

# COMMUNITY BOARDS 5TH ANNUAL SAN FRANCISCO PEACEMAKER AWARDS

## **TRANSFORMATION AT WORK**

**NEW PRACTICES IN FEDERAL &  
WORKPLACE CONFLICT RESOLUTION**

Friday, June 5, 2015

The City Club of San Francisco



**COMMUNITY BOARDS**  
Building Community Through Conflict Resolution

## COMMUNITY BOARDS

Community Boards operates the oldest public conflict resolution center in the U.S. Our mission is to empower all San Franciscans with the strength, skills, and resources needed to express and resolve conflicts peacefully and appropriately for their culture and environment. We create opportunities for disputants to take responsibility for their conflicts and attain shared solutions. We're building a more peaceful, respectful, and safe San Francisco—one relationship at a time.

In 1976 Community Boards revolutionized the social justice movement with its mediation panel process, training hundreds of volunteers as compassionate, constructive peacemakers. Our programs are now recognized as ADR best practices in the private, nonprofit, and public sectors.

Today, Community Boards' comprehensive conflict resolution resources—mediation, facilitation for small and large groups, conflict coaching, ADR training—make us a Bay Area leader in effective and accessible collaborative peacemaking. With an active pool of 375+ volunteer Community Mediators, our mediation services are available citywide on a sliding scale in English, Spanish, Mandarin, and Cantonese—ten hours a day, six days a week.

### STAFF

Darlene Weide, MPH, MSW, Executive Director  
Cordell Wesselink, MA, ADR Programs Director  
Arnold “Mac” McGilbray, Case Development Manager  
Deborah Gatiss, Community Outreach Coordinator  
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## SAN FRANCISCO PEACEMAKER AWARDS

Community Boards introduced its San Francisco Peacemaker Awards in commemoration of our 35th anniversary in 2011.

Yet, Community Boards does not work alone. With our awards, we acknowledge and honor the significant contributions of others who make San Francisco a city of healthier, more just and respectful neighborhoods and communities.

Community Boards salutes and celebrates change makers, community builders, anti-violence advocates, and on-the-ground peacemakers. The San Francisco Peacemaker Awards recognize individuals and organizations with proven track records and the individuals that foster the next generation of “rising” peacemakers.

### THE PEACEMAKER AWARDS IS HELD IN HONOR OF

### RAYMOND SHONHOLTZ, J.D., FOUNDER & VISIONARY, 1943–2012

Ray was a visionary and an international leader in the community mediation field. He touched the lives of countless people and had an outsized influence on the world.



# THE 5TH ANNUAL SAN FRANCISCO PEACEMAKER AWARDS PROGRAM

Reception, Luncheon & Awards Ceremony

## Wine Reception

A global selection generously provided by  
Sue Chee, Marc Martin & Barbara Slotnik

## Welcome & Gratitude

Megan Oliver Thompson, President of the Board

## Awards Presentation & Introduction of Special Guests

Darlene Weide, Executive Director

### The Gail Sadalla Rising Peacemaker Award

Ja'Marc Allen-Henderson

### The Raymond Shonholtz Visionary Peacemaker Award

Valerie Tulier

### The Community Boards Leadership Peacemaker Award

Alternatives to Violence Project

## Introduction of Keynote Speaker

Darlene Weide

## Keynote Speaker

Grande Lum, Director  
*Community Relations Service*

## Closing Remarks

Darlene Weide

## KEYNOTE SPEAKER

Grande H. Lum, Director, Community Relations Service

Grande Lum is the Director of the Community Relations Service at the United States Department of Justice. Often called "America's Peacemaker," Community Relations Service has worked with thousands of communities, many of whom came together in crisis and emerged stronger and more unified.



CRS delivers mediation, facilitation of dialogue, training, and consulting. Created by the Civil Rights Act of 1964, CRS works to address tension associated with allegations of discrimination on the basis of race, color, and national origin. Under the Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act, CRS also helps prevent and respond more effectively to violent hate crimes committed on the basis of gender, gender identity, sexual orientation, religion, or disability. CRS' services are confidential and offered without cost to communities.

Mr. Lum, J.D., is the founder and former managing director of Accordence, a negotiation training and consulting firm. He was a fellow at the Gould Center for Conflict Resolution at Stanford Law School. Mr. Lum previously held the post of clinical professor of law and director of the Center for Negotiation and Dispute Resolution at the University of California Hastings College of the Law.

## Morning Workshop

GENDER at WORK, How Gender Impacts Workplace  
Negotiations & Mediations

Do women negotiate less effectively than men? If so, why? What does negotiation have to do with gender inequality? What can or should we do about it? And what role should mediators play in solving the problem? This highly topical, interactive workshop explores gender-based negotiation practices with immediate relevance for every man and woman in today's workplace.

Emily Epstein, Workshop Leader

As the founder of Oakbay Consulting, Emily Epstein helps clients break through impasse, collaborate across function, and build stronger relationships. She specializes in teaching negotiation, facilitation, mediation, and communication skills to businesspeople in a wide range of industries. Currently, Ms. Epstein is a lecturer of law at the University of California at Berkeley School of Law, and has served in the past as associate faculty at Harvard Law School's Program on Negotiation and adjunct faculty at Georgetown University Law Center. Ms. Epstein earned her J.D. from Georgetown University Law Center.



## 2015 SAN FRANCISCO PEACEMAKER AWARD RECIPIENTS

### The Raymond Shonholtz Visionary Peacemaker Award

Valerie Tulier

*“Creating and promoting peace is about addressing the underlying hurt in people. It is about acknowledging that harm has been done to someone, some bodies, some community often long before a conflict arises. Over and over again, policies are made that impact the way individuals behave. Having an understanding of the bigger picture lets me do a better job of loving unconditionally and offering peace.”*



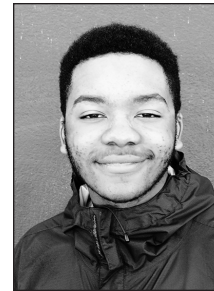
Valerie is an important leader in youth development, violence prevention, and policy advocacy in San Francisco’s Mission District. Her life’s mission has been dedicated to serving low income youth of color and their families. As the former Director of the Mission Beacon Community Center, she developed a powerful, collaborative model for youth leadership and development and was lovingly referred to as “Mama Bear.” She strongly believes that peace is a collective effort. She shares, “Even with the most challenging conflicts, if they are at the table, something deep inside of them wants peace.” She is currently the Chair of the Mission Peace Collaborative, organizing forums that focus on community empowerment and reducing gang violence. A one-time resident of the Sunnydale Projects, Valerie earned her B.A., M.A., and J.D., while working full time and raising four foster children.

### The Gail Sadalla Rising Peacemaker Award

Ja’Marc Allen-Henderson

*“Mediation skills are a good thing to have. Without them, it could lead to more violence and even incarceration or worse. A lot of people don’t know how to use their words. I’ve seen conflict resolution skills help my family, and I’m sure these skills could help many more families.”*

Ja’Marc is an 18 year old senior at June Jordan School for Equity. His passions are social justice and science. Ja’Marc became a Peer



Mediator during his junior year. Mediation is important, he explains, because “students feel safer talking to one another than a teacher. Students feel teachers may not be as understanding, so they are more willing to express their true emotions with a peer.” In addition to mediation, Ja’Marc led a workshop on sexism in music and media. He is also a Peer Mentor

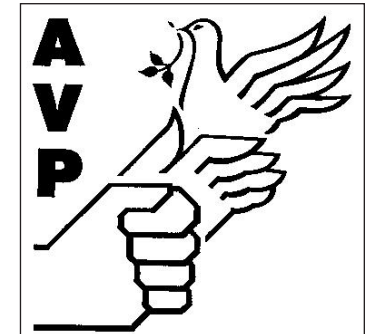
for incoming freshman. While preparing for college with College Track, Ja’Marc works three days a week at the California Academy of Sciences in their Careers in Science Program. He is a third generation San Franciscan, and credits his mother and grandparents for teaching him kindness and empathy.

### Community Boards Leadership Peacemaker Award

Alternatives to Violence Project

*The AVP program was founded on and developed from the real life experiences of people inside and outside prison walls. AVP encourages every person’s innate power to positively transform himself or herself, and in doing so, begin to transform the world.*

The Alternatives to Violence Project (AVP) is an international organization of volunteers offering team-facilitated experiential workshops in creative conflict transformation. Started 40 years ago by imprisoned people and their free-world allies, AVP empowers participants to lead nonviolent lives through affirmation, awareness, listening, self-expression, cooperation and trust. AVP/California conducts hundreds of workshops annually in prisons and communities around the state, while its local affiliate AVP/BayBridge brings positive change to our San Francisco area with programs in the San Bruno jail and a variety of settings in the surrounding community.



COMMUNITY BOARDS WISHES TO THANK AND ACKNOWLEDGE THE MANY COMMUNITIES THAT MAKE OUR SERVICES AND PROGRAMS ACCESSIBLE AND EFFECTIVE.

We salute our volunteer Community Mediators, our many trainers and training coaches, conflict coaches, facilitators, Mediation Clinic workshop leaders, interns, and members of our Board of Directors and Advisory Council.

We are thankful for their dedication and excellence that allow us to sustain and fulfill the values of our organization.

We offer a special acknowledgement to our Volunteers of the Quarter. They exemplify the excellence of all Community Boards' mediators, conflict coaches, and facilitators: Sing Chin, Tori Freeman, Scott Goering, Sonja Kos, Dylan Miles, Angie Minkin, and Vicki Oppenheim.

We are guided by the following values and commitments to:

- Provide accessible, fair, and inclusive problem-solving and conflict-resolution services.
- Respect the many forms of communication and problem solving used by and appropriate to diverse people and communities.
- Maintain an organizational orientation to self-assessment, ongoing learning, and internal practices consistent with our purposes and values.
- Enhance people's capacities as involved, aware, and effective residents of their communities.

## COMMUNITY BOARDS IN ACTION

### Neighborhood Mediation Program

Now in its 39th year, our flagship program continues to offer all San Francisco residents with a viable, effective, and affordable option for resolving their personal, domestic, school, workplace, and residential conflicts.

### Conflict Coaching

Now in its third year, our volunteer Conflict Coaches are receiving praise for assisting people with direct, one-to-one conflict resolution support and coaching.

### Neighborhood Courts Adjudicator Training

Now in its fifth year, in partnership with the District Attorney's Office, Community Boards trains all volunteer adjudicators to serve as Neighborhood Court panelists with an emphasis in restorative practices.

### Community Boards Highlights

Last year Community Boards served 1,821 individuals with mediation, conflict coaching, facilitation, trainings, referrals, counseling, scholarships, and outreach and public education.

Among those served:

- 923 requests for assistance were received
- 700+ individuals received outreach education
- 287 mediation cases were opened
- 296 parties participated in 84 mediations
- 348 individuals received counseling & referrals to other resources
- 26 conflict coaching sessions were provided
- 107 parties participated in facilitated meetings
- 65 individuals trained as Community Mediators
- 52 individuals received training & workshop scholarships

## 2014–15 COMMUNITY BOARDS MEMBERSHIP PROGRAM

### Visionary Circle

Krista Bell ◦ Sandira Calviac ◦ Linda Dunn ◦ Tracy Lemmon ◦ Margaret Okuzumi ◦ Sondra Price ◦ Lorie Reichel-Howe ◦ Tonya Saheli ◦ Megan Oliver Thompson ◦ Dartlene Weider ◦ Betsy Zeger

### Leadership Circle

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### Peacemaker Circle

Gerald Carroll ◦ Elaine Danoff ◦ Jon Eldan ◦ Wendi Ellis ◦ Paula Lawhon ◦ Diane McCumber ◦ Cynthia Mekrut ◦ Rashke Morow ◦ Roger Moss ◦ Aaron Newman ◦ Vicki Oppenheim ◦ Robert Rosborough ◦ Pat Shanahan ◦ Teri Sklar ◦ Jennifer Wilhoit

### Friendship Circle

Jennifer Bae ◦ Adrienne Blum ◦ Bhagavan Buritz ◦ Bob Burnside ◦ Sonja Caldwell Kos ◦ Carol Carbone ◦ Charlene Chen ◦ Rahul Chhabria ◦ Helga Cohen ◦ Paula Connelly ◦ Martin Dean ◦ Craig dos Santos ◦ Katharina Dress ◦ Holly Eggleston ◦ Eileen Eib ◦ Bridget Engel ◦ Lilian Epstein Halem ◦ Sheryl Faria ◦ Prashant Goel ◦ Scott Goering ◦ Holly Gordon ◦ Sarah Gorin ◦ Nancy Grace ◦ Mary Hao ◦ Kathie Hardy ◦ Shelley Kennedy ◦ Kimberly Kim ◦ Meredith Kreis ◦ Joseph La Cava ◦ Nicole Lamb-Longo ◦ Valeria Lannes ◦ Eunice Lee ◦ Jeanie Lee Kleinpeter ◦ Stephanie Leroux ◦ Karen Lipney ◦ Robert Liu ◦ Brian Lowry ◦ Thomas Lucas ◦ Sandra Mcbride ◦ Morgan McGinnis ◦ Linda McKay ◦ Risa Meyer ◦ Dylan Miles ◦ Melody Noll ◦ Phyllis Oscar ◦ Jennifer Overbury ◦ Alexis Pusina ◦ Karen Sawislak ◦ Nancy Sholkin ◦ Susan Shors ◦ Elizabeth Shwiff ◦ Christina Simmons ◦ Jeanne Snyder ◦ Dana Taylor ◦ Lloyd Taylor ◦ Patricia Toussaint ◦ Harry Turner ◦ Jonathan Weinstock ◦ Lieva Whitbeck ◦ Susan Zahn

## SPECIAL THANKS AND ACKNOWLEDGEMENTS

### Peacemaker Awards Planning Committee

Jim Garrison ◦ Deborah Gatiss ◦ R. Kamela Laird ◦ Tracy Lemmon ◦ Marc Martin ◦ Kyra Millich ◦ Farrah Moos ◦ Tonya Saheli ◦ Melanie Sengupta ◦ Megan Oliver Thompson ◦ Darlene Weide ◦ Betsy Zeger

### Peacemaker Awards Selection Committee

Eileen Hansen ◦ Donald Proby ◦ Gail Sadalla ◦ Teri Sklar ◦ Marion Standish ◦ Darlene Weide

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### 2014–15 Interns

Kristina Becker ◦ Jeff Bruton ◦ Brianna Cartoni ◦ Victor Diaz ◦ Lisa Domingo ◦ Marlyn Fusek ◦ Joshua Godar ◦ Krista Jimenez ◦ Amanda Reinke ◦ Chase Sandal ◦ Phoebe Woerner ◦ Mei Chang Yu

### Special Acknowledgements

Jerry Baral ◦ Hope Burns ◦ Siobhan Cassidy ◦ Zanne deJanvier, Designer ◦ Tori Freeman ◦ Lisa Geduldig, Publicist ◦ Jackson Gee ◦ JAMS ◦ Katherine Miller ◦ Donald Proby ◦ Susan Stone ◦ SFUSD ◦ The City Club of San Francisco

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