



**Association for
Conflict Resolution®**
VOICES, CHOICES, SOLUTIONS

2020 Board of Directors Election Candidate Questionnaires (Listed in alphabetical order)

Quaiser D. Abdullah; Candidate for Director at Large



What do you see as the main issues and challenges that ACR's Board and membership need to address during the coming year (from 2020 Annual [virtual] Conference to 2021 Annual Conference) and beyond?

- These were similar responses to 2019 that are even more relevant now. The main issue is since ACR is a Predominantly White Organization, how do we communicate anti-racism in our programs in a very clear, deliberate and effective way?

- How to expand mediation to: diverse religious spaces; localized community organizations. In the past few years, I have done extensive work in faith-based communities and organizations. Many are woefully unaware of what mediation looks like or how it should be approached. In my own organization, I have tried to establish and redefine the conflict resolution processes. However, it does not seem to be taking hold and the language reverts to prior usage. Is there a space for more faith-based groups to employ sound mediation approaches to address organizational and interpersonal issues?

- Assess if mediation is accessible to diverse populations in a real way, or if non-majority communities do not understand or have access to mediation – Do communities of color see mediation as a tool they can use, or do they generally see mediation as a tool that is primarily suited for white communities? I would like mediation as a field to explore what makes it more accessible or less accessible to communities of color.

Describe your involvement in ACR including dates of service.

- Accepted to present at ACR conference in 2019. Had to change plans due to medical emergency at the last minute

- Communicated directly to current president in response to ACR communication referencing racism and anti-racism initiatives and pushing ACR to be more deliberate in its anti-racism language and processes
- Named one of the winners of the 2019 *Soul of Mediation* contest
- Represent ACR at the PJSA Conference in Philadelphia – August 2018

Describe your relevant experience with any other nonprofit associations and organizations.

I am currently on the board for Good Shepherd Mediation Program (only community mediation program in Philadelphia). I was the sub-committee co-chair for re-locating GSMP from its current location to the Equal Justice Center – a new co-location space for various non-profits dealing with community justice and services.

Board member of Interfaith Philadelphia and member of the Diversity Task Force sub-committee. Elected as the Vice Chair for 2020-2021.

Program Director for new Master of Science in Communication & Conflict at Temple University

Selected to participate on the Restorative Justice committee and Criminal Justice Reform committee for the City of Philadelphia for an initiative out of the DA's office.

Include any other items you would like people to know about you.

I have been engaged in conflict resolution training and ADR practices for over 10 years. I am a trained Transformative Mediation practitioner. I am particularly interested in working more and doing more research in the Spirituality, Online Dispute Resolution and Education/Training Research Sections and Race and Equity Concerns as it relates to this field.

Marya Kolman; Candidate for President Elect



What do you see as the main issues and challenges that ACR's Board and membership need to address during the coming year (from 2020 Annual [virtual] Conference to 2021 Annual Conference) and beyond?

1. Making ACR membership more attractive and rewarding. Retaining current members and attracting new members by providing resources and educational and networking opportunities that make organizational and section memberships more relevant and professionally rewarding.
2. Appreciating differences and welcoming diversity. Making ACR more inviting to a diverse group of practitioners, academics and others in the field and more open to diversity of practice.
3. Improving ACR's financial position and diversifying its sources of revenue.
4. Making ACR a premier resource and voice to promote and expand the use of collaborative, non-violent, conflict resolution.

Describe your involvement in ACR including dates of service.

Member ACR Board of Directors (2008-2014 and 2018 – present)
ACR President (2012 - 2013)
Sections Director (2008 – 2011)

ACR Conference Committee
Co-chair (2005, 2006, 2012, 2013, 2019)
Conference Consultant (2007)
Proposal Review Comm. (2003, 2016, 2017, 2018)

ACR Diversity Network
Planning Committee (2002)
Diversity Pointperson (2002 – 2007) and (2018)
Diversity Committee (2008 – 2011) and (2018 – present)

ACR Family Section
Advisory Council (2002 -2005)
Family Section Conference Comm. (2006, 2011)
Family Section Ethics Comm. (2002 – 2004)

ACR Section Mentor (2013 – 2016)
ACR Safety Task Force (2013 – 2014)

Member and/or chair of numerous other ACR committees and task forces
ACR Member since its inception

Describe your relevant experience with any other nonprofit associations and organizations.

Director of Mediation Program for Domestic Relations and Juvenile Court in Columbus, Ohio (1999-present)

Mediator and attorney in private practice prior to 1999

Adjunct Instructor in Alternative Dispute Resolution at Moritz College of Law at The Ohio State University and Capital Law School

J.D. Yale Law School; B.A. in Social Work Pennsylvania State University

Frequent lecturer, trainer and conference presenter on mediation and other ADR Topics

State why you are seeking the office of President Elect.

Working in collaboration with the ACR Board of Directors and the ACR Membership, I would like to make ACR more relevant to our members by increasing the educational and other opportunities and resources we offer. I would also like to help ACR become more welcoming to diversity in membership and practice areas. It is my hope that ACR can become a professional home for all those in our field.

Victoria McClain; Candidate for Chapters Director

What do you see as the main issues and challenges that ACR's Board and membership need to address during the coming year (from 2020 Annual [virtual] Conference to 2021 Annual Conference) and beyond?

- The ACR's Board, because of COVID -19 will have to adapt to the change to having virtual conferences rather than face to face.
- Offer sessions that are relevant to the issues currently taking place today.
- Ensure that all sessions are of high interest and quality to the members and non-members.
- Have qualified and excellent presenters for all sessions.
- The ACR's Board will have to consider the economic state of the country bestowed upon the members which was caused by COVID -19.
- The cost of the conference must be affordable and appealing to potential attendees.
- The date and time of the conference is very crucial and must consider the unemployment rate, public schools' operational period, and the status of COVID -19.
- Must consider cost and make plans for future conferences.



Describe your involvement in ACR Including dates of service.

My experiences as a leader with ACR includes:

- 2017 -2020 Member of ACR Board -Director at Large position.
- 2017 - 2020 Three years as Chapters' Director
- 2018 - 2019 Chaired the Search Committee for Executive Director
- 2018 - 2019 Worked collaboratively on 2019 Conference (Fundraising)
- 2018 - 2020 ACR Membership Committee
- 2017 - 2018 Volunteer (Fund Raising)
- 2016 - 17 Co- Chair of Education/ Research /Research Section
- 2015 - 16 Point - Person for the Diversity and Equity Committee

Describe your relevant experience with any other non-profit associations and organizations.

ACR Houston Chapter – Positions Held

- 2014 - Board Member
- 2017 - 1st President Elect
- 2016 - Vice President
- 2015 - 2017 Treasurer
- 2016 - 2017 Chair of the Gayla
- 2016 - 2017 Co- Chair of Education/ Research /Training - Section
- 2015 - 2016 Point - Person for the Diversity and Equity Committee

Houston Gerontology Society

- 2016 -2017 Board Member at Large

Innovative Alternatives – (Non-Profit)

- 2015 -2017 Volunteered services as a mediator (Family and Divorce)

Alpha Kappa Alpha Sorority, Inc. (25 years of Service) - Served as:

- Chapter Historian and Chair of the Archives Committee
- Chapter Hostess
- Assistant Secretary
- Co- Chair Emerging Young Leaders (EYL) Committee
- Co-Chair of Achievement, Self-Awareness, Communication, Engagement, Networking and Developmental Skills (ASCEND)Committee
- Served on many Committees, Member of the Membership committee, Chapter Anniversaries, etc.

Ivy League Educational and Charities Foundation (Non-Profit) - Served as:

- Chair of the Educators' Ball
- Co- Chair of the Educators' Ball
(Purpose to raise funds for scholarships)

Education Advancement Foundation-(EAF) (Non-Profit organization)

- Xi Alpha Omega Chapter's EAF Captain (5 years) Raising funds for Scholarships
 - a. Received Recognition for Outstanding leadership in fundraising.
 - b. Received Recognition as an Outstanding Member
 - c. Received recognition as Woman and Man of Distinction.

Marion's Bosom Buddies – A Breast Cancer Support Group (Non-profit organization)

- Co -Chair of Pampered Pink Fashion Show

Purpose for raising money for women who have been diagnosed with breast cancer and need of financial assistance.

Include any other items you would like people to know about you.

I am a trained Mediator (Family and Divorce, Elder and Adult Care, Parent involvement Coordinator), Arbitrator and State Certified Ombudsman for Nursing facilities.

Katrina G. Nobles; Candidate for Sections Director

What do you see as the main issues and challenges that ACR's Board and membership need to address during the coming year (from 2020 Annual [virtual] Conference to 2021 Annual Conference) and beyond?



Throughout this past year, we have faced many challenges as a field and as people across the globe. While the world grapples with conflict on every level, I believe there are several challenges for which ACR can succeed in providing dialogue and leadership, including diversity and inclusion, holding space for difficult conversations, building trust in digital spaces, redefining what it is to be a conflict professional, and more. Additionally, I believe ACR can model behaviors, processes and vision by taking a deep look at ourselves and how we operate, and I want to be a part of that.

I believe ACR's membership and leaders have a tremendous amount to offer. I have learned so much from and collaborated successfully with the leaders and members I have worked with, and hope to continue that relationship.

To be specific, I believe there are several issues that our field and ACR currently face. They include:

- Diversity, Equity, Equality and Inclusion – as the face of our national political landscape is consistently changing, I believe that ACR and the ADR field need to firmly create a mission and vision for which they can take action with regard to diversity, equity, equality and inclusion. This starts with a deep internal reflection and change.
- Support of our members through success and challenges. Many of our members may be struggling right now, and we must find sustainable, practical and affordable ways to support them.
- Financial stability – Financial stability is an issue that affects ACR on a regular basis. While we have consistently made strides toward becoming more financially independent, we still rely on membership dues as our main source of income. How else might we expand our income opportunities? How might we tie our strategic initiatives to money generating innovations?
- Our ability to professionalize our field and therefore have a vibrant professional organization – several people have shown concern over the lack of career path through which a person can become a conflict resolution professional from authors in the field to individual members of ACR. Without a specific national or international certification or credential, many in the field, or that are trying to enter the field, are left to wander and search for the path, often only finding it through some type of mentorship relationship. The sections can and have played a large role in this, and I see this is as a tremendous opportunity to expand that role and expand diversity and inclusion within our field.
- ACR's digital footprint – While ACR is on the verge of having an expanded online learning presence and is moving toward a virtual conference, we still struggle

with our digital presence. As a new generation of current and potential conflict resolution professionals rise, ACR needs to be prepared to appeal to this demographic, and having a strong digital presence is key to that.

Describe your involvement in ACR including dates of service.

- Association for Conflict Resolution Sections Director and Board Member, 2016-Present
- Association for Conflict Resolution Conference Committee Member, 2017-Present
- Association for Conflict Resolution Webinar Committee Member, 2018-Present
- Association for Conflict Resolution Website Committee Member, 2018-Present
- Association for Conflict Resolution Workplace-Ombuds Section, Co-Chair, 2014-2016
- Student and Regular Member Interspersed throughout 2003-2017

Describe your relevant experience with any other nonprofit associations and organizations.

- Tompkins, Schuyler, and Chemung County Community Dispute Resolution Center (CDRC) Board Member, 2015-Present
- Cortland County Volunteer Mediator, New Justice Conflict Resolution Services, Inc., Cortland, NY, 2003 – 2007
- Facilitator, Global Nomads Group (GNG), 2016-2018

Why are you seeking the office of Sections Director?

Why is such an interesting question. I can answer through the lens of the experience I hold. I have served in this role for over three years, and have enjoyed the opportunity to work with and learn from a broad range of section leaders, board members, and members across ACR. I myself have served in the role of Workplace-Ombuds Section Co-Chair, and I understand the importance and duties of the section leader role. I have also worked in many different areas within the field of conflict resolution, including community and family, restorative justice, international, workplace, and education. This provides me with a broad understanding of the field and the many opportunities and challenges the field faces.

And, I can answer through the lens of what compels me. This field is so important for so many reasons. As I grew up in this field and through my career, ACR has played an integral role in my development. I want to keep developing and I want to help others develop as well. The sections play an integral role in individual, association, and field development, and I can't help but want to remain a part of that.