

# DiEM25 Conflict Mediation System

## Vision, mission, and values statement

This is the vision, mission, and values underpinning our proposed Conflict Mediation System. This is our principal aspirations, the steps needed to realise those aspirations, and the beliefs that we think ought to guide conflict mediation in DiEM25 going forward.

### Our vision

How should a democratic, participatory, open-source movement deal with conflict? Conflict – defined as *one or more parties having needs and/or expectations that are not met or satisfied by another* – is a natural and inevitable part of community life. The passions and ambitions inherent in any political movement, combined with the Pan-European, cross-border nature of our movement, brings to light the ever-present possibility of antagonism. Interpersonal conflict, when left unresolved or handled inappropriately, can have far-reaching consequences for all parties involved and the community as a whole: We may lose face; our voice may be repressed; our vision may be restricted.

Still, these conflicts do provide opportunities to improve relations and align understandings. Our vision is intended to help fashion and sustain a particular practice for conflict resolution in DiEM25. One in which the destructive potential of interpersonal conflicts gives way to the creative potential inherent in agonistic relations. This is our vision:

**To encourage and empower DiEM25 members to resolve interpersonal conflicts and grow together in and beyond that conflict.**

### Our mission

Conflict can take many forms, and it is illusory to believe that it can be entirely eradicated. Considering our vision, as well as the particular challenges of our political movement alluded to earlier, we believe that establishing a framework for a positive and productive expression of conflict presents us with the best opportunity for achieving our vision. Thus, we believe our mission and primary focus ought to be:

**To support the interaction and dialog between conflicting parties in order to find a solution with maximum advantages to all affected parties.**

### Our values

These are the values and beliefs which we think should guide conflict mediation in DiEM25. We consider them the rudimentary framework for the ethical practice of conflict mediation in DiEM25.

We believe that:

- We must recognise and respect the dignity and autonomy of our fellow people.
- No community can afford to leave conflict unresolved.
- Dialogue is an essential part of any political movement. We wish to support creative dialogue and reduce the number of destructive conflicts in DiEM25.
- We must provide progressive and empowering approaches to conflict resolution and effective decision making.
- We must promote understanding of alternative perspectives and improved collaboration.
- We are responsible for discouraging mediating parties from engaging in psychological abuse.
- We must ensure that all parties involved in conflict mediation understand the mediators' role, the nature of mediation, and that are familiar with the procedure of the Conflict Mediation System.
- We must build and sustain a dialogical practice that empowers the voice of DiEM25 members.
- We must ensure that any and all information brought to the fore in the course of mediation is kept confidential, unless otherwise agreed by the parties involved.
- To promote dialog through mediation, rather than coaching, arbitration, conciliation, etc.
- Mediators should strive towards impartiality. Conflict mediators must disclose any potential conflicts of interest, and recuse themselves if need be.
- Including a co-mediator is advantageous, seeing as how it provides additional perspectives to the mediation process.
- That post-mediation reflection and evaluation is vital to improving the standards and practices of the Conflict Mediation effort.
- That the conflict mediators must strive to update and add to our mediation education and practice.
- To promote perspectives on conflict that empower members to organise politically.
- To raise awareness about the Conflict Mediation System.
- Conflict is not an aberration; it is a natural and inevitable part of community life.