



CAPE
MEDIATION

Mediator's Break

Monthly news & updates

October, 2022

"Conflict Resolution Training provides skill-building so that everyone feels heard, respected and valued."

Maura Smith Stein



EVENTS AND HAPPENINGS AT CAPE MEDIATION



SKILL-OF-THE-MONTH

The idea of Skill-of-the-Month is not to teach new skills, but to talk about how we use skills a little differently in remote mediation. How does our body language change when we are mediating remotely? Do we change the way we use the tools in our mediator's toolkit when we cannot be face to face? Do we appear differently on camera than we do in-person? What do you find challenging when mediating remotely? Please share your feedback with us for the next Skill of the Month Discussion by emailing Peter at: peterkelsey@capemediation.org.



CONFLICT RESOLUTION WEEK

Since 2005 Conflict Resolution Day has been celebrated around the world and on October 18, 2018, Governor Charles D. Baker, Governor of the Commonwealth of Massachusetts, proclaimed October 18th as Community Mediation Day in Massachusetts because "Community Mediation is a proven conflict resolution mechanism that builds capacity for collaborative problem-solving within communities...." Please join us in celebrating Community Mediation on October 18th and everyday by supporting conflict resolution programs in your communities.

Cape Mediation's New Youth Conflict Resolution Program

We recently talked with Cape Mediation's Youth Program Coordinator, Maura Smith Stein, to ask her about Cape Mediation's new Youth Conflict Resolution Program.

Can you tell us about Cape Mediation's Youth Conflict Resolution program? How did you choose the name "Pathways to Peace" for youth training? "Pathways to Peace" is our youth training/workshop. It can be either a 1-day training like the one we will do with the Nauset Regional High School students at the Human rights Academy (HRA) event in October or a more in-depth

training like the one we will do at the Cape Cod Lighthouse Charter School which is 6-weeks long starting in January 2023. The name "Pathways to Peace" "seemed right" as you put it because it includes all the different tools and Conflict Resolution practices we use as pathways to peace. This includes education, training, skill-building, peer mediation, conflict coaching, listening circles and restorative practices. It is intentionally a broad term to include all these tools and practices. Programming under the title will depend on identified need, the learner, time, and resources. The training is customized to every person(s), youth, student, school or agency served.

Can you tell us more about the "Pathways to Peace" Youth Program? The training gives youth some basic information about Conflict Resolution. What is conflict, what is conflict resolution, how do people resolve conflict, what skills are needed to understand conflict, how to resolve problems in a peaceful way. It includes what skills are needed to prevent conflict even before it starts and after conflict starts. Its emphasis on deescalating a situation so students can resolve an issue. The training provides skill building so that everyone feels heard, respected, and valued. That is the primary goal. We do this by focusing on skills; like the lost art of listening, asking open need questions and empathy building. We also explore biases by interactive learning opportunities like listening skills and ice breakers that are fun but meaningful like open ended question asking. Most of what we do is student driven and evaluated by the students themselves!

Is this program different from a traditional Youth Peer Mediation Program? Yes, this is a training on Conflict Resolution skill-building at the most fundamental but important levels. This is not a process but a training that gives opportunities to dive deep into: listening, question asking and empathy building. The idea is if we listened better, asked open ended questions, and put ourselves into other people's shoes we can better understand others and resolve conflict peacefully. This is nothing new, but do we take the time to teach and reach?

How is Peer Mediation like community meditation? How is it different? Peer mediation is very much like community mediation in the process and essential components like confidentiality and neutrality.

What Conflict Resolution tools do you use in Cape Mediation's Youth Conflict Resolution Program? The tools we will use to resolve peer issues in our Youth Conflict Resolution Program include peer mediation process, but we also use conflict coaching and listening circles. The tools we use depend on the need. Does the problem require a mediation process, conflict coaching or a listening circle? What approach is used will depend on the need and best practice. For example, if only one student comes in with a conflict, we could offer conflict coaching. If the problem involves several students, we could do a listening circle with a student driven restorative plan.

How can our readers become more involved with the program? Support Youth Conflict Resolution programs and training by advocating for schools and other agencies that serve youth to learn more about Conflict Resolution programming and restorative practices as an alternative to standard punitive policies and a disciplinary mindsets. Read about the benefits of Restorative Juvenile Justices' practices and principles. An informative book that was recently recommended to me by a school administrator was, *Hacking School Discipline: 9 Ways to Create a Culture of Empathy and Responsibility Using Restorative Justice*, by Brad Weinstein and Nathan Maynard. I would say, be open to alternatives to addressing behavior issues by understanding that behaviors are a young person's way of sending a message and the message is sometimes do you see me, do you care?

A New Tool for Homebuyers

The process of buying a home in Massachusetts can be overwhelming, especially for first time home buyers. Massachusetts has a new website to help make it easier. Created as a partnership between **MassHousing**, **MHP**, the **Massachusetts Rehabilitation Commission** (MRC), and the **Citizens' Housing & Planning Association** (CHAPA), this website was designed to assist potential homeowners in the homebuying process. You can visit the website at MyMassHome.org. We want to thank Cape Mediation's Maggie Fearn for sharing information on this exciting program.

The Board's Corner

Over the past year or so, the Cape Mediation Board has gone through a healthy evolution. The Board now has a full complement of seven members. Currently the longest serving member is John O'Toole who has been on the Board for two years and has served as Chair for eighteen months. A number of long-serving members have rotated off the Board and the Board now has a healthy mix of Board members, several of whom are experienced mediators and others who have strong ties in the Cape Cod community. The Board is now well staffed to guide Cape Mediation into the future.

Cape Mediation has solid base of annual funding from a variety of sources, including the Massachusetts Trial Court, the Attorney General's Office and the Mass BAR Foundation. On the expense side Cape Mediation is impacted by inflation as are all non-profits. One of the challenges confronting Cape Mediation is that expenses are projected to exceed income in the coming years. To address this the Board appointed a Subcommittee comprised of John O'Toole, Maryellen Loucks, Karen Wallace and Anne Tessier to explore additional sources of revenue to keep income and expenses in balance. We will keep you updated on progress.

A Few Words from the Executive Director

On October 18th we celebrate Community Mediation Day in Massachusetts. In honor of Community Mediation Day I want to take a few minutes to recognize and thank everyone that has supported Cape Mediation in our mission to provide dispute resolution services, trainings and workshops to the communities on Cape Cod and Nantucket. To the Massachusetts Office of the Attorney General, the Massachusetts Bar Foundation, the Massachusetts Office of Public Collaboration, the Towns of Provincetown, Chatham, Eastham, Nantucket and Truro, the Massachusetts Trial Court, the Federated Church of Orleans, the National Association for Community Mediation, and to all of our individual supporters, thank you!



October 2022

Thursday, October 6, 2022, 4:00 PM - Discussion & Debrief for Mediators and Conciliators. Whether you are an active remote mediator or conciliator, want to keep your skills sharp, or want to learn more about the remote process please join us. The Discussion & Debrief is open to all Cape Mediation volunteer Mediators and Conciliators. **Contact us** to join the discussion or look for the notice in your inbox.

Thursday October 20, 2022, 4:00 PM - Discussion & Debrief for Mediators and Conciliators. Whether you are an active remote mediator or conciliator, want to keep your skills sharp, or want to learn more about the remote process please join us. The Discussion & Debrief is open to all Cape Mediation volunteer Mediators and Conciliators. **Contact us** to join the discussion or look for the notice in your inbox.

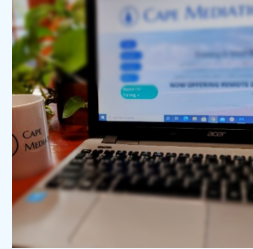
[VISIT CAPEMEDIATION.ORG](https://www.capecodmediation.org)



Mediator's Break is now on our website!

Want to reference an old newsletter but your inbox is, well, a little overwhelming and you'd rather not scroll back to find the needle in the haystack?! Don't fret -- now you can access our Newsletter from our website, www.CapeMediation.org, along with archives.

[Click Here to View Current and Past Newsletters](#)



Submit Your Request for Mediation and Conciliation Services Online!

Submit your request to schedule a Mediation or Conciliation on our website at

CapeMediation.org

and fill out a

[Request for Services](#)
form.

After we receive your request, one of our experienced case coordinators will contact you to learn more.

You may also reach us by phone at 508-240-1717 or by email.

Books & Beyond



Mediators Help Save the Economy, by John Lande. In this September 26th article in Mediate.com, John Lande explains how a threatened national railroad strike that was unsuccessfully negotiated for more than two years was averted when mediation officials stepped in. Read the full article on their website at Mediator.com.

*Have you read any good books or online articles lately? Do you have a favorite book or article on Dispute Resolution? If so, please **contact us** and we'll share it in the next issue of Mediator's Break.*

Around Cape Cod



HUMAN RIGHTS ACADEMY

Cape Mediation's Youth Conflict Resolution Program will be introducing students to conflict resolution strategies at the Human Rights Academy meeting on October 25,

GISC FACILITATION SKILLS (LIVE- ONLINE)

Learn and practice group facilitation skills for both in-person and remote meetings in this highly experiential

CONFLICT RESOLUTION DAY

The Massachusetts Bar Association's (MBA) Dispute Resolution Section will virtually

2022. Students from the Human Rights Clubs or other student community-service clubs in High Schools, Middle Schools, and Tech Schools across the Cape are invited to attend. For more information please contact Leslie Dominguez-Santos at leslie.dominguez-santos@barnstablecounty.org or phone (508) 375-6611.

program at the Gestalt International Study Center (GISC). They will meet over three consecutive Wednesdays, live-online. The program begins October 28th. To register or learn more visit the GISC website at gisc.org.

celebrate Conflict Resolution Day on Thursday, Oct. 20, from 4:30-6 p.m., at an event co-sponsored by the MBA Diversity, Equity & Inclusion (DEI) Committee. To join the celebration, register at Massbar.org.

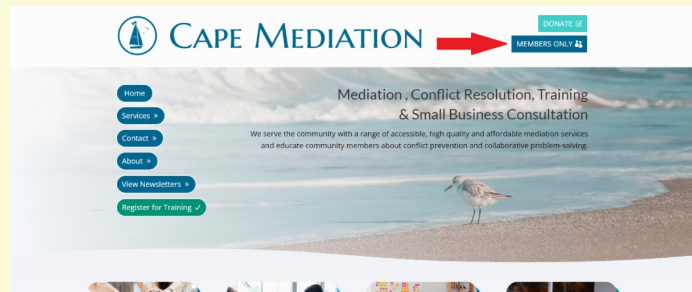
For Cape Mediation Staff and Volunteers

Cape Mediation Website Members-Only Page

The Members Only page on the Cape Mediation website is open to all Cape mediation active volunteers and staff.

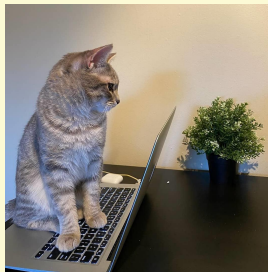
Find:

Events calendar
Open job positions
Debrief Highlights
and more!



This page is open to Cape Mediation staff and volunteers.

To request access to this page, please email Peter at: peterkelsey@capemediation.org



Interested in Becoming More Involved?

If you are interested in becoming more involved in any of our programs, please **reach out!**

Additionally, if you are interested in volunteering in our Remote Dispute Resolution programs, but are unsure about the process or technology, we want to help! We will schedule you for to observe or pair you with someone with experience in telephone and videoconferencing to help. **Contact us.**



Cape Mediation's Google Groups Discussion Board

We invite all Cape Mediation volunteers to join our virtual Dispute

Discussion & Debrief

Whether you are an active remote mediator or conciliator, want to keep your skills sharp,

Skill-of-the-Month

Don't be shy about sharing your feedback with us – we want our next

Resolution email discussion group where we share information about job opportunities, news and articles about the world of Dispute Resolution .

This group is open to Cape Mediation staff and volunteers.

If you have not already joined, please **contact us to join.**

or want to learn more about our remote process, please join us as we debrief our sessions. During the debrief we talk about which skills worked best and what other skills might have been used, focusing on challenges and skills.

Debriefs are open to Cape Mediation staff and volunteers.

Skill of the Month Discussion to be even better!
*Please send any feedback to Peter at: **peterkelsey@capemediation.org***

Volunteer Availability for October

If you have not already signed-up, please send us your available volunteer dates by clicking the button below. We offer mediations and conciliations remotely Tuesdays through Fridays.

If you have not mediated or conciliated remotely, consider giving it a try. We will pair you with an experienced remote volunteer and we are sure once you try it, you'll like it!

MY OCTOBER AVAILABILITY DATES

SUPPORT CAPE MEDIATION



SUPPORT CAPE MEDIATION

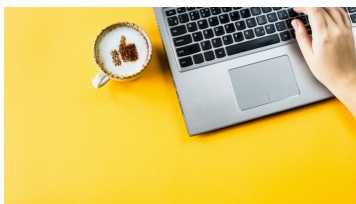
Your donations help us continue to provide high quality dispute resolution services to our community. For a small organization like Cape Mediation, the cliché "every dollar counts" holds true.

Click Here to
Donate

amazonsmile
You shop. Amazon gives.

Donate to Cape Mediation with Amazon Smile

We're on Amazon Smile if you'd like to make donations at no cost to you - just follow **this link** and for every purchase you make on Amazon, Amazon will donate 0.5% of the price to Cape Mediation. It may not seem like much, but it all adds up!



Follow Us On Social Media

Want to stay in touch on a platform that isn't email? Follow us on Instagram or Facebook where you'll find up-to-date information, workshop and training announcements, and more!



More Information

Quick Links

About Us

Visit: CapeMediation.org/About/

National Association for Community Mediation

Visit: NAFCM.org

Community Action Committee of Cape Cod and the Islands

visit: CACCI.cc

Resolution Massachusetts

Visit: ResolutionMA.org

Mass Law Libraries

Visit: <https://www.mass.gov/orgs/trial-court-law-libraries>

COVID-19 Information on Cape Cod

Barnstable County Helpline for COVID-19

Related Questions: 1-774-330-3001

Monday through Friday, from 8 AM to 4 PM

Information Surrounding the Pandemic

For up-to-date information on changes as a result of circumstances surrounding the pandemic, visit the [Mass.gov](https://www.mass.gov) website.

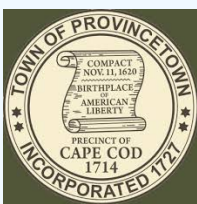
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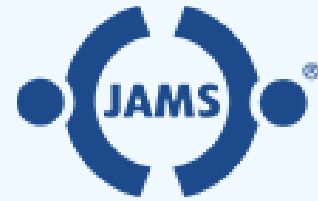
Cape Mediation is on Amazon Smile!

Every time you make an Amazon purchase, you can help Cape Mediation to continue our important work.

[Smile.Amazon.com](https://www.amazon.com/smile)

Cape Mediation | [Website](https://CapeMediation.org)





Eastham
MASSACHUSETTS



Massachusetts Office of
Public Collaboration (MOPC)



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