

PROPOSAL • NVC EDUCATION PROGRAM

NVC (Nonviolent Communication) Education Program Proposal

A Customized Communication Program for Immigrant Communities

PREPARED FOR

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What Is NVC?

Nonviolent Communication (NVC) is a communication method developed by American psychologist Dr. Marshall Rosenberg (1934–2015). Rather than judgment or blame, it uses four elements — observation, feeling, need, and request — to help people understand one another and stay connected.

STEP 01

Observation

See what is actually happening in a situation, without adding evaluation or judgment.

STEP 02

Feeling

Notice and express the emotions that arise within you in that situation, just as they are.

STEP 03

Need

Discover the real need or desire that lies beneath that emotion.

STEP 04

Request

Make a specific, actionable request of the other person to help meet that need.

NVC is not merely a communication technique — it is an attitude and a practice: seeing the other person as they truly are, honestly expressing one's own feelings and needs, all while staying connected to the other. Even in conflict, it aims not to turn people into enemies, but to find solutions together by understanding each person's real needs.

NVC is currently used in over 60 countries across education, family life, business, the justice system, and international conflict mediation. In Korea as well, it has spread rapidly over the past decade in schools, companies, and family counseling.

Why NVC Matters for Today's and Future Generations, and for Immigrant Communities

General Need

- As digital communication increases, face-to-face emotional communication skills are, ironically, weakening.
- Conflicts arising from generational and cultural differences in values are intensifying.
- The ability to express and regulate emotions in a healthy way — rather than suppressing or exploding — matters more than ever.

Specific Needs of Immigrant Communities

Generational Disconnect Communication breakdowns between first-generation parents and children raised in the host country (1.5 and 2nd generation), driven by language, cultural, and value differences	Family Tension Conflict within couples and families caused by early-immigration economic pressure and shifting roles (dual-income households, renegotiated family roles)
Settlement Stress A lack of linguistic and emotional tools to express feelings amid an unfamiliar language and culture	Identity Confusion A sense of isolation from being neither fully rooted in the culture of origin nor fully in the host culture — especially the parent-child communication challenges that arise during identity formation for the second generation
Community Conflict The need for conflict mediation within immigrant community groups such as religious organizations, parent associations, and volunteer groups	

In this context, NVC can serve as more than conversational education — a practical tool that supports **immigrants' emotional settlement, family relationship recovery, and ultimately community integration.**

Effects You Can Expect from Introducing NVC

Individual Level

Improved awareness and healthy expression of emotions/needs; greater emotional resilience

Family Level

Communication across generational/cultural gaps; eased marital tension; stabilized identity for children

Community / Social Level

Stronger community conflict mediation; promotion of social integration; improved settlement stability

Research Evidence of NVC's Real-World Effects

International • 2019 A systematic review published in a Lithuanian social work journal found that in about **75%** of the studies analyzed, significant, positive changes were observed at both the individual and group level (empathy, conflict engagement, recidivism, marital satisfaction, and more).[\[12\]](#)

Korea • 2018 In a domestic study of adolescents, an experimental group (14 participants) that received an NVC program was compared over three months with a control group (14 participants) that did not. Only the experimental group showed significant improvement in empathy and resilience.[\[13\]](#)

Recent Studies (2023–Present)

Iran • 2025 A study published in BMC Psychology divided 72 adolescents into NVC, Restructuring Cognitive Distortion (RCD), and control groups over an eight-week comparison. Only the NVC group showed significant improvement in problem-solving, emotional intelligence, and resilience.[\[14\]](#)

Iran • 2025 A study of elementary school children (ages 8–10) in Tehran found that NVC training significantly improved executive function and emotional self-efficacy, with the **effects sustained at a two-month follow-up**.[\[15\]](#)

Customized NVC Course Types

Courses can be tailored to different audiences and goals as follows.

New Immigrants Managing settlement stress, emotional expression training Short workshop (2–3 hrs) or series workshop	Parents (1st Generation) Overcoming generational/cultural gaps with children, communication skills Series workshop (4–8 weeks)
Couples & Families Relationship recovery, mutual understanding Short workshop or series	Community Leaders & Volunteers Conflict mediation skills, leadership communication Series workshop
Youth (1.5 & 2nd Generation) Identity formation, communication with parents Short workshop	

Courses can be proposed as either a **one-time short workshop (2–3 hours)** or a **series workshop (4–8 week program)**, and can be flexibly adjusted to the needs of the host organization and participants.

Case Studies of NVC Adoption in Korea and Abroad

Cases in Korea

Korea NVC Center — Founded 2006, has trained over 32,000 people, recently received a community-service award[1][2]

'Giraffe Village' Program — On-site NVC mediators placed in schools to provide immediate empathy and mediation support[1]

Support for Vulnerable Groups — Applied in women's shelters, suicide-prevention centers, correctional facilities, and more[1]

Sports Settings — NVC language-training program for coaches and parents[3]

Cases Abroad

Global Reach — CNVC-certified trainers active in over 65 countries[4][5]

Refugee Camp Case — Dr. Rosenberg turned hostility into understanding using NVC at a refugee camp in Bethlehem[6]

Multicultural Community Application — Trauma-informed NVC models being developed specifically for ethnic-minority and immigrant communities[7][8]

Academic Evidence — Reports of improved empathy and relationship satisfaction; researchers note the need for cultural contextualization[9]

Cases in Canada / North America

The Instructor's Own Work — Ongoing NVC courses for Korean churches and communities across Ontario and Quebec, a weekly practice group (since Dec. 2022), and support for Syrian refugee resettlement (since 2016)[10][11]

Korean Immigrant Family Case (2025) — In Psychology Today's "Immigrant Stories," a Korean American clinical social worker introduced NVC as a way to resolve holiday family conflict in immigrant households[16]

Trainer Specializing in Minority Communities — Dr. Roxy Manning (of Afro-Caribbean immigrant background), active in anti-racism work and with unhoused communities[8]

CNVC International Intensive Training (IIT) Held in Canada — The instructor herself completed IIT Canada in 2025[17]

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About the Instructor



Gina Hyunhee Kim

Certified Logotherapist · NVC Facilitator · Bilingual (Korean/English) Counselor

Integrating Viktor Frankl's Logotherapy with Marshall Rosenberg's Nonviolent Communication (NVC), Gina helps individuals rediscover meaning in their lives and restore connection in their relationships.

Key Qualifications & Training

- Certified Logotherapist, Korean Institute of Logotherapy — an institution internationally certified by the Viktor Frankl Institute in Vienna, Austria, across the fields of education, therapy, and public outreach
- Completed the 2025 IIT Canada International CNVC Intensive Training
- Completed an International Conflict Mediation program, 2025–26
- Weekly leader of the 'Living Nonviolence' NVC practice group since December 2022
- Completed the 2022 KNVC course
- Participant in the 2025–2026 ONGO Loving Kindness Meditation Training — CNVC

Experience with Immigrant & Korean Communities

- **2004** — After immigrating to Canada, ran a Korean-language school and served as a leader in Korean church communities, supporting identity education for Canadian-born second-generation Koreans
- **Since 2016** — Supported Syrian refugee families' resettlement in Canada for several years, building a deep understanding of the real challenges of immigrant settlement
- **Ongoing** — Introduces traditional Korean tea culture to adopted Korean children and families in Canada to support identity recovery / Has done short-term mission and volunteer work with communities in China, Germany, Mexico, and Indigenous communities in Canada
- **Present** — Continues to teach NVC courses at churches and communities across Ontario and Quebec; shares course videos on her YouTube channel (Hyunhee Kim)

"Through Logotherapy, which helps us find meaning, and Nonviolent Communication, which restores the language of the heart,
I walk alongside immigrants as they turn conflict into understanding and connection."

Contact

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Please feel free to reach out with any questions about this proposal.
Together, let's begin a journey of turning conflict into understanding and connection.