

# Mediator

NEWS & NOTES

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“Thus instead of treating emotion as “static” to be vented and removed, the hallmark of transformative practice is that the mediator treats emotion as a rich form of expression which, when “unpacked” and understood, can reveal plentiful information about the parties’ views of their situation and each other-information that can be used to foster both empowerment and recognition .”



## GIVING THANKS WHERE THANKS IS DUE . . .

### CDRC is thankful for you!

CDRC is thankful for all the volunteers that help make this organization work so well and meets the mediation needs of it’s clients.

It’s because of volunteers like you . . . .

- CDRC can offer mediations at times that work best for the clients.

- CDRC can offer a variety and diversity of mediators

- CDRC can offer mediation in the county where the clients live.

### Don’t forget to tell parties!

At the end of every session, don’t forget to tell the parties that their case coordinator will be following up with them. The case coordinator will go over the next steps. It could be reviewing the agreement or going over the paperwork with them if they want their agreement filed in court. It could be referring them on to other resources. It could be to schedule a 2<sup>nd</sup> session. (Please note in the Reflection Sheet if you are talked to the parties about a 2<sup>nd</sup> session and you are available to mediate it.)

# UPDATES



## TRANSFORMATIVE REFRESHER WAS A SUCCESS!

Over 18 mediators from CDRC, CDS and ACCORD came out for a day to look at Transformative Mediation in a new and refreshing way. It was a great opportunity to meet other mediators from other centers and to talk about our mediation experiences.

It was also a great reminder of the **10 Hallmarks of Transformative Mediation**

1. **“The Opening Says It All”**: Describing the Mediator’s Role and Objectives in Terms Based on Empowerment and Recognition.
2. **“It’s Ultimately the Parties Choice”**: Leaving Responsibility for Outcome With the Parties.
3. **“The Parties Know Best”**:Consciously Refusing to be Judgemental about the Parties’ Views and Decisions.
4. **“The Parties Have What it Takes”**: Taking an Optimistic View of Parties’ Competence and Motives.
5. **“There are Facts in the Feelings”**: Allowing and Being Responsive to Parties’ Expression of Emotions
6. **“Clarity Emerges from Confusion”**: Allowing For and Exploring Parties’ Uncertainty.
7. **“The Action is ‘In the Room’”**:Remaining Focused on the Here and Now of the Conflict Interaction.
8. **“Discussing the Past has Value to the Present”**: Being Responsive to Parties’ Statements about Past Events.
9. **“Conflict Can Be a Long-Term Affair”**: Viewing an Intervention as One Point in a Larger Sequence of Conflict Interaction.
10. **“Small Steps Count”**: Feeling a Sense of Success when Empowerment and Recognition Occur, even in Small Degrees.



## DECEMBER CHECK-IN: “FOOD FOR THOUGHT”

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Bring a snack to share and a mediation story to tell as we use a night in December to look over the year and take some time to carefully reflect our experiences as mediators.

The Volunteer Coordinator, Gina Tinker-Williams, will be leading us in our discussion of our mediation experiences. Please respond to the

Doodle Poll for the location that you would like to attend. The check-ins will be offered in all three counties.

Link for Chemung County:

<https://doodle.com/poll/4hysiiffz7ibe4mk>

Link for Schuyler County:

<https://doodle.com/poll/md4igexre24bvwt6>

Link for Tompkins County:

<https://doodle.com/poll/zkk36595iebevtn3>

We will choose the date with the most mediators available. Please make your selections in the Doodle Poll by November 29<sup>th</sup>.

Let the volunteer coordinator know if you have any severe food allergies that others need to know about if they are bringing a snack.





## CELEBRATING ANNIVERSARIES

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We do not have any mediators with an anniversary in the month of November.

Thank you to all our volunteers for choosing to make a difference in the lives of people experiencing conflict.



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## THE INSTITUTE FOR THE STUDY OF CONFLICT TRANSFORMATION

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The quote at the beginning of the newsletter and the 10 Hallmarks of Transformative Practice are brought to you by an article that was used in our Transformative Refresher In-Services in June and November.

Folger, Joseph R. & Baruch Bush, Robert A. "Transformative Mediation and Third Party Intervention: Ten Hallmarks of Transformative Mediation Practice" *Designing Mediation: Approaches to Training and Practice within a Transformative Framework*; New York: Institute for the Study of Conflict Transformation, Inc., 2001. 20-36. Print.

Contact Gina if you would like a copy of this article. It was handed out by Judy Saul in both Transformative Refresher In-Services.

Many great resources can be found on the Institute's Website:

<http://www.transformativemediation.org/>



**INSTITUTE FOR THE STUDY OF  
CONFLICT TRANSFORMATION**  
Fulfilling the Promise of Mediation



## ADVANCED REGIONAL TRAININGS

These trainings are available through the Advanced Regional Training Grant. These are offered in different centers across NYS. Be aware that only Center for Dispute Settlement and Mediation Matters are the only other Transformative Mediation Centers in New York State.

Training Date(s)/ Location	Training	Trainer(s)	CDRC
January 23, 2020 Training Location: Rochester	<u>Trauma Informed ADR Programs &amp; Services</u>  <i>Trauma can present itself for both mediators and parties-challenging the process. This training will improve understanding for how we can support parties to best participate in ADR.</i>	Earl Greene	Center for Dispute Settlement
January 24, 2020 February 14, 2020 Training Location: Brooklyn	<u>Identity in Mediation &amp; Conflict – Culture in Communication</u>  <i>Presented in two 3-hour parts, this training will focus on skills and competencies related to impartiality and inclusivity in mediation. Mediators will explore the skills, language and understanding that support diversity and equity for parties.</i>	Genesis Fisher, Esq.	NYPI
February 3, 2020 Training Location: Geneseo	<u>Trauma Informed ADR Programs &amp; Services</u>  <u>See above description</u>	Earl Greene	Center for Dispute Settlement
March 7, 2020 Training Location: Buffalo	<u>Core Competencies and Values in Mediation</u> <i>With a goal of improving consistency, this training will focus on skill building and reflections that inform mediator awareness, intentions and interventions.</i>	Elena Sapora, NYS certified Mediation trainer	CRJ

\*\*\*Call or Email Gina, Volunteer Coordinator, if you are interested in attending any of these Regional Trainings. She can check with the center and see if there are any available open slots.\*\*\*