

Civilian Peace Service Canada

Women Building Peace
Conference, Feb 16, 2009



What Can Canada Contribute?

“Canada is in a unique position to play a leadership role in preventing and reducing conflict and improving human welfare around the world. We have a broad range of expertise, military and non-military, we have a history of non-intervention and peacemaking, and we have “the largest and most openly accessible national civilian roster in the world.”

[Paul Larose-Edwards,
Executive Director of CANADEM, September, 2003]



Past Activities

- 3 conferences, most recent with Johan Galtung exploring the Peace Professional Concept
- White Paper
 - making the Case for a Civilian Peace Service Canada
 - Submitted to all political parties
- Values and Competencies paper



Proposal / Vision

- **Accredit Peace Professionals and volunteers / conflict interventionists who will form the core of a Civilian Peace Service in Canada**



Major Points

- **What** is a Civilian Peace Service (CPS)?
- **Why** do we need a CPS?
- **What** is a Civilian Peace Professional?
- **Who** is a Civilian Peace Professional?
- **Where** lies the way forward?



What is a Civilian Peace Service (CPS)?

- Civil intervention teams / individuals who work in areas in or susceptible to conflict (domestic, national or international)
- Professionals who apply non-violent strategies
 - Efficient, non-partisan, aimed at safeguarding human rights
- People who build an environment for fair and peaceful resolution of conflicts
- People competent in conflict transformation, prevention, building of peace



Why Do We Need a Civilian Peace Service?

- **Background**

- 2003 - the Pentagon says the war in Iraq will cost roughly \$50 billion
- So far, i.e., 5 years in, the cost is \$500 billion *
- Current projections – including indirect costs (e.g., health, increased oil costs, replenish equipment), full costs will be \$2 trillion **

- **What Could Have Been Done With \$2 Trillion? *****

- Eliminate world wide poverty – \$135 billion / yr +
- Universal literacy - \$5 billion / yr
- Immunize every child – \$1.5 billion / yr
- Fight AIDS world wide - \$15 billion / yr
- Achieve MDGs - \$ 40-60 billion / yr

* US based National Priorities Project

** Harvard's Linda Bilmes and John Stiglitz – US Costs Only

*** Columbia's Jeffrey Sachs, the Worldwatch Institute, and the UN

What is a Civilian Peace Professional?



- Like health care workers and engineers, civilian peace professionals need to be held to rigorous standards
- Civilian Peace Service Canada (CPSC) is proposing the first opportunity for formal accreditation of Canadian Peace Professionals



Profile of the Peace Professional

My Background

- Education, training, performance support, facilitation, staffing
- Certification as Third Party Neutral: CICR
- Recent work: planning to meet organizational goals by
 - identifying competencies required by mission-critical groups
 - developing assessment, recruitment, selection and development plans
 - “How can we recruit the best people to perform essential functions?”
 - “How can we help existing workers become better at their jobs?”



The Peace Professional

- Whence the notion?
 - Growing recognition of the need for effective peace professionals in existing or emerging conflicts
 - Standards required to offer measure of certainty to sponsoring/hiring agencies
- No professional accreditation existing for peace professionals, although some work underway (eg, Germany, UK)

Who is a Peace Professional?



A Peace Professional Demonstrates:

Core Values that **underlie** and **motivate** effective performance

Key Competencies (skills/ abilities) that **enable** effective performance

Difference: KC's acquired through training, coaching, CV's more deeply rooted, less likely to be acquired through training/ development activities.



Core Values

- Empathy
- Humility
- Personal maturity
- Sound judgment
- Sincerity
- Strong desire for social justice and peace for all
- Willingness to learn



Key Competencies

- Communication
- Conciliation
- Conflict Analysis / Transformation
- Facilitation
- Mediation
- Negotiation
- Operational Planning
- Peace Building
- Personal Security
- Strategic Thinking
- Teamwork



Accreditation: Whom?

Candidates for Consideration:

- Exemplary performers already in the field who wish the designation
- Any other individual who aspires to be accredited as a Canadian Civilian Peace Professionals



Accreditation: How?

- Preliminary screening (resumé review)
- **Stage 1:** Core Values: self-assessment, reference checks, oral interview
- **Stage 2:** Key Competencies: self-assessment, reference checks, oral interview
- Successful candidates offered accreditation as Canadian Civilian Peace Professionals

Other Potential Applications for the Peace Professional Profile



- Individual/ group training and development plans
- On-going performance assessment
- Project-based performance evaluation
- Performance contracts between SO and peace professionals



Recommendation

- The GOC enter a three-year partnership with CPSC to:
 - further develop the CPSC concept
 - develop and refine an assessment, training and accreditation program for peace professionals
 - deliver two pilot training programs (to test the concept and the training)
 - determine how Canada can, through the CPSC (and consideration of a Federal Department of Peace), best contribute to sustainable peace in Canada and abroad



Last Word

“Of all our dreams today there is none more important – or so hard to realize – than that of peace in the world. May we never lose our faith in it or our resolve to do everything that can be done to convert it one day into reality”

Lester B. Pearson

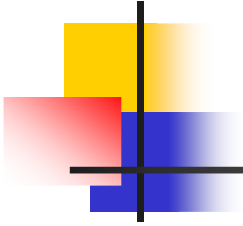
Canada has gone from being respected world-wide for its contribution to Peacekeeping to being 60th in the world. The number of peacekeepers is at an all-time high of 70,000; Canada now contributes 60.



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Comments?

Questions?

Observations?