who's borrowed something and hasn't returned it. One group is talking to a neighbor; the other to a child. The neighbor always gets more love and respect than the child."

Rosenberg says it's that very domination system that makes it "really hard to see a child as a neighbor." Seeing people as objects through labels we place on them is a form of myopia that can cut us off from connecting at a deeper level.

Rosenberg recounts the time he came home from work, exhausted from having tried to mediate between street gangs and police in East St. Louis, Ill.

"It was very hard. I walked in the back door and my kids were fighting. I said in NVC, 'I need peace. Will you be willing to postpone this war?' My eldest son said, 'Do you want to talk about it?' I thought how cute. In doing so, I dehumanized him. I was doing the same thing the street gang and police were doing: not seeing human beings in each other. Here this human offers listening to me in distress. I have him labeled my child."

He accepted his son's offer of support, and says he "listened beautifully while I got out of my pain."

Using the word "child" is fine for shorthand, he says, but "don't see the person as a child, or especially, as *my* child. Extend the same respect to children as to a 40 year old."

The same "power with" model can be applied to the workplace, between management and labor. "In Switzerland, I coach people in the corporate area," says Rosenberg. "We're trained to tell managers to give praise and compliments every day, and research says productivity goes up. But it's only for a short time, until people sense the motivation behind it. That destroys trust in real gratitude."

People want ownership over their jobs, and the power with model usually results in greater satisfaction as each individual achieves greater autonomy.

Balancing that quest for autonomy with one's dependency needs is a dance. Rosenberg says, "We are interdependent; our well-being is one and the same. I can't benefit at your expense and you can't benefit at my expense." When people try to take advantage of others, or try to dominate them, violence occurs. From a child not wanting to go to bed to a nation striving for statehood, the needs are the same.

"If you say to a child, 'Please get ready for bed,' and the child responds, 'I don't want to.' It's about autonomy — we can tell from the child's tone of voice."

Rosenberg is a staunch advocate for Palestinian statehood. He says, "A couple of days ago I was in Palestine. The concerns of people there are all about autonomy. They don't want others telling them what to do. Every day, everywhere, there are fights going on regarding this."

How we react to someone else's need for autonomy, which may come out as anger, is a matter of conscious choosing. By having empathy with the other and asking what they are feeling, we can help the anger dissolve. We can apply the same empathy to ourselves, in questioning what unmet need our feelings are resulting from. To do that, says Rosenberg, slow down and take your time.

He says, "My son was 12 and had done something I didn't like and I was telling myself to take my time so I could respond to him in a way that I liked. Meanwhile, his friends were waiting. He said, 'Daddy, it's taking you such a long time to talk.' I told him, 'Here's what I can say quickly: 'Do it my way or I'll kick your ass.' He waited."

Michael Dreiling, co-founder of the Oregon Network for Compassionate Communication (founded in September 2001 and sponsor of Rosenberg's visit), and a UO sociology professor, says NVC works by releasing people from criticism, blame and judgment, allowing them to connect with their own needs and those of others.

"Thoughts such as, 'Things would be better,' or 'I would be happier if you would have taken the trash out, or Bush would get out of office,' can deny our own responsibility and state of being," he says. "Instead, we can create alternative possibilities for meeting our own and others' needs. Criticism and blame can dehumanize the people we're connecting with, by holding them responsible for our anxiety, fear, hurt, pain, sadness, or anger, turning them into an object that is to be controlled or manipulated with the idea that we can be relieved of our pain."

By doing this, we increase violence in the world. "Power over others breeds resentment and hurt, fueling cycles of violence," adds Dreiling. "The tradition of nonviolence offers an alternative in power with others."

**When people try to take advantage of others or try to dominate them, violence occurs.**

NVC teaches that when we turn another human being into an object, "We've removed ourselves from the place of heart connection and having compassion for that human being and understanding why they might be doing what they're doing," says Dreiling.

By getting connected to what is alive in us at the moment, that consciousness gets us out of the reactive trap and allows for deeper understanding to occur at a heart level.

NVC also gets us out of the co-dependent trap. By checking in with our own feelings and needs first, we don't give ourselves away in the process of trying to understand the other. In fact, the final part of NVC, the request, allows us to say "No," nonviolently.

If someone's yelling about the dishes, you can respond, "No, I can't do the dishes right now, because I have a need for safety and right now a strong need for peace. So I'm going to walk away and take 10 minutes and then I'll come back and we can talk about this."

In hearing that "no," says Dreiling, we can also hear a "yes."

For example, "Yes, I'm choosing to meet my own needs for safety, and yes, I am willing to resolve this matter, after my need for safety has been met."

Notice the non-dish-doer did not escalate the matter by yelling back, by calling names, "Quit yelling at me, you jerk," or increase the violence against himself by feeling guilty or allowing himself to be manipulated.

"The 'I'm feeling hurt and you're the cause' mentality, or 'You're feeling hurt and I'm bad because I'm the cause' mentality is so prevalent in our culture it is difficult to undo," says Dreiling. And it creates a cycle of violence, from domestic violence to community disputes to international warfare, that NVC can get us out of.

In fact, NVC reminds us that we have a deep need to nurture each other, to give, to care for others — what Rosenberg calls serving life.

"There's nothing more enjoyable or natural for we human beings than contributing to life and in seeing our power used for life," says Rosenberg. "It's not based on an abstract belief, but on the innate goodness of people. I've asked children or adults what you did that made somebody's life more wonderful. Now how did it feel when you realized you have that impact? I've asked in Africa, Asia, and the U.S.: Does anyone know anything that feels better?"

When we get beyond the image of the other as enemy, be it a family member, co-worker, neighbor or nation, and check in with what the other is needing, says Rosenberg, "Conflicts are resolved." **EW**

*Marshall Rosenberg will hold two workshops in Eugene on May 7 at Unity of the Valley Church, 3912 Dillard Rd. Basic Theory and Practice of Nonviolent Communication 8:30 am-12:30 pm, $80-$40 ss; and Nonviolent Communication For Personal Growth and Healing, 2-6 pm. $80-$40, ss. Registration preferred. Register at www.orncc.net, or call (503) 450-9909.*

*A free introduction to Nonviolent Communication with Michael Dreiling and Lisa-Marie DiVincent will be from 7-9 pm, Friday, April 30, in the EWEB Public Conference Room.*

Join us for
An Evening with
Arianna Huffington
activist and author who ran against
Arnold Schwarzenegger
for Governor of California.

It's a BENEFIT for Campaign Finance Reform!
"MONEY IS NOT DEMOCRACY"

Thursday, May 6th at the McDonald Theater

Tickets now on sale at Tsunami Books, UO Ticket Office, and the Book Mine in Cottage Grove.
Benefit Dinner at Café Paradiso at 6pm (call number below)

FOR DETAILS, CALL 341-4909

Garden of Savings Sale
THRU MAY 2ND

GARDEN OF SAVINGS SALE:
- All 4" Perennials, Herbs,& Native Plants now $1.99
- All Ready To Use Safer Pest Control $4.99
- NEW Gardena Hand Lawn Mower 10% OFF

FREE EVENT - May 1st, Saturday, 1 pm at the Olive St. Store
- Amy Stewart, author and garden columnist, will speak and give a demonstration.
- "Worm Digest" will join Amy and the staff of Down To Earth for a worm composting demonstration after the reading.

All DTE Brand Liquid Fertilizers
20% off

DOWN TO EARTH
HOME, GARDEN & GIFT

Practical Goods
For Natural Living

2498 Willamette St. • 349-0556
532 Olive St. • 342-6820
MON-FRI 10AM-6PM
SAT 9AM-6PM
& SUN 10AM-6PM

UNIQUE EUGENE