



# Mediation News

## IN THIS ISSUE

- Dispute Resolution Website
- Towards Common Ground Project
- Memory of Dame Roma Mitchell  
Dr John Haynes
- School Peer Mediation Training Program
- Culture of Peace News Network
- National Course In Arbitration and Mediation
- Various Conferences



## Chairperson's Letter

David Baker, SADRA Chairperson



## Milleniumism, Incrementalism and Change

I thought, wow, a new millenium. I had the chilled champagne, the mood and the company. There was excitement before the explanation about 'it' commencing **next** January. And then I was totally nonplussed when it was pointed out that in fact a new millenium starts every day...or even every second!!!! There is no one big moment. Only moments and other moments building on themselves, sort of incrementally.

So I decided to make the most of now, to start celebrating and rest, but not necessarily stop, when I tire.

Celebration like 'milleniumism' can be incremental. And change doesn't have to be the 'big bang' either, although there is much other opinion around these days. Perhaps a few opportunities for incremental change in the midst of so much pacy, dramatic change could be useful.

## National collaboration

So the recognition of now as a bridge between past achievements and future challenges, of incremental change, could be a useful thought for dispute resolution this year. The National Mediation Conference theme of *Past and Promise* provides a useful platform of building on past achievements and looking to new ways to make a difference.

While dispute resolution in South Australia is SADRA's interest, we also recognise the benefits that can flow from improved collaboration and information sharing with our interstate counterparts. This will be one issue of importance to us this year.

## 1999 SADRA AGM

Incremental change is also an issue for SADRA this year. We have gone through some changes with more to come. The theme of the 1999 AGM in December was 'Building on Past Achievements, Looking to New Directions'.

Dale Bagshaw stood down from more than 10 years of leadership of SADRA. Her contribution to dispute resolution in SA and Australia and her leadership of SADRA cannot be overstated. But she's not gone. We are pleased and grateful that Dale is staying involved as a committee member. (Anyone who knows Dale will smile at the thought of her never being involved or active.)

We sought feedback from members and will continue to do so this year. This will contribute to new directions and ways of doing things.

Forums are proposed about issues such as Mediation and Schools, Magistrates Court, Workplace Dispute Resolution, and Indigenous Dispute Resolution issues. These will be connected through the theme of the International Year of Peace and Culture. The events will be publicised and at least one may be presented in conjunction with LEADR (SA).

Reviews are underway into Mediation News (which will involve liaison with associations in other states/Territories) and into ways we can streamline our membership records. While we are very active, the workload is being shared around all members of the executive and other SADRA members.

## Emails and webpages

A significant process change that is under way for SADRA is the use of technology. We have registered on the Australian Dispute Resolution Website. We have an entry in the Directory and a page in the Useful Links section. The address is <http://www.ausdispute.unisa.edu.au/SADRA.htm>. This

**A Joint Project of...**  
Australia Dispute Resolution Association Inc. (ADRA)  
South Australian Dispute Resolution Association (SADRA)  
Victoria Association for Dispute Resolution (VADR)

*Continued on page 7*



## Schools Peer Mediation Training Program

*Pamela Harrison Solicitor & Mediator, Marion Community Legal Service Inc. Warradale South Australia*

From 1996 the Marion Community Legal Service Inc developed a schools peer mediation program to train primary school students in mediation skills as an alternative way of resolving conflicts. The program is now in its fifth year and has expanded rapidly.

To date around 150 Schools have participated in student training workshops provided by our mediators. In addition around 50 other schools have participated in workshops for teacher training only. Another 50 schools have provided their own workshop training with the assistance of the manual and video kit. Workshops provided by our mediators have reached approximately 5,000 students or more. Many more thousands have received training however by staff teachers using the training kit themselves. To date apart from positive feedback from many schools as to the successful implementation of a peer mediation program there has not been any quantitative or qualitative evaluation or assessment carried out as to the real impact on the school communities. Needless to say this requires considerable time and money.

Our program arose out of widely held community concerns about the escalating level of violence in our schools and community and a developing view in our legal system that mediation should be used as the primary form of dispute resolution as an alternative to litigation where appropriate. Currently, mediation has been introduced into most of the Australian courts. The advantages to the consumer are reduced costs, time and more satisfying outcomes as the parties in dispute determine for themselves the final solution.

However, many adult mediators would agree that recent evidence indicates that we do not have a mediation culture in our community. Rather, there still exists a strong adversarial and litigious culture where parties have little or no skills in negotiating the outcomes they require. Parties tend to come to the negotiating table with a 'big stick'

Therefore it is our aim to introduce children in their formative years to negotiation skills with the hope that from the grass roots of our community we can achieve a cultural change. Needless to say these are also valuable life skills for children to carry into their adult years.

The training program was originally aimed at Primary School students but now has expanded into **Junior Primary** and **High Schools** both public and private. It is interesting to note that some high schools are finding that students enrolling from "feeder" primary schools who have trained in mediation have expectations that a Peer Mediation Program would continue to be provided in their new high school.

The program objectives are to teach students how to be peer mediators and to inform them of the availability of mediation in the community and in particular the use of mediation in the legal arena of the Australian Court System.

The program consists of an initial 4-hour workshop with around 35 students, which focuses on the concept of mediation and information as to where mediation is used in the community. This is then followed by training exercises in inter-personal mediation skills, games, a video of a school peer mediation role play and finally mediation role-plays by the students,

After the first initial training workshop the coordinating teacher for the program then needs to conduct a follow-up training program from time to time. These are all contained in a manual that is available from the Marion Community Legal Service.

The peer mediators are then rostered to work in pairs mediating disputes between students at recess and lunch times. The roster is organised by the coordinating teacher. The mediators are not expected to resolve serious disputes that are clearly required by school rules to be reported to a teacher.

The mediators are usually identified by a badge, cap, shirt or arm-band and carry a folder with a mediator's check list of rules, procedure and recording forms if required by the school. The teacher on yard duty is always available if difficulties arise.

Apart from teaching students to take responsibility for their own disputes, it saves teachers time and stress in having to deal with a whole range of squabbles that tend to take place. The yard duty teacher can always refer Students to mediators.

Another long-term goal for this program is to assist in the reduction of **bullying** in schools and as a **primary prevention** to the increasing incidence of **"Domestic Violence"**

In the American Mediation Quarterly 1998 it was reported that over 5000 USA schools have introduced peer mediation into schools in an effort to curb escalating violence in the community.

The program is assisted by a instruction manual for teachers and simulated video of a schools peer mediation.

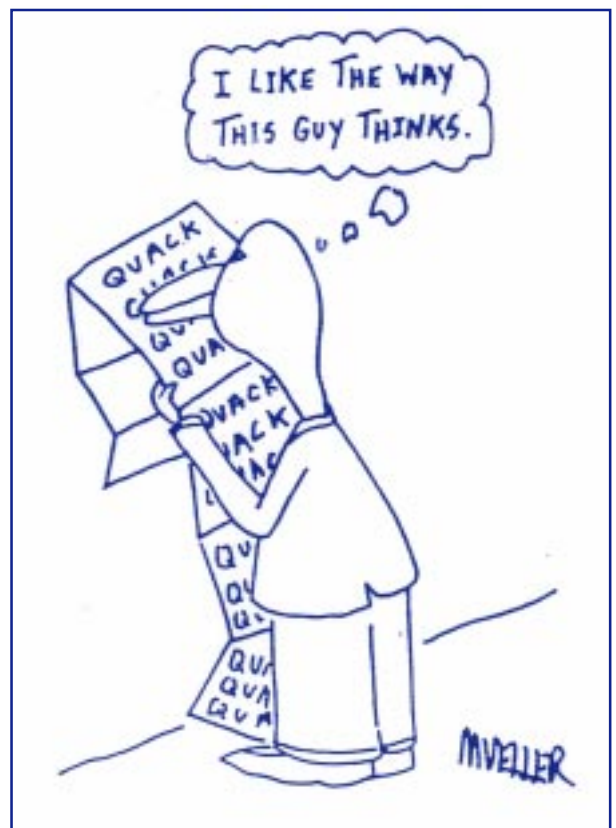
This program is an initiative of Ms Pamela Harrison, Solicitor and Mediator of the Marion Community Legal Service Inc.

If you require any further information please contact:

Pamela on 83761300,

Facsimile 83760912 or

e-mail: [marion\\_ls@senet.com.au](mailto:marion_ls@senet.com.au) ☎





## National Course In Arbitration And Mediation

*Clyde Croft, President, The Institute of Arbitration*

It is becoming recognised that, in this increasingly litigious adversarial society, dispute resolution through the courts is often unsatisfactory. That is particularly because of the specialised nature of disputes and differences, that involve specialised knowledge which is the province of only a few highly skilled people.

Likewise it is recognised that arbitration, and its associated process, mediation, each provide very effective means of resolving disputes, particularly using people whose primary skills encompass the field in which the dispute lies. That is, a dispute involving your profession would normally be arbitrated by a mature and respected member of the profession with expertise in the particular field. Such dispute resolution requires persons who have significant professional expertise and experience and have also been trained in adjudication skills. Most professional fields presently have a deficiency of, or wholly lack such persons, and disputing parties have either to have their disputes publicly heard in the courts or privately by arbitrators with little or no knowledge of the specialist field.

With the co-operation of The Institute of Arbitrators And Mediators Australia the University of Adelaide, in association with six other Australian Universities has established a uniform National Course in Arbitration And Mediation to address this important issue. A pilot version of the course was run in 1997-98 in Adelaide before going national in 1999 with 168 students representing a wide range of disciplines. The 1999 course has just been completed and is again to be run nationally in 2000.

The 2000 course is being modified in several ways, taking into account experience now gained. In particular, the course material is being carefully edited into a definitive book dealing with the theoretical and practical aspects in a more coherent manner.

I emphasise that, although lawyers attend such course, the course is designed for non-lawyers, and I encourage appropriate members of organisations to take the course in the public interest of becoming knowledgeable in the dispute resolution process. People taking the Course will be fitted (but not necessarily seek) to resolve disputes between parties where the issues are more concerned with specialised knowledge than plain issues of law. Such disputes, when conducted be-

fore persons competent in arbitration and mediation. Are concluded much more quickly and effectively. Being private, they avoid the opprobrium that attaches to public hearings.

Although arbitration is an ancient process, its use in Australia has been less common, but very successful in several fields. The rules of most Australian courts allow reference of matters out to arbitrators and mediators to facilitate resolution of actions before them, particularly in fields of specialised knowledge. The processes then used fall into the purview of specialists with knowledge of the adjudicative process. Students qualifying from the two- semester Course will receive a Professional Certificate in Arbitration And Mediation. That qualification will in future be the minimum academic standard required by the Institute of Arbitrators And Mediators Australia for graded arbitrators. Because some persons qualifying may not seek to become arbitrators, the course is aimed at equipping senior people for additional roles in their fields, namely:

- Most importantly as persons in whom the profession and public are able to place confidence as impartial adjudicators in disputes associated with their particular fields. And who will be able to uphold the honour and status of the profession in the eyes of the community;
- As partners, directors or senior professional officers of an organisation, who must understand the implications

of legal relations as they affect both major and day-to day transactions, and whose decisions are likely to commit the organisation to significant risks arising in contract or through negligence;

- As senior executives handling administration and business issues that may from time to time involve disputes, and in whom knowledge of dispute resolutions processes will equip them to minimise the effects and costs on the organisation;
- As professional contracts and administering officers who must be able to transact business effectively and handle the details of disputes and deal with lawyers in such matters, and who from time to time may have to give evidence on behalf of their organisation.

Disputes can be avoided through having members of professions understanding the consequences of careless or negligent acts. When they arise, resolution by arbitration or mediation is inherently a less disruptive procedure, which, when well handled, involves less rancour and cost. Arbitration is, however, the only alternative to court action that leads to a decisive conclusion, and should always be available in specialised disputes if mediation fails.

Queries may be answered directly by contacting Ms Sue Boeham National Manager on ph: 08 8303 4777 or fax 08 8303 4411 or email: [pce@adelaide.edu.au](mailto:pce@adelaide.edu.au)

### SADRA 2000 Professional Education Forums

To celebrate the International Year for the Culture of Peace, we are holding a series of four forums in 2000. They promise to be enjoyable and informative – so mark the dates in your diary now!

It's a great opportunity to hear what's happening across a range of professional areas using ADR approaches as well as to meet other like-minded people. And they are free!!

All of the forums are on Monday evenings from 6 to 7pm.

The dates and themes are:

- 27 March: Magistrates Court
- 5 June: Primary Schools Peer Group Mediation
- 4 September: Reconciliation, Native Title and Settlement
- 13 November: Workplace and ADR

All forums will be held at the Worlds End Hotel, 208 Hindley St Adelaide

These functions are also opportunities to meet with others in an informal setting, to make acquaintances and to also enjoy a meal and good company if you wish. If you want to register to be advised by email of these and other functions, please email [david.baker@unisa.edu.au](mailto:david.baker@unisa.edu.au).

We look forward to seeing you there.



## Background

In mid 1997 Native Title and reconciliation were issues being hotly debated in the public arena. The impetus for this was the highly contentious Wik legislation and its impact on the future of land rights in Australia. The issue had generated a high level of scrutiny from and fear in many sectors of the community, especially for rural and Aboriginal groups.

Around that time in Melbourne three Victorian mediators were discussing the handling of the Native Title debate, partly in relation to a radio interview they had each heard independently while driving to work. The interview had been with two visiting Canadian academics who were attending a Peace Conference in Melbourne and were being asked for their views on how Australia should approach this highly volatile, complex and emotional issue.

The three mediators felt annoyed that in the radio discussion no recognition or acknowledgement of Australia's expertise in the mediation area had been recognized or that Australia had some of the best conflict resolution systems in the world! As always, overseas views were treated as the authoritative voice on matters that, in this case, were highly complex and uniquely Australian.

The three mediators: Ms Marg O'Donnell, the Victorian Legal Ombudsman, Mr David Bryson, a manager with WorkCover Conciliation, and Ms Nerida Wallace, a legal consultant and mediator, decided to not just get annoyed about the situation but to do something about it! They agreed it was a professional challenge and from that point germinated the idea for a 'guide' which would provide people with a simple framework for discussing this highly emotional issue in their communities. That document would become known as the *Towards Common Ground* guide.

In a nutshell, they recognized that much of the public debate around Native Title focussed on the 'big picture', with little consideration for the actual concerns of participants in the Native title claims process. Specifically, rural communities

are keen to work together, to be heard and to resolve issues themselves. Their views are important too! The *Towards Common Ground* guide offers a means of having a constructive and informative dialogue on an extremely delicate issue within a supportive setting.

The idea really took off when in late December 1997, Marg O'Donnell was interviewed by Jon Faine on 3LO radio about the idea of a guide. During its subsequent production, many people and organisations offered their assistance including the Australian Scholarships Group, the International Institute for Negotiation and Management, the Law Institute of Victoria, Ink Link, the Lance Reichstein Foundation and the Stegley Foundation.

The philanthropic funding obtained and the voluntary work of many people around Australia, including indigenous and non-indigenous mediators, enabled the production and distribution of the first *Towards Common Ground* guide. There was strong support from within the mediation industry for this pro-active initiative. When the guide was released, the response was overwhelming; there were many requests for copies from all over Australia.

## The Project-moving on...

A growing number of Australians recognise that the need to achieve reconciliation is a prerequisite for our nation as a whole to move forward. At the same time, it is increasingly clear that formal legislation, regardless of its content, cannot fulfil this goal. The Guide contains advice and techniques which enable people to move from political rhetoric to practical understanding and the ability to deal with real local issues at a grass-roots level.

The techniques employed are those used by professional mediators and deal with topics such as :

- who to approach first
- how to set up the first meeting
- identifying the resources that can help sustain the process

- setting realistic goals, and
- how to keep the process going

Since the launch of the *Towards Common Ground* guide, in September 1998, over five thousand copies have been distributed right around the country. Copies were distributed to local councils and local libraries. Churches also played a significant role in spreading the mediation word.

## And current developments

In mid - 1999 the project entered a second stage. With the assistance of a Living in Harmony grant, an initiative announced by the Minister for Immigration and Multicultural Affairs, Mr Philip Ruddock and administered by the Department of Immigration and Multicultural Affairs, the project will be adapted for the Internet so that it reaches an even greater audience.

The Living in Harmony grant is aimed at promoting community harmony and recognises that regardless of our backgrounds or beliefs, we are united as Australians and want to live in a country that is free of racial intolerance.

In addition to this, the Living in Harmony grant enables the completion of a mediation training package. It will be available for use in the field as a backup to the Guide for people interested in finding out more on how to facilitate meetings.

The fully revised Kit now resides on the Towards Common Ground web site which is [www.tcgproject.org](http://www.tcgproject.org).

## For further information contact:

The Project co-ordinator  
Ms Klara Blazevic on  
0418 994849. 



### In memory of Dame Roma Mitchell AC DBE CVO (1913-2000)

Dame Roma Mitchell died on March 5, 2000 in Adelaide, South Australia, after a battle with cancer. She was an extraordinary person and a wonderful role model for all women. She was a woman with great dignity, integrity, warmth and compassion. Her strong commitment to social justice was evident in her words, actions and deeds. She was very approachable and displayed an interest in and concern for people from all levels and walks of life.

Dame Roma blazed many trails for women in Australia – she was the first female Queen’s Counsel in 1962, the first female Supreme Court judge in 1965 and the first female State Governor.

In 1988, when she was the first female Chancellor of the University of Adelaide, Dame Roma enthusiastically agreed to launch the *South Australian Dispute Resolution Association* (SADRA). This was at a time when many senior people in the law in South Australia were sceptical of mediation and alternative dispute resolution (ADR) generally. At the time she went to great trouble to research the literature on ADR and wrote her own thoughtfully considered speech in support of mediation, cautioning that there would always be some people who needed their day in court.

After the launch in 1988, Dame Roma retained an active interest in SADRA, reading the *Mediation News* and offering ongoing unofficial support and encouragement. She willingly agreed to open the Second International Mediation Conference in Adelaide in 1996 (when she was Governor) and the SADRA Tenth Anniversary Symposium in 1998 (staying on for dinner). On each occasion she researched and wrote her opening addresses, keeping abreast of contemporary ADR literature and phoning to discuss points that needed further clarification. In spite of her busy life she maintained the personal touch and always offered positive affirmations and encouragement. She treated people with great respect regardless of their position and status in life and had what could be described as a rare ability to put people at ease and to make them feel special.

Dame Roma will be sorely missed but has left a remarkable legacy for all who follow. I feel extremely privileged and proud to have known her.

*Dale Bagshaw  
Chair of SADRA from 1988-1998.*

### In Loving Memory of Dr. John Haynes

It is with great sadness that I write about the death of John Haynes who many mediators in Australia knew and loved. John was a devout Quaker and a highly principled, charismatic, intelligent, warm and generous human being. He is known throughout the world for his contributions to mediation and for his numerous publications, training programs and training tapes.

John is often described as the father of modern mediation. His book, *Fundamentals of Family Mediation*, State University of New York Press, 1994, has been translated in five languages with eight different national editions, including an Australian edition which he wrote with Stephanie Charlesworth. He has trained over 15,000 professionals in twenty countries around the world, including Australia and New Zealand. Dr. Haynes was Founding President of the US Academy of Family Mediators (1981 - 1985) and the first recipient of its Distinguished Contribution Award in 1989. He has served as a consultant to court systems in Arizona, Delaware, Idaho, New Mexico, Texas, Washington, Quebec, Singapore, Norway and Great Britain.

I first met John when I visited him in Greenwood, just out of New York, in 1990. He met me in his yellow sports car, took me for lunch and generously shared his books and training materials. Many of us were also fortunate to get to know John when he visited Adelaide in 1996 where he ran workshops and gave a keynote address at the Second International Mediation and Cultural Diversity Conference. At this time I worked closely with John and produced ten teaching tapes with John as the mediator, over two days. We were amazed at John's high level of energy and professionalism (only one retake was required!) and we are fortunate to have the tapes to remember him by.

I received a cheerful card and letter from John and his wife Gretchen, sent before Christmas after John had learned about the changed nature of his illness. After John's death Gretchen sent a copy of a recent photo of John, which is published here. Gretchen wrote:

*John died on the evening of December 22, just as the solstice moon was rising. He died peacefully in his sleep with his family around him. We will have a Memorial Meeting for Worship to celebrate his life on January 16 at 2:00 at the Westbury Friends Meeting. In lieu of flowers, we have established a scholarship for the study of conflict resolution at The Union Institute, 440 McMillan St., Cincinnati, Ohio 45206-1925.*

*He was working on two more books, and while his work has been cut short, we know that his legacy is the thousands of mediators all over the world who will continue and expand that work. His love of life, keen intellect, and abiding faith in the goodness of all people are an inspiration to us all. Thank you all for your messages and love.*

*Please visit the ausdispute website Discussion Page and share your own memories and comments about John and his work ([www.ausdispute.unisa.edu.au](http://www.ausdispute.unisa.edu.au)). We will forward all messages to Gretchen.*

*Dale Bagshaw  
Coordinator, Conflict Management Research Group  
University of South Australia*





The web site is becoming a little more known so it would be useful to explain its origins, who is involved, what has been achieved so far and what's in the offing.

In 1996, the Coordinator of the Conflict Management Research Group at the University of South Australia, Ms Dale Bagshaw with the assistance of students, produced the *Australian Dispute Resolution Directory*, a national guide to professional providers of dispute resolution (DR) services in Australia. Registration was free. The Law Society of South Australia and the University of SA supported the project. It was expected that many of the 1000 or more registrants would purchase a copy of the Directory, which would enable the project costs to be met.

However this was not the case and the Research Group was left with a debt. Notwithstanding the financial results, brokers and consumers across Australia used the first edition and there is a copy in most libraries.

In 1999 Dale determined that another edition of the Directory should again be produced but this time in conjunction with a web site and successfully applied for a loan from the Faculty to seed the new project. In April, Dale recruited David Baker (a mediator and experienced manager and PhD student at UniSA) to manage the project on a part-time basis. Soon after it was decided that a web site incorporating an electronic directory would be established first and a hard copy directory later and based on the contents of the electronic version. It was also decided that additional funds to seed the project would be provided by funds from the Conflict Management Research Group. It is hoped that the website will eventually be self-funded from receipts from the sale of registrations in the electronic directory and from appropriate advertising.

However, notwithstanding the headline articles in the daily newspapers about companies and their profits, this has not proved to be a profitable activity.

## Objectives

The website is dedicated to the promotion of cooperative approaches to the resolution and management of conflict and disputes through national and inter-

national collaboration and information sharing.

There are six key objectives for the site:

1. to inform the public about the benefits of dispute resolution processes such as mediation, conciliation and arbitration;
2. to advise consumers about how to choose a relevant dispute resolution process and practitioner;
3. to advertise a list of practitioners and their relevant expertise;
4. to assist dispute resolution practitioners, organisations, academics and students to share information, develop ethical codes of practice and debate views in order to advance the theory and practice of conflict management and dispute resolution;
5. to provide opportunities for dispute resolvers to network with each other and to access information about relevant conferences, books, articles etc and
6. to promote conflict management and dispute resolution approaches in Australia and internationally.

The website is unique in offering a fully inclusive, comprehensive listing of associations, organisations and individuals involved in DR, including educators, trainers and a wide range of service providers in each Australian State and Territory. It can become an important vehicle for the exchange of information and for debate in Australia and can be an important resource for dispute resolution associations and organisations.

It is planned that in the near future the website will include practitioners and organisations from the South East Asian region.

## Structure

The Web site provides a comprehensive range of information and opportunities such as:

- a Directory of dispute resolution associations, organisations and individual service providers in Australia;
- dispute resolution employment opportunities;

- education and training opportunities;
- important diary dates including national and international conference information;
- relevant articles, newsletters, conference papers;
- discussion pages for academics, students and practitioners to debate current issues eg accreditation, changes to legislation etc.;
- new developments in the field at a national and international level;
- network opportunities for special interest groups;
- important links between dispute resolution associations and organisations within Australia and overseas;
- links to other relevant web sites.

## Achievements to date

- The site is operational and receiving positive feedback. Registrants are able to self register and edit their pages at will. They have what are virtual web sites of their own.
- The site sits on a University of South Australia's server. It has been developed in conjunction with staff from the Flexible Learning Centre who developed the common look and feel, and the School of Communication and Information Studies who developed the database and supervises the registration of the site with the search engines.
- In excess of 75,000 flyers and notices in journals were distributed in 1999 advertising the *plans* to establish the site. This year the *existence* of the site will be publicised.
- Approximately 185 practitioners and organisations have registered.
- There have been approximately 700 visits to the site between November and February. The site is being registered with the major search engines, which will see a greater volume of traffic.

*Continued on page 7*

- The major not-for-profit State/Territory organisations SADRA, ADRA, VADRA and ADRQ have registered and are commencing using their page in the Useful Links section to communicate with their members. It is hoped that all States and Territories will be using the site by May. A page is being offered to the Presidents/Chairpersons and their subcommittees of the organisations to discuss issues of common, national interest.
- Dale Bagshaw and David Baker are presenting a joint paper to the National Mediation Conference in May about the usefulness of the site for the development of ADR nationally. We have also offered to use the site to survey practitioners nationally and those attending the conference about the future for ADR in Australia. It has been suggested that a representative national group can be established out of the conference which can be set up to communicate electronically using the site and to determine how to use the survey results. These could be useful in a number of ways including how to promote ADR, and looking to the themes of the next national conference.
- There are proposals on the table to establish two sub-Directories within the site by April for research purposes about Indigenous ADR and Organizational Downsizing.
- A Web Site Advisory Group has been established to bring together practitioners and academics to look for ways to extend the usefulness of the web site.

Establishing the website provides as many creative opportunities as we can invent - it is not an end in itself. Ideas and suggestions for the website will be gathered from a survey in conjunction with the next National Mediation Conference in Brisbane in May this year. However, any suggestions before then would be most welcome.

Please contact David Baker at [david.baker@unisa.edu.au](mailto:david.baker@unisa.edu.au) or 0418 891807

or

Dale Bagshaw at [dale.bagshaw@unisa.edu.au](mailto:dale.bagshaw@unisa.edu.au) or 08 83024375. ☎



Have you visited the website yet?. It is only a mouse click away at [www.ausdispute.unisa.edu.au](http://www.ausdispute.unisa.edu.au).

It is really cool. Or maybe, more like, airconditioned.

It's very young, sort of needing to be supported, coaxed along, you know, appreciated, made welcome.

You can see

- a Directory of DR associations, organisations and individual practitioners in Australia;
- dispute resolution employment opportunities;
- education and training opportunities;
- important diary dates including national and international conference information;
- relevant articles, newsletters, conference papers;
- discussion pages for academics, students and practitioners to discuss current issues;
- new developments in the field at a national and international level;
- network opportunities for special interest groups;
- important links between DR associations and organisations within Australia and overseas;
- links to other relevant web sites.

Have a look at the **Directory** where you can see the dispute resolution webpages of colleagues from around Australia. They are very impressive. And soooooo inexpensive. Your own web page that you can edit anytime you want. What a steal!!!

And check out the pages for SADRA and ADRQ and maybe ADRA, VADR and Let's Talk if they are up by the time you read this. They are in the **Useful Links** page.

If you want some assistance or advice or want to make suggestions (or nice compliments??) contact the Web Administrator, David Baker at [david.baker@unisa.edu.au](mailto:david.baker@unisa.edu.au) or 0418 891807.

Brought to you by the happy people from the Conflict Management Research Group of the University of South Australia.

## Chairperson's Letter

*Continued from page 1*

publicizes our history, contact details of Executive members, memberships of working parties, minutes of our AGM and meetings forums and activities planned for 2000. We are seeking to establish email contact with all members and will ask whether they are interested in accessing Mediation News via our web page. This could save us money and valuable volunteer time, which could be put to other activities for SADRA. We note the increasing involvement of other interstate associations.

The email can be a useful tool to assist members to network about issues of interest. However we acknowledge that not everyone will wish to move in this direction and their needs must be catered for also.

We are looking to publicize SADRA's existence and increase membership and these electronic means could help.

On a personal note, I am honoured to be Chairperson of SADRA. My fellow Executive Committee members have enormous experience and skills in dispute resolution and while humbled by this, I look forward to working with them and other members and interstate colleagues to make our new processes and directions successful. (I should add that I also really enjoy the post-meeting company, light conversation, meals and drinks!!)

So, 2000 will be a year of challenge and change. But change that will build on past achievements and support our needs and not shake the ground. Incremental change. Bring on the new milleniums. It's no big deal!!!

*David Baker  
Chairperson, SADRA*



## INTRODUCTION

In 1998, a UNESCO Task force was established in Paris to develop a Culture of Peace News Network (CPNN) which is based on a network of partnerships between UNESCO and organisations including: The American Association of Retired Persons, The World Scout Movement, The Balkans Peace Studies Centre, The University of Murcia, Melbourne University, Deakin University, the University of South Australia, the Government of the People's Republic of China and the University for Peace, Costa Rica.

The collaboration for the Australian part of UNESCO's CPNN research project is between: Associate Professor Dianne Bretherton, Director of Melbourne University's International Conflict Resolution Centre (a member of UNESCO's CPNN management team); Dr David Mellor, Centre for International Relations, Deakin University and Dale Bagshaw, Coordinator of the Conflict Management Research Group, University of South Australia. There will also be collaboration with the other overseas organisations/partners in the project with regard to the international aspects of the project.

The Australian partners will work cooperatively to establish and run an Australian CPNN website in the Year 2000 and beyond, which will focus on research, education and development. The Australian project has three teams - a Technology Team and a Moderator Team located in Melbourne, and an Activities Team located at the University of South Australia.

## AIMS AND OBJECTIVES OF THE PROJECT

The Culture of Peace News and Media Network (CPNN) is a project of UNESCO and its partners for the year 2000. The objective is to develop a network of internet sites that provide information about local actions and media productions for a Culture of Peace and Non-violence. It is hoped such a network will increase popular demand for peace news and media.

The content will be contributed by visitors to the site and will be edited by trained moderators (internet editors) in

order to create positive debate. In Australia, these trained monitors/editors include undergraduate and post-graduate students and other interested staff and students from within the three Universities involved. It is also hoped that school-teachers, senior school students and other members of the community will also be interested in training as moderators.

## THE CPNN PROJECT'S GLOBAL VISION

*What does CPNN do?*

CPNN provides an opportunity for people, young and old, to write stories about people, events and individual or group projects and reviews of books, films, plays, songs, computer games, or other media items, within a framework of the values of a Culture of Peace. It actively supports and gives recognition to actions and campaigns that promote a Culture of Peace and Non-violence.

Community groups or students who undertake a project in one country will be able to communicate with similar groups in other countries about their experiences. Moderators engage in dialogue with reporters around the eight keys drawn from UN resolutions and incorporated in the Manifesto 2000 written by the Nobel Peace Laureates.

### The internet

CPNN uses the new information technology with its advances in communication technology to promote the values of a Culture of Peace and Non-violence. CPNN is an internet service and resembles other such services in being informative, up to date, lively and interesting. It actively engages volunteers as readers, reporters, moderators and site organisers.

### The 8 keys

News and media items submitted for inclusion in the CPNN site will be rated by reporters and moderators on the eight keys drawn from UN resolutions and incorporated in the Manifesto 2000 written by the Nobel Peace Prize Laureates.

® *Respect all life:* Respecting the rights and dignity of each human being.

® *Non-violence:* Rejection of violence, obtaining justice by convincing and understanding.

® *Sharing:* Developing attitudes and skills for living together in harmony, putting an end to exclusion and oppression.

® *Listening to understand:* Giving everyone a chance to learn and share through the free flow of information.

® *Preservation of the planet:* Making sure that progress and development are good for everyone and for the environment.

® *Tolerance and solidarity:* Appreciating that people are different and that everyone has something to contribute to the community.

® *Equality of men and women:* Ensuring an equal place for men and women in building society.

® *Democracy:* Making decisions by having your say and giving others theirs.

## Site construction

The content of CPNN sites will come from visitors to the site who submit reports to trained moderators. 'CPNN Moderators' (on-line editors) are trained to work with the 'CPNN Reporters' in order to create positive debate which will promote a culture of peace. Visitors are invited to become CPNN Reporters by contributing reports on news and media productions and adding their ideas and opinions to posted discussions. CPNN Reporters may be, for example:

- people who are already committed to working for a culture of peace in their own neighbourhoods and who are looking for information about what is happening in other parts of the world;
- people who are interested in reviews of current films or books;
- school or university students doing assignments for the International Year of Culture and Peace; and/or
- researchers looking for news from particular regions.







## The role of internet moderators

The content of CPNN sites will come from 'CPNN Reporters' who submit reports to trained moderators. Moderators (on-line editors) are trained to work with the 'CPNN Reporters' in order to create positive debate or dialogue which will promote a culture of peace. The CPNN reports are moderated by people trained to:

- apply the eight keys to decide if an item meets the criteria for inclusion;
- help reporters edit their writing so it is clear, concise, accurate and interesting and provide feedback in a respectful and positive manner;
- put reports together to create interesting sites, promote dialogue and work constructively with controversy and conflict.

## The training of internet moderators

CPNN has developed a training workshop for Internet moderators that can be offered in on- and off-line modes. The International Conflict Resolution Centre at the University of Melbourne have conducted two moderator training ses-

sions, each over two days, and another moderator training session will be conducted for interested South Australians at the University of South Australia in April or May 2000.

To date, participants in the training have come from as far afield as Algeria, Argentina, Australia, the Balkans, Burundi, Canada, Chile, France, Holland, Mozambique, the Philippines, Russia, Spain and the USA.

The two-day training consists of: an introduction to UNESCO and the Culture of Peace Program; discussion of the role of the media; practice in reporting peace news and reviewing peace media; conflict peace and violence on the internet; the role of the moderator in improving reports; the role of the moderator in linking reports; and evaluation of the training.

The training is interactive and aims to give participants an experience that is dynamic, challenging, thought provoking and fun; the same qualities that need to permeate CPNN.

## RESEARCH

The development of CPNN training has used an action research design. Action research uses a cyclic strategy of: observation, planning the action, carrying out

the action, evaluating or reflecting on the action. This process of looking at what worked or didn't work merges with the observation stage of the next cycle. Action research is consistent with the values of peace because it involves participants in the design of the project and allows their voices to be heard.

The Australian partners propose to research the effectiveness of on-line mentoring as an approach to promoting a culture of peace. Research questions will include: What makes a good internet moderator? What do good moderators do? How do moderator skills fit with the facilitation skills that students learn and what additional skills are required? What are the different meanings that moderators and reporters from different cultural backgrounds give to the concept of peace?

**For further information contact :**  
Associate Professor Di Bretherton,  
Director of the International Conflict  
Resolution Centre, University of  
Melbourne  
(dbretherton@post.psych.unimelb.edu.au)

or

Dale Bagshaw, Coordinator, Conflict  
Management Research Group, Univer-  
sity of South Australia  
(dale.bagshaw@unisa.edu.au).



# Australian Family Mediation Association

R o s s   H o u s e   2 4 7   F l i n d e r s   L a n e   M e l b o u r n e   V i c   3 0 0 0

The Australian Family Mediation Association was launched in Melbourne in February 1999. Our goal is to support, promote and develop the use of family mediation in Australia. Anyone interested in joining or finding out information about AFMA, please contact Dawn Rees –

By Telephone: (H) (03) 9523-6565

By Fax: (03) 9523-6464

By Email: dawnr@vla.vic.gov.au

# 5th NATIONAL MEDIATION CONFERENCE

## "MEDIATION: PAST AND PROMISE"



A National Conference of importance to those involved in mediation.

- DATE:** Wednesday 17 May to Friday 19 May, 2000  
**VENUE:** Sheraton Brisbane Hotel and Towers, Brisbane  
**OPENED BY:** The Honorable Daryl Williams AM QC MP, Attorney-General

### INTERNATIONAL KEYNOTE SPEAKER:

Ms Sharon Press, Director, Florida ADR Program and President of the Society of Professionals in Dispute Resolution (SPIDR), USA

### CONFERENCE HOSTS:

- Alternative Dispute Resolution Branch, Dept. of Justice & Attorney General, Queensland
- Family & Child Mediation, Lifeline, Sunshine Coast, Queensland
- Family Mediation Centre, Victoria
- Queensland Law Society Inc.
- Relationships Australia
- Victoria Association for Dispute Resolution Inc.

### CONFERENCE OVERVIEW:

The last quarter of this century has seen a dramatic development and application of the practice of mediation in Australia. This has occurred in such disparate arenas as family, commerce, industry, workplace, culture, and environment and planning. This conference reflects upon this period of growth to critically review the achievements and the developments of the practice of mediation. It is appropriate at the end of the millennium to look back upon the state of the art in mediation, but it is also an opportune time to look to what mediation may hold for the future, to chart its course, to assess its potential and to identify the challenges it will face.

With the conference perspective in mind, to past achievement and to future promise, presentations will cover the following topics:

- Native Title/Indigenous models of disputing
- Intellectual property rights
- Public issue disputes
- Commercial, industrial, construction disputes
- Program development
- Family and child
- Environmental and planning disputes
- Practice issues

### To obtain the Main Announcement and Registration Brochure including the Conference Program please contact:

The Conference Organisers Pty Ltd,  
PO Box 1127 Sandringham Victoria 3191  
Telephone: 03 9521 8881 Facsimile: 03 9521 8889  
Email: [conforg@ozemail.com.au](mailto:conforg@ozemail.com.au) <http://www.conferenceorgan>

# Managing JUSTICE

...the way ahead for civil disputes

THE REGENT SYDNEY  
Thursday 18 May - Saturday 20 May 2000



### THE VENUE

The venue for the Australian Law Reform Commission's 'Managing Justice' conference and 25th Anniversary Dinner is the Regent Sydney.

Located in the historic Rocks, just steps from Sydney's spectacular harbour and the Central Business District, the hotel boasts superb accommodation and facilities including six restaurants and bars, a business centre, Sydney's largest roof-top pool and an in-house health club.

### FURTHER INFORMATION

PLEASE CONTACT: THE AUSTRALIAN LAW REFORM COMMISSION  
GPO Box 3708  
SYDNEY NSW 1044  
AUSTRALIA

Information on 'Managing Justice' and the Australian Law Reform Commission's 25th Anniversary Dinner is also available at: <http://www.alrc.gov.au>

Phone: + 61 2 9284 6333  
TTY: + 61 2 9284 6379  
Fax: + 61 2 9284 6363  
E-mail: [conference@alrc.gov.au](mailto:conference@alrc.gov.au)

## MANAGING JUSTICE CONFERENCE - 25TH ANNIVERSARY DINNER REGISTRATION FORM

### Accommodation

The Australian Law Reform Commission has arranged special rates at The Regent Sydney for bookings made for this conference.

Room Type	Rate Single/Double*
Run of City View	\$A295
Opera View	\$A330
Deluxe Harbour View	\$A350

\*Rates are exclusive of the 10% NSW Government Accommodation Levy

Yes, I require accommodation at The Regent Sydney  
Check-in: 3pm, Checkout: 11am.

Room type (please indicate)

- |  |                                 |                                 |
|--|---------------------------------|---------------------------------|
| <input type="checkbox"/> Run of City View    | <input type="checkbox"/> Single | <input type="checkbox"/> Double |
| <input type="checkbox"/> Opera View          | <input type="checkbox"/> Single | <input type="checkbox"/> Double |
| <input type="checkbox"/> Deluxe Harbour View | <input type="checkbox"/> Single | <input type="checkbox"/> Double |

Please tick if you would prefer a non-smoking room:

Date of arrival: ..... May 2000 Time of arrival: .....

Date of departure: ..... May 2000 Total no. of nights: .....

Please book your accommodation early.

The ALRC is only able to guarantee accommodation until the week ending Friday 10 March 2000.

Accommodation bookings must be accompanied by a deposit equivalent to the cost of one night's accommodation.

TOTAL PAYABLE: \$A .....

### Payment

Payment may be made by way of cheque or money order. Cheques should be made out to: The Australian Law Reform Commission.

Alternatively, please enter your credit card details below.

Bankcard  Master Card  Visa

Card No:

Name of Cardholder: .....

Amount: \$A ..... Expiry Date: ..... / ..... / .....

Signature: .....



Action Learning, Action Research and Process Management Assoc. Inc presents...

THE WORLD CONGRESS, 2000

5th - Action Learning, Action Research & Process Management (ALARPM)

9th - Participatory Action Research (PAR)

The Action Learning, Action Research and Process Management Association Inc. (ALARM) are pleased to announce the return to Australia of its world congress series, following the highly successful Fourth World Congress in Cartagena, Colombia.

Venue: University of Ballarat, Victoria, Australia

Date: Sunday 10 September to Wednesday 13 September, 2000

Theme: Reconciliation and renewal through collaborative learning, research and action

Reconciliation refers to the process of healing dysfunctional divisions between groups of people and is not restricted to racial disharmony.

Renewal refers to the process of healing dysfunctional divisions between groups of people and is not restricted to racial disharmony.

The Congress will provide participants with opportunity to experience reconciliation in some form and to emerge richer from the experience of valuing diversity and healing past divisions.

Congress processes will include dance, ritual, music, celebration, dialogue, playback theatre, meditation, play, sharing stories and exploring ideas.

Congress Website: http://www.alarm.org.au/wc5&9

MIRC

111 Conference of the World Mediation Forum

WWMF ITALIA 2000

From 27 September to 1 October 2000 Sardinia (Italy)

Sponsor CE.RI.UM. Research centre for the development and recovery of human potential

Delegate before the organizing committee Savina Pinna Chia Laguna International Conference Centre 27 September to 1 October 2000

Organisation Secretary Fax: 0039-(0)70-4522539 email: savpinna@freemail.it www.geocities.com/~suarez/forum

Expansion of the culture and practice of Mediation in all corners of the world

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New Orleans

HILTON RIVERSIDE HOTEL MAY 31-JUNE3, 2000 \$145 SINGLE/DOUBLE

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**CALL FOR PARTICIPATION**

IAP2 2000 MAY 7-9 WASHINGTON DC



**THE IAP2 2000 CONFERENCE  
A NEW MILLENNIUM FOR GLOBAL DEMOCRACY**

IAP2 conference provides a unique professional gathering in which participants are engaged in a variety of learning and sharing environments to maximize the energy and experience of all the participants. We design our conferences to be comfortable, fun, and enjoyable events where participants gain new knowledge and skills while sharing their existing knowledge and experiences. IAP2 2000 will facilitate a strategic and critical review of the best practices for public participation and provide leading-edge and relevant information about public participation management. IAP2 2000 will facilitate open, broad and meaningful debate about public participation in modern democracy and provide insightful information about public participation methods and techniques to enhance the knowledge and skills of all attendees.

**RESTORATIVE JUSTICE AND  
FAMILY VIOLENCE**

*New Ideas and Learning from the Past*  
A Conference of the Reshaping Australian  
Institutions Project Australian  
National University, Canberra  
11-13 July 2000

Many restorative justice programs specifically exclude family violence as an offence suitable for circles or conferences. The purpose of this Workshop is to focus on the issues in family violence that may warrant special caution about restorative justice and/or special optimism about court or other alternatives. In particular, what are the feminist and indigenous concerns and are there ways of designing a place for restorative interventions that respond to these concerns?

Speakers will be:  
Gordon Bazemore, Florida Atlantic University  
Larissa Behrendt, Australian National University  
Harry Blagg, University of Western Australia  
John Braithwaite, Australian National University  
Gale Burford, University of Vermont  
Donna Coker, University of Miami  
Kathleen Daly, Griffith University  
Loretta Kelly, Southern Cross University, New South  
Wales  
Allison Morris, Victoria University, Wellington  
Kay Pranis, Minnesota Department of Corrections  
Joan Pennell, North Carolina State University  
Heather Strang, Australian National University  
Julie Stubbs, University of Sydney

REGISTRATION FEE : \$US200, \$C275, \$A305

For more information, email  
[heathers@coombs.anu.edu.au](mailto:heathers@coombs.anu.edu.au)

**8th ANNUAL INTERNATIONAL  
CONFERENCE ON CONFLICT  
RESOLUTION**

*“Sharing Tools for Personal/Global Har-  
mony”*

May 11 - 21, 2000  
**St. Petersburg, Russia**  
(Formal conference program May 12-17)

Sponsored by Common Bond Institute (USA) & HARMONY Institute (RUSSIA), in cooperation with Association for Humanistic Psychology

Continuing Education Credits available ~

A multi-disciplinary/multi-cultural conference that has been supported by President Clinton, President Yeltsin, St. Petersburg Governor Jakovlev, and endorsed by over 60 leading-edge organizations and universities internationally - open to any individuals interested in developing and practicing personal / professional skills in conflict resolution and promoting a culture of peace in the world.

This joint US/Russian sponsored event FOCUSES ON all aspects of conflict resolution and transformation, from the intrapersonal - to the interpersonal - to relationships between groups, organizations, cultures, and societies - and ultimately between us and other species.

PRESENTATIONS explore conflict resolution within diverse contexts, including:

arts/creativity, cross-cultural/ethnic, ecology, economics/business, education, gender, global/regional conflict, health/healing arts, human rights, organizational/community, psychotherapy, and transpersonal/spiritual.

Many opportunities are offered for hands-on practical skills training, sharing of programs and curriculums, intensive dialogues on theory and perceptions of conflict and resolution, networking and collaboration, and a powerful intentional community experience. Participants have come from over 50 countries and all continents, providing excellent opportunities for important networking contacts with representatives of many organizations and societies. The program attracts individuals in key positions in their respective societies who can model and teach these skills to many others.

Full details available at  
WEB SITE: <AHREF="http://ahpweb.org/cbi/home.html">



### NEW SOUTH WALES

**LEADR, National Dispute Centre**  
Level 4, 233 Macquarie Street, Sydney,  
NSW 2000  
(02) 9233 2255 Fax: (02) 9232 3024

*Mediation Workshops*, 4 day course, teaches mediation skills and philosophy.

*Issues and Techniques in Family Mediation and Interpersonal Disputes.*

#### Mediate Today

Contact: Lorraine Djurican  
Tel: (02) 9223 2255 Fax: (02) 9223 6058

#### Relationships Australia

5 Sera Street, Lane Cove, NSW 2066,  
Tel: (02) 9418 8800  
Fax: (02) 9418 8726  
Contact: Louise Rosemann  
Tel: (02) 9327 1222

#### Mediation Training

*Relationships Australia (NSW)*

#### 42 Hour Mediation Course (Sydney)

- commencing 24 February 2000
- held on Thursdays 5.30-9.00pm and Saturday 9.30am - 5.00pm for 4 weeks
- includes catering and comprehensive handbook

#### 16 Week Mediation Course

(VETAB Accredited) (Sydney)

- commencing 22 March 2000
- held on Wednesday 12.00-6.00pm for 16 weeks
- includes light refreshments and comprehensive handbook

#### Six Day Mediation Course (Sydney)

- commencing 30 March 2000
- held on Thursday and Friday for 3 weeks
- includes catering and comprehensive handbook

#### Six Day Mediation Course (Wollongong)

- commencing 1 May 2000
- held on Mondays and Tuesdays for 3 weeks
- includes catering and comprehensive handbook

#### Continuing Mediator Education Program (Sydney)

Saturday 25 March 2000  
9.30am - 4.00pm

*Building on Understanding of Family Dynamics/Child Inclusive Mediation Practice*

Saturday 6 May 2000  
9.30am - 4.00pm

*Assessment for Mediation/Graceful Termination of Mediation*

#### For further information including course fees contact:

David McGuinness phone 02 9327 1222

#### The Accord Group

Level 2, 370 Pitt Street, Sydney  
Tel: (02) 9264 9506 Fax: (02) 9264 8268

*Commercial Mediation Training*, 4 day course. Also runs in-house courses in conflict resolution and negotiation skills.

#### Australian Commercial Disputes Centre

Level 6, 50 Park Street, Sydney,  
Contact: Margaret McLelland  
Tel:(02) 9267 1000 Fax: (02) 9267 3125

#### REFs, see under Victoria

*Commercial Mediation Course*, 3 day course (\$1395) and optional evaluation day (\$395).

*Workplace Grievance Mediation Course*, 3 day course (\$1200) and optional evaluation day (\$395).

*Local Government Planning and Development Mediation Course*, 3 day course (\$1125) and optional evaluation day (\$395).

*Complaint Management Course*, 1 day course (\$295).

#### Conflict Resolution Network

PO Box 671, Dee Why NSW 2099  
Contact, Christine James/Jo Buckley  
Tel: (02) 9972 3955 Fax: (02) 9972 9620  
Email: cmme@bigpond.com  
Mediation Skills Training  
4 day course April & September 2000  
Inhouse training tailored to your needs.

## VICTORIA

#### Barwon Parent and Youth Mediation Service

Geelong Victoria, contact Chris Halls  
Tel: (03) 5223 2966 Fax: (03) 5229 0102

*Professional Mediation Training*, 3 day course — Mediation available for parent/adolescent at no cost. Peer Mediation available to schools

#### Council of Adult Education

Community Programmes Department  
256 Flinders Street, Melbourne, Vic 3000,  
Contact: Margaret Jones/Muriel Sutton  
Tel: (03) 9562 0629 or (03) 9562 0799

*Mediation an Introduction*, 12 hour course for people in management and human resources fields.

*Dealing with Conflict*, 5 weeknight course to improve skills and confidence in conflict management.

*Dealing with Anger and Communicating Across Cultures in Workplace*

#### Family Mediation Centre

Level 4, 1001 Nepean Highway, PO Box 2131, Moorabbin, Vic, 2131  
Contact: Marie Garric  
Tel: (03) 9555 9300 Fax:(03) 9555 1765  
Email: family@mediation.com.au - http://www.mediation.com.au

#### Family Mediation Training Courses

Level 1: 20, 21 and 22 May 1999  
Level 2: 22, 23 and 24 June 1999  
Cost, \$500 for each level with 10% discount if a deposit is received 10 days prior to commencement.

*Effective Grievance Management Training*, 3 day course (\$500)

#### International Conflict Resolution

**Centre University of Melbourne**, Carlton  
Contact: Ms Helen J Fawkner  
Tel: (03) 9344 7035 Fax: (03) 9347 6618

*Mediation in Education*, a 30 hour course for primary, secondary school teachers and counsellors, January 2001

*Mediation short course*, a 40 hour, 13 week course. Practical and theoretical training for professionals. Commences July 25

*Managing Conflict in Planning Dispute Resolution and Facilitation Skills for Planners*. To be announced

#### La Trobe University School of Law and Legal Studies

Bundoora, Vic, 3083  
Contact: Tom Fisher  
Tel: (03) 9479 2423 Fax: (03) 9479 1607  
Email: T. Fisher@latrobe.edu.au

*Family Law for Mediators* - subject is part of Graduate Diploma in Family Law

#### Relationships Australia

46 Princes St, Kew  
Contact: Ena Shaw Tel: (03) 9484 9775

*Introductory Mediation Course*, 2 day course includes the effects of separation on children

*Intermediate Mediation Course*, 3 day course includes cultural issues and intake procedures

#### REFS Mediation and Conflict Resolution Training

Part A An introduction to the process and principles of mediation using the REFS co-mediation model. Develops an understanding of the use of mediation as an early intervention strategy in conflict.

Part B Assists mediators to develop negotiation skills, handle common problems overcome barriers in mediation and introduces participants to other models and Conflict Resolution.

Part A and B combined comprise a Nationally Accredited Short Course in Mediation and Conflict Resolution.

#### Melbourne Courses

February 17-18 Mediation and Conflict Resolution - Part A  
March 16-17 Mediation and conflict Resolution - Part A  
April 3-4 Mediation and Conflict Resolution - Part B

May 11-12	Mediation and Conflict Resolution - Part A
June 8-9	Mediation and Conflict Resolution - Part A
June 21-22	Mediation and Conflict Resolution - Part B

#### Queensland Courses

Part A	Toowoomba, 8-9 April
Part A	Brisbane, 10-11 April
Part B	Brisbane, 12-13 April

Training will be offered in the New England Region (NSW), SA and Tasmania, dates to be announced.

Training is also offered on a consultancy basis. REFS delivers peer mediation and association programs in schools. Other training available on request.

For Further information contact Michael White, Training Coordinator on 03 98777261 Fax 03 9877 5084 email:refrain@jeack.com.au

### QUEENSLAND

**Alternative Dispute Resolution Branch, Department of Justice, QLD**  
GPO Box 149, Brisbane, QLD, 4001  
Tel: (07) 3239 6277 Fax:(07) 3239 6284

*Mediation Skills Course*, 5 day course, introductory course for people wishing to gain a basic understanding of mediation process and essential skills

*Relationships Australia, QLD*  
PO Box 595, Spring Hill, QLD, 4004  
Contact: Mike Brandon  
Tel: (07) 3831 2005 Fax: (07) 3839 4194

*Advanced Family Mediation*, 28 hour course

REFs See under Victoria.

### SOUTH AUSTRALIA

**University of South Australia- Conflict Management Research Group**  
St. Bernards Road, Magill, 5072  
Contact: Dale Bagshaw  
Tel: (08) 8302 4375 Fax:(08) 83024377  
Email: dale.bagshaw@unisa.edu.au

Training workshops and consultancies for organisations, tailored to need, 2 hours to 5 days.

REFs See under Victoria.

### TASMANIA

**Community Mediation Service Tasmania**  
11 Liverpool Street, Hobart, Tas 7000  
Contact: Lyn Newitt  
Tel: (03) 6231 1301 Fax: (03) 6231 1969  
Email: cmst@southcom.com.au

### NEW SOUTH WALES

#### Southern Cross University

Bachelor of Social Science with Counselling and Mediation Studies Major  
Bachelor of Legal Studies

#### University of Western Sydney

Graduate Certificate in Commercial Dispute Resolution

#### University Of Technology

Faculty of Law, Post Graduate Studies  
Graduate Certificate in Dispute Resolution  
Master of Dispute Resolution

#### Macquarie University

Graduate School of Management  
Post Graduate Diploma in Conflict Management  
Macquarie University School of Law also offers various courses

#### Charles Sturt University

Graduate Certificate in Dispute Resolution (by Distance Education)  
<http://www.csu.edu.au>

### SOUTH AUSTRALIA

#### University of South Australia

Division of Education, Arts and Social Sciences  
Graduate Certificate in Mediation (Family)  
Graduate Diploma in Conflict Management  
Master of Conflict Management

### VICTORIA

#### La Trobe University

School of Law and Legal Studies  
Graduate Diploma in Family Law Mediation  
Graduate Diploma in Conflict Resolution  
Graduate Certificate in Conflict Resolution

### QUEENSLAND

#### The University of Queensland

(T C Beirne School of Law)  
Graduate Certificate in Applied Law

email:t.booth@mailbox.uq.edu.au

www.<http://www.uq.edu.au/law/>

## SADRA Committee

### *Chairperson*

David Baker 0418 891 807  
email: david.baker@unisa.edu.au

### *Secretary*

John Connell (08) 8223 4566  
email: bigjack@picknowl.com.au

### *Treasurer*

John Steele (08) 8340 1982  
email: jsteele@camtech.net.au

### *Committee*

Dale Bagshaw (08) 8302 4375  
email: dale.bagshaw@unisa.edu.au

Rosemary Crabb (08) 8250 3694  
email:emmaus@senet.com.au

Rod Foster  
email: samwise@ozemail.com.au

Natalie Fuller email: naf@senet.com.au

Associate Professor Kathy Mack  
(08) 8201 3627  
email: Kathy.Mack@flinders.edu.au

Darren McGeachie (08) 8207 2263  
email:emmaus@senet.com.au

Franca Petrone (08) 8201 3737  
email: Franca.Petrone@flinders.edu.au

Melana Virgo  
Melana.Virgo@courts.sa.gov.au

## VADR Committee and Office Bearers

### *President*

Eileen Dethridge  
Ph/Fax:(03) 9486 4398

### *Vice President*

Robin Saunders

### *Secretary & Membership*

Marce Garric (03) 9555 9300

### *Treasurer*

Jane Picton

### *Mediation News*

Sandy Cahir (03) 9712 0344

### *General Committee*

Amanda Perham

Vanessa Richardson

*ADRA, VADR and SADRA accept no responsibility for the accuracy of material printed. Views expressed do not necessarily reflect those of the Associations. Material may be copied from the newsletter if acknowledgement is made.*

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### **Deadline for Articles for Next Issue of Mediation News**

The deadline for articles for the next issue of Mediation News is 30 June 2000.

Please send articles, letters, news items, book reviews (preferably on Disk or email) to:

Mediation News, Christine James P.O. Box 671 Dee Why NSW 2099 Ph:02 9972 3955 Fx: 02 99729620 email:crnms@bigpond.com

# MediationNews

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Victorian Association for Dispute Resolution (VADR)

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# MediationNews

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