



Mission Statement:

The mission of the Washington Mediation Association is to advance the use of mediation as an effective form of alternative dispute resolution; to foster high standards of mediator conduct, training, and certification; and to be the voice of mediators in Washington State.

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A Challenge for WMA Members

**In Honor of Conflict Resolution Day, October 15, 2009
10 Prizes for 10 winners!**

What does the public want to know about mediation? Data WMA members collected last year on CR Day indicate that the public wants to know

- Where to find good mediators, and
- How to resolve disputes cost effectively.

Challenge: Since we know where to find good mediators (WMA website at www.washingtonmediation.org) we challenge you to spread the word to the public and media in your area about the WMA website and the wide variety of ways to use mediation. The ten WMA members who get the word out to the largest and most diverse segments of the population in the most effective ways will win a prize.

Prizes:

- Ten \$10.00 Starbucks Cards
- Acknowledgement of winners in the WMA Newsletter (going out to over 1000 people) and on the WMA website

Ideas:

- Get an interview about mediation on a local interest TV show.
- Publish an article on mediation in your affiliate's newsletter.
- Get the WMA public service announcement aired on local radio.
- Submit a guest editorial on WMA and the benefits of mediation to your local newspaper.

Easy Steps to Participate:

- Email WMA to receive a Press Release and Talking Points for interviews.
- Email or mail proof of your outreach project to the WMA by Oct. 30, 2009.

START TODAY!

WMA@washingtonmediation.org

WMA
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Mediation Links

[Resolution Washington, Dispute Resolution Centers](#)

[Mediate.Com, news and mediation services](#)

[Association for Conflict Resolution](#)

[Federal Mediation & Conciliation Service](#)

[Mediation Training Institute International](#)

[Alternative Dispute Resolution Resources](#)

[Conflict Resolution Information Resources](#)

[ADR Section – Washington State Bar Association](#)

Conflict Quotes

You cannot simultaneously prevent and prepare for war. ~ Albert Einstein

The more you sweat during

Snoqualmie Tribe paralyzed by split, goes to mediation

Michael Rowe, SnoValleyStar.com September 16, 2009

The Snoqualmie Tribe went to mediation in Seattle last week to resolve a dispute that caused a group of tribal elders to dissolve the council in August. The mediation has been between two factions of tribal council members, some of whom are also among the elders who dissolved the council. A Seattle law firm, Alhadeff and Forbes, acted as the mediator. After at least two days of mediation at the firm's office, it is unclear if the dispute has been resolved.

On Sept. 11, Judith Joseph, superintendent for the Puget Sound offices of the Bureau of Indian Affairs, said a legal tribal government was in place. However, she would not say who made up the government – all or some of the tribal council, or the group of elders. She referred this question to the tribe's administrator, Matt Mattson.

Mattson said he was not a party to the mediation, and that he did not know the status of the Snoqualmies' government. He said that the mediation was ongoing.

"It seems that it's progressing well, and that there will be some sort of solution in the near future," Mattson said.

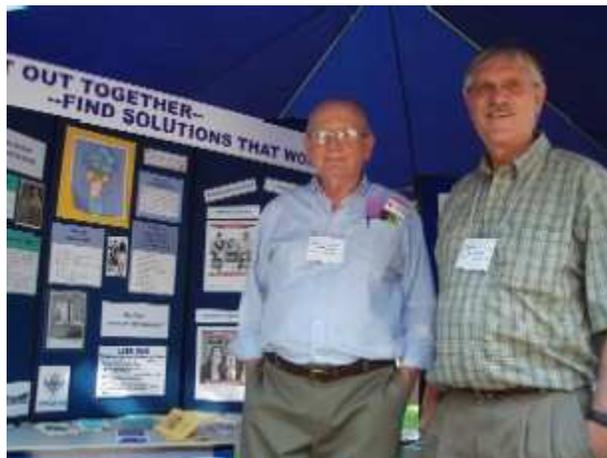
The BIA recommended the neutral, third party mediation, he said.

The bureau has an official policy of not interfering in internal tribe conflicts, but had offered to help mediate the current conflict, which has frozen the tribe's government since spring.

<http://snovalleystar.com/2009/09/16/snoqualmie-tribe-paralyzed-by-split-goes-to-mediation>

Clark County WMA mediators in action

Gordon Franklin of Clark County took advantage of the WMA offer to pay \$50 toward booth registrations at street fairs. Gordon, along with Mark Kuciemba, WMA Board member, and Dana Grayson coordinated a booth highlighting the services of the WMA, Clark County Association of Mediators and Community Mediation Services at the Clark County Peace and Justice Fair.



Besides talking to lots of people about mediation, they benefited from further networking invitations to speak to groups about mediation. They were also encouraged to participate in another upcoming fair.

peacetime, the less you bleed during war. ~ Chinese Proverb

War is a poor chisel to carve out tomorrow. ~ Martin Luther King, Jr.

In war, there are no unwounded soldiers. ~ Jose Narosky

We all remember how many religious wars were fought for a religion of love and gentleness; how many bodies were burned alive with the genuinely kind intention of saving souls from the eternal fire of hell. ~ Karl Popper

War is a catalogue of blunders. ~ Winston Churchill

War may sometimes be a necessary evil. But no matter how necessary, it is always an evil, never a good. We will not learn how to live together in peace by killing each other's children. ~ Jimmy Carter

What difference does it make to the dead, the orphans

Contact Sarah Bergdahl at ssbergdahl@mainstreetintercultural or WMA@washingtonmediation.org for more information on funding for street fair registrations.

Race, Gender, and Class: How much of a role do they play in mediation?

By Elizabeth A. Moreno, Esq.

Does race play a role in mediation compared to gender or socioeconomic class? Apparently not – recent studies show that race plays no discernible role in mediation compared to gender and gender does not matter as much as socioeconomic class, according to Professor Phyllis E. Bernard, director of the Center on Alternative Dispute Resolution at Oklahoma City University School of Law. Bernard argues that race has become less discernable because recent political events have raised racial biases and stereotypes to our conscious level and we no longer operate as much as we once did on autopilot regarding our biases.

In Professor Bernard's study of bias in mediation, race, ethnicity, or national origin played no discernible role. Many may be surprised by her research findings because issues involving race, ethnicity and national origin often lead to volatile emotional responses. Bernard states that a number of interpretations could explain this. Conceivably, she suggests that the United States may be evolving into a truly color-blind society where the mediator and mediation parties do not notice or have a predetermined opinion about color. At a conscious level, the participants opted to make color a secondary consideration. Equally as likely, the mediator steered the parties in a neutral direction or race or ethnicity drifted into the background because of the mediator's style of neutrality and respect.

Bernard also alludes to the conscious v. the subconscious level of biases.



Extensive research has been conducted on biases, concluding that most biases are anchored at a subconscious level. These biases and stereotypes are gathered from our surroundings, family, friends, neighbors, music, television, movies and what we read, as well as our own experiences, beginning when we are very young. The rules from our culture are not what is written but are learned from those around us, and, as children, we accept these

unwritten rules without question. We then operate on autopilot. We then tend to communicate based on our biases by predicting and anticipating another person's responses.

Researchers have concluded that biases are not something we can easily remove or factor out of our decisions because of their subconscious nature. We see ourselves as highly objective, with little or no bias and so we are far better at spotting bias in others. Self-awareness is vital in shifting from autopilot mode to knowingly breaking biases and stereotypes. People must first recognize that they have biases and stereotypes stemming from biases,

and the homeless,
whether the mad
destruction is
wrought under the
name of
totalitarianism or
the holy name of
liberty or
democracy? ~
Mohandas Ghandi

Contact Us

Darrell Puls, Editor

Vision Statement:

The vision of the
Washington
Mediation
Association is for
people to value and
utilize collaborative,
respectful, and
nonadversarial
means of dispute
resolution, and for
these means to be
accessible to all.
Practitioners will
uphold the highest
levels of impartiality,
integrity,
professionalism, and
expertise.

and then identify what they are in order to change them.

The election of a black President of the United States caused racial biases and stereotypes to rise to the conscious mind. The media has engaged us in a level of self-awareness and our subconscious autopilot has been at least partially turned off. We have read articles, heard newscasts, and watched movies and have been told by others that our actions and words can signal a bias. We are quick to spotlight racial biases in others, and others are quick to do the same towards us. We have been forced into self-awareness in what some think is a colorblind society.

Interestingly, Professor Bernard's research showed that gender and socioeconomic class mattered more than race in mediation. It appears that gender and class biases are still on autopilot in the subconscious mind.

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International: Honduras Refuses Mediation

South Africa – IOL News World, September 28, 2009

Tegucigalpa - Four mediators aiming to resolve the growing political crisis in Honduras were prevented from entering the country on Sunday, a diplomatic source said.

"They would not allow in two representatives of the Spanish embassy and two members of the OAS (Organization of American States), and they were sent away on a flight to Miami," the source told AFP on condition of anonymity.

The OAS representatives were to lay the groundwork for a mediation effort as tensions mount between the said the interim government and ousted President Manuel Zelaya and his supporters.

The Spanish diplomats were returning to Honduras after vacationing abroad. Zelaya has been holed up at the Brazilian embassy in Tegucigalpa since he made a surprise return almost one week ago and has called on his supporters to converge on the capital on Monday, exactly three months after the coup that ousted him from power.

The de facto government has warned of "supplementary measures" and urged Zelaya to "immediately stop using the protection that Brazil's diplomatic mission gives him to instigate violence in Honduras".

It also called on diplomats from countries that have cut ties with Honduras since the military-backed coup to give up their credentials and diplomatic license plates, as well as remove those nations' flags and other insignia from buildings. - AFP