



(Please read Membership Criteria and on pages four and five before completing this application)

1. **Sponsor:**
2. **Co-sponsor:**
3. **Nominee Information** Include the following: Name, Firm, Address, City, State/Province
Zip/Postal, Country; Phone/Fax, and email

4. **Description of Nominee's Practice** (include information regarding the market in which the Nominee practices, eg., whether courts mandate mediation and how frequently mediation is utilized in that market)

5. Please attach the Nominee's current curriculum vitae, including mediation certifications, training, speaking, writing, teaching, and training.
6. **IAM Conference Attendance**
Please list the place and date of all IAM Conferences (live or virtual) attended by the Nominee:

7. **IAM Members Known.** Please identify any IAM members the Nominee knows

8. Mediation Experience

a. How many years has the Nominee served as mediator for compensation in commercial disputes? _____

b. How many days has the Nominee served as a mediator for compensation in commercial disputes?

i. In the past 12 months _____

ii. In the past 3 years _____

iii. in the Nominee's career _____

(Commercial disputes shall include a variety of business or economic conflicts as distinct from family, community, political, or public policy disputes. Commercial disputes do not include residential landlord/tenant or dissolution of marriage matters. A day is at least 4-6 hours or more, including preparation time.)

c. Please attach a description of any other mediation-related experience that the Nominee considers to be relevant to this nomination for membership (eg., mediation training, teaching, presiding over settlement conferences as a judge or magistrate, etc.).

9. References

Please list three references whom the Sponsors have contacted and submit summaries of each reference's comments along with this form. References should be counsel, parties, or party representatives with whom the Nominee has worked in a mediation session in the past year.

Name/Address/Phone/Email

Name/Address/Phone/Email

Name/Address/Phone/Email

10. Background

Has the Nominee ever been convicted of or are charges pending regarding a violation of any criminal law (other than minor traffic offenses), ethical, code of conduct, or disciplinary rules of any state government or provincial agency, bar association or private or public professional entity? _____

If yes, please explain status and/or resolution in an attachment.

Nominee Affirmation

The undersigned Nominee affirms and verifies that he or she has read and understands the information provided herein, and that the information is true and complete to the best of his or her knowledge, information and belief. Nominee also confirms that he or she understands this submission does not create any obligation on the part of the International Academy of Mediators to admit me as a member. If granted, membership is subject to the conditions of the IAM By-laws and Constitution, including but not limited to dues and conference attendance requirements.

Nominee's Signature/Date

Sponsors' Affirmations

We the undersigned sponsor and co-sponsor of this Nomination, affirm that based on our personal knowledge and review of at least three professional references, the Nominee meets all the qualifications for membership in the IAM and accordingly, we are pleased to nominate _____ to become a Distinguished Fellow of the IAM immediately upon approval of this Nomination by the Board of Governors. (Please attach any additional comments regarding this Nomination that you believe will be helpful to the Board in reviewing the Nomination)

Sponsor's Signature/Date

Co-sponsor's Signature/Date

INTERNATIONAL ACADEMY OF MEDIATORS MEMBERSHIP CRITERIA

Overview

New IAM members will be admitted to membership in the Academy under the following guidelines:

- Membership is by **invitation only**
- Membership is limited to **professional commercial mediators** who are **well established and recognized** in their local or regional community as **leading mediators** in the field
- The IAM is dedicated to **inclusiveness** and **diversity** across a full spectrum
- The Membership and Recruiting Committees assist Academy members in identifying mediators who meet the criteria for invitation by the Board of Governors to join as **Distinguished Fellows**

Criteria for Admission to Membership as Distinguished Fellow

Nominees for membership in the Academy in the **Distinguished Fellow** category must generally meet the following **minimum qualifications** with respect to **mediation experience**:

- in commercial mediation practice at least **5 years**, with corresponding certification for those mediators who practice in jurisdictions that have certifications for commercial mediation
- at least **a majority of their professional efforts** are dedicated to commercial mediation
- in developed markets, must have worked at least **300 - 600 commercial mediation days**
- in emerging markets¹, must have worked at least **150-300 commercial mediation days**
- in undeveloped markets², must have worked at least **50-100 commercial mediation days**
- **mediation days** consist of **at least 4 hours** of work focused on **mediation of commercial disputes** (including teaching, training or facilitating as well as mediating disputes and excluding days spent mediating pro bono, small claims and domestic relations matters)
- **alternative mediator experience** may be considered provided it is **substantially equivalent** (participation in mediations as party or counsel is not considered mediator experience)

¹ “Emerging” markets are those areas or regions where relatively fewer commercial disputes are mediated, in contrast with developed markets where the majority of commercial disputes get referred to mediation, whether by courts, counsel or parties. Factors include: the extent to which mediation is mandatory, the length of time mediation has been in use, the types of disputes that go to mediation and the numbers of mediators who practice on a full or substantial-time basis.

² “Undeveloped” markets are those areas or regions where mediation is just beginning to be utilized and thus very few commercial disputes are mediated and very few mediators practice on a full or substantial-time basis.

Membership Nomination Process

Invitations to join the Academy are issued only upon **approval** by the **Board of Governors** of a **Nomination** from a qualified **Sponsor** and **Co-sponsor**

- **Sponsors** must be **Distinguished Fellows** who have been **members** of the IAM **for at least two (2) years** or **who have attended at least four (4) conferences**
- **Nominations** are **submitted** to the Board of Governors **only from** qualified **Co-Sponsors** on a form that includes **attestations vouching** that the prospective new member is a ***pre-eminent distinguished or rising star mediator*** in their local community
- **Nominees for membership** are encouraged (not required) to **attend at least one live or virtual IAM conference** at the invitation of a member (any Distinguished Fellow may invite with approval of the Recruiting Chair) before their Sponsors submit a Nomination on their behalf.
- **Mentees** in the Mentorship Program who have gained the **requisite experience** are encouraged to seek Sponsors for nomination as **Distinguished Fellows (generally including the Mentor)**

CURRICULUM VITAE

NAME: DR ZAZA JOHNSON ELSHEIKH

KEY CREDENTIALS: Dually qualified as a Medical Doctor (University College London 1994) and Solicitor (Hempsons 2004). Mixed cultural (Jamaican-Sudanese) and religious (Baptist-Muslim) heritage and born in England.

Innovative and personable visionary with proven leadership skills in Valuing Diversity (community and corporate), Education, Health and Mediation sectors.

LANGUAGES: Arabic and English

NATIONALITY: British

EMAIL: zaza@cmds.org.uk; zaza@bimagroup.org **ZOOM:** zoom.us/j/8638495829; **MOB:** 07738012195



CURRENT ROLES

Independent Investigator (including racial discrimination)

International Mediator, Trainer and Commercial Arbitrator in London, Jamaica, Morocco, Sudan, Switzerland.

Author of CMC accredited mediation training courses.

“Inviting the Elephant into the Room” article in international conflict resolution journal

Home Office Approved Mentor and Theologian

Facilitator and Designer of Windrush Engagement

Facilitator of discussions about Israeli/Palestinian Conflict

NHS Hospitals and General Practices

Mediator

Commercial (380+), Family (220+), Medical including end-of-life (60+), Probate (30+), School (200+) and Workplace (20+)

Trainer

**Faithful Dispute Resolution
Bridging Extreme Differences
Walking Towards Prejudice
Conflict Resolution Skills Course for Children in mainstream and SEN Schools in UK.**

Community-based Mediation Cases

<https://css.ethz.ch/content/dam/ethz/special-interest/gess/cis/center-for-securities-studies/pdfs/MediationResources2021-CulturallyOrientedMediation.pdf>

Mentoring Convicted Offenders on License and in HM Prisons

Reconciliation Events

Jewish and Muslim women in the UK

COMMUNITY LEADERSHIP ROLES (2016 – date)

Chair of National Counter-Terrorism Advisory Group

Faith Leader – Community representative to tackle discrimination and build trust in communities

Quran Teacher and Author of Al Ihsaan for Men and Al Ihsaan for Women (Mosque-based courses)

Counter-Terrorism Policing

Quarterly Meeting with the Commissioner of The Metropolitan Police

Community Leader -North Kent and South East London

PROFESSIONAL LEADERSHIP ROLES (2006 – date)

- **Chief Executive Officer Acacia Development and Training Ltd (2018 – date)**
Practical and Theological Mentoring within Criminal Justice System – commissioned by Home Office
- **Co-Founder and Senior Partner, Commercial and Medical Dispute Solutions LLP** www.cmds.org.uk (2006 - date)
Advising Medical Directors, Operational Directors and Heads of Services for Discrimination Claims.
- **Founder and President of Belief in Mediation and Arbitration (BIMA)** www.bimagroup.org (2012 - date)
Leader of a unique panel of multi-faith Mediators and Arbitrators who drive dialogue between people who hold extremely different beliefs and resolve conflict between and within faith communities in the UK (eg between Muslims and Britain First) and internationally eg between Muslim and secular communities in France and Morocco. Convenes monthly interfaith scriptural and peacemaker events.
- **Founder and Chair, Converge**, www.convergeforlife.com (2009 - 2017)
Mediated honour-based violence cases. Featured in The Financial Times on 26 June 2015 as “The First Person to Mediate to Prevent Honour-based Violence”.
Supporting and advising Kent Police, the London Metropolitan Police and Head Teachers of primary and secondary schools on identifying and managing racial prejudice amongst their pupils and staff.

RELEVANT PUBLIC SPEAKER AND TRAINER APPOINTMENTS **(2010 – Date)**

- Extensive experience in teaching, mediating and mentoring adults and children (including those with anger management difficulties) in complex and highly emotive conflicts where cultural expectations and religious belief are relevant in communities, families, schools and places of worship.
- Organiser and Facilitator of large public engagement/dialogue programmes about community tensions and Valuing Diversity.
- Gender Rights – Mediating different world views - Morocco 2016 Federal Department of Foreign Affairs
- Peace Mediation Course – 2016 Swiss Peace and Center for Security Studies – United Nations
- House of Commons “Walking Towards Prejudice”
- Home Office “Addressing the Elephant”
- Quran for Families – weekly series

POSTGRADUATE EDUCATION

- Executive Leadership Program (John Adair) 2016
- Diploma In International Commercial Arbitration (CIARB) 2013
- Family Mediation (ADRg) 2010
- Direct Child Consultation (ADRg) 2010
- International Child Abduction (ADRg) 2010
- Workplace Mediation (GLOBIS) 2009
- Commercial Mediation (CEDR) 2006
- Legal Practice Course (London Guildhall) 1999 – 2001
- Postgraduate Diploma In Law – Leeds Metropolitan University 1997 – 1999

UNDERGRADUATE EDUCATION

1988 - 1994 Bachelor of Medicine and Surgery - University College London

PUBLIC SERVICE

Peacemaker	Zaza is the Founder and President of Belief in Mediation and Arbitration (BIMA), an international group of mediators and arbitrators who are committed to resolving disputes between and within faith communities. BIMA provides opportunities for its members to discuss and explore differences in world-views in a non-judgmental environment. Zaza has mediated between Jewish and Muslim women in the UK whose relationships have been severely damaged by the Israeli-Palestinian conflict. Walking towards prejudice, Bridging Extreme Differences, Addressing the elephant in the Room remain a theme in Zaza's community cohesion practice and training delivered to Home Office staff, Waging Peace and Emerging Peacemakers courses.
Facilitator	Zaza is the Chair of the national Counter Terrorism Advisory Group (CTAG). Zaza uses mediation skills to facilitate difficult conversations between survivors of terrorism and Counter Terrorism Policing (CTP) to help improve Homeland Security services. Furthermore, Zaza is currently involved in building trust between members of the Windrush Generations who suffered financial loss and emotional suffering as a result of the Windrush Scandal in 2018.
Mentor	Zaza has led a team of mentors who help to safeguard individuals who are vulnerable to Islamist and Right-wing radicalisation and rehabilitate offenders within the criminal justice system since 2018. Zaza pioneered the use of mediation skills in national de-radicalisation programmes. Zaza has represented the UK as a speaker at international Counter Terrorism conferences.
Theologian and Faith Community Leader	Zaza teaches Islamic studies on a weekly basis and develops scriptural material for peacemakers. Zaza also works alongside the Metropolitan Police to ensure that Muslim communities feel safe. Zaza has specialist knowledge of the Islamic jurisprudence of Jihaad (Holy War), Inheritance and Divorce.

PRIVATE PRACTICE

Arbitrator (13)	Zaza makes Awards for financial settlements in Divorce cases in Muslim communities.
Independent Investigator (24) and Workplace Mediator (30+)	Zaza has led investigations which inform Disciplinary Proceedings in hospitals across the UK and mediated workplace disputes within the Health and Education sectors.
Commercial Mediator (500+)	Zaza founded Commercial and Medical Dispute Solutions LLP 2006-2021. Assisted by her medical legal professional backgrounds Zaza mediated settlements of commercial disputes arising from alleged breaches of contracts within medical partnerships and mosques.
Probate Mediator (30+)	Zaza combines her knowledge of Islamic jurisprudence and understanding of English Law to settle disputes amongst Muslim families.
Family Mediator (270+)	Zaza combines her knowledge of Islamic jurisprudence and understanding of English Law to help Separating/Divorcing parents to reach acceptable financial settlements and arrangements for their children.
Clinical Negligence Mediator (50+)	Zaza regularly mediates settlements in allegations of clinical negligence involving referrals to the General Medical Council.
End-of-Life Mediator (6)	Zaza has mediated between hospital teams and an allegedly terminally ill patients' families who are opposed to the life support being turned off.
Mediator Shame-triggered violence (aka Honour-based violence) and FGM (30)	Zaza has pioneered the use of mediation (23 cases to date) as an early confidential intervention in such cases. Prior to Zaza's work, Police were reluctant to take the risk of failure and family members would not want to risk criminalisation and shame. Mediating these highly emotive and potentially dangerous encourages early self-referral thus preventing tragic and criminal consequences of shame. See https://css.ethz.ch/content/dam/ethz/special-interest/gess/cis/center-for-securities-studies/pdfs/MediationResources2021-CulturallyOrientedMediation.pdf
Conflict Resolution Skills Trainer	Zaza has taught children (including those on the Autistic spectrum) and vulnerable adults in schools and Universities to help them to build positive relationships.
CMC accredited training provider	Zaza authored a commercial mediation course Faithful Dispute Resolution (FDR) which has been delivered biannually on a residential basis since 2016. This course teaches mediators (180+ to date) the key competencies of commercial mediation and enhances their abilities to mediate in diverse cultural and religious contexts.
Trainer, Coach Assessor	Zaza has recently joined CEDR's Training Faculty and has provided mediation training internationally since 2004, prior to her accreditation as a Commercial mediator in 2006.

I found Zaza extremely helpful and competent in relation to the work she undertook with us at Citizens UK.

She was professional, conscientious, sensitive and communicative.

I have indeed commended Zaza to other colleagues at CUK.

If you need any more from me let me know.

Thanks

Peter Brierley

Assistant Director | **Citizens UK**

Email: peter.brierley@citizensuk.org

Website: www.citizensuk.org

Dear Mr Hand,

I am delighted to provide a reference for Zaza. I have worked closely with her for over 5 years and have the highest regard for her mediation skills and ability.

Zaza's reputation as a mediator was initially founded on her work involving culturally based extreme conflict within the community. In 2006 Zaza established CMDS (Commercial and Medical Dispute Solutions) which rapidly gained pre-eminence in the field of mediating commercial partnership disputes within UK medical practices. Zaza is also an outstanding mediator of clinical negligence, probate and family disputes.

You may be aware that Zaza's work has been specifically praised by Professor Dan Shapiro in his Foreword to this Paper entitled Mediating the Depths of Human Experience

<https://css.ethz.ch/content/dam/ethz/special-interest/gess/cis/center-for-securities-studies/pdfs/MediationResources2021-CulturallyOrientedMediation.pdf> Praise from such a quarter says, I think, rather more than my reference.

I have indeed recommended Zaza to other lawyers, clients and colleagues. I have made these recommendations without hesitation and am not aware of any of her clients ever being less than entirely satisfied.

Kind regards

Spenser Hilliard

Dear Mr. Hand,

Many thanks for your email regarding Dr. Zaza Elsheikh's consideration for membership in the IAM.

I would have no hesitation about recommending Zaza for membership within your institution. I have known her since 2016, when she was a trainer on our Peace Mediation Course in Switzerland and I have interviewed her extensively for a paper that I wrote based on her mediation work. I believe Zaza to be a person of great integrity with a dedicated commitment to finding peaceful resolutions to conflicts. In her

personal demeanor, she is open, incredibly calm and non-judgmental in all the work she does. She has many years of experience and this shows when watching her mediate. I have recommended her to colleagues (I am not a lawyer myself).

If you need further information, please let me know.

Best wishes,
Katrina

Katrina Abatis
Mediation Support Team

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