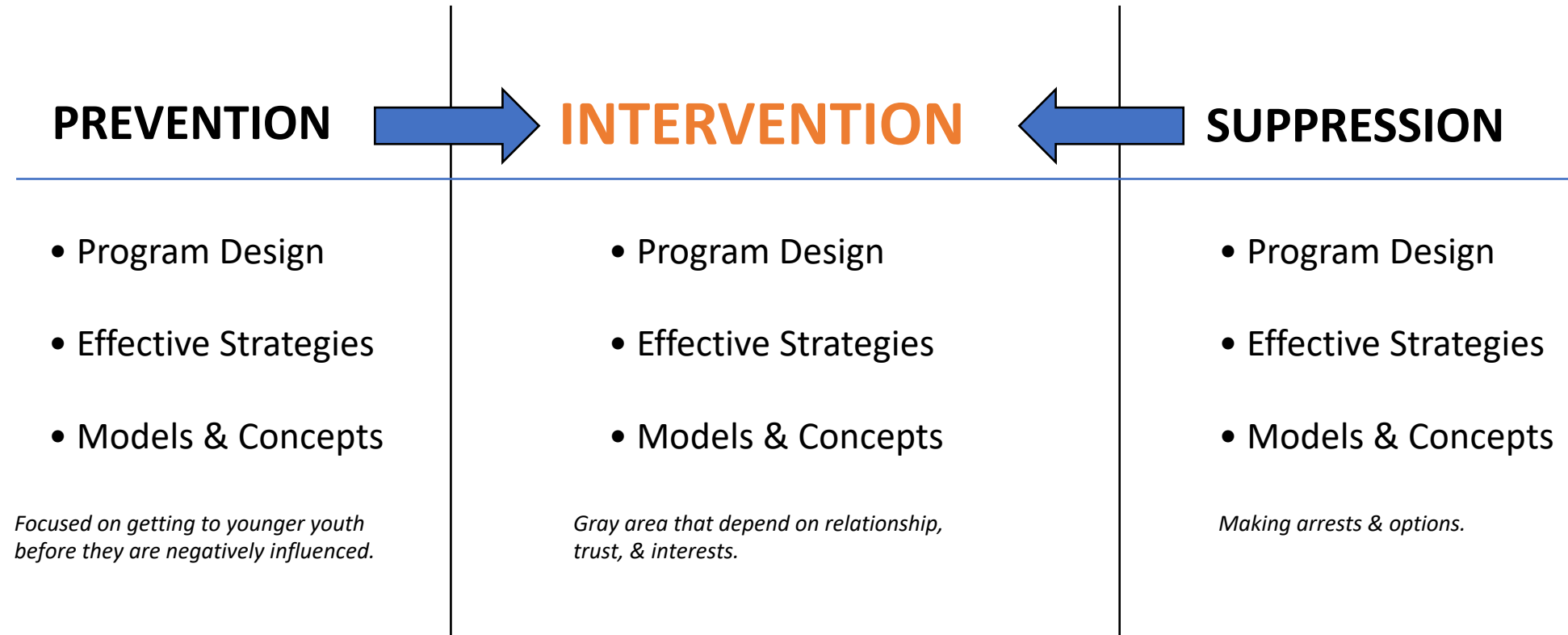
- Aspiration & Intervention:**
 - Motivation & Aspiration to counter panic zone & relapse.
- Panic Zone & Relapse:**
 - Relapse, mistakes, & failures is part of the transformation process.
- Progression
- ← Relapse

Progress & relapse is essential for growth.



*"People are not meant to be controlled & managed.
They are meant to be motivated & inspired to lead."
- Saroem Phoung*

Intervention & Program Framework



OneNorth Peacemaking® Gang Culture & Intervention

Understanding Patterns, Behavior, & Social Interactions

through the discipline of Peacemaking & Healing & the lens of Diversity, Equity, & Inclusion

