

VORP NEWS

A Monthly Newsletter of the Victim Offender Reconciliation

Board Members

Jay Griffith-Interim Director
 David Kleschold-President
 Michael Blue-Vice-President
 Carol Fransen-Sec./Treasurer
 Leah Ann Alcazar
 Joseph Avila
 Joby Dupuis
 Mike Manghera
 Dave Purvis
 Arthur Wint

Peacemaking 501:

“Humility—A Mediator’s Greatest Strength” (Part 2)

by Jay Griffith

Last month I shared with you, that in conflict situations, our own human tendencies can prompt us to want to retaliate or run from a conflict. When this happens, we can experience strong thoughts and feelings which can rob us of our ability to think clearly about a conflict issue or to treat with fairness those we are in conflict with.

In many conflict situations, we are not always the only decision makers either. We may fear: Will I be heard? Will I be respected? Will my needs and concerns be taken seriously? Will the more vulnerable one's I love and care for be valued and watched out for?

The mediator's role and responsibility in mediation is to help the parties manage these two concerns. But how do we do this without unduly influencing the parties and taking away their ability to think, feel and decide for themselves what is most helpful or needed?

Lessons in Conflict Prepare A Mediator's Heart & Mind to Serve with "Humility"



In the field of mediation, there is a concern which has been voiced that mediators be provided clear guidelines and training to keep them from unduly influencing the mediation process (dialogue) and its possible outcomes (agreements).

If we've learned anything over the last 17 years of mediating, it's that we are not the decision makers in the mediation process, the victims and offenders are. We find that if they "own" the conflict, the process is more likely to be viewed with satisfaction, and the “outcomes” are most likely to be followed through on.

But, how do we best help them to move back into the driver's seat within a particular conflict? We commit ourselves to these mediator basics:

1. **Visualize the Process.** This is the idea of knowing where you and they are at in each step of the mediation. This enables us to give gentle, focused guidance throughout the mediation process (Remember: Step 1 - Recognizing the Injustice(s); Step 2 - Restoring Equity (or Balance); and Step 3 - Discussing Future Intentions).
2. **Have a Clear Commitment to Being Constructive and Cooperative and Periodically Check Their Commitments to this as Well.** This is the idea of finding out whether the parties are really willing to work through things should their attitudes and behaviors turn to more "push and shove" rather than "valuing and caring."
3. **Uphold the Groundrules.** (truth-telling, summarizing, one speaker at a time, respectful language, caucuses if needed, and the mediator's permission to lead the meeting). Thus, the parties, and the mediator(s), each share in the responsible to make for a respectful and fair meeting and helpful outcomes. Groundrules help to ensure a firm but fair process which may open the door to possible agreements.

Keeping these basics in view helps us to play a "facilitator's" rather than a "decision-maker's" role in the mediation. It also helps the parties (and us) to limit our natural human tendencies in conflict.

Restorative Justice Conference 2000—February 25th and 26th

Where: Fresno Pacific University. Fresno, California.**Theme:** “Apology, Pardon and Forgiveness”**Sponsored by:** The Center for Peacemaking and Conflict Studies and VORP of the Central Valley, Inc.**To Register:** Contact “The Peace Center” at (800) 909-8677 or elenns@fresno.edu

(Continued on page 2)
(continued from page 1)

Learning to serve with "humility" like this can teach us a lot about how to best empower people to "own" a conflict. In so doing, we can operate out of our greatest strength.

"Mediation --- it's a wonderful way to learn to serve others!"

Volunteer Mediator

Training Calendar 2000

February 4 & 5

Friday-6:30 to 9:30pm
Saturday-8:30am to 3:30pm

March 3 & 4

Friday-6:30 to 9:30pm
Saturday-8:30am to 3:30pm

April 29 & 30

Friday-6:30 to 9:30pm
Saturday-8:30am to 3:30pm

June 13, 16 & 17

Tuesday & Friday
6:30 to 9:30pm
Saturday-8:30 to 11:30am

September 8 & 9

Friday- 6:30 to 9:30pm
Saturday-8:30 to 11:30am

October 12, 13 & 14

Tuesday & Friday
6:30 to 9:30 pm
Saturday-8:30 to 11:30am

November 10 & 11

Friday- 6:30 to 9:30pm
Saturday-8:30 to 3:30pm

TO REGISTER:

CALL THE VORP OFFICE
TODAY!

To Contact Us:

OFFICE291-1120
FAX291-8214
Emailvorp@fresno.edu
Internetwww.vorp.org

*Mediators
Have Heart*



It takes both a heart of compassion and courage to invite mediation to parties hurt by crime.

On behalf of our Board of Directors, Staff and Contributors, VORP would like to thank 1999's Volunteer Community Mediators and Translators for their generous commitment of time, talents, gifts and energies to the good work of Peacemaking. Thank you.....

Nicolas Alcantara, Bill Armstrong, Joe Avila, Mary Avila, Monica Baez, Heather Borders, Luis Borja, Darren Brassington, David A. Brown, Kelly Brown, Theresa Brucie, Giovanna Buitrago, Kali Camara, Jim Carlson, Sylvia Castro, Shelby Chamberlain, Jose L. Chapparo, Robert Van Cobb, Maria Cockroft, Ruth Coronado, Barbara Cowan, Jennifer Crist, Melissa Culver, Michelle Cummings, Jinny Daily, Larry Dunn, Helen Ens, Lowell Ens, Ithaca Finds the Feather, Matthew Ford, Wendell Foss, Yvonne Freve, Laura Fultz, Giedre Gaddeikyte, Angie Garcia, Richard Gaston, Jason Gist, Paula Graham, Jay Griffith, Carlos Guterrez, Abigail Haston, David Herrera, Susan High, Beverly Jim, Traci Jones, Deborah Kelly, Larry Kenkel, Phone Keo Keovitay, David Kleschold, Rebecca Kliever,

Susan Kliever, Maria Knizevski, Kim Kodger, Bill Krotzer, Torrie Landess, Norman Lane, Maria Lara, Mary Ann Larsen-Pusey, John Lawless, Char Lawson, Bee Lee, Janet Lee, Tanya Leon, Jennifer Marroquin, Gail Marshall, Elmer Martens, Angie Matthews, Thomas McDaniel, Dale McNeil, Steven Meister, James Merson, Amy Meyer, Donna Middleton, Laurie Mitchell, Vincent Motto, Xe Moua, Dora Mugica, Dan Neufeld, Gladys Neufeld, Don Neufeld, Alma Nightingale, Douglas Noll, Patrick O'Neil, Travis Oberg, Simone Ostrander, Oleg Panshuk, Fran Penner, Virak Ou, Sam Oul, Janet Phillips, Chad Pinther, Susan Pizante, Ofra Pleban, Sara Pomore, Lynn Ellen Porter, Jeremy Pusey, Tony Redfern, Ellie Richards, Sara Rickard, Corine Ross, Chumpol Saeva, Ann Scott, Parick Sigala, Leandra Souza, Gigi Stone, Kimberly Talley, Alice (Thurman) Griffith, Heather VanWagenen, Vansan Xiog, Kao Yang.

We join you in holding out the hope of a community which desires to see right-relationships restored with people, even in the face of injustices.

Through your mediation efforts, young people are taking responsibility to make things as right as possible with the ones they have offended. Victims too are giving these willing ones the opportunity to be supported in making the necessary changes which will restore things with them, and benefit the offender, their family, and our

Volunteers, Staff Support & Staff

Our VORP Volunteer Community Mediators
Oasis (Older Adult Social Services) - Newsletter Prep.
Carol Pryor - Newsletter Publishing/Editing
John Wiens - Finance/Reparations Manager
Jay Griffith - Interim Director/Case Manager

FRESNO
VORP NEWS
A Monthly Newsletter of the Victim Offender Reconciliation Pro-

2529 Willow Avenue
Clovis, CA 93612
(559) 291-1120

Non - Profit
Org.
U. S.
Postage
P A I