

## PRESIDENT'S MESSAGE

Every year, OMA's board of directors gathers for a retreat to discuss the present status of OMA and the Oregon mediation community. This year, we went back to OMA's articles—our founding principles—to examine how well we're doing fulfilling our vision of changing the way that Oregonians manage conflict. In doing so, we have chosen to focus our work on expanding our efforts to promote mediation in the broader community.

However, the world is not one-size fits all: it is complex, and the conflicts are complex. Mediators, like the conflict that they work with, come from many different backgrounds. They are professional practitioners, volunteers at local CDRs, lawyers, counselors, social workers, HR professionals, educators, policy professionals, conflict resolution students, and more. As the uses for mediation expand and the field continues to develop, so too does the variety of practitioners—formal and informal, approaches, and conflict management techniques.

We believe that exploring this diversity is important to the future of mediation in Oregon. Therefore, the board is examining ways of reaching out to and working with affiliated professional groups and traditionally under-represented groups to see how we can work together to expand the use of mediation techniques and make services available to a wider range of people. In order to better serve a broader range of our community, we need to listen as



2019 Leadership Retreat

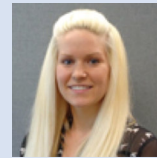
well as speak.

We hope to use this lens in OMA's work through the rest of the year, including to further our core initiatives of expanding diversity, improving member services, and exploring certification. It will also be the central focus of the 2019 Conference: "*Managing Conflict: Bridging the Gap Through Mediation and Beyond.*" These are big conversations, and none of these initiatives are easy to address, but collaboration, reflection, and listening to each other is at the heart of the field. As OMA seeks to grow with the field and we reflect on who we are and who we are serving, we will be looking for your input.

~Tera Cleland, OMA President

### OMA LEADERSHIP TEAM

#### 2019 BOARD OF DIRECTORS



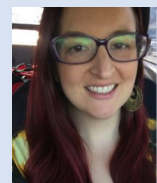
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# SCIENTIFIC MEDIATION THROUGH SERIOUS GAMING FACILITATES TRANSBOUNDARY GROUNDWATER COOPERATION

By W. Todd Jarvis - Reprinted from American Water Resources Association IMPACT magazine by permission

*Scientific mediators attempt to tread the path between Merchants of Doom and Merchants of Doubt as Merchants of Discourse using multiple working hypotheses and multiple ways of knowing as their moral compass. (Moore et al., 2015)*

Conflicts related to groundwater and aquifers manifest certain peculiarities not frequently experienced in other water conflicts. Groundwater is inconvenient to water law and water diplomacy because it is hidden and is many times referenced differently than surface water; however, groundwater also can sometimes be considered part of the “unitary whole” of an international watercourse.

Scientific mediation is used by groundwater scientists and engineers as part of broader impacts to the general public in matters where the technical jargon and high levels of uncertainty lead to a stalemate on decision making. Scientific mediation is also used to resolve disputes between groundwater scientists and engineers who live and work across boundaries separating many different scales ranging from the urban-rural divide, county-to-county, state-to-state, province-to-province, and international.

It seems silly that groundwater professionals cannot get along, but groundwater scientists and engineers are like other people with personal and political biases. Likewise, conflicting conceptual hydrogeologic models are also part of the formal training of hydrogeologists focusing on the intellectual method of multiple working hypotheses introduced in the late 1890s



Photo by Anastasia Taioglou on Unsplash

by US hydrogeologist, Thomas Chamberlain. Multiple working hypotheses revolve around the notion of developing of several hypotheses to explain observed phenomena. The antithesis of multiple ways of knowing is a ruling theory. Ruling theories are many times promoted by individuals who consider the geology and hydrology of where they live and work as so complex and unique that only a local professional would understand how their hydrogeology works. As a consequence, groundwater professionals also have a strong personal affinity and identity to their work given that imagination and creativity are key parts of developing their working hypotheses.

The ownership of the creativity associated with imagining what is going on in the subsurface can lead to dueling experts. The danger of not addressing a dueling expert situation in an effective manner leads to distrust in groundwater science and engineering by the public,

policy makers, as well as the courts as groundwater-related disputes are increasingly being heard by the highest domestic courts and the International Court of Justice.

The Scientific Mediation framework depicted in Figure 1 attempts to reach agreement on the merits of the disagreement as opposed to having personal and political biases cloud the scientific

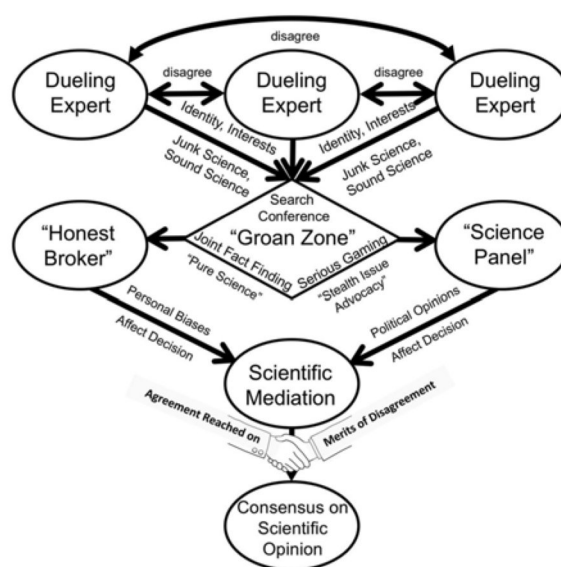


Figure 1. Scientific Mediation Framework. Modified after Moore et al. (2015).

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Game	Situation	Year	Developed By
Water on the West Bank Role Play	Water well siting, aquifer depletion	1988	Harvard Program on Negotiation
Managing Groundwater beneath the Pablo-Burford Border Role Play	Agriculture water quantity and quality across borders	1996	Harvard Program on Negotiation
Santiago Board Game	Diversion of spring water to canals for plantations	2003	AMIGO Spiel
International Groundwater Negotiation Role Play	Hydraulic connection to a transboundary water resources	2007	FAO training manual for international water-courses/river basins including law, negotiation, conflict resolution and simulation training exercises
Tragedy of the Groundwater Commons Computer Assisted Role Play	Hydrogeologic capture analysis and economics of pumping wells between many well owners and a lake	2013	International Groundwater Resources Assessment Centre (IGRAC)
Groundwater Protection Dueling Expert Role Play	Wellhead protection and aquifer protection boundaries across the urban/rural divide	2014	Contesting Hidden Waters: Conflict Resolution for Groundwater and Aquifers
California Water Crisis Board Game	Groundwater use and depletion across three regions for agriculture, ecosystems, and urban growth	2014	Firstcultural Games
The Edwards Aquifer Case Role Play	Groundwater, common law rule of capture, Endangered Species Act, and role of science	2016	The Program for the Advancement of Research on Conflict and Collaboration (PARCC), Maxwell School of Citizenship and Public Affairs, Syracuse University
Save the Water Board Game	Agriculturists struggle with profitable cropping and groundwater depletion	2017	Zurich University of the Arts (ZHdK) with ETH Zurich

Table 1: List of Serious Groundwater Games

...continued from page 2

process. While scientific mediation is a process that sounds rather utopian, it is garnering much interest by conflict resolution academics because it moves beyond the tired and overused cliché of agreeing to disagree used by entrenched expert egos.

What are the best approaches to negotiations regarding groundwater and related aquifers? In addition to the use of “search conferences” and “joint fact finding” described by Moore *et al.* (2015), serious games are a useful approach to addressing the “groan zone” that groundwater conflicts and negotiations enter regardless of the scale of the conflict (see Figure 1). Serious games in one form or another are incorporated into nearly all of international water negotiation frameworks and

trainings described in the literature (Hockaday *et al.*, 2017). The games can be an interactive, realistic virtual environment in which players attempt to simultaneously “juggle” growing food, growing cities, sustain the environment, and make a profit. They come in many forms, ranging from role plays, board games, computer-assisted board games, and online games. And there are games that are exclusively about gaming groundwater situations developed over the past 20 years (see Table 1).

Serious games provide an opportunity to make friends out of enemies through casual conversation and to learn about negotiating over water. Hockaday *et al.* (2017) suggest the social learning in gaming brings common ground between diverse players and stakeholders, who may otherwise be unable to cooperate with each other. Groundwater

practitioners can begin to find the fun around water that inspired them to pursue studies and careers in groundwater once again through serious gaming.

References

Hockaday, S., T. Jarvis, & F. Taha, 2017. *Serious Gaming in Water*, mediate.com. [Online] Available from: <https://www.mediate.com/articles/HockadayS1.cfm> [Accessed 2 April 2019].

Moore, C., T. Jarvis, & A. Wentworth, 2015. *Scientific Mediation*, mediate.com. [Online] Available from: <http://www.mediate.com/articles/JarvisT1.cfm> [Accessed 2 April 2019].

Todd Jarvis directs the Institute for Water & Watersheds at Oregon State University. He is an Oregon-Certified Engineering Geologist, Certified Water Right Examiner, and Certified Mediator. He teaches Environmental Conflict Resolution at the University of Oregon Law School.



## ASK OMA'R: EVOLUTION

OMA Members are a curious bunch: committed to improving techniques and methods and promoting mediation by sharing knowledge and skills through training, mentoring, and networking. We also seek to learn from other mediators out of respect for differing points of view within the field. Perhaps without consciously thinking about it, we follow those core OMA member traits that are embodied in the [Core Standards of Mediation Practice X. MEDIATION PRACTICE, Comments 2 and 7.](#)

What better way to create conversation and learn with curiosity about ethical issues than through the OMA Member ListServ?

From time to time, the Standards and Practices Committee (S&P) will post ethical questions and conundrums on the list serve to engage OMA Members in conversation on important issues in our community. We encourage you to do the same.

The S&P Committee's initiation into this conversation will begin with the Fall 2018 Ask OMA'R column, because that column from OMA'R so provocatively challenged us all!

OMA'R asked what you would do if you were the mediator under the given facts. While the fact pattern is based on a domestic relations matter, comparable facts in any area of practice raises similar issues. You can swap out the facts for your area of practice! This fact pattern is chock-full of challenging situations and the answers are not so obvious. You can find the full Ask OMA'R column, including references to the [Core Standards.](#)

**Keep an eye on the ListServ and join the conversation for enthusiastic discussion and analysis.** Let's share our knowledge and skills, mentor each other and embrace differing points of view as we find our way through the ethics questions posed by OMA'R.

## OMA REMEMBERS

Josh Kadish, JD, a longtime OMA member, passed away in October 2018. He made many contributions to the field and was a tireless inspiration to many. He had a quick wit,



compassionate heart, and calm demeanor. Josh provided sage counsel to OMA and the Bar's ADR Section, often bringing the two groups together in promotion of their shared desire to advance the use and quality of mediation in Oregon. His family requests we sing a silly song, cook with local produce, or make a donation to the [Neighborhood House](#) in Josh's name.



Anita Edwards Engiles passed on Tuesday, February 26 in Portland, Oregon after a year-long battle against leukemia. Anita spent most of her professional

life working as a mediator, helping to broker equitable solutions to difficult problems for parties who otherwise treat each other as adversaries. Perceived to have infinite energy, Anita also dedicated time to: nurturing her lush backyard garden, traveling (for work, vacation and family visits), building community, fighting for justice, and engaging in deep conversation.



## OMA ANNUAL AWARD

At the 2018 Conference, OMA presented a very special award, the Once is a Lifetime Award, to Mary C. Forst.



Once in a lifetime, we have the opportunity to honor an individual whose bright light and wisdom has illuminated every nook and cranny of Oregon's conflict resolution field. The 2018 award represents an amalgam of all three of OMA's Awards of Excellence (for private practitioners, public sector employees and volunteers). In presenting this to Mary,

OMA is acknowledging her deep well of conflict resolution wisdom, successful resolution practices and her tremendous generosity of spirit in sharing her gifts with those privileged to work alongside her.

### ADVERTISE IN THE OMA NAVIGATOR

FULL PAGE = \$250

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## OMA DEBRIEF: IT'S EASY TO HOST AN OMA MEDIATOR DEBRIEF

If you like to meet with your peers to discuss difficult cases or lessons learned from cases, you can set up an OMA Mediator debrief in your area. We know that OMA members find networking to be a valuable benefit of membership. Now you can meet your peers and share some learnings with each other at the same time.

These every-so-often OMA Mediator Debriefs happen whenever a member gets the urge to host one, usually in their geographic area. Wait! You mean anyone can host?

The short answer is, "yes" and the process is pretty simple. Here's how:

Choose a location. These are meant to be social gatherings of people that may have never met, so a location that serves food & drink is important. Think happy hour with people from work. It's also a good idea to choose a place that can seat 6-10 people at the same table, or group of tables.

Choose a date and time. You're the host. This is your call. You may want to consider late Thursday afternoons. Most people's calendars will have stabilized that late in the week and most won't be leaving town for the weekend until the next day. Thursdays from 4:30 to 6:30 have worked well in the past, but again, time and date are up to you.

Let the OMA office know what you're thinking. The OMA Web Admin will see that your event gets some fancy graphic help and then put the word out to the entire membership via e-mail.

Personally invite 2 friends. That way, if no one else shows up, you'll still have critical mass.

Show up a little early. Mark yourself, or your table, with something that lets folks know they're in the right place. Prepare to introduce yourself, ask a lot of open-ended questions and maybe snap a photo, or two.

## CONFLICT RESOLUTION IS A CHANGE PROCESS, BUT WHAT IS CHANGING?: THE NEURAL REALITY OF CONFLICT EXPERIENCE

By Tim Hicks - A version originally published on *Mediate.com*

A conflict resolution process is a change process. Parties may initially come to a mediation or negotiation to win or to get their way. They will likely be quite certain about their understanding of the situation. They may be sure that they are right. They will have some level of firm attachment to what we call their positions.

As we work to help the parties find their way to agreement, we ask them to look

this is fundamentally the change that happens when parties move from their initial conflict impasse to a settlement agreement.

The fact that worldview and identity are involved helps to explain why reaching agreement and resolution can be so difficult at times. We are not always easily inclined to change our understanding of the world and ourselves.

look to the body.” (p. 16) When we ask someone to change his or her mind, we are speaking not only figuratively but literally. To change our mind, our body must change; the neural structures of the brain that embody what we know and who we are, must be reconfigured to one degree or another. Depending on the circumstances, there will be more or less resistance to prospective change.



at their problem in new ways, to understand the other’s perspective differently, to consider solutions they may not have anticipated.

At the end of a successful mediation, the parties will see the world and themselves differently than they had when they first came to the mediation room. And indeed, we third parties may also experience some degree of change in our perception of the parties or the impressions we may have formed about the conflict along the way.

The degree of change in worldview and self-understanding will vary depending on the depth and significance of the conflict. But to one degree or another,

Conflicts are largely about differences in what we know, think, believe, and understand. Where do these elements of experience exist? As I emphasize in my recent book *Embodied Conflict: the neural basis of conflict and communication*, we are embodied beings. Our experiences of cognition and identity arise out of and are embedded in the neural structures of the brain and extended nervous system.

Don Tucker, neuroscientist and psychologist, writes, “Complex psychological functions must arise from bodily structures. There is no other source for them.” (Tucker, 2007, p. 218) and “To find the mind, we must

Beginning before birth, our brain encodes perceptual experience in dynamic and relatively stable neural networks. Without this function, there would be no learning, no remembering, and no development of identity. Our perceptual experience of the world is embodied as it shapes us by creating these webs of neural networks. What we call “formative experiences” do actually form the structures of our brain.

As Tucker and Luu (2012) put it, “Each cognitive process is a developmental event, an act of the historical self. Furthermore, each cognitive process is a transformational event; as the representation is consolidated, the

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self is then changed. The degree of change depends on the negotiation between assimilation and accommodation, effecting the consolidation of cognition...Thought shapes the literal anatomical structure of the brain, and the self.” (p. 209).

What we know is who we are. Psychology is biology shaped by genetics and experience. These are the structures of knowing and the matrices of meaning that comprise our identity and with which parties in conflict face each other. Each new perceptual experience may confirm our previous experience, reinforcing previously established neural circuits. Or it may present new experience that is then encoded to expand the neural structures of knowing. Or it may contradict previous experience, in which case neural structures will be restructured to accommodate and incorporate the new information or the perceptual experience will be dismissed, denied, or disregarded and will not revise previously established neural structures.

As Tucker (2007) puts it, “The mind is not neatly modular, with components or faculties of specific cognitions. Rather, it is of a piece, such that new learning disrupts old knowledge. This is a dialectical balance in which information is not free. It requires transformation. In order to find a new and improved self, one must sacrifice one’s old self.” (p. 22) and, “When a discrepancy is encountered, then you face the stability-plasticity dilemma. You can stay the same (choose stability), in which case you are uninformed, but at least you preserve the historical self. You can change (choose plasticity) and become informed, but in the process you have to give up the old self and con-

## OMA WOULD LIKE TO THANK AND RECOGNIZE OUR LIFETIME MEMBERS

Paul Allen • Lisa Amato • Julie Armbrust • Sheryl Balthrop • Ann Bartsch • Jeff Baumann • Bill Schultz • Claudia Beausoleil • Robert Benjamin • Barbara Blackstone • Timothy Borman • Jim Brooks • Larry Coady • Don Cole • Betsy Coddington • Lynn Cox • Jamie Damon • Michael Dwyer • Brian Egan • Anita Engiles\* • John Gartland • Kevin Grant • Elaine Hallmark • Karen Hannan • Amy Herman • Sam Imperati • Jim Jacks • Josh Kadish\* • Molly Keating • Jim Knoll • Danny Lang • Tony Larson • Sid Lezak\* • Lisa Mayfield • Hugh McIsaac • Jim Melamed • Gail McEwen • Julien Minard • Cynthia Moore\* • Sue Pickgrobe • Marie Rust • Barbara Hart • Barbara Phillips\* • Linda Scher • Mike Schnee • Arthur Shapiro • Amy Silverberg • Donna Silverberg • Laurel Singer • Ingrid Slezak • Donna Smalldon • Shannon Stewart • Carol Weigler

\* deceased



front the painful novelty of a new identity.” (p. 133)

These are the dynamics parties face in considering whether and how to resolve a dispute, though they will not be thinking of their experience in these neural terms. Recognizing that change is a physical, bodily process, we can better appreciate the nature of the difficulties parties may be experiencing as they engage in the change process.

In conflict resolution, change is necessary but is not always easy or simple. Understanding the physical basis of perception, cognition, and change may provide insights into how to adjust our interventions to better take into ac-

count the neural reality of party experience.

*References*

Hicks, Tim. (2018) *Embodied Conflict: the neural basis of conflict and communication*. New York: Routledge.

Tucker, D. (2007). *Mind from Body: Experience from neural structure*. Oxford: Oxford University Press.

Tucker, D., & Luu, P. (2012). *Cognition and Neural Development*. Oxford: Oxford University Press.

*Tim Hicks has a private practice based in Eugene, Oregon providing mediation, facilitation, and conflict management consultation and services to individuals and organizations. From 2006 to 2014, he was the first director of the Masters degree program in Conflict and Dispute Resolution at the University of Oregon.*



## SAVE THE DATE FOR THE 2019 FALL CONFERENCE

Managing Conflict: Bridging the Gap Through Mediation and Beyond  
November 1<sup>st</sup> and 2<sup>nd</sup>  
Portland, OR

This year's conference offers a broad scope of relevant, professional-level conflict resolution presentations and workshops in different field-oriented tracks, including workplace, diversity, equity and inclusion, public policy, and more. In addition, the Fall conference is Oregon's biggest opportunity to meet and engage with practitioners in the field.

Whether you are a mediator, attorney, social worker, human resources professional, student, educator, ADR practitioner, counselor, or someone who is interested in conflict

## 2018 CONFERENCE RECAP

Thank you to everyone who came out to the 2018 Fall Conference in Eugene! The 2018 conference was graced by keynote speaker Cheryl Jamison, had over 30 workshops and presentations, 175 participants including 24 participants on scholarship, and some fun new events including a live band and line dancing lessons (thanks Jukebox Deluxe and Michelle Dodge!) We also honored Mary Forst, whose bright light and wisdom has illuminated every nook and cranny of Oregon's conflict resolution field.

The OMA Board and Conference Committee would like to specifically thank our hosts: The Conflict & Dispute Resolution Master's Program (CRES) at the University of Oregon School of Law, our Plenary Speakers Donna Silverberg, Sam Imperati, and Devin Howington, all of our presenters, volunteers, and of course, participants.

In addition, our invaluable sponsors and scholarship donors helped make the conference as accessible as possible to the Oregon mediation and dispute resolution communities. We sincerely appreciate the support!

**OMA**  
OREGON MEDIATION ASSOCIATION

# 33<sup>rd</sup> Annual Fall Conference

# BRIDGING THE GAP

Through Mediation and Beyond

November 1<sup>st</sup> & 2<sup>nd</sup> 2019

management and resolution, you'll find multiple interesting and useful activities that will enrich your knowledge and sense of community.

*Interested in presenting?* The [Request For Proposals](#) (RFP) is now open.

Want to help make this year's conference better than ever? Become a sponsor or help us plan! For more information about how you can get involved, contact us at [OMA@ORMediation.org](mailto:OMA@ORMediation.org)

### Conference Sponsors:

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- Jeff Stewart, in memory of Shannon Stewart
- Molly Keating

**IT PAYS TO BE A VOLUNTEER MEDIATOR!**

OMA awarded 11 scholarships for community dispute resolution center (CDRC) volunteer mediators for the 2018 OMA Conference. Volunteering with a CDRC is a wonderful opportunity for new mediators to gain experience, make connections in the mediator world, gain valuable mentorship opportunities, and even attend the fall conference at a discounted rate. Even experienced mediators often find volunteering with CDRCs very helpful. They stay connected to their community, give back by mediating community and neighborhood issues and take advantage of the CDRC's continuing education opportunities. There are 16 CDRCs in Oregon. Reach out to your local center and explore what opportunities they may have for you!

<https://law.uoregon.edu/explore/ADR-local-centers>

2018

**FALL CONFERENCE**



**THANK YOU!**

## CERTIFICATION / CREDENTIALING OF MEDIATORS IN OREGON

By Sam Imperati

OMA has [discussed](#) the certification or credentialing of mediators for years. Many other states, like [Washington](#), have certification programs.

Current programs in Oregon include those sponsored by the Community Programs, Oregon Judicial Department, PSU's Oregon Consensus, Oregon Executive Board's Shared Neutrals, State of Oregon, and various specialty panels, etc. Facilitation and Public Participation groups have credentialing requirements, as well.

Other than the [Mediate.com Certification Program](#) there is no program in Oregon available to all mediators who would like a general mediation credential. While OMA approved the voluntary [OMA Model Guidelines for Private Practitioner Mediation Education, Training, and Experience](#) (2010) it has not been implemented.

Most recently, an ad hoc committee called the Oregon Certification Advisory Committee (OCAG) was formed. It has met over the last few years to look at the certification/credentialing issues anew. Membership currently consists of mediators from academia, attorneys, community centers, private practice, and the Shared Neutrals communities.

OCAG's draft **Mission** states:

As friends, practitioners, and consumers of mediation in Oregon, we come together to create voluntary guidelines for mediators, which build on existing structures for mediator education and training to

enhance and improve the practice and inform the use of mediation.

The draft **Overview** outlines the following main points:

A) The OMA Board approved the OMA Model Guidelines for Private Practitioner Mediator Education, Training, and Experience on 12/15/10. The Oregon Association of Community Dispute Resolution Centers approved its Quality Assurance and Certification Program (aspirational/non-mandatory) on 5/5/16. The proposed OCAG guidelines are for all mediators who practice in Oregon.

B) Mediator Credentialing is voluntary. No one is required to be certified in order to mediate. However, several entities have training and experience requirements to mediate in their programs (e.g. community, court, and public policy.)

C) Mediator Credentialing provides a base level of training and experience. These guidelines are designed to inform users and mediators of them. There are other ways to demonstrate the effective practice of mediation.

D) Mediators who wish to be designated as "Oregon Credentialed Mediator," ("OCM") must agree to follow these guidelines.

E) The guidelines provide an outline of what an "OCM" should know. They inform and empower the public (Informed Consent and

Self-Determination) by providing consistently displayed information about the training and experience of mediators so they can select the appropriate mediator for them.

F) The guidelines provide a clear path to guide mediator development, education, and experience, all designed to help the public recognize the value of mediation and mediators. They provide a mechanism for credentialed mediators to engage in regular peer review and improve their practice of mediation. This is designed to give confidential feedback – not approval for ongoing certification.

G) OCMs agree to engage in a process for customer feedback, self-reflection, and participation in a complaint process using mediation as a continuing development tool.

H) The program is expected to evolve and improve over time based upon the principles of adaptive management and collaborative discussion with the public, users, institutions, and colleagues.

The draft, "Oregon Mediator Certification Advisory Group (OCAG) Working Document for 4/23/19 Meeting" can be found at [Mediate.com](#), under the Valuable Resources tab. Pages one through nine contain the emerging proposal. The rest of the document provides background information.

There are many details remaining to be drafted, and nothing is set in stone.

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OCAG plans to offer a discussion proposal to the broad ADR community through an outreach initiative designed to get feedback before any decisions are made, including decisions on who decides and how! OCAG is especially interested in learning from communities that have

not been included in the past and recognizes this is the equitable thing to do. We would greatly appreciate your outreach suggestions for the pre and post-proposal phases of this work.

For now, please send this article and the full proposal to your mediator colleagues, and email your specific comments and suggestions to Sam

Imperati ([SamImperati@ICMresolutions.com](mailto:SamImperati@ICMresolutions.com)) He will organize them by topic and send them to OCAG for consideration. All input is welcome, including from those who do not think there should be certification-/credentialing in Oregon.

**OMA** 2019 SPRING TRAINING  
OREGON MEDIATION ASSOCIATION

THE NEURAL BASIS OF  
CONFLICT AND COMMUNICATION

### LOCATIONS

#### **Beaverton - Center For Mediation and Dialogue**

Date: May 17, 2019  
Time: 9:00 AM - 4:30 PM  
Location: 12725 SW Millikan Way  
Beaverton, OR 97005

#### **Hood River - 6 Rivers Dispute Resolution Center**

Date: May 18, 2019  
Time: 9:00 AM - 4:30 PM  
Location: 1785 Meyer Parkway  
Hood River, OR 97031

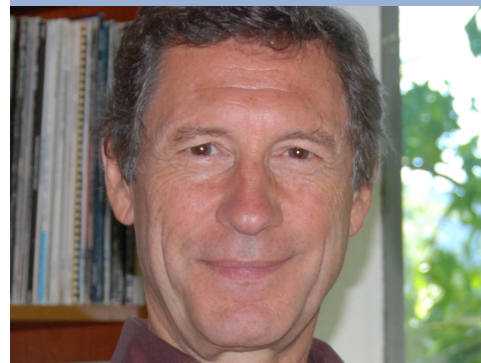
#### **La Grande - Eastern Oregon Mediation Center**

Date: May 20, 2019  
Time: 9:00 AM - 4:30 PM  
Location: 2204 E Penn  
La Grande, OR 97850

#### **Eugene - Center For Dialogue and Resolution**

Date: May 30, 2019  
Time: 9:00 AM - 4:30 PM  
Location: 1400 Cross Street  
Eugene, OR 97402

### OMA'S SPRING TRAINING



Tim Hicks guides us in "Understanding the Neural Basis of Cognition and Communication in Order to Better Understand, Prevent, Manage, and Resolve Conflict."

### PRICING

Non-Member	\$150
Member	\$125
Student	\$100
Volunteer Mediators	\$100
Scholarship (Limited)	\$50

OMA has applied for continuing education credits from the OSBar, HRCL, and NASW

TO LEARN MORE OR REGISTER VISIT: [WWW.ORMEDIATION.ORG](http://WWW.ORMEDIATION.ORG)

# YOU ARE OMA - GET INVOLVED!

OMA is looking for a few good people to help fill vital volunteer roles. Commitments and projects vary, so no matter your interests, there is some way to get involved!

## Member Services

This committee meets four times a year to discuss member benefits and plan opportunities for member engagement with outside communities. Specifically, the Committee is looking for members with any of the following: Human Resources experience, affiliation with the ADR section of the OSB or an affiliation with a CDRC.

## Finance Committee

OMA's Finance Committee is looking for members to help brainstorm and evaluate how to best maintain and utilize our financial resources. How do we manage and disburse scholarship funds? How do we best use OMA's growing reserves? Join the conversation and help us determine a strong financial path forward for OMA!

## Tech Gurus Wanted!

We are looking for volunteers to help provide support in two vital tech roles in operations and information management. If you would like to help maintain the website or know about database management, we want to hear from you!

## *Active Committees*

### *Advocacy*

John English, [jinglish@uoregon.edu](mailto:jinglish@uoregon.edu)

### *Communications*

Emily Mikhael, [ejmikhael@gmail.com](mailto:ejmikhael@gmail.com)

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## OMA MEMBERSHIP INFORMATION

To learn more about OMA membership, to join OMA, or to renew your membership, please visit [www.ORMediation.org](http://www.ORMediation.org).

If you have any questions about your membership status or renewal date, please contact [oma@ormediation.org](mailto:oma@ormediation.org).



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