Unique experience of grad students in conflict + Mental wellness of grad students + Community of support / Supporting the community = Grad CRC
BEST PRACTICES FOR CONFLICT RESOLUTION
Conflict is active – no lawyers or weapons required

“Conflict emerges when disagreements, differences, annoyances, competition or inequities threaten something important.”

(1997, Friends Conflict Resolution Programs)
The koru (Māori for "loop") is a spiral shape based on the shape of a new unfurling silver fern frond and symbolizing new life, growth, strength and peace...

The circular shape of the koru helps to convey the idea of perpetual movement while the inner coil suggests a return to the point of origin.

G2G Peer Advisors

- listen
- make referrals
- explore options
- give tips & advice on how the student might resolve or manage conflict

X advocate
X intervene

Informal & confidential peer advising
**Samer** - I am a first-year master’s student in the Sustainability Management program at UTM.

**Jonathan** - I am a second-year Masters student at the Munk School of Global Affairs.

**Natalie** - I am a fourth-year PhD student at the Faculty of Medicine & a TA at UTSC.

**Debra** - I am a third-year PhD student in physical cultural studies.

**Jacey** - I am an aspiring professional counsellor pursuing an M.Ed. degree in counselling psychology & psychotherapy at OISE.

**Michael** - I am a third year PhD student at the Institute of Medical Science.

**Keira** - I am a criminology Masters student with research interest in police training & techniques, victim advocacy and human rights.

G2G Team 2016
Effective conflict resolution involves...
Supporting graduate students, staff and faculty at U of T

Conflict can make us feel uneasy or alone OR push us to think creatively and challenge our assumptions. Where interests differ or values and expectations do not align, conflict is always a possibility. Taking steps to resolve conflict when it arises can be daunting for students, but also for faculty and staff. The CRC is here to help.

Grad students have unique concerns.
Students must deal with conflict while managing the complexities of their graduate studies. Issues that arise are as diverse as the student population. From disagreements within lab groups to differences of opinion on supervisor/student roles and responsibilities.

Grad students helping other grad students makes sense.
The CRC trains and supervises a team of G2G Peer Advisors (G2G = “grad-to-grad”) who provide peer-to-peer, confidential and informal support to their peers. The G2G are not advocates and they will not intercede. The G2G have completed significant conflict management and coaching training in order assist their peers to take steps to prevent, resolve or manage disputes or issues.

Faculty and staff have a role to play.
The CRC partners, BGS, BL, UTGSU, recognized that not only would a dedicated conflict resolution office support U of T graduate students, it could also be a resource for best practices for the entire graduate community. Faculty and staff are welcome to refer students to the G2G Peer Advisors and to contact the CRC directly to discuss early and effective conflict resolution strategies and opportunities for skills development.

No matter is too small to discuss. Share what you are comfortable sharing and we’ll help you navigate your way forward. Contact us today!

Contact the CRC & G2G

“In the middle of difficulty lies opportunity.” (Albert Einstein)