



MEDIATION
WORKS

Mediation Works Volunteer Vistas

News & Views for Volunteers of Mediation Works

March 2012

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The Imagine Awards

Mediation Works revives the Imagine Awards tradition at an inspiring dinner scheduled for 5:30 pm Thursday, April 26 at the Rogue Valley Country Club. This music-filled celebration will honor remarkable citizens who have prevented violence or worked to promote peaceful conflict resolution.

The Board of Directors started the Imagine project in 2003. In part, it was a response to a bumper sticker popular at that time: Look for the Good and Praise It.

Although the Imagine Awards have been on hiatus for a couple years, the design of the project is the same. Nominations are collected from community members, a committee of local leaders reviews the nominations and suggests a slate of honorees to the Board. Finally, the Board names the awardees and fetes them at a beautiful celebration.

These five people will be honored with a 2012 Imagine Award:

Carol Hwoshinsky-Lifetime Achievement Using skills described in a book she authored on Compassionate Listening, Carol fosters local and international understanding. Retired from the MW Board, she has offered trainings to our staff and volunteers.

James L. Adams for his dedication to transforming Jackson County's justice system. Jim's innovative work has integrated services connecting the courts to the human service, educational and legal communities.

Dee Anne Everson for her leadership with United Way. Dee Anne's gift is her willingness to shed light on the root causes of violence and create systemic change.

Mary-Curtis Gramley for her lifelong dedication to preventing child abuse. The founder of the Family Nurturing Center, Mary-Curtis' work has been transformational for distressed families.

Nikolos Peyralans-Young Peacemaker A Southern Oregon University student, Niko has worked tirelessly to bridge his local Mosque, *Masjid al-Tawheed*, to other religions in order to bring interfaith awareness and acceptance.

Please join us on this magical evening. Tickets for \$50 will go on sale soon, with a substantial part of the price being a tax-deductible donation to Mediation Works.



Jackson County Extension
569 Hanley Rd
Central Point, OR

Training Opportunities

High Conflict Conversations: Moving from Impossible to Possible
Monday 04/09/2012, 7-9pm Cost: \$7

Whether it's a neighbor who has a constantly barking dog, a hard-to-deal with employer or a verbally aggressive relative, we all experience communication challenges that take a huge personal toll. Let's change that. Join us as OSU Extension and Mediation Works partner to provide an evening of instruction in the art of high conflict conversation. The approaches you will learn are called "magical" by many who have learned to use them.

CLASS REGISTRATION FORM		(Please Print Clearly)	
When pre-payment is required, PLEASE MAKE CHECKS PAYABLE TO <u>OSU EXTENSION</u> , unless otherwise specified; (Some classes ask for checks to be made payable to other entities.)			
Mail registration to: OSU EXTENSION, attn: Paula Burkhalter, 569 Hanley Road, Central Point, OR 97502			
For more information Call: 541-776-7371			
Class(es)	1. _____	2. _____	
	3. _____	4. _____	
Name	_____		
Address	_____	City _____	State _____ Zip _____
Phone	_____ E-mail _____		
Or Register on line at: http://extension.oregonstate.edu/sorec (Specified classes only)			

Tentative schedule for Mediator Skill Development Sessions

Thursday, March 15	12:30pm-2:30 pm	Medford
Wednesday, April 18	1:30pm-3:30 pm	Ashland
Tuesday, May 22	1:00pm-3:00pm	Medford
Thursday, June 28	10:00am-12:00pm	Ashland

Come develop your mediation skills at these sessions for both novice and experienced mediators alike. Each session will focus on a particular skill or stage of mediation. A variety of exercises, including role play, will be used. Medford sessions will be held in our office in the Woolworth building, 33 N. Central Ave., Suite 219. Ashland sessions will be held in the Guanajuato Room of the Ashland Public Library. Please pre-register before attending to ensure these sessions do happen. There is no charge. For more info and to pre-register, Call: [\(541\) 770-2468](tel:5417702468)



Ted Lewis

Restorative Justice Training Featuring Ted Lewis in Eugene, OR

Mending the harm through bridge-building dialogue May 19-20, 2012

"Behind all crimes are real people who commit them and real people who are affected by them; restorative justice mediation seeks to put the face back on the crime." For details & to register: <http://www.mediate.com/CMS/pg41.cfm>

Trainings Continued on Page 3

Trainings, continued

Clackamas County Resolution Center's Workplace Mediation and Intercultural Conflict Resolution Training

8:00am-5:00pm April 16, 17, 18, 24, & 25, 2012

Contact: Amy Cleary at amycle@co.clackamas.or.us

More Info: <http://www.clackamas.us/ccrs/training.jsp>



Bridging Differences -
Building Alliances

Schools Programs

Since the beginning of this school year we have trained 1348 students (ages 11 to 15) in ChoicePoint, a bully awareness and bystander empowerment program. From northern California to as far west as Brookings, and as far north as Prospect we have presented this program in over a dozen different schools. With our Director of Schools taking some family leave time off we could not continue in this massive effort without the support of a dozen trained and dedicated volunteers contributing over 1000 volunteer hours. A huge THANK YOU to all of those who make it happen and are helping to change the culture of violence for youth in our society. We teach them about choices and help them identify strategies in dealing with situations where bullying is taking place. At the end of the three-day program we ask the students for feedback about what they have learned. Here is a little of what students from Eagle Point told us recently:

- ◆ I learned that if I don't do anything and stand there while another kid is getting bullied then I am a bully.
- ◆ There is a lot of bullying in this school and I could help in a ton of situations.
- ◆ Not to watch and try and do something.
- ◆ That bullying can affect people in weird ways.
- ◆ Being an ally helps everyone.
- ◆ How to make a choice when you or somebody else is being bullied.
- ◆ I learned that simple things can make a big difference.
- ◆ I learned that bullying is not a good way to show your emotions or solve problems

If you would like to learn more about our Schools Program and ways that you can support this effort, please contact Sugar Mejia at (541) 770-2468 ext. 308.

sugarm@mediation-works.org

“I learned that simple things can make a big difference.”

Schools Continued on Page 4

Schools, continued

“It has really changed my perspective because I never realized how hurtful it can be.”

Dear Choice Point,

Thank you very much for coming and talking about bullying. It has really changed my perspective because I never realized how hurtful it can be. One thing I learned from ChoicePoint is that bullying is bad and that it can hurt a lot of people. The thing that I liked best about ChoicePoint was the role playing. I think it was a good way to show people that bullying is wrong. They realize how hurtful it is and what you can do to help.

“Dear ChoicePoint,

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All enjoyed the training with Sam Imperati Friday, February 24

Impasse-Breaking with Sam Imperati

Thank you to all who came out to attend the training with Sam Imperati Friday afternoon. We had a full house, received solid information and shared lots of laughs. We are looking forward to seeing Sam again in the spring for more training.

The program provided tips to break impasse and explored psychological negotiation traps that prepared attendees for various experiences during settlement. PowerPoint slides are available upon request. Contact Lydia.

Restorative Circles

We have been exploring a new restorative process to engage the community and support youth in being accountable for their actions. There have been several instances where a youth had been referred to the VAYA program and needed additional support accepting responsibility, developing empathy, understanding the underlying causes of their actions, and/or identifying ways of “making it right” with themselves, their victim, and community. In search of a restorative solution, I called upon a community of men who are part of the Boys to Men Program to explore their interest in participating in a circle process. Not knowing what to expect, but filled with excitement and curiosity a group of men showed up for a pilot circle. It was an incredible process with a powerful outcome which has resulted in subsequent circles. Pete Young, a long-time Mediation Works volunteer and leader in the Boys to Men Community, created an effective circle process which he describes below:

“We sit in circle with the youth for about 2 hours, following a script that is working- reveling ourselves, creating rapport, empathizing with the youth for the ways he has been a victim himself, listening to the youth tell his story of the harm he did to himself, the victim and the community (the three legs of Restorative Justice). We explore how that harm might have a physical, emotional or financial cost, or a cost of lost time. We look at the harm in detail, encouraging the youth tell the story truthfully without being defensive- just speaking his truth. We investigate his ability to empathize with those harmed. Eventually we invite him to explore how he might make it right- for the victim, the community and himself. This is a general road map that is carefully followed, but is also different in specifics each time. We deepen things he says exploring with curiosity and adventure, sensitive respect, empathy, honoring, showing our vulnerability, and all the stuff we know teens crave. This enables them to go very deep, while deeply appreciating the process. About two hours into one process, one teen recently responded to our question- "How is this working for you- how are you doing?" with him saying "I could do this all night!" We end the process with an appreciation for the youth, honoring their truth, their courage, their intentions to change, or whatever we can find to honor! The results of this work have been over the top for both the men and the youth.”

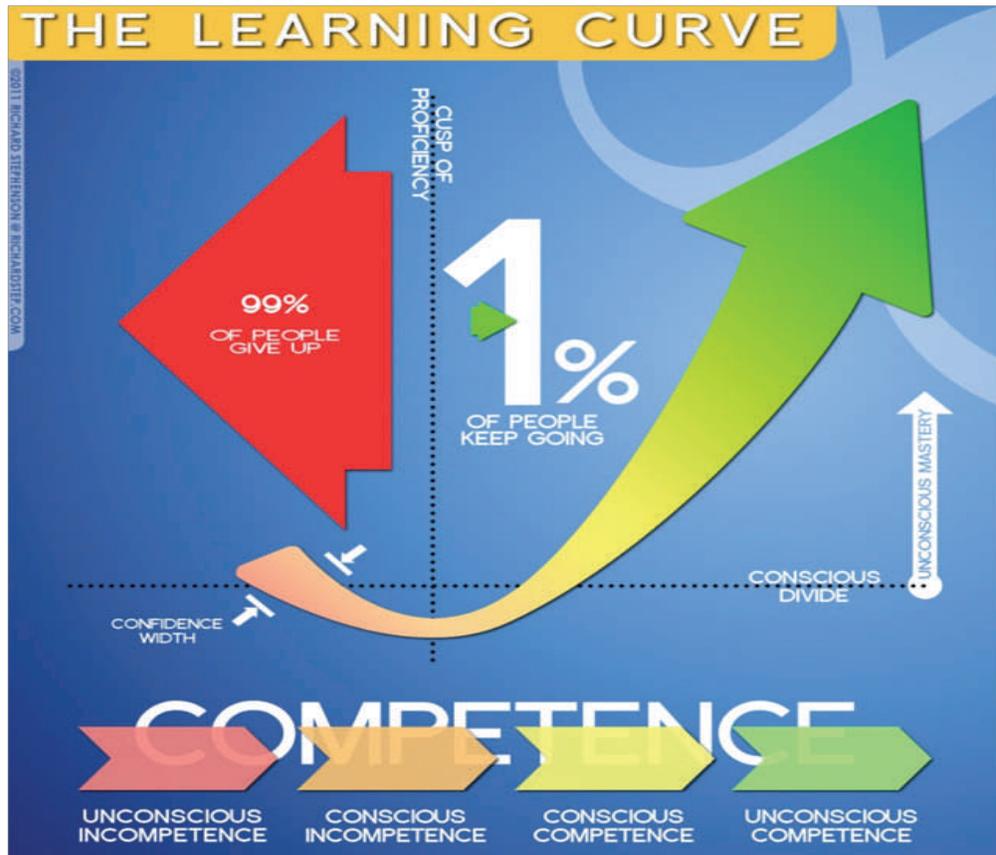
We are seeing the potency and effectiveness of such a community based process. We are continuing to explore the ways in which we can expand our ability to bring more of these circles into our community. Stay tuned

“Not knowing what to expect, but filled with excitement and curiosity a group of men showed up for a pilot circle. It was an incredible process with a powerful outcome which has resulted in subsequent circles.”

Being a Lifelong Learner

“The greatest thing in life is to keep your mind young.”

We are all in the process of becoming the best mediators, mentors, communicators, teachers and coaches possible. To quote Henry Ford, “Anyone who stops learning is old, whether at twenty or eighty. Anyone who keeps learning stays young. The greatest thing in life is to keep your mind young.” February was a rich month for the youthful at heart. Fourteen people completed the Basic Mediation Training and are eager to start applying their new skills, while 42 attended Sam Imperati’s continuing education class “Impasse Busting” and will integrate their learning into their mediation practices. Whether a novice or master, staff or volunteer, young or old, we are all learning and sharing the vision of Mediation Works. Together we generate a healthier, more-cohesive community by becoming valued resources for positive communication and conflict resolution. Will you continue to be part of the 1% who keep going and learning while staying young? I hope so! In the year ahead, we will all experience times when we want to give up and times when we experience the highs of success. I hope for us all to share these experiences so that we may learn from each other and help celebrate our accomplishments. I am grateful for what each of you brings and to have you as a part of the Mediation Works family.



Fred's Corner

It's 2012, which means it's a leap year – and an election year. The extent of the conflict within the American body politic is staggering, which is of deep concern to us as conflict resolvers. What can we learn about conflict from all the rhetoric?

It's obvious that we have very different values and worldviews. Some people believe in the perfectibility of human beings and see that the obstacle to attaining this is inhumane social policies. Others “see the evils of the world as deriving from the . . . inherent moral and intellectual limitations of human beings” (Thomas Sowell, *A Conflict of Visions: Ideological Origins of Political Struggles*). For example, some of us think it's about time that we lifted the burden on same-sex couples and legalized their marriage and others think we're crazy to experiment with a social institution that is thousands of years old. And so it goes with every issue.

What if each of us is speaking the truth, but only a partial truth? It's especially important to remember that those from the other side of the political spectrum are speaking a truth – the ones that we love to make fun of. May I recommend that if you lean left, you spend some time reading opinions from the right, and vice versa? I'll give you one more homework assignment. Answer these two questions: What do conservatives get right about social policy? What do liberals get right? If you need some help, browse to <http://www.civilpolitics.org>

“What if each of us is speaking a truth, but only a partial truth?”

Further Readings and Resources

Oregon tribal courts deliver ‘restorative justice’ news article

If you are interested in Restorative Justice, check out this link to an article recently published in the Mail Tribune among other papers and news sites:

<http://www.postcrescent.com/usatoday/article/38596193>



The Oregon Office for Community Dispute Resolution has published the 2009-2011 Biennial Report. Access the report at the below link

<http://oocdr.uoregon.edu/assets/oocdr/biennialreport9-10.pdf>

Howard Zher, “10 ways to live restoratively”

Tips from a “godfather” of restorative justice. Follow the below link to Howard Zher’s blog.

<http://emu.edu/now/restorative-justice/2009/11/27/10-ways-to-live-restoratively/>



Mediation Works 2012 Wish List



- ◆ New Mediation table and chairs
- ◆ Laminator
- ◆ Letter Folder
- ◆ 6 Pump Style Coffee/Tea Carafes
- ◆ Large Water Dispenser
- ◆ New Computers
- ◆ New Macbook Pro Laptop
- ◆ Web Designer to Update Our Site
- ◆ Volunteers to:
- ◆ Market our Creating Giving Program, Facilitate Schools Programs, Manage, Edit, and Publish the Quarterly Newsletter, and work the front desk
- ◆ Artwork for Office
- ◆ Magazine subscriptions for waiting area
- ◆ Newspaper subscription for waiting area and staff
- ◆ Quality paper
- ◆ 3 Flip chart stands
- ◆ New desktops
- ◆ PA sound system
- ◆ Room Dividers
- ◆ CD player
- ◆ Binding machine
- ◆ Office Lighting - Floor Lamps, Desk Lamps
- ◆ Male ChoicePoint and VAYA Facilitators
- ◆ Gift Certificate for Amazon (for MW library books)

Send Us Your Story!

Do you have an interesting story or experience you would like to share? Have you noticed something you believe other people might want to know about? Send us your stories, thoughts and reflections on experiences relating to Mediation Works.

We would love to publish you in our next quarterly Mediation Works Volunteer Vistas Newsletter.



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A Community Dispute Resolution Center