

CATHERINE BARNES, PH.D.

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KEY SKILLS AND EXPERIENCE

- Designing and facilitating multi-stakeholder processes for transformative dialogue, deliberation and strategic planning.
- Teaching and training in conflict, dialogue, inclusive peace processes, problem solving & empowerment for social action
- Research and writing on conflict, peace processes, human rights, and social change
- Policy research, policy dialogue and advocacy on conflict and peacebuilding issues
- Programme and project development and proposal preparation; strategic reviews and evaluation
- Experience of working in more than 30 countries

FACILITATION AND PROCESS DESIGN

Major conferences / large group processes

- Mennonite Church USA's "Future Church Summit" – lead designer and facilitator of a multi-phase process of church renewal leading to an interactive multi-stakeholder dialogue for more than 700 delegates, Jan-July 2017.
- "Lead Together" – highly participatory strategic planning conference for 200+ members of EMU's faculty and staff to develop initiatives to implement new strategic vision for the university, 2019.
- Global conference at UN headquarters "From Reaction to Prevention: the Roles of Civil Society in Preventing Armed Conflict and Building Peace"—process design, preparation and facilitation of plenary and large panel sessions of conference involving more than 2,000 participants from civil society, governments, and IGOs, New York, July 2005
- European Regional Conference of the Global Partnership for the Prevention of Armed Conflict—facilitated a consensus building process for more than 250 people to agree the European Action Agenda, Ireland, April 2004
- "Tools for Peace"—lead facilitator of this international, inter-religious peace conference for 200 delegates, Sweden, November 2004
- "Role of the EU in the South Caucasus" – lead facilitator of conference for the Dutch Ministry of Foreign Affairs for 90 government officials, politicians, researchers and civil society representatives.

Dialogue and joint-analysis

Designed and facilitated dozens of seminars for policy makers, political party representatives, civil society representatives and analysts – many involving participants from across conflict divides – to explore various issues in conflict prevention and learning from peace processes. Some specific processes include:

- Designed and facilitated deliberative dialogue for Advisory Group of key stakeholders to develop recommendations for Mennonite Church USA on the status of LGBTQ people in the Church and related governance questions.
- Designed and facilitated multi-stakeholder process to discover common ground around how to promote a healthy Shenandoah River and a vibrant farm economy, December 2018, followed by a series of workshops and forums to develop a shared vision for the future of the watershed, January-June 2019.
- Co-designed and co-facilitated seminar with Berghof Foundation for the Afghanistan High Peace Council in Jakarta November 2017 and served as resource person and process designer for seminar with Afghanistan's Provincial Peace Councils, Kabul October 2018.
- Designed and facilitated a series of community dialogues on race, heritage and community building in Staunton Virginia, 2017—onwards.
- Co-designed and facilitated a 'listening process' for Eastern Mennonite University on its hiring policy for people in same-sex relationships, January-April 2014.
- Designed and facilitated a series of dialogue processes for intra-ethnic leaders inside Myanmar/Burma, 2009-2011.
- Facilitated a series of workshops for governmental and civil society representatives from five East European countries on key problems in majority/minority relations and wrote published reports of the outcomes, 1996-1998.

Strategic planning, retreats and meeting facilitation

Strategic planning processes, retreats, and meetings for: Berghof Foundation; Conciliation Resources; Center for Justice and Peacebuilding; Consortium Initiative on Nagorny-Karabakh; EMU School of Graduate Studies; EMU Enrollment Department; Free Tibet Campaign; Global Partnership for the Prevention of Armed Conflict; Haiti Advocacy Working Group; Nyein Foundation (Shalom) Myanmar; Jackson Mississippi Public Schools Restorative Justice Initiative; PLATFORM London; Saferworld, Shenandoah Green.

TRAINING IN PEACEBUILDING, GOVERNMENT TRANSITION AND ADVOCACY

- Designed & delivered numerous tailored training courses on peacemaking and peace processes for groups ranging from UK government conflict adviser cadre and the UN Department of Political Affairs to members of armed insurgency groups (2001-Ongoing)
- Teach annual course on facilitation and process design at EMU's Summer Peacebuilding Institute for training or academic credit.
- Iraqi Al Amal-UNDP: taught course on conflict analysis for scholars from five leading Iraqi universities and Iraq's Ministry of Education to prepare them to develop peace studies curriculum in Iraq (2018).
- Developed & delivered a series of trainings to build capacities of three cohorts of deliberative dialogue process designers and facilitators in Myanmar/Burma to support the peace process and other socio-political change (2014-2017) as well as ongoing consultancy in process design for Nyein Foundation and the Civil Society Forum for Peace in Myanmar.
- Developed and delivered trainings and training-of-trainers courses on governance transition processes and roles of legislature for new ethnic politicians and civil society activists in Myanmar/Burma (2010-2011).
- Developed and delivered annual module on reconciliation and transitional justice for Responding To Conflict (2002-2005).
- Delivered a series of training seminars on strategies for public participation in peacemaking, including for the Swiss Ministry of Foreign Affairs and for Sri Lankan officials and civic leaders; gave talks on this theme for various audiences in London, New York, Washington and Yerevan. (2002-2009)
- Taught EU specialization course on conflict transformation at Austrian Study Center for Peace and Conflict Resolution (2004)
- Advised a group of Dutch Malukans on possible roles of diaspora communities in conflict and peacebuilding. (2003)
- Designed and facilitated a range of training seminars for minority rights activists on human rights and advocacy, including tailored courses for advocacy at both the UN Human Rights Commission and at the Council of Europe. (1998-2001)
- Designed and facilitated training seminars for diplomats and UN officials on conflict resolution and negotiation skills and wrote training manual to accompany the course. (1994-1996)
- Conducted a series of seminars to train teachers, students and community activists in communication, conflict resolution, and problem solving skills. (1992-1994)

PROGRAM DEVELOPMENT

- Advised the European Union in its support for the emerging peace process in Myanmar and drafted the concept for its funding for institutions to support the process, 2012.
- Served as strategic advisor to the Global Partnership for the Prevention of Armed Conflict (GPPAC)—2003-2005
- Conducted a review of Conciliation Resources' *Accord* program, which led to the development of a new strategic direction for the program and a detailed 'business-plan' for achieving it.
- Developed and implemented a three-year program for Minority Rights Group International to promote minority rights and cooperation between communities in Bulgaria, Hungary, Romania, Poland and Slovakia.
- Served as an expert advisor to the PEER project of the European Network Against Racism to develop empowerment projects for community organizations fighting discrimination throughout Europe

INDEPENDENT EVALUATION, STRATEGIC REVIEWS AND FIELD STUDIES

- Strategic Advisor and Reviewer for the Consortium Initiative on Nagorny-Karabakh – 2005-2007
- Conducted evaluation reviews of Conciliation Resources' 5-year peacebuilding program in Georgia/Abkhazia; of International Alert's peacebuilding program in Georgia/Abkhazia; and of Saferworld's work in the Western Balkans.
- Conducted evaluation research for CHF's 'Stable Society Study' on the impact of participatory community development on conflict in Southern Serbia.

POLICY ADVOCACY AND AWARENESS RAISING

- Policy adviser for Conciliation Resources, responsible for researching and formulating its policy advocacy strategy, drafting policy analysis and materials, and delivering results on its policy change goals—from September 2006-2009
- Global Partnership for the Prevention of Armed Conflict: Facilitated and drafted the development of the Global Action Agenda, prepared submissions for various UN reports, represented GPPAC at UN General Assembly Hearings in advance of the Millennium Declaration Review Summit, lobbied UN officials and government representatives on key GPPAC goals, helped to catalyze the 'Group of Friends for Conflict Prevention' involving almost 40 missions – 2003-2005.
- Prepared submissions and represented Minority Rights Group International in international fora (UN, OSCE, Council of Europe) and conferences to raise awareness of specific minority rights issues.
- Experienced in consulting with senior government and inter-governmental officials, civil society leaders, community activists and researchers on a diverse range of conflict, human rights, and policy concerns.
- Provided informal consultation on dynamics of peace processes and specific conflict situations with intermediaries, policy advisors, and activists responsible for developing peacebuilding strategies.

TEACHING AND COURSE DEVELOPMENT

- Develop and regularly teach Master's Degree level courses at Eastern Mennonite University on war-to-peace transitions and peace processes, public policy and peacebuilding, conflict analysis, and deliberative dialogue process design, facilitation and mediation skills for conflict transformation.
- UN University of Peace: taught graduate class on conflict analysis, peace processes, negotiation and mediation.
- Europa-Universität Viadrina: developed and wrote an online master degree class on international conflict management.
- Applied Conflict Transformation Studies: advised Responding to Conflict in the development of this international distance-learning graduate program and authored core readers.

PROFESSIONAL QUALIFICATIONS

EDUCATION

Doctor of Philosophy, Institute of Conflict Analysis and Resolution, George Mason University, January 2000. Research specialization on genocide in the twentieth century.

Master of Science in Conflict Analysis and Resolution, George Mason University, May 1994. Specializing the study of deep-rooted conflict between ethnic and other communal groups. Graduated with a 4.0 ("A") grade point average.

Bachelor of Arts with Honors, Oberlin College, May 1987. Major: comparative politics; Minor: Religion.

EMPLOYMENT HISTORY

- EASTERN MENNONITE UNIVERSITY, Affiliate Associate Professor Strategic Peacebuilding and Public Policy, Aug 2011-Present (ongoing)
- INDEPENDENT CONSULTANT, working for NGOs, inter-governmental organizations and governments on strategies and processes for conflict transformation and positive change, from January 2002 (ongoing)
- HOPE INTERNATIONAL DEVELOPMENT AGENCY – MYANMAR, Adviser, January 2010-February 2011.
- CONCILIATION RESOURCES, Accord Programme Manager / Series Editor, May 2000–Jan 2002, London
- MINORITY RIGHTS GROUP INTERNATIONAL (MRG), Programme Co-ordinator for Europe/FSU/ Americas, Nov 1995–Oct 1998, London
- INSTITUTE OF WORLD AFFAIRS, Program Associate, Jan 1994–Oct 1995, Washington, DC
- JOHN C. NEWMAN, P.C., Legal Assistant, Oct 1992–Jan 1994, Washington, DC
- MENTAL HEALTH LAW PROJECT, Children's SSI Campaign Assistant, Washington, DC
- SENECA COMMUNITY BEHAVIORAL HEALTH CENTER, Regional Youth Specialist and Adolescent Therapist, May 1989–Oct 1990, Lewisburg, West Virginia
- FAMILY REFUGE CENTER, Program Coordinator, June 1987–Aug 1988, Lewisburg, West Virginia
- OHIO PUBLIC INTEREST RESEARCH GROUP, Peace and Social Justice Coordinator, Sept 1983-June 1985

SELECTED PUBLICATIONS AND PAPERS

BOOKS, ARTICLES AND MONOGRAPHS

- *Dilemmas of Ownership, Inclusivity, Legitimacy and Power: Towards Transformative National Dialogue Processes.* National Dialogue Handbook Background Paper No. 1. Berlin: Berghof Foundation. 2017.
- "Tipping the balance? Sanctions, incentives and peace processes" *Managing Peace Processes: Process related questions.* Handbook for AU Mediators, Volume 1. Addis Ababa: Peace and Security Department, African Union Commission. March 2013.
- *Ending war: the need for peace process support strategies.* Policy Brief. Conciliation Resources. November 2009.
- *Renegotiating the political settlement in war-to-peace transitions.* Paper commissioned by UK Department for International Development for OECD-DAC International Dialogue on Statebuilding and Peacebuilding. March 2009.
- "Civil society and peacebuilding: mapping functions in working for peace" *International Spectator* Volume 44 No. 1 March 2009
- *Peace Processes and Stabilization.* Briefing guidance commissioned by the UK Stabilization Unit. September 2008.
- *Powers of persuasion: incentives, sanctions and conditionality in peace processes.* Accord 19. Editor with Aaron Griffiths. Conciliation Resources, 2008
- *Bridging the gap: improving UK support to peace processes.* Working paper. Conciliation Resources, June 2007.
- *Agents of Change: Roles of Civil Society in Preventing War and Building Peace.* Issue Paper 2: Global Partnership for the Prevention of Armed Conflict. European Centre for Conflict Prevention, October 2006.
- *Governments and Civil Society Organizations: Issues in Working Together Toward Peace.* Discussion Paper. Global Partnership for the Prevention of Armed Conflict. European Centre for Conflict Prevention, October 2006.

- “The Functional Utility of Genocide: Towards a Framework for Understanding the Connection Between Genocide and Regime Consolidation, Expansion and Maintenance” *Journal of Genocide Research*. Vol 7, No 3, September 2005.
- “Weaving the Web: Civil Society Roles in Working with Conflict and Building Peace” in van Tongeren et al, Eds. *People Building Peace II: Successful Stories of Civil Society*. Boulder and London: Lynne Rienner, 2005.
- *The United Nations, Civil Society, and Preventing Armed Conflict: Principles and Recommendations for Operational Prevention*. Paper for the Global Partnership for the Prevention of Armed Conflict, 2004 available on www.gppac.net
- *UN-CSO Interaction in Conflict-Affected Communities*. Paper for the Global Partnership for the Prevention of Armed Conflict, 2004 available on www.gppac.net
- *Constructing a shared future?: Participatory Community Development and Conflict Mitigation in Southern Serbia*. Stable Society Study. Washington: CHF, 2003.
- *Owning the Process: Public Participation in Peacemaking*. Accord 13. Editor. London: Conciliation Resources, 2002.
- *Politics of Compromise: The Tajikistan Peace Process*. Accord 10. Editor with Kamoludin Abdullaev. London: Conciliation Resources, 2001.
- *Beyond Conflict: The Structure and Purposes of Genocide in the Twentieth Century*. Doctoral Dissertation. Fairfax, VA: Institute for Conflict Analysis and Resolution, George Mason University, September 1999.
- *The Impact of Armed Conflict on Children from Minority and Indigenous Communities*. Editor. Minority Rights Group research contribution to Graça Machel UN Report on the Impact of Armed Conflict on Children, 1996.
- *The Framework Convention for the Protection of National Minorities: A Guide for Non-Governmental Organizations* with Manon Olsthoorn. London: Minority Rights Group, 1999.
- “Minority Children of Somalia” in *War: The Impact on Minority and Indigenous Children* with Lorne Stockman. London: Minority Rights Group, 1997.
- *Inter-group Conflict in Schools: Strategies and Resources*, with Applied Practice and Theory research team. Fairfax, Virginia: Institute of Conflict Analysis and Resolution, 1994.

TRAINING MATERIALS AND COURSE READERS

- *Creating Our Future: Responsive Leadership and Empowered Constituencies*. Training manual and resource pack. Hope International Development Agency, 2011.
- *Theories of Conflict: Causes, Dynamics and Implications*, Applied Conflict Transformation Studies Series. Birmingham UK: Responding to Conflict, 2005
- *Designing and Facilitating Conflict Transformation Processes*, Applied Conflict Transformation Studies Series Birmingham UK: Responding to Conflict, 2005
- *Conflict Resolution and Negotiation: A Practical Guide to Diplomacy After the Cold War*, Washington: Institute of World Affairs Publications, 1994
- *The Maun Sea Revitalization Project: A Complex Simulation Exercise for International Multilateral Negotiations*. Washington: Institute of World Affairs Publications, 1994

PUBLISHED CONFERENCE AND SEMINAR REPORTS

- *Tools for Peace?: The Role of Religion in Conflicts*. Uppsala, Sweden: Life & Peace Institute, 2005
- *The European Union and the South Caucasus: Opportunities for Intensified Engagement*. Seminar Report. Netherlands Ministry of Foreign Affairs and European Centre for Conflict Prevention, May 2004
- *Sierra Leone Peace Process: Learning from the Past to Address Current Challenges*. London: Conciliation Resources
- *Ideas for Change: Skills-Exchange Workshop Reports*, with Anna-Mária Bíró. London: Minority Rights Group, 1999

SELECTED SPEECHES, CONFERENCE PAPERS AND PRESENTATIONS

- “Preventing atrocities; cultivating a more sustainable peace” USAID Burma / Bangladesh Missions Retreat, Bangkok, 22 October 2018
- “Addicted to Coercion: Shifting the Reliance on Force in Response to Conflict & Insecurity”. International Day of Peace Seminar, Mary Baldwin University, 21 September 2016.
- “Engaging together: exploring deliberative dialogue as a path towards systemic transformation” Keynote speech to the Peace and Justice Studies Association, James Madison University, Oct 2015.
- “Genocide prevention and conflict prevention: potential for complementarity?” Presentation at authors’ seminar. *Deconstructing Prevention Conference: The Theory, Policy and Practice of Mass Atrocity Prevention* co-organized by the Benjamin N. Cardozo School of Law Program in Holocaust, Genocide and Human Rights Studies and the Auschwitz institute for Peace and Reconciliation on 25 February 2013 in New York, NY.
- “Peacebuilding and statebuilding: issues in operationalizing DFID’s new approach” plenary presentation at DFID Policy Seminar: Best Practice in Fragile and Conflict Affected States, Wilton Park Conference 955, March 2009
- “Sanctions, incentives and conditionality in peacemaking: issues for the UN” lead presentation at workshop for the UN Department of Political Affairs, July 2008
- “Talking with the enemy: improving political strategies for addressing armed conflict” Speech to the UK All-Party Parliamentary Group on Conflict Issues, December 2007

- “Setting the Agenda: Challenges and Contributions for Civil Society Roles in Peacebuilding” plenary speech at ADM/CPA Conference on Mainstreaming Peacebuilding in Public Policy, Ireland, October 2005
- “Making the Shift to Prevention” plenary speech at Dag Hammarskjöld Conference ‘UN and Global Security’ organized by the Swedish Government / UN Association of Sweden, February 2005
- “State-Building: the Challenges of Participation and Ownership” paper presented at State-Building Policy Seminar organised by International Peace Academy and the Center on International Cooperation, New York, November 2004
- “Ownership of the Transition and Peace Processes” presentation to UK Government / Wilton Park Conference on Managing the Transition from International Military Intervention to Civilian Rule: Breaking the Conflict Cycle, December 2003
- “Five Key Challenges for Governance in Central Asia” paper presented at International Peace Academy / Diplomatische Akademie Wien’s 32nd Annual ‘Vienna Seminar’, July 2002
- “Comparative Experiences in International Peacemaking” paper presented at the UNESCO / Government of Tajikistan International Symposium on the Historical Experience of Tajik Peacemaking, Dushanbe, April 2001.
- “Toward a Conflict Theory of Genocide” paper presented at the annual meeting of the International Society of Political Psychology, July 1995.
- “The Origins of Communal Conflict in South Asia” paper presented at the Conference on Peacemaking, Education, and Development, October 1993.