

Montreal, Quebec | June 2-4, 2022



IAM

In Celebration
of Community

IAM 2022 Spring Conference

Bienvenue à
Montréal
welcome to...

Welcome...

On behalf of the planning committee, our President Michel Kallipetis, President-Elect Steve Paul, and Past President Jon Fidler, I want to welcome you to Montreal and the IAM conference.

Travelers through the desert yearn to see palms on the horizon which mark a long-awaited oasis. So, it is with us: deprived of the fellowship, collegiality, and joy of seeing our colleagues and longing to make new friendships, at last our first IAM in-person Conference in nearly three years is within sight!

We are all planning to be there in Montreal from June 2-4, 2022, to welcome you and enjoy a magnificent Conference which has been carefully planned by IAM's dedicated Conference Planning team. The theme of the Conference is "In Celebration of Community". In its simplest form, a community is defined by the shared attributes of the people in it. However, the concept of community is more diverse and multi-layered, and community has never been more important than it is now. The IAM is, of course, a community of mediators with many shared attributes. More broadly, though, community plays into all of our mediations.

Please join us in Montreal where we have a line-up of incredible speakers, panels, PEPP Talks and Focus Group Discussions that will discuss and share new approaches, techniques and ideas that will make the best mediators in the world even better, stronger, and more successful.

Montreal is a beautiful and fascinating city and the events team has planned an enticing selection of attractions for our partners to enjoy while Distinguished Fellows grapple with the issues raised by our enhanced international profile. We have several new Distinguished Fellows to be introduced since our last in-person Conference. We will have contributors from a number of countries to help us understand the complexities of mediating in different jurisdictions with people from different cultures, communities and experiences. Regardless of where you practice, we will all return from Montreal with enhanced perspectives and a broader and refreshed way of looking at our work. Come, learn, share your knowledge and experience, and help us all appreciate the unique wealth of knowledge members of our Academy possess. Most importantly, let us rekindle our friendships.

Join us and celebrate our IAM Community. *Bienvenue à Montréal*

And special thanks also to members of the planning committee and sub-committee: Orit Asnin, Barb Cornish, Michael Dickstein, Jon Fidler, Paul Iacono, Michel Kallipetis, Andrea Morrison, Paul Van Osselaer, Steve Paul, Jeff Trueman, Mercedes Tarrazon.

Sincerely,

Jay Rudolph, IAM Montreal Planning Committee & Conference Chair.



Jay Rudolph – Planning Committee and Conference Chair



Michel Kallipetis – President



Steve Paul – President Elect



Jon Fidler – Past President

In Celebration of Community

2022 Spring Conference Program

Wednesday, June 1

2:00 - 5:00 PM

Board of Governors Meeting Chagall Room
General Sessions are in the Pablo Picasso Room

Thursday, June 2

Guest/Spouse Tour: 9:00 AM – 1:00 PM – **Montreal Flavours Tour** (4 hours – transportation provided) – Must be pre-registered.
Meet in the hotel lobby at 8:45 AM for a 9:00 AM departure.

7:00 - 8:00

Optional: Meditation with IAM Members (Location TBA)

8:00 - 9:15

Breakfast (attendees only – in the Foyer)

9:15 - 9:25

Welcome and Introduction – Jay Rudolph

9:25 - 9:45

Introduction to Community – Michel Kallipetis

9:45 - 11:00

Keynote Speaker – Retired Justice of the Supreme Court of Canada, Rosalie Silberman Abella

11:00 - 11:15

Break

11:15 - 11:30



PEPP Talk: How to Win with Kindness with Rande Sotomayor

Being kind is different from being "nice." Can something as seemingly "basic" as kindness make a difference in our work as mediators and in our world? For those seeking to connect with even the most contentious people, one way to gain trust and understanding is through intentional efforts to "be kind."

11:30 - 12:30

First Focus Group Discussion - Options and descriptions below

12:30 - 1:30

Lunch (attendees only – in the Foyer)

1:30 - 2:30

Dealing with Disputes in the Indigenous Community: What Skills Can Be Transferred to Commercial Mediators? with John Beaucage

Mr. Beaucage will provide an overview of the importance of taking into account cultural differences in adjusting the traditional methods of mediation to fit within the cultural protocols of indigenous peoples. The traditional mediation methods are as intimidating to indigenous people as walking into a courtroom. In order to gain trust and establish an environment for solutions, Mr. Beaucage often start things out differently with a prayer, setting the room up in a circle, using a talking stick and using ceremonial items to establish a different feel to the mediation process. He needs the agreement by all those involved to start this process, but by and large he does get the approval of all involved because each party is seeking a way to provide a solution to a problem.

2:30 - 3:15

The Mediator's Green Pledge with John Sturrock and Jonathan Lloyd Jones

Across the world, communities are becoming aware as never before, not only of the impact that changes in the environment are having upon them, but of the impact that they are having on the environment. Mediators are not immune from this and the Mediators Green Pledge (<https://womacc.org/>) was initiated as an encouragement to mediators across the world to reflect upon their own work practices and to consider what changes they might make to lessen their own environmental footprint. To date about 600 mediators worldwide have signed the Pledge. In this session John and Jonathan (who both helped to draft the Pledge) will share ideas put forward by the current signatories and encourage participation from the audience on further thoughts as to how, in our practices as mediators, we might make a difference to our own environment.

3:15 - 3:30

Break

3:30 - 4:45

Mediating Complex Community Environmental Concerns: Lessons Learned with Michael Brown and Paul Monicatti, moderated by Andrea Morrison

This panel will be a staged dialogue between stars in the field of multi-stakeholder consensus-building and mediation. The panel will first recognize the different contexts of their practice to understand special considerations that they face, before exploring how they successfully set up and guide multiple parties through complex decisions involving critical public resources, and sometimes involving reparation. Whether state-to-state or in a class action involving disadvantaged communities, the panel will highlight key principles that each has adopted to guide



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their strategies and achieve results. The goal is to share practical approaches and tools useful in any complex negotiation, and to promote environmental mediation.

- 4:45 - 5:30** **Free Time**
- 5:45** **Meet in lobby for bus pick up to Quebec Court of Appeal**
- 6:00 - 7:30** **Cocktail Party at Quebec Court of Appeal Building** - Sponsored by the Canadian Law Firm BLG
100 Notre-Dame St. East, Montreal, Quebec H2Y 4B6, Canada
- 7:30** **Sign and Dine**

Friday, June 3

Guest/Spouse Tour: 10:30 AM – 2:30 PM – **Walking Tour & Lunch Cruise** (4 hours – transportation provided) – Must be pre-registered. Meet in the hotel lobby at 10:15 AM for a 10:30 AM departure.

- 7:00 - 8:00** **Optional:** Meditation with IAM Members
- 8:00 - 9:00** **Breakfast** (attendees only – in the Foyer)
- 9:00 - 9:15**  **PEPP Talk: Reimagining Community: Moving Beyond Us and Them** with Sukhsimranjit Singh from Pepperdine
- With his background as a foremost thinker of cross-cultural communication and decision making and an international mediator, Singh will discuss the power of culture in creating communities of peace and the power of community engagement in sustaining peace. He will challenge us on our notions of community fluidity and engagement with his experience in studying and in working with diverse perspectives. While exploring the culture of peace, Singh will address the roles played by memory and forgiveness in facilitating and obstructing the culture of peace. Lastly, Singh will share his research on memory as it applies to peacemakers and will provide tools, the utilization of which may create more opportunities for sustainable peace in local as well global conflicts.
- 9:15 - 10:15** **Mediating Complaints Prior to Investigations: Preserving Community in Safe Sport Conflicts Part I** with panelists Marie-Claude Asselin, Sarah Daitch, Paul Godin and Lanni Marchant
- An emerging trend in sport for mediating harassment and abuse complaints, prior to investigations and discovery, raises unique new procedural and ethical questions even for experienced mediators, in processes that could tear communities apart. This panel session, with case study and interactive discussions, will address effective approaches in mediating complaints prior to an investigation, ethical dilemmas surrounding apologies and acknowledgments, and the need for mediators to add trauma-informed practices to their toolkit in order to preserve relationships among team members and promote healing. Come prepared to hear from and discuss with these experts in sport mediation issues and in the evolving legal world of safe sport.
- 10:15 - 10:45** **Break**
- 10:45 - 11:30** **Mediating Complaints Prior to Investigations: Preserving Community in Safe Sport Conflicts Part II** with panelists Marie-Claude Asselin, Sarah Daitch, Paul Godin and Lanni Marchant
- 11:30 - 12:30** **Second Focus Group Discussion** – Options and descriptions below
- 12:30 - 1:45** **Lunch** (attendees only – in the Foyer)
- 1:45 - 2:45** **An Urgent Call to Environmental Mediation: Working for the International Community** with Louise Otis & Jaques Benard
- According to Louise Otis, the most critical concern facing the international community at this time is environmental progress, as our environment continues to deteriorate alarmingly due to negligent and harmful practices. What leadership can mediators take to keep public efforts productive and inclusive of all levels of society? Louise Otis has taken on this challenge to advance environmental mediation at the United Nations, with Federal-Indigenous conflicts, and with a number of other situations. She issues a call to the mediation community to use their connections and their skills to bring attention and foster sustainable solutions for an area that desperately needs coherent decision through collaboration.
- 2:45 - 3:00**  **PEPP Talk – Mediating the Litigated Case: It's Not Just About the Money** with Eleanor Barr
- We can deepen our practice by addressing the emotional needs of the participants even when the dispute appears to be just about money. Monetary negotiations and case valuation often reflect the parties' unspoken emotional needs and addressing those needs can be essential in helping the parties reach closure.

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3:00 - 3:15	Break
3:15 - 4:30	One Community- Respecting Our Cultural Differences with an introduction by Michel Kallipetis, panelists Earlene Baggett Hayes & Professor Sukhsimranjit Singh, Pepperdine University, Doug Murphy, Prachi Mehta, moderated by Orit Asnin. The IAM is a community of individual professionals. We all mediate in different corners of the world. Some of us mediate international cases. We each have our own style and personal traits, but no matter where we mediate or with whom we mediate, we share common challenges. Mediating in today's world of open borders means mediating in a multi-cultural environment. It means being constantly challenged by parties and lawyers who may speak different languages and who have different origins, genders, religions, colours, and races. Each group brings to the mediation different and sometimes incompatible values, needs, beliefs, perceptions, traditions, and behavioral patterns. Mediating in such diverse complex communities requires mediators to have Cross – Cultural Competence. This panel will address the questions of what is Cross-Cultural Competence, why we need it, and it will focus on the unique challenges and huge potential when mediating with parties and lawyers from different backgrounds.
4:30 - 5:45	Break
5:45 - 7:00	Cocktail Reception (dress is business casual)
7:00 - 9:00	Banquet (dress is business casual – Pablo Picasso)
9:00	New Trolls to entertain in Banquet Room

Saturday June 4

7:30 - 8:30	Optional: Meditation with IAM Members
8:30 - 9:30	Breakfast (attendees only – in the Foyer)
9:30 - 9:50	Installation of New Board and Annual General Meeting
9:50 - 10:50	Changing Minds in Mediation: What Research Tells Us About What Works with Douglas Frenkel & James Stark, IAM's Scholars in Residence Although the topic of persuasion makes some academics and practitioners squeamish, it is an essential part of the successful neutral's toolbox. Most mediators who are comfortable acting in a persuasive mode have standard or default approaches for doing so, based on their intuitions about what is effective, their sense of mastery of specific persuasion techniques, and their normative views about what is ethical in mediation practice. But if persuasion is an inevitable part of mediation, it behooves professionals in the field to acquaint themselves with what social science can teach about more and less effective persuasion practices, and the psychological and contextual factors that make them so. In this session, Scholars-in-Residence Doug Frenkel and Jim Stark will present some of the central research findings of their award-winning article on mediator persuasion. Like their February webinar on empirical studies of videoconferencing, the session will be highly interactive.
10:50 - 11:50	Open Mic: Where Do We Go from Here as a Community? What Do We Offer to the Community at Large? with Steve Paul, New IAM President
11:50 - 12:00	Introduction of Next Live Conference in Zurich, Switzerland with James Peter
12:00 - 12:05	Concluding Remarks - Jay Rudolph and Conference Ends

Focus Group Discussions:

(Focus Group Discussion in Rooms: Pablo Picasso, Monet, Chagall & Paloma Picasso)

1. Dispensing with Distributive Bargaining with Mike Young

Do you find the distributive bargaining process in your mediations to be at times destructive to party relationships, formulaic, time-consuming, even boring? Does it feel more like a game, with brackets, and mid-points, and mid-points of the mid-points, with rules and blind bidding, and zipper moves? Do you notice your parties, individual plaintiffs in particular, who were so animated and engaged in the beginning phases of the mediation process, begin to check out, their eyes glaze over, and they resign the gamey part of the process to their attorneys? If so, then this discussion group may be for you. We want to explore what people are doing to change their mediation processes so as to eliminate, or at least minimize distributive bargaining. How can we dispense with the distributive bargaining process while still distributing settlement funds? Can we change the way we mediate such that the parties remain engaged, we still reach settlements, the parties and lawyers are satisfied, we skip the distributive dance, and maybe even save some time? Come hear what people are doing to mix it up, and come share your ideas.

2. Jiu Jitsu Mediation with Steve Rottman

As a counter to Mike Young's breakout, how can parties avoid the "back and forth" that characterizes typical bargaining in distributive cases? When, how, and why will attorneys agree to bargaining differently?

3. Employing and Comparing Evaluative Techniques in Mediation with Steve Paul & Wendy Kramer

To what degree do we engage in various forms and methods of evaluation in the cases we mediate? Or do we reserve sharing our own viewpoints as to the merits of the dispute before us? When we do engage in some form of evaluation, are we just evaluating the facts/legal principles or also interests, emotions, valuations and desired outcomes? Factors such as our own personal styles, geographic norms and cultures, party/counsel dynamics, and subject matter may form our evaluative approach in a given case (including whether to do so). In this interactive practical discussion designed to expand techniques to employ when returning to our own practices, we will compare geographic norms and share various evaluative tips and techniques including timing, manner, framing/word choice, maintaining our perceived neutrality, and overall best practices in evaluating the dispute before us and bringing to resolution.

4. Mediating the Pandemic with Michael Dickstein, Orit Asnin, and Chuck Doran

What has the pandemic taught us about mediation, our clients, and ourselves. How did we feel mediating during the pandemic, how do we feel now, and how will we feel in the future? Did our businesses change, what is happening now, and where are we headed? How did our craft change, and how will it affect our techniques and art in the future? This breakout will be an opportunity to share what has happened to us while we have been apart, and to look forward to what we hope for and see in the future.

5. Coaching Participants In Mediation with Barry Fisher & Logan Cooper

To varying degrees, mediators coach parties and their lawyers in mediation. Some mediators are direct and pragmatic, others are more subtle and passive. How we perform this role cuts to the core of how we do our work. It may raise ethical concerns for some. Join Barry Fisher and Logan Cooper for a discussion about how mediators can help participants think differently about their situation and how they can manage it more effectively and efficiently.

6. Mediator Practice Building: Partnering, Co-Mediation and Collaboration Within Our IAM Community with Joyce Mitchell & Earlene Baggett-Hayes

An interactive discussion among members about ways to increase their professional development through collaborative approaches that can expand their mediation practices, increase personal interactions, and support the IAM objectives of fostering the highest standards of competence in mediation.

7. Mediation Wildcards: Dealing with the Unexpected with Mitch Rose

Many participants think they are well prepared for mediation, but, suddenly, they are dealt a "Mediation Wildcard": An unexpected, significant piece of information that is revealed by the other side during the mediation —forcing them to reassess their bargaining power and strategy. We will discuss various types of Mediation Wildcards, and how a mediator can help participants respond skilfully so that they don't just give up and walk away in frustration (or press the "leave meeting" button).

IAM Program Speakers, Panelists, Moderators, and Discussion Leaders



Justice Rosalie Silberman Abella was appointed to the Supreme Court of Canada in 2004. She is the first Jewish woman appointed to the Court. She was elected to the Royal Society of Canada in 1997, to the American Academy of Arts and Sciences in 2007, and to the American Philosophical Society in 2018. In 2020, she was awarded the Knight Commander's Cross of the Order of Merit by the President of Germany.

She attended the University of Toronto, where she earned a B.A. in 1967 and an LL.B. in 1970. In 1964 she graduated from the Royal Conservatory of Music in classical piano. She was called to the Ontario Bar in 1972 and practised civil and criminal litigation until 1976 when she was appointed to the Ontario Family Court at the age of 29, the first pregnant person appointed to the judiciary in Canada. She was appointed to the Ontario Court of Appeal in 1992.

She was Chair and author of the Ontario Study on Access to Legal Services by the Disabled in 1983 and the sole Commissioner of the 1984 federal Royal Commission on Equality in Employment, creating the term and concept of "employment equity". The theories of "equality" and "discrimination" she developed in her Royal Commission Report were adopted by the Supreme Court of Canada in its first decision dealing with equality rights under the Canadian Charter of Rights and Freedoms in 1989. The report has been implemented by the governments of Canada, New Zealand, Northern Ireland and South Africa.

She subsequently served as Chair of the Ontario Labour Relations Board (1984 to 1989), Chair of the Ontario Law Reform Commission (1989 to 1992), and Boulton Visiting Professor at the Faculty of Law of McGill University (1988 to 1992). She also served as a commissioner on the Ontario Human Rights Commission; as a member of the Ontario Public Service Labour Relations Tribunal; as Co-Chair of the University of Toronto Academic Discipline Tribunal; and as a member of the Premier's Advisory Committee on Confederation.

She has written over 90 articles and written or co-edited four books. She was made a Senior Fellow of Massey College in 1989, has given, among others, the Harlan Lecture at Princeton, the Ryan Lecture at Georgetown, the Winchester Lecture at Oxford, the Anderson Lecture at Yale, the Robert L. Levine Distinguished Lecture at Fordham Law School, the Diane Markowicz Memorial Lecture at Brandeis University, and the David J. Bederman Lecture in International Law at Emory University School of Law. She was the first Bullock Chair at the Hebrew University, the Mackenzie King Distinguished Visiting Professor at Harvard, the Floersheimer Distinguished Jurist in Residence at Cardozo Law School, a Distinguished Visiting Faculty at the University of Toronto Law School, and Bright International Jurist in Residence at the University of Hawaii School of Law.

She was a judge of the Giller Literary Prize; Chair of the Rhodes Selection Committee for Ontario; director of the Institute for Research on Public Policy; moderator of the English Language Leaders' Debate in 1988; a member of the Canadian Judicial Council's Inquiry on Donald Marshall, Jr.; Program Chair of the Governor General's Canadian Study Conference; Chief Rapporteur in Halifax and Co-Chair in Vancouver of the 1992 Renewal of Canada Conferences; Trustee of the McGill Institute for the Study of Canada; Governor of the International Board of Governors of the Hebrew University; and Vice-Chair of the Board of Governors of the National Judicial Institute.

Justice Abella has been active in Canadian judicial education, organizing the first judicial seminar in which all levels of the judiciary participated, the first judicial seminar in which persons outside the legal profession were invited to participate, the first national education program for administrative tribunals, and the first national conference for Canada's female judges.

She has 40 honorary degrees. She was also awarded the Distinguished Alumnus Award of the University of Toronto Faculty of Law; the Alumni of Influence Award from University College; the Distinguished Service Award of the Canadian Bar Association (Ontario); the International Justice Prize of the Peter Gruber Foundation; the Human Relations Award of

the Canadian Council of Christians and Jews; the Honourable Walter S. Tarnopolsky Human Rights Award; the Bora Laskin Award for Distinguished Service in Labour Law; the Global Jurist of the Year from Northwestern Pritzker School of Law; the Ethical Leadership Award from the Faculty of Management at Dalhousie University; the Calgary Peace Prize; the Women in Law Lifetime Achievement Award; the Goler T. Butcher Medal for International Human Rights from the American Society of International Law; the Gunther Plaut Humanitarian Award; the Rose Wolfe Distinguished Alumni Award; an Honourary Bencher of Middle Temple; and was a Harvard Law School Honoree on International Women's Day.

Upon retirement from the Court, she will be the Samuel and Judith Pizar Visiting Professor of Law at Harvard Law School. She will also be a Senior Research Scholar at Yale Law School and Distinguished Visiting Jurist at the University of Toronto Faculty of Law. In the spring of 2022, she will be the William Hughes Mulligan Distinguished Visiting Professor in International Studies at Fordham Law School.

Justice Abella was born in a Displaced Person's Camp in Stuttgart, Germany on July 1, 1946. Her family came to Canada as refugees in 1950. She is the first refugee appointed to the bench in Canada. She is married to Canadian historian Irving Abella and they have two sons, Jacob and Zachary, both lawyers.



Orit Asnin has been a full-time mediator for more than two decades. Previously a commercial attorney, she specializes in commercial and inter-personal conflict management. Orit has vast experience mediating multi-party disputes, and she often mediates conflicts that are emotionally loaded with extreme cross-cultural differences. Orit has mediated more than 5,000 conflicts with both Israeli parties as well as international ones. Parties have included private and public companies, local and government authorities, international and multinational corporations and individuals.

She is also often asked to help resolve "conflicts in the making" associated with internal and external business and management crisis situations, and in situations involving board, committee, and management team decision making processes, disagreements, and deadlocks.

Orit is one of Israel's most experienced mediators and one of the pioneers in the field of mediation in Israel. Her daily mediations since the end of the 1990s, as well as her public work in the Israeli Bar, have greatly contributed to the current common use of mediation in Israel. As frequent lecturer, panel participant and workshop instructor she shares her experience in international conferences and forums, reflecting on the many aspects and dimensions of mediation.

Ms. Asnin serves as a co-chairperson of the Mediation Committee of the Israeli Bar (Haifa branch). She had served as a vice chairperson of the Section of Dispute Resolution and as a member of the Ethics Committee, of the Israeli Bar. Orit Asnin is a distinguished fellow of the International Academy of Mediators.



Marie-Claude Asselin is the Chief Executive Officer of the Sport Dispute Resolution Centre of Canada (SDRCC) since 2007. She holds bachelor and master's degrees in Physical Activity Sciences from Université Laval, pursued doctoral studies in Sociology and obtained an Executive Certificate in Conflict Management from the University of Windsor Law School.

Before joining the SDRCC, Marie-Claude was Manager of Education at the World Anti-Doping Agency and she had worked at the Canadian Olympic Committee, holding responsibilities in Games management, high performance services and athlete services. In the lead up to the last revisions to the World Anti-Doping Code, Marie-Claude was invited as a member of the Council of Europe's Ad hoc group on Human Rights and Athletes in Doping.

Her experience in amateur sport spans 40 years, as athlete, coach, official, administrator, and volunteer. She served on numerous boards and committees for sport organizations. She still gives back to sport by organizing an annual fundraiser for a local swimming and triathlon club and as a member of the Ethics and Governance Committee of the Montreal Sport Council.

Under her leadership, the SDRCC was granted in 2021 the mandate by the Government of Canada to implement a national independent mechanism to prevent and address harassment and abuse in sport.



Earlene Baggett-Hayes is an experienced attorney and mediator. She is founder and president of The Law and Mediation Center, PLLC, in Michigan, and is licensed to practice law in Michigan and Illinois. Earlene conducts commercial and domestic mediations and specializes primarily in employment and workplace disputes. She has served on numerous mediation panels. Among them are Resolute Systems, USPS Redress, EEOC, and numerous circuit and district court rosters. Earlene is a well-recognized trainer and has developed and facilitated over 20 training programs and seminars, including 40-hour Civil Mediation Training, 40-hour Domestic Mediation Training, "Show Me the Money," "Bootcamp to Mediation Training," and "Million Dollar Questions in Mediation," to name a few. Earlene has published numerous articles on Mediation and regularly participates in Diversity, Equity and Inclusion activities. In addition to being a Distinguished Fellow of the International Academy of Mediators, she is the 2018 recipient of the State Bar of Michigan "Award for Distinguished Service in ADR," and has been recognized as a Super Lawyer. Earlene is

an active member of the Professional Resolution Experts of Michigan (PREMi) and a former member of the State Bar of Michigan ADR Council.



Eleanor Barr Settling Cases is Eleanor Barr's passion. She began her career 33 years ago as a litigator of complex cases, and after 10 years, she has dedicated herself full-time to mediation. Over these last 23 years, Ms. Barr has successfully mediated over 1700 disputes and has earned an extraordinary settlement rate of over ninety percent. She is now recognized as one of the premier mediators in California.

Ms. Barr mediates in the areas of employment, civil rights, environmental, personal injury and insurance coverage. She has represented corporate and individual clients, as plaintiffs and defendants, in all stages of litigation, including mediations, arbitrations, trials and appeals. Ms. Barr's experience in litigating complex, multi-party lawsuits has been instrumental in her ability to resolve such cases as a mediator.

Ms. Barr has been named a Top 50 Neutral in California by the Daily Journal. She has been selected as a Southern California Super Lawyer and nominated to The Best Lawyers in America for five consecutive years. She is a Distinguished Fellow of the International Academy of Mediators, a frequent lecturer on mediation and negotiation, and has taught mediation as an Adjunct Professor at Pepperdine School of Law.

Ms. Barr began practicing law 33 years ago as a litigator of complex civil cases. She was a named partner (under her maiden name, Oths) at Denney & Oths in Glendale, California where she focused on environmental, business and employment litigation. Prior to that, Ms. Barr litigated in the areas of entertainment and First Amendment law at Glassman & Browning in Beverly Hills. She has represented corporate and individual clients, as plaintiffs and defendants, in all stages of litigation, including mediations, arbitrations, trials and appeals. Ms. Barr's experience in litigating complex, multi-party lawsuits has been instrumental in her ability to resolve such cases as a mediator.



John Beaucage was elected as Grand Council Chief to serve the 42-member First Nations of the Anishinabek Nation in October 2004. John was re-elected in 2006, by acclamation, a rare occurrence in the history of one of Canada's oldest First Nation, political organizations. Prior to his election as Grand Council Chief, Beaucage was the elected Chief of Wasauksing First Nation and served in that capacity for four consecutive terms. Beaucage is a graduate of the University of Western Ontario with a combined degree in English and economics, and he has done post-graduate work in First Nation planning at the University of British Columbia. He also was the recipient of a Honourary Doctor of Letters from Nipissing University in the 2009 Convocation. An economist by education, Beaucage worked for the Canada Mortgage and Housing Corporation (CMHC) for over

15 years in Ottawa, Thunder Bay, Toronto, Regina and Saint John, New Brunswick. After leaving CMHC in 1989 he and his wife started a number of successful businesses in retail and in property development and management.

Grand Council Chief Beaucage played an instrumental role in the First Ministers' Meeting which took place in Kelowna, BC in November of 2005. Leading up to the First Ministers' Meeting, Beaucage served as the Co-chair for First Ministers' Working Groups for both Housing and Relationships. In May of 2008, Beaucage was appointed Chairperson of the First Nations Market Housing Fund. The \$350 million Fund was first announced in Budget 2007 and is a new and innovative way to give First Nations citizens the opportunity to own their homes on reserve. Since leaving his position as Grand Council Chief, Beaucage now serves on a number of boards and is working on developing green energy projects with several First Nations across the country. He has also been involved as a mediator with land disputes and was appointed as Special Advisor to the Minister of Children & Youth Services, which resulted in a much publicized report on the state of native child welfare in Ontario.

Eyaabay (his traditional name) is a Pipe Carrier from the Bear Clan. A citizen of Wasauksing First Nation, he was raised on the Shawanaga First Nation and has extended family in Nipissing, Curve Lake and Moose Deer Point First Nations.

John and his wife Bonnie have been married for 45 years and have four children and thirteen grandchildren.



Professor Michael Brown is Director of the Consensus Building Institute's Canada Practice, Professor of Practice in Natural Resource Conflict Mediation and Global Governance at McGill University, a regular Senior Advisor to the United Nations, and former Senior Mediation Expert in Natural Resource and Land Conflicts for the United Nations. For over 25 years, he has worked internationally and in Canada on conflict prevention, mediation and stakeholder engagement regarding natural resources, land, environmental issues, and matters involving local or indigenous communities. He works on projects and disputes, institutional capacity, systems design, and policy.

He has held numerous leadership and senior advisory positions with the United Nations and other international organizations, and has worked throughout Latin America, Asia, Africa, and Europe. He speaks English, Spanish and French. Professor Brown has written over 70 professional reports and publications. He is the lead principle author of the United Nations publication, *Natural Resources and Conflict: A Guide for Mediation Practitioners* (http://postconflict.unep.ch/publications/UNDPA_UNEP_NRC_Mediation_full.pdf).

He is an Associate Member of the Centre for Legal Pluralism and Human Rights at the Faculty of Law at McGill University. He holds a J.D. (Juris Doctor) from the University of Victoria and a B.Sc. (First Class Honours) from McGill University. Michael was called to the Bar as a lawyer in Ontario (Canada) and is a licensed mediator in Québec (Canada).



Logan Cooper is a mentee with the IAM. While she studied landscape architecture in university, she decided she wanted to devote her professional time to finding common ground. Logan planted the mediation seed 5 years ago and has been nourishing it daily. She was extremely fortunate to have trained with some of the top mediators in Toronto which provided her with solid roots upon which to build her practice. Over the last 3 years, Logan's mediation practice managed to withstand stormy weather and has finally begun to flourish. Logan is on track to mediate over 100 cases this year in the personal injury and insurance areas, and she looks forward to seeing how she and her practice will continue to grow.

Sarah Daitch As a mediator, facilitator, and dialogue process designer, Sarah sees collaboration as a vital tool for bringing the voices of people into decision making on challenging issues that shape their lives. Sarah specializes in consensus building in social, environmental, health, energy, sport and extractive sector issues. Originally from Fort Smith, Northwest Territories, Sarah is the founder and principal of a small consultancy, Daitch & Associates and is a Senior Associate for MASS LBP.



Her business has delivered on mandates in cross cultural settings in Canada, the US, Europe and Latin America for sub national and national governments, for the United Nations Development Programme (UNDP), for tribal governments, NGOs and for Canadian sports federations - resulting in wiser, better decisions for the future on pressing public issues.

Sarah is a graduate of the University of Calgary and holds an MA in Dispute Resolution from the University of Victoria; she is a Chartered Mediator with the Alternative Dispute Resolution Institute of Canada and a member of the Sport Dispute Resolution Centre of Canada's mediation roster. Sarah is an Action Canada Fellow (2013) and recipient of the Queen Elizabeth II Diamond Jubilee Medal for Service to Canadians. As a former Canadian national team cross country skier, Sarah was inducted into the Northwest Territories Sport Hall of Fame, and currently serves on the Board of

Directors for Nordiq Canada. Sarah lives with her family in Montréal and enjoys trails and adventures in the outdoors.



Michael E. Dickstein has been a mediator, arbitrator, and negotiation/ADR teacher for almost 30 years. He has mediated complex disputes in most major cities across North America (including class action, employment, commercial, contract, IP, real estate, personal injury, tort, discrimination, malpractice, construction defect, franchise, partnership, defamation, and other cases). These included more than 650 class actions, with class sizes ranging from over 470,000 class members to fewer than 100. Examples of Mr. Dickstein's work include: mediating a series of more than 20 interconnected wage and hour class actions, with over a billion dollars in dispute; mediating an international trademark dispute involving the wine labels of leading American and European wine producers; mediating a discrimination class action, involving a university's sports programs, facilities and opportunities for women; facilitating contract negotiations between Canada's theater actors and major theater owners; mediating the intellectual property, tangible

property, contract, and discrimination issues between a well-known dance company and its artistic director; mediating novel claims related to COVID-19; mediating the dissolution of a leading medical partnership; being chosen to help arbitrate, mediate and allocate settlement funds with respect to thousands of sex and race discrimination claims against several major financial institutions; and facilitating the discussions between a nationwide nonprofit, its board, leadership and staff.

Mr. Dickstein has taught mediation, negotiation, and ADR at Stanford since 2006, and worldwide (including in the US, Canada, China, France, Germany, England, Ireland, Australia, Trinidad and Tobago, Bermuda, the Bahamas, and St. Lucia). For more details, see www.DicksteinDisputeResolution.com.



Chuck Doran is an experienced mediator specializing in the resolution of employment, franchise and other commercial disputes. A mediator since 1992, he is a member of the CPR Dispute Resolution Panel of Distinguished Neutrals and has provided mediation and other ADR services to a variety of clients including AT&T, Bose, BMW of North America, Coca-Cola, CVS Health, General Motors, Oxfam America, the Equal Employment Opportunity Commission (EEOC), the Massachusetts Commission Against Discrimination (MCAD), and the USPS REDRESS I and REDRESS II Mediation Panels. Chuck is a Certified Organizational Ombuds Practitioner (CO-OP) and a member of the International Ombudsman Association who completed ombuds training with the IOA in 1995. In 1993, Chuck completed a Specialization in Negotiation and Dispute Resolution at the Program on Negotiation at Harvard Law School. In 1994, Chuck founded MWI, a nationally recognized dispute resolution service and training organization based in Boston, MA that provides individual and corporate clients with mediation services, negotiation consulting and training, and mediation

training. Chuck served as a member of the Massachusetts Supreme Judicial Court Standing Committee on Dispute Resolution and was Chair of the Qualifications Subcommittee. He is a member of the Massachusetts Bar Association's Dispute Resolution Advisory Group and is a past president of the Association for Conflict Resolution, New England Chapter. He is also a Distinguished Fellow with the International Academy of Mediators (IAM) and a past president of IAM's Board of Governors.



Barry B. Fisher is a mediator and arbitrator in Toronto. He was called to the Ontario Bar in 1979 and has been an ADR practitioner since 1987. His practice focuses on both labour as well as employment law matters. In 2011, Barry was awarded the Ontario Bar Association Award of Excellence in ADR. He is the author of the Wrongful Dismissal Database; an on-line database published by Carswell, designed to assist lawyers and human resource professionals in determining reasonable notice periods.

He is one of the most often chosen mediators for employment law cases under the Ontario Mandatory Mediator Program. Barry is a frequent presenter at seminars and educational courses on issues relating to employment law, labour law and ADR. He is the twice past Chair of the ADR Section of the Ontario Bar Association and is currently on the Executive on both the ADR Section and the Labour and Employment Section of the Ontario Bar Association.

In 2016, Barry became a Distinguished Fellow of the International Academy of Mediators. Barry is also a frequent contributor on LinkedIn on employment law matters.



Douglas N. Frenkel, the Morris Shuster Practice Professor of Law at the University of Pennsylvania Law School, was the architect and director of Penn's nationally renowned clinical program for 28 years. In the early 1980s, he chaired a national initiative on conflict resolution teaching and research in law and business schools that spawned many of today's classroom approaches. Frenkel founded and has led Penn's Mediation Clinic for over three decades and serves as a mediator in employment, family, commercial, Hague Convention and higher education matters.

Frenkel is the co-author (with Jim Stark) of *THE PRACTICE OF MEDIATION: A VIDEO-INTEGRATED TEXT*, a book now in its third edition that has been adopted for classroom use at over seventy law schools in the U.S. and other nations and has served as the basis for professional mediator training in several states. His articles on the lessons for mediation of empirical studies of persuasion and on the potential for mediation training/experience to de-bias lawyers' judgment, co-authored with Jim, have won critical acclaim. Together with his co-author, he is currently serving as Scholar-in-Residence for the International Academy of Mediators.



Paul Godin is the principal of Katalyst Resolutions, with expertise in mediation, negotiation, investigations, conflict management systems design, workplace restoration and workplace coaching. Paul is an experienced professional negotiation and dispute resolution trainer. Paul is a lawyer based in Victoria, but operating globally as a mediator and trainer, both in-person and remotely.

Paul has designed/led more than 450 courses on negotiation, dispute resolution, and conflict system design for organizations, governments and universities around the world and teaches Sports ADR in Canada at the University of Victoria Law School.

Paul is designated a Chartered Mediator by the ADR Institute of Canada and has qualified as a roster mediator for more than a dozen dispute resolution panels, including the Court of Arbitration for Sport, the Sport Dispute Resolution Centre of Canada, Mediate BC, and more. Since 2001, he has mediated issues in sports, insurance, banking, commercial contracts, family law, agriculture, indigenous issues, construction, governance, environmental issues, trusts, personal injury, professional liability, and negligence.

Paul's publications include the book chapters, "Principles of Negotiation" and "A Practical Guide to Conflict Management System Design" in the LexisNexis ADR Practice Manual, as well as "Sport Mediation: Mediating High Performance Sports Disputes" in Harvard's Negotiation Journal.



Jonathan Lloyd-Jones is a commercial mediator with Independent Mediators, a chamber of 9 mediators based in London UK. He has been mediating since 1991, initially as part of his Oxford law practice and since 2012 with IM. Most of his mediations last a full day or more and preparation generally involves reading about 500 pages of material. He is a founding signatory to the Mediators Green Pledge and obtaining his papers electronically since 2016 has been a small step toward being more environmentally sustainable. Jonathan lives in England near the Welsh border with his fiancée, Joanne, where they can indulge their passion for walking. He has 3 sons who live in Australia, Spain and Oxford and a grandchild in Spain and another on the way in Oxford. Jonathan is chair of a local charity which encourages creativity in the community through the arts. He sponsors a musician in the National Youth Orchestra of Great Britain. He is an occasional collector of art.



Michel Kallipetis QC has 40 years' experience as a practising barrister in the field of general commercial, professional negligence and employment work, and some 15 years' sitting as a Deputy High Court Judge sitting in Queen's Bench, Chancery and the TCC, provides a reliable basis for Michel's ability to mediate most civil and commercial disputes. Fifteen years ago, he left Littleton Chambers, of which he had been Head, and founded Independent Mediators Ltd, to practice as a full-time mediator. He is recognised in The Legal Directories as an expert in his field in Mediation in the UK and internationally.

He is a Distinguished Fellow and President of the International Academy of Mediators. He was the first Chairman of the England and Wales Bar Council ADR Committee, a member of the working party which drafted the EU Code of Practice for Mediators, and gave expert opinion to JURI, the

legal service committee of the European Parliament, prior to its adopting the European ADR Directive, and was IAM's representative at the UNCITRAL Working Group II which drafted the Singapore Convention. He is recognised by Who's Who Legal as a Thought Leader and was Mediator of the year in 2017.

He has been in full time mediation Practice for over fifteen years and covers a wide field of civil and commercial disputes in the UK and Internationally.



Wendy W. Kramer, Esq. is a full-time mediator who serves on the panel of ADR Services, Inc. in Los Angeles, California. Formerly a partner with Kramer & Kramer in handling a wide variety of insurance-related matters, she has developed expertise in matters involving personal injury, business disputes, professional malpractice, landlord tenant disputes (habitability) and complex commercial litigation. In addition to serving as the 2013 President of the Southern California Mediation Association, and on its Board of Directors, Ms. Kramer previously served as the ADR Chair for the Santa Monica Bar Association, the Los Angeles and Ventura Superior Courts ADR Programs, and a Fee Dispute Mediator for both the Beverly Hills and Santa Monica Bar Associations, as well as on the Board of Governors for the International Academy of Mediation (IAM). She currently serves as the Chair of the IAM's Mentorship Program.



Lanni Marchant represented Canada at the 2016 Olympic Games in Rio, competing in both the 10,000 metres and marathon events. A five-time Canadian Champion, Lanni is the former Canadian record holder for the marathon and half-marathon and was a bronze medalist at the 2015 Pan American Games. Alongside her athletic career, Lanni completed a Bachelor's Degree of Arts Economics Pre-Law from the University of Tennessee at Chattanooga in 2007, where she was an Academic All-American on the varsity cross-country and track team. She went on to complete a law degree at the University of Ottawa in 2009 and received her Juris Doctor from Michigan State University in 2011.

Lanni is now a licensed criminal defense attorney in the State of Tennessee and was admitted to the Eastern District of Tennessee Federal Court. Currently, Lanni is an attorney at Speak, Webb, Turner

& Newkirk in Chattanooga, Tennessee, where she is responsible for all criminal appeal cases in state and federal courts of appeal.

An advocate for women in sport, Lanni testified at the House of Commons Heritage Committee on Women in Sport in 2016. She currently serves as a member of AthletesCAN's Safe Sport Working Group. By ministerial appointment, she is a Board member of the Sport Dispute Resolution Centre of Canada where she serves, among others, on the Sport Integrity Committee and as Chairperson of the Athlete Advocacy Committee.



Prachi Mehta founded TAG to realise her passion for Alternate Dispute Resolution. She started her career 18 years ago in New York as a lawyer and quickly evolved to becoming a dispute settlements specialist. She has successfully mediated several matters in India and United States.

After graduating from St. Stephen's College, she studied law at the University of Delhi and the New York University. She is certified in mediating complex disputes by the Harvard Law School and has worked as a Visiting Researcher at the Gould Centre for Conflict Resolution, Stanford Law School where she researched and developed mechanisms for Indian industries and companies to effectively use mediation.

She has been awarded the prestigious title of "Weinstein JAMS Fellow", in recognition of her commitment to Alternative Dispute Resolution and to the constructive resolution of conflict internationally. She is a resource person for the Delhi Dispute Resolution Society, Ministry of Law and Justice, Government of NCT. She is actively working with the Government on the new Mediation Bill for India and is also helping introduce Peer Mediation in the Indian Education system. She is also associated with Art of Living, where she helped develop and initiate program for providing mediation services at grassroots level pan-India.



Joyce A. G. Mitchell is an attorney licensed in Maryland and the District of Columbia, a Distinguished Fellow and Board Member IAM, and a certified mediator in the states of Virginia and North Carolina. Ms. Mitchell is a nationally recognized in the field of alternative dispute resolution. She began her mediation practice in 1996 and has mediated more than 2000 cases. She mediates for the U. S. Equal Employment Opportunity Commission, the U.S. Department of Agriculture, the US Air Force, the MD Dept of Agriculture mediation program, and for the Financial Industry Regulatory Authority (FINRA). Joyce is on the roster of mediators for several ADR private dispute resolution providers and mediates for them nationwide for their private and federal government clients. She is a skilled negotiator and has had more than 500 hours of conflict resolution, and multi-party facilitation in various subject areas, levels, and mediation approaches. She conducts multi-party facilitation sessions, early neutral evaluations, organizational and management conflict inquiries, and fact finding. Joyce regularly speaks at professional association meetings, such as the ABA

Dispute Resolution Section, on the uses on ADR techniques.

From 2002 -2012, Joyce taught ADR Techniques as an adjunct at the Columbus School of Law at Catholic University in Washington, DC. She provides conflict resolution trainings to groups. She served as co-trainer for the Maryland State Bar Association's 40-hour Basic Mediation Training for five (5) years. She is a current member and a former Chair of the MD State Bar Assoc's ADR Section Council.

Joyce has been an arbitrator since 1997. She serves as an arbitrator, generally as chair, on the national arbitrator commercial and employment panels of FINRA, the American Arbitration Association (AAA) and CPR the International Institute for Conflict Prevention and Resolution (CPR). Over the years, Joyce has arbitrated numerous complex securities, employment, and business matters. She is in her 8th year as an arbitration adjunct at the University of MD, Carey School of Law in Baltimore, MD.



Paul F. Monicatti is an independent, professional ADR expert based in Detroit, Michigan, USA, who has been an attorney since 1978, an arbitrator since 1983, and a mediator since 1986. He served as court-appointed Settlement Master in federal court when he successfully helped resolve two major Flint, Michigan water contamination-related cases in 2017 and in state court when he helped resolve nearly all of the mid-1990s multi-billion-dollar Dow Corning breast implant insurance coverage litigation involving 112 defendants. He's a member of Michigan's State Bar, Federal Bar of the U.S. District Court-Eastern District of Michigan, American Bar Association, and Federal Bar Association-Eastern District of Michigan. He co-founded and is a Distinguished Fellow, Knight, past President, and former Board member of IAM. He's received the Recognition Award from the Center for ADR for dedicated service and commitment to the needs of its culturally diverse community. Paul's earned the highest ratings possible from Martindale-Hubbell, Best Lawyers in America, Super

Lawyer, U.S. News and World Report, Leading Lawyers, Crain's Detroit Business, and the international publication Who's Who Legal: Mediation that selected him as one of the top mediators in the world. He has taught ADR Advocacy Skills in negotiation, mediation, and arbitration at Western Michigan University Cooley Law School and has guest lectured at all of Michigan's law schools. He's published and presented extensively on ADR topics throughout North America, and was interviewed and quoted as a negotiation expert in Inc magazine's May 2017 article "Let's Make a Deal" about negotiation tips and strategies.



Douglas Murphy QC has practised as a barrister for nearly thirty-nine years, in most jurisdictions but in more recent times, in the fields of commercial, property, trusts and wills and estates law. He has also been mediating since the mid 1990's. Since 2008 he was accredited under the National Mediator Accreditation System (NMAS) when that system was inaugurated, and he has been on the Board of Directors that governs that system for over six years. He is also accredited under the Farm Business Debt Mediation Act 2017 (Qld).

He initially trained as a mediator at Bond University's ADR Centre on the Gold Coast but he has also undertaken two separate courses at Pepperdine University and further training at the American Institute of Mediation, in California. Douglas has continuously increased his practice as a mediator and enhanced his reputation as an expert in the mediation field having been so recognized in Who's Who Legal.

As well as serving as an elected member of the Queensland Bar Council for 18 years serving as its Honorary Secretary for four years and its Honorary Treasurer for another four, he has been an enthusiastic member of the Queensland Bar's ADR Committee for many years. He has been instrumental in the promotion of professional development by engaging world-renowned speakers from home and abroad for conferences. In November 2019, he was elected as an Honorary Life Member of that Bar Association. Doug was inducted as a Distinguished Fellow of the International Academy of Mediators in 2013 and in 2021 he became the first Australian to be elected to the IAM Board of Governors.



Louise Otis is an active judge, arbitrator, and mediator in administrative and commercial matters. She is also Adjunct Professor at McGill University, Faculty of Law (McGill) and a Distinguished Fellow at the International Academy of Mediators (IAM), which sets the standards and qualifications of professional mediators in commercial disputes.

She is the President of the Administrative Tribunal of the Organisation for Economic Co-operation and Development (OECD), President of the Administrative Tribunal of the Organisation Internationale de la Francophonie (OIF), and Deputy Judge of the European Organisation for the Exploitation of Meteorological Satellites Administrative Tribunal (EUMETSAT). Louise Otis regularly participates in international governance and justice reform missions. At the international level, she has been involved in the reform of justice systems in different countries and international organizations.



Steve Paul is a full-time mediator based in Los Angeles, primarily mediating employment and commercial disputes. Prior to becoming a mediator, Steve was in-house legal and business affairs counsel at Warner Bros. Studios, where he handled labor and employment issues and provided legal oversight of the Studio's day-to-day operations. Steve has been an Adjunct Professor at the Straus Institute for Dispute Resolution for the past several years, where he teaches employment dispute resolution. Steve frequently lectures and speaks on mediation, conflict resolution and negotiation, and is a Distinguished Fellow and the President-Elect of the International Academy of Mediators. Steve graduated Phi Beta Kappa from UC Berkeley, and received his law degree from Berkeley Law School.



Mitchell Rose is a mediator, med-arbitrator, and settlement counsel from Toronto, Ontario, Canada. As the principal of Rose Dispute Resolution, Mitch regularly mediates a variety of civil disputes, including employment, commercial, estates, real property, and insurance matters.

He is an e-book author of 40 Mediation Advocacy Tips for Ontario Lawyers and has published articles in various law journals and business publications. He also authored the virtual mediation practice note of the Canadian edition of Lexis Practice Advisor – Litigation & Dispute Resolution module. Mitch is a frequent speaker for various professional organizations on employment law and alternative dispute resolution topics.

Mitch holds a Chartered Mediator designation from the ADR Institute of Canada, and he is a Distinguished Fellow of the International Academy of Mediators, a charter member of the Canadian Academy of Distinguished Neutrals, and the immediate past chair of the Alternative Dispute Resolution Section of the Ontario Bar Association.

While he is not a native of Montreal, it is a city Mitch (thinks he) knows quite well. So, if you want to know the best places for smoked meat, bagels, steamies, and microbrews, be sure to ask him. Then, check with an actual Montrealer. They will likely laugh at his recommendations and insult his choice of hockey team.



Steve Rottman has an international reputation for his unique approach to the art of resolving commercial disputes. You may have to wait for a mediation date, but the odds of finding that elusive agreement are surprisingly high. Steve graduated from Harvard Law School with honors and is a summa cum laude graduate of Duke University. He spent 20 years as a trial lawyer before committing full time to mediation. The Los Angeles Daily Journal named him one of the "top 50 neutrals in the state," and he has been recognized consistently by "Best Lawyers in America" and the "Super Lawyer" publications as both a trial lawyer and mediator. Steve lectures and trains mediators internationally and is an Adjunct Professor at Pepperdine's Straus Institute for Dispute Resolution. His courses have been described as "life-changing" and "frighteningly illuminating."



J. Jay Rudolph is a lawyer, mediator, and arbitrator. He was called to the Bar in 1984 and practiced law for twelve years as an associate and then as a partner at a mid-size Toronto law firm before opening his own law firm. He has 37 years' experience in civil litigation with demonstrated expertise in insurance, commercial and employment litigation. As a lawyer acting for both Plaintiffs and Defendants, he successfully attained favourable resolution of complex cases through the incisive use of litigation and negotiation strategies and trial advocacy. Jay has been an active mediator for 27 years. He received specialized training in mediation and negotiation, including completion of the Negotiation Workshop and Advanced Negotiation Workshop at Harvard Law School. Jay brings to the mediation process an ability to listen, empathize, connect with the parties and encourage communication which results in the practical and economical resolution of disputes. Jay is able to quickly identify parties' interests and works tirelessly to facilitate settlements favourable to all parties. Jay has been designated a Chartered Mediator (C. Med) and Chartered

Arbitrator (C. Arb) by the ADR Institute of Canada and is a Distinguished Fellow of the International Academy of Mediators. He is also a member of the Canadian Academy of Distinguished Neutrals. Jay is the principal of Rudolph Mediation & Arbitration Services Inc. Jay mediates cases involving personal injury and insurance disputes, professional negligence, estates and employment cases, as well as commercial disputes. Jay has chaired the IAM/Winkler joint conference in 2021 and 2022. He is honoured to be Chair of the IAM Montreal Conference Planning Committee and Chair of the Conference.



Sukhsimranjit Singh is the Judge Danny Weinstein Managing Director of the Straus Institute for Dispute Resolution and associate professor of law and practice at Pepperdine Caruso School of Law. A speaker and author on advanced mediation and cross-cultural dispute resolution, he has published numerous articles in that field, and has delivered TEDx talks in India in the U.S. He has mediated intercultural and commercial cases in the United States, India, Canada, and New Zealand among other countries. He has trained lawyers and law students in 45 countries. An Honorary Fellow with the International Academy of Mediators, he served as a council member of the Section of Dispute Resolution of the American Bar Association and currently serves as board member at Weinstein International Foundation and Executive Committee member of AALS Section of Dispute Resolution. Singh serves on AAA-ICDR panel of international mediators and was recently featured in Prominent Sikh Scholars and Educationalists and nominated for Peace Award by City of Beverly Hills.

Singh has successfully mediated hundreds of cases as well as cases involving more than a hundred parties. Singh has a doctorate and a master's in laws in dispute resolution and has clerked with Chief Justice of India.



Rande Sotomayor is a Los Angeles-based independent mediator and arbitrator with a 38-year background in civil commercial litigation. A champion of good-natured and honorable legal tactics, Rande is well known for her down-to-earth, common-sense approach and the determination and optimism she brings to every mediation. She specializes in employment, business, real property, personal injury, and insurance disputes. Most of her mediations involve parties of diverse cultures and nationalities, including Armenia, China, Egypt, France, Ghana, Hong Kong, Israel, Italy, Lebanon, Mexico, South Korea, and U.S.A.

Rande is a Distinguished Fellow in the International Academy of Mediators, is a member of the National Academy of Distinguished Neutrals, was selected for the 2017-2022 Southern California Super Lawyers lists in Alternative Dispute Resolution, has a Martindale-Hubbell AV Preeminent Rating (Peer-Rated for Highest Level of Professional Excellence), and has been named a Top Attorney by Pasadena Magazine, 2016-2022. Rande has also served as a professional mediator/judge/trainer and team coach for the ICC International Commercial Mediation Competition in Paris, France, 2016-2022. She currently sits on the Board of Directors for the Pasadena Senior Center.



Jim Stark is a nationally recognized expert in mediation and alternative dispute resolution who has been a member of the University of Connecticut School of Law faculty since 1979. A former staff attorney at the American Civil Liberties Union, Professor Stark began his tenure at the school as Director of Civil Clinical Programs, supervising and training students in the litigation of civil rights and disability rights cases. From 1990 to 1993, he served as associate dean for faculty affairs, presiding over a faculty process that produced major revisions in the curriculum, including the creation of the first-year Legal Practice program. In 1994, he founded the Mediation Clinic, the Law School's first foray into the field of alternative dispute resolution and a program in which (despite his official retirement in 2016) he continues to teach.

A graduate of Cornell University and Columbia Law School, Professor Stark is the co-author (with Doug Frenkel) of *The Practice of Mediation: A Video-Integrated Text* (4th ed. forthcoming 2023), a top-selling law school dispute resolution text. His scholarly publications also include a *Clinical Law Review* article, *Preliminary Reflections on the Establishment of a Mediation Clinic*, which was selected for inclusion in the first edition of *Clinical*

Anthology: Readings for Live-Client Clinics; and Changing Minds: The Work of Mediators and Empirical Studies of Persuasion, an article also co-authored with Doug that won the International Institute for Conflict Prevention and Resolution Award as Best Professional Article of 2014 in the field of dispute resolution.



John Sturrock QC is founder and senior mediator at Core Solutions (www.core-solutions.com) in Scotland and also acts as a mediator with Brick Court Chambers in London. As a pioneer of mediation in the UK, with an international reputation, his work extends to the commercial, professional, sports, public sector, policy, and political fields. He is identified as a Global Elite Thought Leader by Who's Who Legal, is a Distinguished Fellow of the international Academy of Mediators and has been a Visiting Professor at the University of Edinburgh. He writes extensively and recently published a book entitled "A Mediator's Musings."

John also specialises in facilitation, negotiation, mediation and conflict management training and consultancy for leaders in the private and public sectors, sport, the professions, and government. For many years, he has worked with various parliaments throughout the UK on improving effective scrutiny of policy. He is founder of Collaborative Scotland (www.collaborativescotland.org), which promotes non-partisan respectful dialogue about difficult issues and is one of the initiators of the Mediators Green Pledge (<https://womacc.org/>).

In 2019, John conducted a major review for the Scottish Government into allegations of bullying in NHS Highland and the subsequent "Sturrock Report" was well received across the public sector. He was a member of the Stewarding Group of the first Citizens Assembly in Scotland in 2019 - 2021. In 2019, John also co-chaired an Expert Group under the auspices of Scottish Mediation which produced a significant report entitled "Bringing Mediation into the Mainstream".



Jeff Trueman, Esq. is an experienced, full-time mediator and arbitrator. He helps parties resolve a wide variety of litigated and pre-suit disputes and interpersonal problems concerning catastrophic injuries, wrongful death, professional malpractice, employment, business dissolution, and real property. His writings have appeared in the Washington University Journal of Law and Policy, the International Institute for Conflict Prevention and Resolution, Claims Litigation Management Alliance Magazine, the Maryland Daily Record, the Maryland State Bar Journal, the University of Baltimore Law Review, and elsewhere. Jeff is a past Director of Dispute Resolution for the Circuit Court for Baltimore City where he oversaw over 70 retired judges and senior attorneys conducting over 1,500 mediations, settlement conferences and neutral evaluations per year. He is a recipient of the Paul A. Dorf Alternative Dispute Resolution Memorial Award by the Bar Association of Baltimore City. Beginning this summer, he will serve as an adjunct professor at one his favorite places to be, the

Straus Institute for Dispute Resolution at the Pepperdine School of Law in Malibu, California.



Mike Young is an IAMer for Life, a former IAM President, Treasurer, Board Member, Conference Planner, Listserv Abuser, Sword Wielder, and Floor Sweeper. There is nothing he looks forward to more than getting back together with you all and soaking up your wisdom, knowledge, and kindnesses, possibly at the Lobby bar. He also used to look like his profile photo.



Jacques Bénard is an environmental mediator and civil engineer with 35 years of experience in consensus building, public dispute resolution and public participation in the context of land-use and environmental matters. He is regularly called upon by public and private sector clients for his mediation and facilitation skills in complex projects involving multiple stakeholders and conflictual situations.

A Senior Vice President at Hill+Knowlton Strategies, Jacques also serves as a part-time commissioner on the Bureau d'audiences publiques sur l'environnement (the province of Quebec's public environmental consultation board) and is on the roster of commissioners for the Impact Assessment Agency of Canada. He serves on the Board of Directors of the International Association for Public Participation (IAP2) and is also a member of the Institut de médiation et d'arbitrage du Québec and of the Ordre des ingénieurs du Québec.

Jacques holds a bachelor's degree in Civil Engineering from Polytechnique Montréal, a master's degree in Land-Use Planning from the University of Montreal and a postgraduate degree in Alternative Dispute Resolution from Sherbrooke University's Law Faculty. He is sessional lecturer at Sherbrooke University in its Environmental Mediation Program, and at the University of Montreal in the Planning Faculty's Project Management Program. In 2013, Jacques was awarded the Blanche-Lemco-Van-Ginkel Award from the Quebec Urban Planners Association in recognition of his significant contribution to the development of urban planning in Quebec.

Spouse/Guest Montreal Tours

Thursday, June 2, 2022 - 9:00 AM - 1:00 PM

Montreal Flavours Tour (\$145 USD per person | 10-person minimum - 4 hours - transportation provided)

Montreal has often been dubbed the North American capital for French cuisine and can certainly be considered an epicenter of gastronomy in general! You will discover the city from a different point of view while our tour guide gives you a historical background, as well the ethnic influences on this culinary "community". From "Little Italy" to "Chinatown", and including the Greek, Portuguese, and Jewish neighborhoods, you'll visit some of the most popular food stops and try some of the local specialties



Friday, June 3, 2022 - 10:30 AM - 2:30 PM

Walking Tour & Lunch Cruise (\$145 USD per person | 10-person minimum - 4 hours - transportation provided)

Enjoy a short, guided walking tour of Old Montreal. Discover the birthplace of Montreal and one of the largest concentrations of 17th, 18th, and 19th-century buildings in North America! Then, cast off for a leisurely lunch cruise along the St. Lawrence River aboard the Bateau-Mouche, a Parisian-style riverboat. This cruise, with historical commentary and anecdotes, offers a different vantage point from which to see the city and surrounding landscapes. With menus created with love by a talented team of chefs, superb wine, and excellent service, all you need to do is relax and enjoy the view! Included:

- Professional tourist guide
- 90-minute cruise on Bateau-Mouche with table d'hôte lunch

ORDER FORM

Delegate Name: _____

Address: _____

City: _____ State/Province: _____

Zip/Postal Code: _____ Country: _____

Tel: _____ Email: _____

For Hotel Reservations:

Sofitel Montreal Hotel

Date: June 2-4

Rate: Starting -

\$269 CAD | \$211 USD | \$190 €.

Toll-Free Reservations:

514-285-9000 use IAM22 to get
conference rate

Delegate Dietary Considerations: ONE option only ☐ Vegetarian ☐ Gluten & Wheat ☐ Lactose Intolerant

☐ Vegan ☐ Other _____

Guest Name: _____

Dietary Considerations: ONE option only ☐ Vegetarian ☐ Gluten & Wheat ☐ Lactose ☐ Vegan

☐ Other _____

Accessibility Requirements: _____

	PER PERSON	# OF PEOPLE	SUBTOTAL
Early Bird Member (Valid Until May 1, 2022)	\$850		
Member (after May 1, 2022)	\$950		
Non Member (by invitation only)	\$950		
Wednesday: Board Meeting	\$0.00		
Thursday Night Reception (Delegate and Companion)	\$0.00		
Friday Night Banquet (Member)	\$0.00		
Friday Night Banquet (Companion)	\$150		
Guest/Companion Tours			
Thursday - Montreal Flavours Tour	\$145		
Friday - Walking Tour/Lunch Cruise	\$145		
TOTAL PAYMENT:			

Email or Mail Check or CC info to: IAM Headquarters
14070 Proton Rd. #100
Dallas, TX 75244

Cancellation Policy: The deadline to cancel my convention registration or any extra activity charges and receive a refund less \$50 processing fee is May 8, 2022. After the deadline date there are no refunds.