

# MANAGING CONFLICT IN CHANGING TIMES

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# BOB DYLAN – THE TIME THEY ARE A-CHANGIN’



## THE TIMES THEY ARE A'CHANGING ...BOB DYLAN 1964

- If Bob Dylan thought in 1964 things were changing and today had the opportunity to write new lyrics, he would have a wealth of material to work from.
- The political, social, family, economic, religious, sporting and legal landscape has changed significantly, not only in Australia but across the globe in the last 50+ years.
- Conflictual situations come in many forms some causing moral dilemmas

## UNDERSTANDING CONFLICT

**In any situation involving more than one person, conflict can arise.**

**The causes of conflict range from philosophical differences and divergent goals to power imbalances. They can be seemingly trivial things or more serious issues affecting one's values and beliefs.**

**Unmanaged or poorly managed conflicts generate a breakdown in trust and tension in the club.**

**Conflict left to fester is a recipe for disaster and can lead to people leaving the club.**

- 1. Institutions and organisations are now being called to account for breaches of trust, confronting bullying and harassment, sexual exploitation, domestic violence & lack of transparency and honesty in dealing with the public.**
- 2. Royal commissions in dealing with some of these issues has raised the profile of unsavoury practices like sweeping complaints under the carpet.**
- 3. What we had taken for granted as the ‘way of life’ in Australia is now in question.**

# CHANGING TIMES IN ROTARY

- What is happening in the wider community has a ripple effect on Rotarians and the clubs to which they belong
- Last year the change in the definition of marriage, leading to Same Sex Couples being able to marry along with other issues of sexuality has to my understanding impacted on some Rotary Clubs
- So in keeping with the notion of change I have two moral dilemmas or scenarios for you to discuss.

Ben is 28 years old and has been an effective community director for the last two years. His job means he travels a lot & part of his effectiveness is his ability to delegate responsibilities to other members of the team. His mother and brother are well known to the club.

At a recent Board meeting Ben announced that he was getting married. It was then disclosed that he had been in a long term relationship with Simon since they met at university. Now that marriage between same sex couples is legal they have decided to marry. Both families are happy with this arrangement. Before they marry Ben would like to bring Simon to the next club get together to meet club members.

As President how will you respond?

Ronald aged 34, married to Deborah for 4 years no children

Ron requests to speak to you privately and they arrange a time. Ron begins:

This is not easy to tell you because for some considerable time I have been a cross dresser. I always felt happiest when I was allowed to be a woman. My feelings came to a crisis point some months back and now after much discussion with my GP, Psychiatrist and Psychologist I have decided to go ahead with the operation of gender reassignment. The surgery is scheduled for two week's time and I will need to take leave of absence from Rotary. Deborah who is well known to club members is supportive of me and wants our relationship to continue. I would like to continue with the Rotary and when I return and to be known as Rhonda.

Ron has given permission for you to inform the club.

As President what will you?



# ATTITUDES TOWARDS DIFFERENCE : THE RIDDLE SCALE QUEERSPACE WEBINAR APRIL 2017

<b>Repulsion</b>	People who are different are strange, sick, crazy and aversive. Anything which will change them to be more normal or a part of the mainstream is justifiable.
<b>Pity</b>	People who are different are somehow born that way and that is pitiful. Being different is definitely immature and less preferred. To help those poor individuals one should reinforce normal behaviours.
<b>Tolerance</b>	Being different is just a phase of development that people go through and most people "grow out of". Thus they should be protected and tolerated as one does a child who is still learning.
<b>Acceptance</b>	Implies that one needs to make accommodations for another's differences and does not acknowledge that another's identity may be of the same value as their own.
<b>Support</b>	Works to safeguard the rights of those who are different. Such people may be uncomfortable themselves but they are aware of the climate and the irrational unfairness in our society.
<b>Admiration</b>	Acknowledges that being different in our society takes strength. Such people are willing to look at themselves and work on their own personal biases.
<b>Appreciation</b>	Values the diversity of the people and is willing to confront insensitive attitudes.
<b>Nurturance</b>	Assumes the differences in people are indispensable in society. They view differences with genuine affection and delight and are willing to be advocates for that difference.

### **Commonwealth Sex Discrimination Act – 1984**

**The Commonwealth Sex Discrimination Act 1984 defines gender as meaning the *gender related identity, appearance or mannerism or other gender-related characteristics of a person (whether by way of medical intervention or not) with or without to the person's designated sex at birth.* It provides that a person is unlawfully discriminated against of by reason of :**

- (a) their gender identity**
- (b) a characteristic that appertains to persons who have the same gender identity; or**
- (c) a characteristic that is generally imputed to persons who have the same gender identity.**

**The transgender person is treated less favourably than, in the circumstances that are the same or are not materially different, a person who has a different gender identity would be treated.**



## NSW ANTI-DISCRIMINATION ACT 1977

- The NSW Anti-Discrimination Act (the NSW Act) defines a transgender person as including persons who identify as a member of the opposite sex by living or seeking to live as a member of the opposite sex or who being of indeterminate sex identity as a member of a particular sex by living as a member of that sex.
- The NSW Act provides that a person is unlawfully discriminated against on transgender grounds if, on the grounds that they are transgender:

- *They are treated less favourably than in the same circumstances (or circumstances which are not materially different) than a person who is not transgender;*
- *they are required to comply with a requirement or condition with which a substantially higher proportion of persons who are not transgender persons comply or are able to comply being a condition that is not reasonable having regard to the circumstances of the case and with which the transgender person does not or is not able to comply.*

# TEN STRATEGIES FOR CONFLICT RESOLUTION

- Attack the problem **NOT** the person.
- Communicate your feelings assertively **NOT** aggressively. Express them without blaming or judging
- Focus on the issue. **NOT** your position about the issue.
- Accept and respect that individual opinions may differ, don't try and force compliance, work to develop a common agreement.
- Do not review the situation as a competition, where one has to win and one has to lose. Work towards a solution where both parties can have some of their needs met.

## STRATEGIES CONTINUED

- **NEVER** jump to conclusions or make assumptions about what another person is feeling or thinking.
- Listen without interrupting; ask for feedback if needed, to assure a clear understanding of the issue.
- Remember, when only one person's needs are satisfied in a conflict, it is **NOT** resolved and will continue to fester.
- Forget the past and stay in the present
- Build 'power with' **NOT** 'power over' others.
  
- ( from the Statewide Wellness Program, Wholistic Stress Council Inc)

## THE POWER OF THE PRESIDENT!!

- “Ultimate power is the ability to produce the results you desire most and create value for others in the process.
- Power is the ability to change your life, to re-shape your perceptions, to make things work for you and not against you.
- Real power is shared not imposed.
- It’s the ability to define human needs and to fulfil them – both your needs and the needs of the people you care about or are responsible for.
- It’s the ability to direct your own personal kingdom – your own thought processes, your own behaviour – so you produce the precise results you desire”. That makes for a cohesive club.
- (Anthony Robbins *Ultimate Power* Simon and Schuster New York 1986)

## THE SERENITY PRAYER

- *God grant me the Serenity to accept the things I cannot change.*
- *Courage to change the things I can.*
- *And the Wisdom to know the difference.*
- *Thank you*
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