

Higher Education Curriculum: Multiplicity for Family & Community Dynamics

North Star

Build durable connection across difference in families and communities. Prioritize understanding over persuasion, safety over speed, and fairness over victory.

Program Formats

- **Graduate Certificate:** 15 credits over 2 terms.
- **MA/MEd Concentration:** 30 credits over 4 terms.
- **Undergraduate Minor (Community Systems):** 18 credits over 3 terms.

Audience: educators, community organizers, social-service staff, health navigators, mediation and restorative staff, faith/community leaders, youth workers.

Scope: Non-clinical practice. Train referral pathways for clinical needs.

Competency Map (exit outcomes)

- 1) **Perspective Integration:** surface, compare, and synthesize conflicting experiences without erasing any party.
 - 2) **Dialogue Facilitation:** run structured conversations for families and groups, including disagreement and repair.
 - 3) **Systems Insight:** map intergenerational, cultural, and economic drivers that shape conflict.
 - 4) **Ethics & Safety:** uphold consent, boundaries, and data stewardship.
 - 5) **Measurement & Learning:** collect small, ethical data; evaluate impact; iterate.
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Degree Architecture (sample 30-credit concentration)

Core (12 cr)

1. *Multiplicity & Epistemic Humility in Human Systems* (3 cr)

- Units: many-truth awareness • cognitive/affective bias • role of culture • evidence and meaning • power and voice.

- Artifacts: reflection brief; two-truths case memo; identity & power map. 2. *Dialogue Mechanics for Families & Communities* (3 cr)
- Units: listening cycle • paraphrase ladders • question design • switch-sides • repair planning • escalation fallback scripts.
- Artifacts: protocol facilitation video; feedback logs.
- 3. *Systems Mapping: Intergenerational, Cultural, Economic Dynamics* (3 cr)
- Units: family systems basics • intergenerational patterns • community assets/barriers • policy impacts • conflict systems.
- Artifacts: causal-loop map; leverage strategy brief.
- 4. *Ethics, Law & Data Stewardship* (3 cr)
- Units: consent & boundaries • mandated reporting basics • confidentiality • data minimization • community data governance.
- Artifacts: consent kit; data ethics plan.

Applied Labs (9 cr total)

A. *Repair & Mediation Lab* (2 cr)

- Routines: intake → goals → ground rules → options → agreement → follow-up.
- Practice: role-plays with multidirectional harm; apology/impact/amends scripting.
- Deliverable: three mediated session plans + debriefs.

B. *Lived-Data Lab: Belonging & Safety* (2 cr)

- Practice: micro-surveys, observation checklists, weekly reciprocity logs.
- Deliverable: pre/post dashboard and interpretation memo. (*Reciprocity dashboard = UNPROVEN outside program; coaching tool only.*)

C. *Community Design Sprint* (2 cr)

- Timeline: 6–8 weeks.
- Output: a tested protocol or tool for a partner site.

D. *Field Seminar* (3 cr)

- Biweekly case conference; ethics consults; supervision notes.

Practicum + Capstone (9 cr)

- *Practicum* (150–250 hours): partner site (school, CBO, housing authority, clinic non-clinical track, faith org).
- Required products: site needs scan • facilitation plan • three cycles of plan-do-study-act • impact brief.
- *Capstone*—“*Understand, Don’t Convince*”
- A live dispute reframed with multiplicity • multi-party facilitation • evaluation plan • public playbook.

Course-Level Week Guides (Core)

Course 1: Multiplicity & Epistemic Humility

Wk1 Foundations; Wk2 Bias & uncertainty; Wk3 Culture/identity/power; Wk4 Evidence vs meaning; Wk5 Two-truths analysis; Wk6 Application to family cases; Wk7 Application to neighborhood issues; Wk8 Synthesis & reflection.

Course 2: Dialogue Mechanics

Wk1 Safety layer & openings/closings; Wk2 Paraphrase ladders; Wk3 Question design; Wk4 Switch-sides; Wk5 Repair micro-rituals; Wk6 Multi-party formats; Wk7 Fallback scripts for escalation; Wk8 Demonstrations.

Course 3: Systems Mapping

Wk1 Family systems overview; Wk2 Intergenerational patterns; Wk3 Community assets/barriers; Wk4 Policy levers; Wk5 Conflict system archetypes; Wk6 Leverage design; Wk7 Risk/ethics in change; Wk8 Portfolio share.

Course 4: Ethics, Law & Data

Wk1 Consent & scope; Wk2 Mandated reporting basics; Wk3 Confidentiality; Wk4 Data minimization & small-data methods; Wk5 Community data governance; Wk6 IRB/partner approvals; Wk7 Risk assessment; Wk8 Audit & closure.

Protocol Library (reuse across courses)

- **Opening/Closing Rituals:** brief centering • opt-in levels • one-word checkout.
 - **Listening Cycle:** speak → paraphrase → confirm → question.
 - **Switch-Sides:** temporarily defend the other view; log strongest points.
 - **Repair Micro-Ritual:** name impact • own choice • offer amends • agree follow-up.
 - **Family Meeting Format:** shared purpose • time-boxed rounds • option generation • consent-based decision • clear next steps.
 - **Community Forum Format:** roles • stack management • translation plan • artifact capture • feedback loop.
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Toolkits & Templates

- Intake + consent forms; boundaries and referral checklist.
- Safety plan and escalation fallback script. (*CSL overload guards = UNPROVEN outside program; use with coaching.*)
- Observation checklist; reciprocity log (*UNPROVEN for grading; coaching only*).
- Facilitation plan template; repair plan; agreement follow-through tracker.

- Data ethics plan; small-data dashboard shell.
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Assessment System

Individual: OSCE-style facilitation exam; perspective-integration essay; ethics quiz.

Team: case conference with argument map and joint statement.

Field: partner feedback; artifact quality; adherence to ethics plan.

Rubrics: clarity • fairness • evidence quality • safety • impact.

Class Metrics: paraphrase ratio; switch-sides completion; repair follow-through; partner satisfaction.

Practicum Standards

- Site agreement with scope, confidentiality, and escalation map.
 - Supervisor check-ins biweekly; three structured observations.
 - Minimum two multi-party sessions facilitated; one repair cycle; one community forum.
 - Final impact brief with data table and limitations.
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Validation & KPIs

Fastest path to proof: run a 1-term pilot with 2 cohorts and 3 partner sites.

- **Primary KPIs:** pre/post belonging and psychological safety; partner satisfaction; reduction in reopened conflicts; completion of repair follow-through.

- **Decision rule:** continue only if $\geq 20\%$ improvement on two KPIs with no safety regressions.

- **Data rules:** minimize collection; anonymize; publish only aggregates; opt-out honored.

Technology Readiness & Status Labels

- Structured dialogue, restorative/repair circles, argument mapping → **TRL 8–9 (PROVEN in practice)**.
- Reciprocity dashboards; CSL overload guards → **TRL 3–4 (UNPROVEN outside program)**.
- Family/community decision metrics for grading → **UNPROVEN**; use for coaching only until validated.

Implementation Plan (institution level)

- **Faculty:** one lead + two adjunct practitioners per 25 students; field coordinator at 0.25 FTE.
- **Partnerships:** 3–5 local sites with signed MOUs and supervision capacity.
- **PD:** 12 hours pre-launch on protocols, ethics, and assessment calibration.
- **Schedule:** 2 cores + 1 lab per term; practicum spans both terms.
- **Governance:** advisory board with partner reps; quarterly review of outcomes and safety incidents.

Limitations & Risks

- Requires adult modeling and tight supervision; poor modeling erodes trust.
- Non-clinical scope; clear referral pathways required.
- Time cost for PD and practicum logistics.
- Data privacy and consent constraints; risk of mission creep into surveillance.
- Relativism risk; mitigate with explicit evidence standards and repair commitments.

Appendices (to develop)

- A. Syllabi with week-by-week readings and case sets.
- B. OSCE station scripts and scoring sheets.
- C. Consent kit and data ethics templates.
- D. Partner MOU, supervision forms, and evaluation.
- E. Print-ready protocol cards and facilitation checklists.