

INTERVIEWS IN DANISH ECOVILLAGES

CONFLICT RESOLUTION METHODOLOGIES

DYSSEKILDE

In general:

- A conflict resolution group with 5-6 people, who can assist in solving conflicts
- Dyssekilde works with a concept of not 'giving energy' to conflicts.
- External conflicts are generally viewed as something that needs to be solved internally, a self-development process, to expand the spaciousness and self-awareness of the individual.

One-to-one conflicts:

- The norm in Dyssekilde is for individuals to solve their own conflicts between the engaged parties.
- A semi-norm is for the engaged parties to ask another person in the community to help and listen.

A larger, community conflict:

- In case of a larger conflict, members will be invited to a common meeting.
- If the conflict continues, a process of 'for' and 'against' groupings are used.

SOLENS HJERTE

- Solens Hjerter works with the common understanding that an external conflict is a reflection of an internal conflict.
- Individuals 'look inwards'/go into meditation to solve a conflict.
- Solens Hjerter works with the common understanding that conflicts are gifts that help us grow.
- Solens Hjerter has created spaces where members can express their anger and other emotions. They have an outdoor space with tractor tires where members can bring their physical energy into the tires. They have a place where members can hammer nails into wood to release energy and they have a cellar room where members can scream into pillows or towels to release emotions.
- Every Thursday the community has a common meeting where members are invited to bring up topics if "anything is stuck".
- If there is an interpersonal conflict, the involved members are encouraged to ask a third person in the community to be an observer.

HALLINGELILLE

- It is advised not to give space for interpersonal conflicts at the common meetings and not waste the other members time on something that is more in the interpersonal domain.
- When conflicts arise - which they do - members are encouraged not to be avoiding them, but work actively with them. Involved members can ask a third person in the community to be their mediator.
- Every member of Hallingelille is obliged to go into conflict mediation with another member, if requested.
- It is stated in the constitution that the community will cover expenses for an external mediator if a conflict can not be solved with internal mediators.
- Sources of conflict are often about disagreements about norms/levels in the community. Examples: Whether it is okay for an individual to take space on the common ground without a real agreement with the community. If somebody constantly neglects a cleaning duty and another member find such behaviour highly provoking.

COMMON SOURCES OF CONFLICT

DYSSEKILDE

- Interpersonal disagreements
- Sound (such as music in the evening)
- Youth taking space (such as wild parties or everyday drinking)
- How to raise children/different parenting styles