



## ACR 2023 Preliminary Conference Schedule

### Schedule Subject to Change

All Times Eastern Daylight Time

“In-Person” sessions will be presented “live” at the Carter Center in Arlington, Virginia. Many in-person sessions will be recorded, and these recordings will be available to both in-person and virtual attendees after the conference.

“Virtual Only” session will be presented “live” virtually. They will be available to both the in-person and virtual attendees during and after the conference.

### Wednesday, October 4, 2023

7:30 am – 5:00 pm **Conference Registration Open**

7:30 am – 8:30 am **Continental Breakfast**

8:30 am – 10:00 am **Conference Workshops**

#### In-Person Sessions

**Creating Your Justice, Equity, Diversity, and Inclusion Workbook: A Practical JEDI Plan for Mediators**

Tracee Ford  
Latrice Gant  
Wendy Firven Smith

This interactive workshop asks where we want to leave this movement for the next generation and supports you in customizing your strategies to get there. As Ayanna Pressley frequently says, those who are closest to the pain should be closest to the power. Participants will work on their recruitment strategies and actions to support those who are closest to the pain into the mediation community. To brainstorm what are the supports people need to implement the ethos behind Rep. Pressley's quote, bring notebooks to help create the justice, equity, diversity, and inclusion (JEDI) workbook for mediation leaders. This aims to create leadership among executive directors and executive board members and create realistic timelines to position those dedicated to the movement in leadership positions.

### **Bioethics Mediation: A Collaborative Process for Resolving the Ethical and Legal Issues Raised by Advances in Medical, Reproductive, and Genetic Technology**

Victoria Kumorowski

Recent advances in medical, reproductive, and genetic technology have raised unprecedented ethical and legal issues, many of which are global and intergenerational, as well as personal and social, in scope. These profound issues can surface in almost every area of the law. This session will demonstrate that bioethics mediation is an evolving, essential resource that can be used by the courts and attorneys to provide a collaborative and amicable approach towards resolving difficult cases involving those issues in a timely manner.

### **Creating Spaces for Collaboration Through the Our School Our Voice Program**

Rashid Hughes

Lisa Shaw

Our School Our Voice (OSOV) is a collaborative program that supports leadership and conflict resolution skills development through youth-led restorative community building circles. SchoolTalk and Restorative DC partner with seven to ten middle and high schools in Washington D.C. to teach students how to facilitate difficult conversations among peers in their school setting, and brings students from schools together on a quarterly basis to co-facilitate restorative circles based on youth interests in a city-wide setting. During this session, OSOV youth will facilitate a restorative circle and highlight their learning and growth during their sessions.

## **Overcoming Polarization through Community Building**

David Brubaker

When a society polarizes, every community and organization in that society is impacted by the polarization. While it may not be possible for peacebuilding practitioners to overcome societal polarization, there is much we can do within our communities and organizations. This session will share specific examples of organizations and communities in three states where peacebuilders and organizers successfully re-knit relationships based on identifying shared interests and needs. We will also invite stories from participants, and together identify the necessary components for successful community-building.

### **Virtual Only Sessions**

#### **Transforming Conflict in Organizations: A Practitioners Guide to Building Skills and Leader Partnerships**

Dawn Bedlivy

Kim Faircloth

If you've committed to diversity – diverse thought, perspectives, lived experiences, etc. - then your organizations are made up of individuals who navigate through conflict pretty much daily. The effectiveness of the utilization of conflict resolution strategies in the workplace requires a mindset shift from conflict must be managed by offices who specialize in dispute resolution to conflict resolution is a basic employee skill that will be championed in your organization as the everyday voice of change. To maximize the benefits of changed-focused conflict and minimize the harmful effects of unaddressed interpersonal conflict, organizations need to take an integrated conflict management systems view. This view requires a comprehensive and proactive approach to conflict management with an emphasis on equipping employees and managers with the skills they need to transform destructive conflict. It also requires a mindset shift for the ADR practitioners. In this presentation, we call for ADR specialists to move away from being seen as stove-piped, isolated conflict specialists who "handle" disputes in the workplace to being agents of change who have specialized in conflict theory and skills-building with an intense desire to teach and coach others. In this presentation, we will explore the what, why, and how of implementing skills building as a vital part of an ADR program.

## **Back-to-Back Virtual Only Sessions**

8:30 am – 9:15 am

### **The Role of Technology in Mediation: Understanding Attitudes and Practices Among Mediators**

Gary Doernhoefer

Mnotho Ngcobo

The use of technology in mediation has become increasingly common in recent years. However, the attitudes and practices of mediators towards technology remain a topic of debate. This session will present the findings of a research study conducted by the American Bar Association, Section on Dispute Resolution, which explores the attitudes of mediators towards technology and its role in the mediation process. The session will begin with an overview of the study methodology, which involved surveying mediators across the United States on their use of technology in mediation, their attitudes towards technology, and the impact of technology on the mediation process. The presentation will then highlight the key findings of the study.

9:15 am – 10:00 am

### **Peer Mediation in Nigeria: A Global Mission to Save Children**

Chijioke Nnanna Ibeku

Learn about a new program in Nigeria to teach children peer mediation and other conflict resolution skills to help them relate better across the borders of religion, tribe and culture and prevent disputes from degenerating into violence. Currently, the program is in five schools and teaches peer mediation and conflict resolution skills to 20 children, five (5) teachers and two (2) supervisors from the authority responsible for education each quarter. Donations are used to provide food for the participants and stipends for the teachers. Plans are underway to expand the program to other schools in Nigeria and other parts of Africa.

10:00 am – 10:30 am      **Break**

10:30 am – 12 noon

## Conference Workshops

### In-Person Sessions

#### **The Judiciary, the Community, and the Participants: A Systemic Model for Public Access ADR**

Cindy Faucette

Elaine Phillips

We will explore Maryland's systemic approach to making ADR available to every resident in the state through our coalition among the Maryland Judiciary, the Network of Community Mediation Centers and the participants who access our services. In each relationship the concept of collaboration is foundational, including the research that governs our approach ADR. We will briefly review how the system evolved, inviting comparisons of other systems from our audience. We will also discuss District Court of Maryland findings that eliciting participant-driven solutions lead to sustainable resolutions, and we will practice this concept with hands-on scenarios.

#### **Examples of Post WWII Collaboration Using Generative Dialogue as a Model for Addressing Current Conflict in Europe**

Robert (Todd) Becker

This presentation will look at the proposals of Winston Churchill for a Council of Europe, the French for Collaboration in the Coal and Steel Industries, and the EEC Six to create the foundations of what grew into the European Union. Working from these collaborative models, the development of the Organization for Security and Cooperation in Europe (OSCE) from an initial Soviet proposal in 1973 for cooperation in Europe, and additionally the German unification process, the presentation will seek to identify possibilities for a collaborative approach to address the present conflict in Ukraine, which represents in fact a conflict over the future structure of society and government in Europe, and beyond.

#### **Contemporary Community Conflict Resolution**

Juliette Rouge

Conflicts in local communities over resources, equity, common spaces, and implementing justice tax local governments' capacity to hold the space for constructive community decision making. This session introduces recent community processes led by Carter School members to support collaborative decision making and reflections on best practices and lessons learned. Examples include decision making about the future of Confederate legacy items like street names, monuments, markers and other symbols; police reviews; and school climate and equity processes.

## **DEIA in the Rural West**

Dan Adams  
Bryant Kuechle  
Dianne Olson

This is one of the pivotal times in U.S. history for meaningful advancement in diversity, equity, inclusion, and access. These opportunities for improvement vary from community to community and in different regions of the country. In the rural western United States, with climate change, prolonged drought, and phenomenal urban growth, the pressures on natural resources and those who make their living from these resources is at an all time high. How do we address the convergence of these two challenges of inclusion and high stakes natural resource needs? Dianne Olson, Bryant Kuechle, and Dan Adams are facilitating high stakes collaborative processes on a wide range of natural resource issues in the rural west. This is an opportunity to share their experiences on topics including National Monuments, the Great Salt Lake, Superfund, endangered species, renewable energy, and water resources; and facilitate a session of learning and shared experiences.

## **Spiritual Intelligence: It's Not What You Think!**

Peter Tokar

Conflict resolution practitioners have long realized that impactful conflict resolution practice is not a matter of intelligence but intelligences, all which combine to provide clients a more holistic CR experience. What few conflict resolution practitioners realize is that there's a new scientific intelligence "kid on the block," Spiritual Intelligence (SQ). And "No!" it's not about religion, and "No!" you don't have to be religious to benefit from it. Recent Gallup, Barna, and Pew Foundation polls disclose that Americans are turning away from organized religion in increasing numbers. However, the same polls reveal that many Americans (81%) still embrace a "spiritual" dimension to their humanity. Are conflict resolution practitioners failing to tap into a powerful dimension of their clients' lives/psyche? Might Spiritual Intelligence be the next intelligence tool in your practitioner toolbox?

## **Virtual Only Sessions**

### **Fear, Ferocity and Friendship: Two Conflict Resolvers Overcome Avoidance to Create Inclusive Safety Guidance**

Dan Berstein

Stephen Kotev

The conflict resolution field is plagued by policies and practices that inadvertently discriminate against clients with mental health problems, and change can be hard. This session will highlight how two conflict resolvers worked through their fears so they could stop avoiding communication and start collaborating as friends. Together, they updated safety guidance that had unintentionally profiled parties with certain mental health conditions to be screened as a greater risk of violence. Join us to learn how they overcame their challenges and to receive bias-resistant resources that will help dispute resolvers prevent, manage, and respond to safety risks and challenging behaviors.

## **Back-to-back Virtual Only Sessions**

10:30 am – 11-15 am

### **New Paradigms and NextGen Leadership in Navigating the Future**

Seren Dalkiran

We are living in times of unprecedented crisis across multiple complex global challenges. My PhD study was on the search for new paradigms in new forms of leading, learning, collaborating, designing organizations and doing business where the role of Millennial leaders in defining these new paradigms has been explored.

11:15 am- 12 noon

### **Designing Cultural Awareness Education for Learners Over 55**

Kjerstin Pugh

This presentation will discuss the design and needs of a segment of learners over the age of 55 years old who participated in cultural awareness workshops. I will discuss the needs assessment, strategies for delivery and design, learner feedback, and overall reflections on the experience and impacts of delivering the workshop to this specific demographic.

12:00 noon – 1:30 pm

## **Lunch and Section Meetings**

Workplace – Ombuds Section Meeting

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1:30 pm – 5:00 pm

## **Elder Section Virtual Half-Day Program**

## Family Conflict Across the Lifespan: An Opportunity for Collaboration

A virtual program for Family and Elder mediators sponsored by the ACR Elder Mediation Section. All conference attendees are welcome to participate.

1:30 pm	<b>Why Family and Elder Mediators are Both Needed to Help Older Families Resolve Conflict</b> DeLila Bergan
2:00 pm	<b>Helping Estranged Family Members Communicate with Each Other</b> Joshua Coleman
3:15 pm	<b>Gray Divorce: Issues at the Intersection of Family Law and Elder Law</b> Catherine Swiniarski
4:00 pm	<b>Panel: Creating Synergy through Collaboration</b> Beth Aarons Kimberly Best Kipi Fleming Joan Braun, Moderator
4:45 pm	<b>Closing Remarks for Elder Section Program</b> Joan Braun

1:30 pm – 2:15 pm **Conference Workshops**

## In-Person Sessions

## Using Surveys and Questionnaires in the Mediation Intake Process

Lisa Pomerantz

Often, mediators are retained by attorneys, HR managers, or other outsiders to the conflict. For a variety of reasons, their understanding and explanation of the conflict may be incomplete, erroneous or biased. This session will explore how a mediator can deploy surveys or questionnaires in lieu of or in addition to individual interviews to obtain a more accurate and robust understanding of the conflict and the various parties' perspectives.

## **Collaboration and Mediation in Higher Education**

Cindy Walls

Developing a model to facilitate practice and training among students for the unique higher education settings and topics. The presumption is the more students interact, collaborate, and discuss; the more likely agreements made will be followed. Key training skills and techniques shall be utilized to further the advancement of the training. Modeling activities that allow students sufficient practice with typical "real world" scenarios is key for student success and the collection of data.

## **Why Are We the Worst? How Conflict Resolution Practitioners Navigate Our Own Conflicts in Our Lives and Organizations**

Samantha Mayerson

Jessica Miller

When conflict resolution practitioners are brought into a case, we often advocate for a collaborative, interest-based approach. However, when we find ourselves in conflict, we may fall into the same destructive conflict dynamics that we see in our external cases. If we believe in these principles and we know the techniques for engaging in conflict constructively, why don't we always utilize our conflict resolution skills in our personal lives or with our colleagues? This session will provide a space for practitioners to explore what happens when we move from a "neutral" position to a side of a conflict and discuss how we understand inconsistency between what we preach and practice. We'll reflect on our experiences and brainstorm ways to interrupt these patterns. After this session, we hope you will be aware of how you approach internal conflicts and be able to employ more constructive practices in your life and at work.

## **Unlocking Your Superpowers to Building a Mediation Practice**

Jesse DeGraffenreid

Cecilia Hegamin-Younger

When it comes to building a profitable mediation practice there are indispensable principles that must be adhered to. But, these principles are mostly disregarded due to their subtlety. Unlocking your Superpowers takes you on a journey to discover Transformative entrepreneurial principles. This session shares best practice secrets, tips and tricks on how to unlock your superpowers of attraction. You'll learn invaluable lessons that has separated Successful small business owners from struggling ones.

## **What Do We See When We Refuse to Look Away**

Hasshan Batts  
Jeani Garcia  
La-Elaya Lopez

A reading and discussion from the ACR practitioners guide series book Beyond Equity and Inclusion in Conflict Resolution. Dr. Hasshan Batts and Jeani Garcia discuss their chapter "Kareem Was Killed Long Before The Trigger Was Pulled" and tackle the issues of violence and community disinvestment and how that leads to the murder of Black boys and their mothers bring left to pick up the pieces. A discussion surrounding ACR in conflict resolutions to mediate, resolve, listen, and teach problem solving in crisis will also be discussed.

## **Virtual Only Sessions**

### **Peer Mediation Playoffs - OPMP's International Peer Mediation Tournament (Online)**

Ondine Gross  
Cynthia Morton  
Darcy Thompson

Although schools place a great deal of their energies on training their mediators for day-to-day conflicts, their programs often become stagnant. In fact, many peer mediation trainings are a "one and done" and students are never pushed to go from the novice to experienced mediators. Using the concept of a playoff bracket, OPMP has created a tournament to push their students to improve their skills. With a tournament, schools can choose to compete internally or against other experienced programs. Participating in a tournament can be a way to promote advanced training skills that are often missing in current mediation programs and encourages collaboration among mediation teams.

### **Where are the Community-focused Civil Rights Mediators?**

William Froehlich

Mediation programs often think beyond the courthouse - focusing on community tension, neighborhood de-escalation, political violence, and hate incidents. Leveraging a new oral history project focused on the work of civil rights mediators, this program will attempt to give an overview of state, federal, and non-profit organizations engaged in this work. Further, this program will engage participants to identify whether and how your community and mediation practice or program engaged this work.

2:15 pm – 2:30 pm

**Break**

2:30 pm – 3:15 pm

## Conference Workshops

### In-Person Sessions

#### **Evaluating Collaborative Conflict-Resolution and Peacebuilding Programs**

Sandra Ayoo

Jeanne Zimmer

Collaborations can be essential to conflict-resolution and peacebuilding efforts. Two experienced program evaluators will discuss ways to evaluate collaborations. They will share their perspectives and lessons learned in both international and domestic work. Participants are encouraged to bring examples and questions from their conflict-resolution and peacebuilding experiences.

#### **Facilitating While White: Lessons on Holding and Navigating White Privilege in Our Work**

Mary Dumas

Meg Perry

White practitioners wield privilege – whether they realize it or not – and this can have big consequences for our ability to be equitable, inclusive, and successful in our work. In this session, we offer observations and insights from a group of experienced facilitators and conflict resolvers who have been meeting regularly for the last three years to support one another in learning to recognize and navigate our own white privilege. Through exploration, reading, discussion, and deep sharing, we think we have hit upon some commonalities that may benefit other practitioners trying to further social justice through our work and unlearn the white supremacy thinking we weren't even always aware was inside us. Join us for a brief presentation followed by discussion and interactive exercises.

#### **Three Stories of Restorative Justice Origins**

Janet Bayer

Heather Fogg

Baissou Sissoko

We are three friends and colleagues who each found our way to restorative justice from different origin sources. We share our three stories in the trainings and workshops we offer in recognition of what restorative justice has come to mean to each of us and how we may continue to spread and grow in our understanding and practice of restorative values and principles together. In this workshop, we will share our stories and invite you to share yours, with the intention of growing together restoratively in our work and our lives. Together we will explore restorative justice: what it is and how does it work.

## **Dynamics of Language in Civil War in Northwest and Southwest Cameroon**

Jacques Koko

In 2016 what had started as peaceful protests over language grievances and perceived marginalization in the Anglophone Northwest and Southwest regions of Cameroon quickly degenerated into violent clashes and escalated into civil war with detrimental humanitarian crises since 2017. This presentation will unravel the dynamics of language and culture which led this African country into a silent ongoing civil war that has claimed several thousands of Cameroonian lives and contributed to more than a million of IDPs and refugees. This presentation will also examine the potential of bilingual education for transforming the conflict.

## **Building Your Career in a Time of Change**

David Smith

In this session, professionals - both early and mid career - will share their experiences in building a career during a period when career norms are changing and work of conflict and peace is evolving into new areas.

## **Virtual Only Sessions**

### **The Domestic Harmonizer Program: An Innovative Program Meeting the Needs of School Communities**

Karen DeVoogd

Monya Kian

Experts from the Whitaker Peace & Development Initiative (WPDI) will share pedagogy and content developed for our US-based program, the Domestic Harmonizer Program. This program has been implemented in schools in the Greater Los Angeles Area since 2016, and promotes peace and non-violence among students through innovative and interactive activities and lessons. We seek to foster peace within school settings through communication, understanding, empathy, peer mediation, and dialogue among students and teachers. This is done by integrating fundamental Conflict Resolution Education (CRE) principles with the Common Core Standards and California State Frameworks in science, math, English, social studies, physical education, and art. This way, students and teachers engage in projects that encourage creative thinking and troubleshooting real-life problems while also learning about important life skills in a way that emphasizes project-based learning and the use of technology. The DHP is designed as a 3-tiered program to make measured impact, and we do this by providing basic training to all teachers, who then teach it to their students (Tier 1). We also offer parenting workshops (Tier 1) to help affect change in the entire school culture. The peer mediation program (Tier 2) supports the transformation of interpersonal conflict at schools using the peer mediation process. Tier 3 is the social-emotional piece, currently in development, and will launch in autumn 2023 with 2 different cohorts in high schools.

## **Examining Trauma and Healing through Collaborative Autoethnography**

Sharon McIntyre  
Yehuda Silverman

Trauma is often an isolated and fragmented experience that an individual may encounter. Through collaborative autoethnography (CAE), new possibilities will be examined with conflict resolution frameworks. How do two minority academics understand and analyze trauma and healing together? Reflecting on past research together in a workshop, they will utilize a concurrent model to analyze their individual and collective experiences. The benefits of collaborative autoethnography are found in the restorative values of understanding the tenets of interpersonal conflict and outcomes. This research views the human capacity to analyze, acknowledge, understand, and process intrapersonal conflicts.

3:15 pm – 3:30 pm                   **Break**

3:30 pm – 5:00 pm                   **Plenary Session – In-Person and Virtual**

## **Leading Divided Communities: Local Elected Officials on the Front Lines.**

Panel of Virginia local officials  
Moderator – Juliette Rouge

5:00 pm – 7:00 pm                   **Exhibitors' Reception**

6:30 pm                               Environmental and Public Policy Section Get Together

## Thursday, October 5, 2023

7:30 am – 5:00 pm      **Conference Registration Open**

7:30 am – 8:30 am      **Continental Breakfast**

8:30 am – 10:00 am      **Conference Workshops**

### **In-Person Sessions**

#### **Graduate Student Research Panel**

Juliette Rouge, Moderator

This session is an opportunity for graduate students doing research on conflict resolution to present and receive feedback. Student work will be selected by a panel from the Education, Research and Training Section.

#### **Emotions Welcome! Deep Democracy's Approach to Conflict Resolution**

Maya Townsend

Ipek Utun

Many conflict resolution methods assume that people are logical, rational human beings. We are. But we're also emotional, irrational, and sometimes unpredictable. The Lewis Deep Democracy technique is designed to engage the entire human being -- their logic and their emotion, their rationality and their irrationality -- in the conflict resolution process. The Lewis Method of Deep Democracy was created by Myrna and Greg Lewis to help South African companies and individuals recover and heal from the traumatic legacy of apartheid. The Lewis Method of Deep Democracy offers concrete, proven methods that support effective decision making, problem solving, and conflict resolution. The techniques surface undercurrents, engage all voices, and work through differences to find resolutions to seemingly impossible-to-solve issues.

#### **Measuring Networked Peacebuilding: Cultivating Relationships for Change through Training and Education**

Rana Hajjaj

Jeffrey Pugh

Karen Ross

Training and education in peacebuilding and conflict resolution are critical components of our field; in addition to developing the capacity of professionals, students, and activists, these spaces also act as catalysts for relationships and networks. This workshop will share best practices for cultivating sustainable and impactful networks of

peacebuilders through program design, training, and mentoring, and will share the results of our research on the ways that these networks can help support, scale up, and sustain practical peacebuilding and social change efforts by their members even years afterward. Attendees will participate in facilitated dialogue about how to put these lessons into practice.

### **New Directions in Labor Management Collaboration, Partnerships and Conflict Resolution**

Lucille Alfano  
William Dwyer  
Marvin Schuldiner

With the proliferation of total quality management initiatives during the 1980's and into the 90's, many labor unions and employers sought mutual gains through the establishment of labor-management partnerships, collaborative programs and means of resolving conflict and issues in the workplace. This interactive workshop will examine the overall long-term success of these initiatives, review some current examples, and examine various forms of collaborative conflict resolution venues that are providing tangible benefits in today's workplace.

### **Human Connection through In-Person Mediation**

Lorig Charkoudian  
Tracee Ford

Online mediation kept mediation viable throughout quarantine. As we emerge to return to our faith institutions, jobs, and places of socializing, we have an opportunity to consider the viability of online mediation and what is lost when humans are disconnected from each other with only a virtual connection. We will explore what is lost in terms of relationship transformation when mediations are done on-line; and we'll consider what the appropriate, limited, role may be for online mediation going forward. In this conversation, Dr. Lorig Charkoudian and Tracee Ford will also consider the racial and class implications of the platforms we use and resources available to diverse participants accessing mediation.

## **Virtual Only Sessions**

### **Are You the Calm in the Storm? Self-Reflection When Working with Families in Conflict**

Sue Bronson  
Linda Fieldstone

We spend lots of attention on the family dynamics we enter. It's time to turn the mirror onto ourselves. This workshop will address what we bring into the family drama as professionals. Who we are impacts how we show up and the impact we have. Emotional arousal knocks family members and us off our center as we get caught in the whirlwind. It is important to know how to stay grounded within the storm the conflict creates. Spend some time on self-reflection and centering to better serve others.

## **Back-to-Back Virtual Only Sessions**

### **8:30 am – 9:15 am Conflict Resolution vis-à-vis Domestic Internal Crisis: Lessons from Attempts of Regime Upheaval in Israel**

Helena Desivilya Syna

The presentation will reflect upon recent events in Israel, embedding them in the unique Israeli context. It will discuss the learnings from conflict theories and praxis about engaging hyperpolarization and particularly about avenues of counteracting destructive moves threatening liberal democracy. It questions the utility of dialogue and third-party intervention by neutrals at the acute crisis stage. Instead, the presenter examines the effectiveness of a firm and broad alliance of civil society and political players in exposing the "paradox of tolerance," demanding rudimentary revisiting of the "rules of the game" in protecting liberal democracy and deterring kleptocracy and theocracy.

### **9:15 am – 10:00 am Conflict Resolution Quarterly – Facts and Ways of Getting Involved**

Helena Desivilya Syna

Learn about the professional journal, Conflict Resolution Quarterly (CRQ) from the editor! Find out how you can get involved in writing for CRQ.

10:00 am – 10:30 am      **Break**

10:30 am – 12 noon      **Conference Workshops**

## In-Person Sessions

### **Experiential Workshop Design: A Portal to Self-Awareness and Effectiveness in Groups**

Neil Katz

Terry Savage

Katherine Sosa

Annette Taylor-Spence

What if there was a quick, three-day portal that could make you more self-aware and improve your ability to be effective in groups? Would you jump in? For 30 years, Dr. Neil Katz and his associates have been refining a unique 3-day training design that is experiential, self-referential, and as many prior participants report, transformational. Participants engage in settings that emulate heightened emotional environments and are embedded in various groups and challenging activities with individuals from diverse backgrounds and perspectives. In this session, we give you a preview into the portal and share how we have facilitated a deeper understanding of overt and covert individual and group behaviors for dozens of conflict resolution professionals and community leaders. Come curious and leave inspired.

### **Co-Resolution: Overcoming Common Obstacles to Initiating a Facilitated Negotiation**

Nathan Witkin

This talk discusses co-resolution, an innovative two-coach negotiation model that has been featured in major journals, podcasts, and conferences on ADR. Co-resolution is a structure of relationships that reliably incentivizes cooperation between two coaches, even as they support opposing disputants. Because this coaching focuses only on how best to persuade the other side, this process allows mediators and attorneys to efficiently initiate a cooperative negotiation within the bounds of legal ethics. This presentation will focus on the obstacles experienced by mediators and collaborative attorneys and is especially intended for practitioners and court administrators looking to attract disputants to facilitated negotiation.

## **What Does DEIA Look Like in ECCR Spaces?**

Rebecca Beauregard  
Selena Cozart  
Ben Duncan  
Donzell Robinson

A roundtable discussion among Department of Interior federal staff and environmental collaboration and conflict resolution practitioners about what diversity, equity, inclusion and accessibility efforts look like in the work they do. Touching upon changes in administration, macro trends and the subsequent public engagement efforts required to address DEIA, they will elaborate on case study examples, successes, challenges and highlight actions/future steps.

## **Beyond Fight-or-Flight: Practical Skills for High Stress Situations**

Stephen Kotev

When in high stress situations we are told to 'keep calm and carry on' as we enter situations most would choose to avoid. Other than this vote of confidence, we are often not given the practical skills necessary to implement this advice. The exercises and concepts presented in this workshop will help you better manage your Fight-or-Flight response through simple and effective techniques focused on breath, posture, and vision that when implemented will dramatically improve your performance under pressure so that you can then 'keep calm and carry on.' Join seasoned conflict resolver and coach, Stephen Kotev, to learn how to apply these practical skills to your personal and professional lives.

## **Reducing Youth Systems Involvement through Restorative Justice – An Exploration of Nebraska's Journey**

Nicole Britton  
Kelly Riley

Youth restorative justice (RJ) has been a priority in Nebraska since 2015 when a specific RJ program – Victim Youth Conferencing (VYC) – was piloted in three community mediation centers and expanded statewide in 2018. In 2021, Nebraska's Office of Dispute Resolution received a 3-year, \$1M grant through the Office of Juvenile Justice and Delinquency Prevention to further expand youth RJ services. The grant's goals include reducing recidivism and disproportionate contact with the justice system, engaging families in RJ processes, conducting an external evaluation and research to better understand perspectives on RJ, and developing a system that supports long-term sustainability. This presentation will share the work being done in Nebraska involving the community mediation centers, a research team at the University of Nebraska –

Lincoln (College of Law, Psychology Department, and Public Policy Center), and an external evaluation through the University of Nebraska – Omaha’s Juvenile Justice Institute. The session will culminate in a ‘Community of Practice’ with attendees discussing challenges experienced while implementing juvenile RJ and strategies for success.

### **Virtual Only Sessions**

#### **Graduate Student Research Panel**

Juliette Rouge, Moderator

This session is an opportunity for graduate students doing research on conflict resolution to present and receive feedback. Student work will be selected by a panel from the Education, Research and Training Section.

#### **What Should We Remember? Memorials and Historic Preservation Challenges for Conflict Resolution**

Pablo Lumerman

Larry Schooler

Gonzalo Frei Toldo

Whether it be the design of a memorial to a tragic event, infusing equity into historic preservation policies and practices, or navigating a truth and reconciliation process for an incident or an era, our work as practitioners frequently involves critical questions about what we choose to memorialize, how we will do so, and in what ways. This session will utilize case studies from panelists to illustrate the complexity of these projects and the significant role our field can play in helping these important conversations occur.

#### **Peace Peddlers: Collaborating to Peddle Peace**

Jennifer Finch-Miller

Darcy Thompson

Priscilla Prutzman

Our nation is facing a barrage of violence and school shootings. We believe that the focus should be on prevention. Peace Peddlers is a national collaboration of dispute resolution professionals from Indiana, New York, Georgia, Texas, California, and Minnesota. We model collaboration to build peace programs, or to peddle peace, to create safer schools. Peace Peddlers offers programs to help schools build trust and positive relationships to develop healthy social emotional academic learning environments and communities. Research has shown that SEL programs can be an important component of a multi-tiered approach to reduce the risk of school shootings and suicide.

12:00 noon – 1:30 pm      **Lunch and Section Meetings**  
Community and Restorative Justice Section Meeting  
Environment and Public Policy Section Meeting  
Family Section Meeting

1:30 pm – 2:15 pm      **Conference Workshops**

### **In-Person Sessions**

#### **Community Mediation and Violence: Perceptions of Criminal Misdemeanor Diversion**

Caroline Harmon- Darrow

While violence damages communities and families, crime reduction victories have expanded criminalization, especially in communities of color. Solutions that reduce both violence and over-criminalization are urgently needed. Community-based mediation for diversion of misdemeanor assault has been practiced since the 1970s, but little is known about participants views on the service or its ability to reduce violence. Qualitative interviews were conducted with mediation participants (n=19) in three counties. Interviewees discussed conflicts' escalation to violence, impacts of the criminal legal system, qualities of successful mediation, and outcomes including little interaction and an end to violence in all cases.

#### **Tackling Complex Problems Through Communities of Practice**

Kalecia Baity  
Julie Holt  
Chelsea Kovacs

Discover how leaders throughout the District of Columbia collaborate to solve complex problems through community based interdisciplinary approaches that strengthen individual and collective capacity for action toward systemic change. During this session, participants will 1) learn how the Secondary Transition Community of Practice (CoP) supports youth with disabilities to lead self-directed lives and achieve postsecondary success, (2) identify key attributes of this effective CoP that drive change, (3) reflect on lessons learned from experienced CoP facilitators, and (4) access a CoP starter kit to tackle complex problems in your field.

#### **The U.S. Department of Justice Americans with Disabilities Act Mediation Program**

Lewis Dabney  
Thomas McCloud  
Baissou Sissoko

For 30 years Key Bridge Foundation has implemented the U.S. Department of Justice's ADA Mediation Program in a public-private partnership. Meet and discuss with KBF leadership the dynamics of this national civil rights mediation program and lessons learned mediating in a disability rights context, including emerging trends, and why mediators should not determine the capacity of mediation participants.

### **The Environmental Wisdom of Gandhi for a Green Future**

Brittany Foutz  
Alison Wright

The earth provides enough to satisfy everyone's needs, but not enough to satisfy anyone's greed." This phrase synthesizes part of the thought of Mahatma Gandhi. Today, decades later, environmentalist movements, both scientists and activists, who criticize economic development based on growth that exceeds planetary limits, and therefore generate social inequality and environmental injustice, identify with it. Gandhi and his contemporaries left us great lessons; without being aware of it, they were predecessors of the social ecology and the de-growth movement. On an inner spiritual reaffirmation and the feeling of being part of something greater, is based, on the one hand, his philosophy about an economy based on self-sufficiency, political decentralization, voluntary simplicity and compassion. These make up a constructive program from which lessons can be drawn for political ecology. On the other hand, his legacy of truth and nonviolent resistance, as on the occasion of the salt march has inspired other more current forms of resistance in India and our research. We will examine how the pressing issue of climate action intertwines with the Gandhian philosophy. Participants will gain a sense of nonviolent movement strategies, and examples of how these tools are implemented to aid vulnerable communities combatting climate change.

### **Virtual Only Sessions**

#### **The Hill we Climb: Coaching through Adversity**

Brandi Munoz

The Hill We Climb is a metaphor for the challenges Women of Color (WOC) face as they attempt to reach for leadership roles in corporate America. According to Carter and Sisco (2022), only 4% of CEOs in the United States are WOC. Moreover, the lack of representation for WOC from entry-level work to the executive ranks increases to over 75%. However, during times of crisis, such as the Covid-19 pandemic and socio-political unrest, more WOC are placed in high-profile leadership roles where failure is likely to occur. Additionally, WOC must navigate through issues of isolation, tokenism, micro and macro aggressions, and gender and racial biases.

## **Ambassadors of Peace Project**

Chiquetta Thompson

Ambassadors of Peace (AoP) is a six (6) hour training in conflict resolution education and leadership program developed by The Mediation Center of Coastal Empire for underserved and vulnerable youth in challenging contexts: homeless shelters, domestic violence shelters, and foster care. The program is a combination of two Mediation Center Youth Programs: BRAVE+ and Peace between Peers. BRAVE+(Building relationships and Voicing Emotions) is an intra- personal conflict management curriculum used to teach youth how to identify and manage their emotions, communicate their feelings, and build strong and healthy relationships. The interpersonal CRE component is The Mediation Center's Peace Between Peers curriculum, which teaches causes of conflict, conflict analysis, and conflict management techniques. The combination of these two curricula provides holistic conflict resolution and resiliency skills: active listening, conflict analysis, conflict styles, emotion identification and management, empathy, problem-solving, and communication skill. Youth Participants also create a conflict resolution action project wherein they teach, deliver, and/or implement conflict resolution skills. Sustainability is created by training adult staff the Ambassadors of Peace curricula so that they can continue to train youth who enter their facility.

2:15 pm – 2:30 pm      **Break**

2:30 pm – 3:15 pm      **Conference Workshops**

### **In-Person Sessions**

#### **How Do They Do It? Conflict Analysis in the Field**

Muhammad Akram

Gloria Rhodes

Conflict analysis is an essential component of designing and implementing peacebuilding action because it focuses on making sense of the situations where a peacebuilding action or activity is desired. In this session, we will present the results of a study that focused on how practitioners working to provide conflict transformation and peacebuilding services gather and make sense information about conflict situations so they can make decisions about program design and implementation. We will share topics addressed by the study's participants including practice trends, methods of data collection and analysis, difficulties in gathering and assessing data in situations of conflict, theories of change, and program or project assessment. Please come with questions and your own reflections to share.

## **High School Mediation Tournaments: An Exciting Approach to Provide Teens with Peacemaking Skills**

Patti Fox

Donald Sterrett

Kristin Watt

Interested in learning more about how to help youth gain experience in resolving conflicts? Come learn about INADR's (International Academy of Dispute Resolution) Pilot High School Mediation Tournaments and how they provide a fun avenue for students to gain experience as critical thinkers, creative problem solvers, and effective collaborators that help them resolve disputes that brings reconciliation and healing. You will learn about the tournament format, how it all began, how it has grown and how mediators and other professionals serve as judges and provide valuable feedback. You will also hear inspiring takeaways from students. Lastly, you will hear how a mediator volunteered her time weekly to a school in Ferguson, Missouri that resulted in a top four finish in the tournament.

## **Team Coaching: Building Bridges to Common Ground**

Betsy Bell

Many organizational leaders operate on the premise or assumption that teams automatically know how to instinctively collaborate and work together effectively. Teams are often formed by an outside leader whose rationale for team member selection is a mystery, leaving the members to their own devices in navigating team dynamics. Team coaching assists teams in consistently performing well on a continuous basis. It helps teams to develop a mutual understanding of goals, design collaborative processes based on those mutual goals, and create and capitalize on the synergy of the whole, not the individual members.

## **Screening for Domestic Abuse and Coercive Control**

Marya Kolman

Christy Cumberlander Walker

Participants in this interactive session will discuss the importance of screening for domestic abuse and coercive control, briefly examine several screening methods, and review considerations in selecting or developing a screening model that works for their program or practice. Participants will also discuss ways to use the information obtained in the screening to help them decide if they will mediate the case, and if so, how to provide a safe mediation environment for all participants.

## **Virtual Only Sessions**

### **Collaborating in Organizations through the Design of Conflict Management Systems**

Alexia Georgakopolous  
Eileen Petzold-Bradley

Collaboration in the post-pandemic environment requires a careful redesign of dispute resolution mechanisms. Leaders must evolve their organizational systems to address underlying causes of conflict and seek solutions that serve the interests of all. The session will examine the need for assessing existing and the effectiveness of conflict management systems in organizations to allow for greater collaboration.

### **Dialogues in Local Democracy: Creating Connected and Socially Just Communities**

Judith McKay  
Charles Zelden

The Council for Dialogue and Democracy at Nova Southeastern University received a grant from Florida Humanities and support from the university to initiate community dialogues held on campus with workshops related to local democracy. Do community members feel connected to their community? How can tools such as appreciative inquiry and dialogue assist a community to see the possibilities to become all they can be? By understanding more about how local government works for the community, we can have a better understanding about how this factors into the community's self-identified plan. This interactive session will explore the possibilities for community transformation.

## **Dispute Resolution in a Pandemic – New Zealand: The Impact of the COVID Pandemic on the Aotearoa New Zealand Dispute Resolution Landscape**

Grant Morris

This presentation analyses the impact of the Covid-19 pandemic on dispute resolution systems in New Zealand. It focuses on the challenges to DR arising from public health restrictions and the impact of those challenges on the provision of services and on people with disputes. The impact on mediation, conciliation and other forms of consensual DR is examined and linked to pressures on the court system. Substantive areas such as employment, commercial and family DR are used as case studies. The research looks at approaches adopted to address and mitigate the new challenges, and the effectiveness of these approaches. The presentation also uses this information to provide insights into the future of DR, including enduring shifts, as a result of the pandemic. There is a particular focus on the shift to online approaches and the medium to long-term implications of this shift. Covid-19 has fundamentally altered our DR landscape. This presentation provides a timely overview of what the "new normal" looks like.

3:15 pm – 3:30 pm                    **Break**

3:30 pm – 5:00 pm                    **Plenary Session - In-Person and Virtual**

### **Responsible Use of Artificial Intelligence (AI) in Dispute Resolution**

Amy Schmitz

Dispute resolution practitioners have been thrust into innumerable forms of technology, which has both improved practice and created new challenges. Thus far, final decisions about most disputes continue to be made by people. However, we are nearing computer-generated determinations, beyond negotiation strategies. We also now see the use of generative AI for things like generating options in mediation and helping frame conversations. Are there future opportunities for unbiased, value-free AI that determines disputes? What are the promises and pitfalls of AI in dispute resolution? What should be considered for responsible use of AI, and what laws exist or are on the horizon with respect to AI? This session will outline AI and data analytics uses by dispute resolution practitioners and raise questions about ethical challenges that may ensue.

5:15 pm – 6:30 pm                    **Thursday Reception**

6:00 pm – 9:30 pm                    **Optional Event - DC Monument Bus Tour (\$25 charge)**

## **Friday, October 6, 2023**

8:00 am – 11:00 am      **Conference Registration Open**

8:00 am – 9:00 am      **Continental Breakfast**

8:15 am – 9:00 am      **ACR Annual Meeting – In-Person and Virtual**

9:15 am – 10:45 am      **Conference Workshops**

### **In Person Sessions**

#### **Mediator Pre-Session Preparation – Ethical Issues**

Sharon Press

Terry Wheeler

Mediators are increasingly using pre-sessions to meet with attorneys, parties and/or participants prior to a mediation to prepare them for what will follow. Should mediators worry about their impartiality? How far can mediators go in terms of conflict coaching, helping parties develop negotiation strategies, responding to questions about confidentiality and/or privilege, or addressing the enforceability of agreements? Join Terry Wheeler and Sharon Press as they lead a discussion of these questions and more.

#### **Part II: Do All Lives Matter in ADR? An In-Depth Conversation about Strategies to Divest from Racism and Classism**

Erricka Bridgeford

Cherise Hairston

Laura Jeffords

Participation in racism and classism undermines mediators' ability to be true third-party neutrals. The work to divest from those structures is lifelong and ongoing. This conversation picks up from the 2022 in depth conversation about racism and classism and offers questions and mindsets which support mediators in divesting from institutionalized oppression. With a continued eye on pushing the ADR movement forward, this interactive panel discussion will encourage vulnerability, honesty, and a committed growth mindset to develop individual strategies.

## **Interactive Peacemaking: A People-Centered Approach**

Susan Allen

Join an interactive session that brings together the interactive peacemaking approach as practiced in Georgian-South Ossetian peacemaking in the South Caucasus with each participants' own reflections on their own positionally and possibilities for interactive peacemaking in their own contexts. The session begins with an overview of the principles of interactive peacemaking and stories of the approach in practice. Then, small group and large group discussions encourage participants to consider these principles as relevant to their own practices and their own positionally. Participants will leave the session with ideas about how the interactive peacemaking approach can inform their own work.

## **Equitable Practices: Can Power be Shared in Collaborative Conflict Resolution?**

Ben Duncan

Amira Streeter

With a national reckoning on racial justice, equitable engagement is expected in collaborative governance and conflict resolution. This panel will explore two key elements: recognizing the value of practitioners with lived experiences and incorporating frameworks and principles that center the voices of impacted communities. This workshop will provide an examination of how the field of ADR can be inclusive for those who bring expertise in community organizing and environmental justice. The workshop will assess case examples that illustrate how processes can create conditions to understand and account for historical and contemporaneous societal harms.

## **Virtual Only Sessions**

### **Creative Collaborations: Nurturing Collaborative Relationships**

Tara Fishler

Priscilla Prutzman

Have you ever been invited to work collaboratively with other people and organizations, or wanted to initiate a collaborative project to increase your impact? Join Creative Response to Conflict (CRC) to share stories of our 50 years of successes and challenges in cultivating fruitful partnerships. We have collaborated with multiple organizations in our work with MS 217 in Queens, NY for the past 9 years, and published an article about it. This interactive session will provide you with tips and practices to avoid challenges, form more effective collaborations, work through difficult situations with restorative circles and other processes, and get the greatest mutual benefit from your joint efforts.

## **Back-to-Back Virtual Only Sessions**

9:15 am – 10:00 am

### **Virtual Exchange and Dialogue as a Tool for Collaboration Across Divides**

Rafael Tyszblat

Across the world, young people daily navigate fault lines that sometimes form in response to cultural and ideological differences and misunderstanding. This is particularly the case through their interactions on social media. Their perception of and approach to these pockets of difference determine whether they collaborate or fall into conflict. Through this presentation, we will highlight how Soliya's model of virtual exchange and how a certain approach to dialogue instills in young people the necessary competencies to approach each other's identities with curiosity and an intent to understanding and collaborating rather than competing with others. Attendees will learn how our curriculum, which is rooted in the peacebuilding theory of contact hypothesis, and our facilitation training work in tandem to equip rising generations with the willingness and capacity to transform conflict that arises from each other's differences. We aim to show how pillars of conflict resolution can be adapted for cross cultural, interfaith or citizen dialogue, expanding the public's understanding of the field and replacing dialogue as a major tool for governance and social cohesion.

10:00 am – 10:45 am

### **Emotional Intelligence in the Time of War**

Vitalii Diakov

Hanna Dushkova

Since the war in Ukraine happened, as a mediator from Ukraine, I started to work with crisis mediation. Crisis mediation is a type of mediation complicated by strong emotions and intense feelings of participants because of the war in the country. Most of the conflicts happen between displaced people, their families, and local communities. Emotional intelligence in this context is a necessary tool for all: for mediators who work now with such complicated types of conflicts and for parties of the conflict who are emotionally strongly affected by the war situation in Ukraine. So, focusing and developing people's emotional intelligence is the key to success in resolving conflicts and dealing with strong emotions.

10:00 am – 2:00 pm      **Youth Day**

10:45 am – 11:00 am      **Break**

11:00 am – 12:30 pm

## Conference Sessions

### In-Person Sessions

#### **Robot Mediator, Avatars, and AI as a New Tool: A Reality Check on Current and Future Dispute Resolution Technology and Collaboration.**

Yeju Choi

Gary Doernhoefer

Paula Plaza

Artificial intelligence has exploded into our everyday lives. This session is a reality check on the successful incorporation of legal technology and tools in mediation and collaboration with a look at the potential future of AI and human mediators. Presenters will detail ways in which technology can support practitioners whether conducting in-person and online mediation, and describe current cutting-edge applications including ChatGPT, AI judges in Estonia, and robot mediators in Canada. It will conclude with an evaluation of the future potential of technology in mediation considering both issues and opportunities.

#### **Youth Centered Creative Collaboration**

Sarah Grime

Konshens the MC

Elijah Lee

The Arts to Advocacy initiative supports Washington, D.C. high school students with disabilities by the opportunity to work alongside professional artists to collaboratively create original pieces, explore creative careers, and use art as a vehicle for advocacy. SchoolTalk believes art gives every youth a voice to facilitate collaboration like no other medium. Session participants will: (1) explore the impacts of the youth-centered collaborative partnerships between SchoolTalk staff, professional artists, educators, and youth that make this programming possible (2) engage in a hands-on, arts-integrated activity that supports youth in developing collaboration & problem solving skills.

#### **Transformational Leadership for Inclusive Collaboration.**

Suzzette Harriott

Marsha Hilton

Ashli Jay

In this session, we delve into the fundamental components of transformational leadership, examining its relationship with mindfulness, character quotient, and DEI. We investigate how these elements collectively contribute to fostering an inclusive and collaborative environment. Participants will learn how transformational leaders find a balance between resolving conflicts and working together while also promoting empathy, awareness, and inclusion. By looking at real-life case studies, participants will

gain a better understanding of how these ideas can be used in different situations. The goal of this session is to give participants an academically enriching experience that can be applied to diverse fields in the leadership space and give them the tools they need to become more aware and inclusive leaders.

### **Back-to-Back In-Person Sessions**

11:00 am – 11:45 am

#### **Power in Numbers: When Transnational Communities Collaborate to Address Human Rights Violations**

Claudine Kuradusenge-McLeod

The Great Lakes Region of Africa is currently experiencing an uptick in violence due to its abundance of natural resources as well as the results of decades-old ethnic tensions. Through the exploration of Diaspora communities in Europe and the U.S., this presentation explores the historical pattern of identity-based violence in Burundi, the Democratic Republic of Congo, and Rwanda, and demonstrates that new collective actions transcending ethnic lines are helping to shape discourses of peace and accountability, “but most importantly, they are transforming the new generation into peace activists.”

11:45 am – 12:30 pm

#### **Collaboration & Mediation in Special Education**

Rachel Blankenship

Special Education students work with multiple providers on a daily basis. Collaboration and mediation work to unify the efforts of all the individuals involved to ultimately benefit the child. By working together, the family of the child and the educators work to identify effective academic, behavioral, and social-emotional practices. This group of individuals work together to ensure consistency for the student. Parents are often unaware of their rights and what resources are possible for their child. By using a skilled neutral to facilitate the discussion and help navigate a plan that will work for the student, school and the family everyone benefits.

## **Virtual Only Sessions**

### **Trauma Informed Mediation**

Clare Fowler

This session will discuss how to be trauma-aware, and support clients as well as mediators. We will look at changing the initial intake as well as the agreement stage.

### **Shifting Structures: Shifting Bodies and Narratives in Communities with High Gun Violence**

Brian Blanck

Rashaan Tank Brown

Almitra Gasper

Rachel Goldberg

This workshop connects unhealed trauma stuck in our bodies, and the structures in our society that cause those traumas. We connect seeing those structures, in our bodies and our communities, shifting how we frame our conflicts, and how we can heal them. Almitra Gasper, a trainer for the NYC Violence Interrupters; Rashaan Tank Brown, a Credible Messenger and Founder of GangstasGivingBack; Rachel Goldberg, a Peace and Conflict Studies professor; and Brian Blanck, a black-belt in Aikido who connects Somatic Awareness and Mediation -- will share ways they have worked together connecting trauma healing, somatic awareness, and reducing gun violence. The workshop will include firsthand stories of Violence Interruption in NYC, exercises in somatic awareness, and offer ways to shift what is stuck in your body, and what is stuck in a conflict.

12:30 pm – 2:00 pm

### **Presidential Lunch and**

### **Plenary Presentation – In-Person and Virtual**

### **From Caucusing to Commissioner: A View from the Bench Through the Eyes of a Mediator**

Michael Rust

Often it is judicial officers who retire and become mediators, but what happens if that is reversed? Michael Rust was a full-time mediator for more than a decade, ran two volunteer mediation centers, and served as President of ACR, but then took the bench as Court Commissioner in Winnebago County, Wisconsin. Now presiding over the same types of cases he previously mediated, Michael will discuss what skills have served him well in his transition and what he would have done differently as a mediator with the new perspective.

2:00 pm

### **Conference Concludes (Don't Forget to Turn in Your Evaluation)**