

Susan L. Podziba  
21 Orchard Road, Brookline, MA 02445 USA  
+1-617-510-8870  
[susan@podziba.com](mailto:susan@podziba.com)  
<http://www.podziba.com>

## **EMPLOYMENT**

### **Podziba Policy Mediation, Brookline, MA**

Principal and Public Policy Mediator 1990 – present

Provide mediation, consensus building, conflict assessment, facilitation, and workshop services to enable government to engage with stakeholders and the interested public to address complex public policy challenges. Solutions have been written policies, plans, regulations, and governance structures.

**Clients have included:** U.S. Departments of Commerce, Defense, Education, Health and Human Services, Housing and Urban Development, Interior, Labor, and Transportation, U.S. Environmental Protection Agency, U.S. Senate, U.S. Institute of Peace, United Nations, The World Bank, Netherlands Organization for Applied Research, Dalslandskommunernas Kommunalförbund, Sweden, City of Modena, Italy, Emilia Romagna Regional Authority, Italy, Negotiation Strategies Institute, Jerusalem, British Council.

### **Author of:**

*Civic Fusion: Mediating Polarized Public Disputes* (ABA Book Publishers 2012)

*Our Cities: From Corruption to Participatory Democracy* (IPOC 2017)

### **Awards include:**

- Flora Crockett Stephenson Prize for excellence in writing
- National Partnership for Reinventing Government Hammer Award,
- National Civic League All American City Awarded to City of Chelsea for the Chelsea Charter Consensus Project

## **EXAMPLES OF PAST PROJECTS:**

### **INTERNATIONAL**

**Process Design for Sudan National Economic Policy Dialogue, British Council:** provide support to Sudanese national organisations and the British Council/Foreign, Commonwealth and Development Office (FCDO) Working Group on Economic Dialogue to design an economic dialogue process in Sudan, including offering new approaches adapted to a Sudanese context that support mediation and achieve greater consensus.

**Process Design Framework for Mediators, The World Bank, Office of the Compliance Advisor Ombudsman:** creation of an inclusive process design tool and support in the use of that tool for World Bank mediators. The process design tool is based *Civic Fusion: Mediating Polarized Public Disputes*, and a back analysis of past World Bank mediation processes in Uganda and Myanmar.

**Gender and Inclusive Mediation Processes Seminar for UN Special Envoys and Senior Mediation Experts, United Nations Department of Political Affairs:** conducted an assessment of gender components of key peacemaking issues such as cease fires, constitutional reform, and wealth sharing, as well as barriers to women's participation; presented on conflict assessment and on peace process design for inclusive mediation with UN Special Envoy to Yemen.

**Gender, Women, Peace & Security Training, UN Department of Political Affairs, Permanent Mission of Switzerland:** provided training on basic building blocks of process design, conflict assessment, the dilemmas of inclusion, and key lessons for tailoring process designs to situational dynamics.

**Conflict Management and Peacebuilding Training Workshop for Sudanese Women in conjunction with U.S. Institute of Peace:** co-trained Sudanese women in formulating questions and process designs prior to their participation in Doha peace negotiations.

**Middle East Fellows Dialogue, Institute for Social and Economic Policy in the Middle East, Kennedy School of Government, Harvard University:** facilitated discussions among Israeli and Palestinian health care professionals to build relationships to support joint health care projects in the West Bank and Gaza.

**UN Civil Society Outreach Symposium, sponsored by The Stanley Foundation, cosponsored by the World Federation of United Nations Associations Under the Patronage of the President of the General Assembly of the United Nations:** designed and facilitated meeting of non-governmental organization leaders, United Nations senior staff, permanent representatives to the United Nations, and multi-lateral finance organization officials to recommend strategies for strengthening the relationship between civil society and the UN System.

**Darfur Diaspora Peace Process Workshop, in conjunction with the U.S. Institute of Peace:** workshop for members of the Darfur Leaders Network, a group of Darfurian exiles in the United States working to unify rebel groups and influence the United Nations and African Union-sponsored Darfur Peace Talks.

**Co-Facilitation Training, Truman Institute for the Advancement of Peace, Hebrew University:** co-trained Israeli and Palestinian professional facilitators, who went on to co-facilitate dialogues within their own communities and between their communities.

**Water on the West Bank Simulation:** simulates a six-party, mediated negotiation between Israelis and Palestinians concerning a project to drill a deep water well on the West Bank. This simulation has been used to train officials from Israel's Ministry of Justice, Palestinian and Israeli environmental mediators, and worldwide at numerous conflict resolution workshops and mediation trainings.

## **SECURITY**

**National Preparedness Leadership Initiative, Harvard School of Public Health and Kennedy School of Government, Harvard University:** conflict resolution training for high-level government officials responsible for responding to bio-terrorist attacks.

**Securing Driver's Licenses and Personal Identification Cards, U.S. Department of Transportation in consultation with U.S. Department of Homeland Security:** assessment and negotiated rulemaking process to develop minimum standards to tighten security for state-issued driver's licenses and personal identification cards for use by Federal agencies for identification purposes, as required under the 9/11 Commission Implementation Act of the Intelligence Reform and Terrorism Prevention Act of 2004.

**Dutch Inter-Ministerial Task Force on Terrorism and Radicalization:** consultations with the Task Force related to strategies for initiating dialogue with Dutch Muslim communities and responding to far-right anti-immigration groups.

**U.S. Department of Defense, Native American Lands Mitigation Program:** facilitated exercise and discussion of tribal and Department of Defense strategic planning process for addressing military impacts on American Indian and Alaskan Native lands.

**Multi-Party Negotiation and Conflict Resolution Training Framework, U.S. Department of Defense, Air Force, in conjunction with the U.S. Institute for Environmental Conflict Resolution:** advised and consulted on framework to be used to train Air Force officers in complex negotiations for crisis response and contingency planning.

## GOVERNANCE

**Redistricting Reform, Moritz College of Law, Ohio State University:** assessment for application of public policy mediation tools to achieve redistricting reform in Illinois and Ohio to reduce political polarization.

**Chelsea Charter Consensus Process, Massachusetts Executive Office of Administration and Finance, Office of the Receiver:** consensus process reached deep into community to re-engage citizens in self-governance through development of a city charter after the city government was stripped of its authority and placed under State Receivership. Winner of the All American City Award from the National Civic League.

**Canadian Constitutional Convention:** part of a team that designed format of the constitutional convention to address secession of Quebec and federal power sharing.

**Jerusalem Inter Cultural Center:** consultation on implementation of Ramot Municipal Council charter, which was inhibited by endemic religious-secular dispute.

## LAND USE AND DEVELOPMENT

**All Appropriate Inquiry as required under the Small Business Liability Relief and Brownfields Revitalization Act, U.S. Environmental Protection Agency:** mediated negotiated rulemaking process to develop standards for environmental assessments prior to brownfield redevelopment. Negotiators were 26 stakeholder representatives including federal, state, tribal, county, and local governments; for profit and not-for-profit developers; environmental attorneys; lenders; environmental professionals and environmentalists; and environmental justice advocates.

**Affordable Housing Allocations under Native American Housing Assistance and Self Determination Act, Office of Native American Programs, U.S. Department of Housing and Urban Development:** mediated negotiated rulemaking to develop revisions to regulations used to allocate federal resources for affordable housing to the 567 Native American Tribes and Alaskan Native Villages across the country. The Assistant Secretary and Deputy Assistant Secretary for Public and Indian Housing and 29 representative NA/AN members served as negotiators.

**Naugatuck Valley Brownfields Workshop on Consensus Building, U.S. Environmental Protection Agency:** workshop to introduce consensus building tools for use in brownfields redevelopment. It included negotiation training for local government officials, developers, community activists, and citizens.

**Sustainable Development in Scandinavia, Dalslandskommunernas Kommunalförbund, Sweden:** conduct Civic Fusion Workshop and consult on European Union-sponsored multi-nation project on inclusive mediation processes for sustainable development.

**Helsinki University of Technology, Finland:** workshop on environmental and public policy mediation for Finnish government officials and academics seeking to improve implementation of the Finnish Land Use and Building Act of 1999.

**Select Brownfields Sites for Phase I Site Assessment, in New Bedford, MA, U.S.**

**Environmental Protection Agency:** city-wide task group developed a process to identify priority sites, from a list of 300+ sites, to determine allocation of existing and future phase I assessment funds.

**PUBLIC HEALTH/WORKER SAFETY**

**Crane and Derrick Worker Safety Standards, Occupational Safety and Health**

**Administration (OSHA), U.S. Department of Labor:** mediated negotiated rulemaking process to develop consensus worker safety standards for cranes and derricks in construction to replace 1968 OSHA standards to reduce accidental deaths and serious injuries at worksites. Negotiators were 23 stakeholder representatives, including government, crane manufacturers, suppliers, lessors, maintenance companies, employers, unions and labor organizations, crane operators, training and operator testing organizations, power line owners, billboard installers, and insurance industry.

**Abortion Talks among Pro-Life and Pro-choice Leaders, in conjunction with the Public**

**Conversations Project:** six-year dialogue on the issue of abortion, called for by the Massachusetts Governor and the Cardinal of the Archdiocese of Boston after fatal shootings at two Massachusetts women's health clinics. Dialogue participants coauthored a *Boston Globe* article describing their experiences of the facilitated dialogue.

**Pandemic Influenza Preparedness Planning, Centers for Disease Control and Prevention,**

**U.S. Department of Health and Human Services:** assessed, designed, and facilitated stakeholder and citizen meetings for pandemic influenza (pan flu) planning in Ohio, concerning school closures and faith-based issues such as modification of worship services and funerals, and in Massachusetts, to develop a comprehensive communications strategy.

**Human Studies Review Board (HSRB), Office of the Science Advisor, U.S. Environmental Protection Agency:** facilitation and consultation services to support the HSRB, a federal advisory committee, which provides scientific and ethical reviews of proposed studies and protocols for third party research conducted with human subjects.

**National Historic Preservation Act, Section 106 Consultation on the Ariel Rios Murals,**

**General Services Administration:** facilitated discussions related to federal employee complaints regarding six historic murals in the Ariel Rios Building said to contain stereotyped-images of Native Americans, including some that created a hostile work environment.

**Program for Health Care Negotiation and Conflict Resolution, Harvard School of Public**

**Health, Harvard University:** mediator mentor for week-long negotiation and mediation training for health care professionals.

**Central Landfill Action Committee, U.S. Environmental Protection Agency, Superfund,**

**Region I:** assessment for Johnston Central Landfill (RI) Action Committee, a group composed of legislators, federal and state environmental officials, mayor and city council members, and citizens from neighborhoods abutting landfill, convened to address public health concerns.

**Re-Evaluate Environmental Regulations to Ensure Protection of Children’s Health for U.S. Environmental Protection Agency, Office of Children’s Health Protection:** representatives ranging from pesticide industry to environmental organizations selected technology-based regulations for re-evaluation as risk-based regulations to be more protective of children’s health.

## **ENVIRONMENT AND NATURAL RESOURCES**

**Global Climate Change Forest Policy, Forest Carbon Work Group (FCWG), American Forestry Association:** convened, designed, and facilitated process to develop consensus recommendations for U.S. domestic forest components of federal climate legislation supported by forty-five organizational members, who represented landowners; paper, forestry, energy, and financial industries; conservationists, and wildlife protection.

**National Fisheries Enforcement Summit, National Oceanic and Atmospheric Administration, U.S. Department of Commerce (DOC):** assessed, designed, and facilitated Summit to develop recommendations to improve NOAA’s enforcement programs to protect and sustain the nation’s marine resources in response to DOC Inspector General Report. Its 80+ participants included commercial and recreational fishers, U.S. government agencies, state enforcement partners, fisheries councils and commissions, environmental and conservation groups, academia and NOAA.

**Comprehensive Environmental Management Plan for Casco Bay (ME) for the U.S. Environmental Protection Agency, National Estuary Program with Maine Department of Environmental Protection Agency:** consensus process for federal, state, and local government, industry, citizens, scientists, environmentalists, and other stakeholders to develop Casco Bay Estuary Project’s Comprehensive Conservation and Management Plan, which covered combined sewer overflows, development, environmental stewardship, wastewater, and existing toxic sediments.

**Netherlands Organization for Applied Scientific Research (TNO), Delft, Netherlands:** workshop for environmental professionals and academics on negotiation fundamentals, mediation and interactive policymaking processes, and complex stakeholder involvement. The workshop included consultation on European Union projects on sediments in Dutch waterways.

**Take Reduction Plan for U.S. Department of Commerce, National Oceanic and Atmospheric Administration, National Marine Fisheries Service:** mediated negotiations for plan to reduce incidental take of marine mammals during commercial fishing operations as required under the 1994 Amendments to the Marine Mammal Protection Act. Stakeholders included fishermen, conservationists, state and federal government agencies, scientists, regional fisheries management councils, and off-shore concerns.

**Clean Air Act, Tier 2 Motor Vehicle Emission Standards and Gasoline Sulfur Control Requirements Rule, U.S. Environmental Protection Agency, Air Quality and Standards Division and the Alternative Dispute Resolution Team within the Office of the Administrator:** convening assessment on proposed regulations to allow streamlined permitting process for oil refineries to comply with the Clean Air Act, Tier 2 Rules, requested after concerns were raised by environmental justice advocates and refinery “fence line” communities.

**Assabet River Municipal Wastewater Treatment Plants, National Pollutant Discharge Elimination Systems (NPDES) Permit Appeals, U.S. Environmental Protection Agency:** assessment and mediation involving U.S. EPA, Massachusetts Department of Environmental

Protection, five municipalities, a local environmental organization, and a threat of litigation by a national environmental organization as well as Congressional interest. The permit appeals related to four separate wastewater treatment plants and their combined impact on the Assabet River.

## EDUCATION

**Every Student Succeeds Act (ESSA), U.S. Department of Education, Office of Elementary and Secondary Education:** mediated negotiated rulemaking to develop federal regulations to implement changes to testing requirements of the Elementary and Secondary Education Act of 1965, as required under ESSA. Negotiators were 26 stakeholder representatives including federal, state, and local government, education administrators, tribal leadership, parents and students, teachers, principals, charter school leaders, paraprofessionals, members of state and local boards of education, civil rights advocates, English learners, and the business community.

**Federal Family Education Loan (FFEL), Direct Loan and Perkins programs for the U.S. Department of Education, Office of Postsecondary Education:** mediated negotiated rulemaking to develop federal regulations for student loan programs as required by the 1998 Amendments to the Higher Education Act of 1965. Negotiators included 20+ representatives of government, students, legal aid, bankers, guaranty agencies, private colleges and universities, public colleges and universities, land grant colleges, university presidents, community colleges, proprietary and trade schools, historically black colleges and universities, tribal colleges, and publicly traded colleges.

**Early Childcare Regulations and Workforce Development, Massachusetts Department of Early Education and Care (EEC):** conduct assessments and mediated meetings among staff to overhaul regulatory regime and prepare a workforce development plan for childcare providers statewide.

**GEAR UP Program of the U.S. Department of Education, Office of Postsecondary Education:** negotiated rulemaking to develop federal regulations to create Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP), a mentoring, tutoring, academic enrichment, and scholarship program for low income students created by Congress.

**Student Loan Program and Eligibility issues for the U.S. Department of Education, Office of Postsecondary Education:** negotiated rulemaking to develop federal regulations for student loan program and eligibility issues as required by the 1998 Amendments to the Higher Education Act of 1965.

**Reduce Regulatory Burden regarding Eligibility for Student Loan programs, U.S. Department of Education, Office of Postsecondary Education:** negotiated rulemaking to develop federal regulations for FFEL, Perkins, Stafford, and Direct student loan programs in response to issues raised by the higher education community through the FED UP process (short for “Upping the Effectiveness of Our Federal Student Aid Programs”), initiated by Congress to reduce regulatory burden.

## **Sacred Lands Project, Brookline, MA**

### Director

2015 – present

Research sacredness of land, traditional processes, and roles of political and religious leaders in sacred lands disputes with the goal of identifying and creating approaches, strategies, and tools for mediating conflicts over sacred land. This independent project was originally founded as part of the MIT-Harvard Public Disputes Program.

## **PRIOR EMPLOYMENT**

**Endispute, Incorporated, Cambridge, MA** 1988-1990

Public Disputes Mediator

Provided conflict resolution services in public disputes including: mediation, negotiation training, and conflict analysis. Cases included: Connecticut regional affordable housing compacts; feasibility study on consensus building processes for New York City's Human Resources Administration; facilitation and process design for the American Energy Assurance Council for development of a National Energy Strategy.

**MIT - Harvard Public Disputes Project, Program on Negotiation at Harvard Law School, Cambridge, MA** 1986-1988

Associate

Developed training materials and trained corrections officials nationwide on the use of consensus building and mediation techniques to alleviate prison overcrowding.

## **TEACHING APPOINTMENTS**

**Harvard Negotiation Institute, Program on Negotiation at Harvard Law School, Cambridge, MA** 2016-present

Faculty

Teach annual seminar, *Advanced Mediation Workshop: Mediating Complex Disputes*, a weeklong course for professional mediators from around the world.

**Amsterdam Center for Conflict Studies, University of Amsterdam, Netherlands** 2008

Fulbright Senior Specialist in Peace and Conflict Resolution

Provided lectures, training, and consultations for municipal, regional, and national government officials, academics, and students.

**Department of Urban Studies and Planning, Massachusetts Institute of Technology, Cambridge, MA** 1996-2002

Lecturer, Visiting Lecturer

Taught graduate course entitled, *Bargaining, Negotiation, and Conflict Resolution in the Public Sector*.

**Program on Negotiation at Harvard Law School, Harvard University, Cambridge, MA** 1999-2002

Faculty Associate

Taught semester-length graduate courses on negotiation and mediation to senior professionals and graduate students from the United States and around the world.

## **PROFESSIONAL APPOINTMENTS AND AFFILIATIONS**

Senior Specialist in Peace and Conflict Resolution, Fulbright Senior Specialists Program

Mediator, United Nations Mediation Roster

Participant, Project on Mediating Conflicts between Groups with Different Worldviews: A Learning Process for Practitioners and Researchers, Center for Security Studies, Zurich, Switzerland

Thought Leader, Divided Community Project, The Ohio State University

Faculty, *Religion and Conflict Transformation* Course, SwissPeace and University of Basel

Participant, *Religion and Mediation* Course, Swiss Federal Department of Foreign Affairs (FDFA) and Center for Security Studies, Zurich

Expert, International Center for Ethno-Religious Mediation

Environmental Policy Mediator, National Roster of Environmental Dispute Resolution and Consensus Building Professionals, U.S. Institute for Environmental Conflict Resolution  
Advanced Practitioner, International Association for Conflict Resolution  
Practitioner Associate, MIT-Harvard Public Disputes Project, Program on Negotiation  
Past President, New England Society of Professionals in Dispute Resolution  
Editorial Advisory Group, World Federation of United Nations Associations

## **EDUCATIONAL BACKGROUND**

### **Massachusetts Institute of Technology, Cambridge, MA**

Master of City Planning, Department of Urban Studies and Planning, 1988  
Flora Crockett Stephenson Prize for excellence in writing  
Specialized in conflict resolution and public policy mediation

### **University of Pennsylvania, Philadelphia, PA**

Bachelor of Arts, Humanistic Philosophy with concentrations in social theory and biblical studies, 1982

## **SELECT PUBLICATIONS**

### **Books**

*Civic Fusion: Mediating Polarized Public Disputes*, Chicago: ABA Publishing Co., Inc., 2012.

*Our Cities: From Corruption to Participatory Democracy*, IPOC 2017(Italian only).

*Affordable Housing Mediation: Building Consensus for Regional Agreements in the Hartford and Greater Bridgeport Areas* with Lawrence Susskind, Cambridge: Lincoln Institute of Land Policy, 1990.

### **Articles and Book Chapters**

Worldview Conflict: The Case of Mauna Kea (Hawaii) and the Thirty Meter Telescope, *Publication of the Zurich Center for Security Studies of Switzerland*, forthcoming.

We need action on personal cybersecurity, *The Hill*, January 2019.

Conflict, Negotiation, and Public Policy Mediation in the Trump Era, *Negotiation Journal*, Volume 35, No. 1, January 2019.

Mediating Conflicts over Sacred Lands, *Conflict Resolution Quarterly*, Vol. 35, No. 3: Spring 2018.

Negotiated Rulemaking for the Brownfields Law, co-authored with Patricia Overmeyer, chapter in *Environmental Mediation: Diversity of Practices Across the World*, edited by Catherine Choquette and Veronique Frazer, Montreal, Canada: SAGE, 2018.

Harnessing Unresolvable Difference Across Abrahamic Faiths to Resolve Religion-Related Tangible Conflicts, *Field Notes of Applied Conflict Science*, Vol. 1, No. 1: March 2017

The Need for and Conduct of a Conflict Assessment concerning the Sacred Esplanade of Jerusalem, *Hebrew Research Network – Conflict Resolution Journal*, Social Science Research Network, Vol. 2, No. 1: January 4, 2016.

Negotiating Social Conflict: Imagining a Civic Fusion Approach in Ferguson, Missouri, *Negotiation Journal*, Volume 31, No. 4, October 2015.



Civic Fusion: Moving from Certainty through Not Knowing to Curiosity, *Negotiation Journal*, Volume 30, No. 3, July 2014.

Public Policy Mediation: Best Practices for a Sustainable World, co-authored with Howard Bellman, *Dispute Resolution Magazine*, Volume 20, No. 3, Spring 2014.

Public Policy Mediation, co-authored with Howard Bellman, *Dispute Resolution Magazine*, Volume 18, No. 3, Spring 2012.

Social Capital Formation, Public Building and Public Mediation: The Chelsea Charter Consensus Process, chapter in *Multiparty Negotiations*, edited by Lawrence Susskind and Larry Crump, Thousand Oaks, California: Sage Publications, 2008.

Safety Starts at the Top, *The New York Times*, Op-Ed page, June 12, 2008.

Managing Political Power in Public Policy Mediations, *Dispute Resolution Magazine*, Volume 12, No. 2, Winter 2006.

Negotiated Rulemaking Reaches Policy Goals, Limits Unintended Consequences, *Occupational Safety & Health Reporter, BNA, Inc.*, Volume 35, No. 39, October 6, 2005.

The Human Side of Complex Public Policy Mediation, *Negotiation Journal*, Volume 19, No. 4, October 2003.

The Chelsea Charter Consensus Process, *The Consensus Building Handbook*, edited by Lawrence Susskind, et al, Thousand Oaks, California: Sage Publications, 1999.

Affordable Housing Mediation: Building Consensus for Regional Agreements in the Hartford Area, chapter in *The Consensus Building Handbook*, edited by Lawrence Susskind, et al, Thousand Oaks, California: Sage Publications, 1999.

*Social Capital Formation, Public Building, and Public Mediation: The Chelsea Charter Consensus Process*, Dayton, Ohio: Kettering Foundation, 1998.

*Deciding Whether or Not to Partner Small Projects: A Guide for U.S. Army Corps of Engineers Managers*, Alternative Dispute Resolution Series, Washington, D.C.: U.S. Army Corps of Engineers, 1995.

*Partnering in Small Projects: The Case of Drayton Hall*, Alternative Dispute Resolution Series, Washington, D.C.: U.S. Army Corps of Engineers, 1993.

Consensus-Based Planning Helps Transcend NIMBYism, *Lincoln Land Lines*, May 1992.

Affordable Housing Consensus-Building Effort Leads to Changes in Local Zoning Regulations, *Land Development*, Spring-Summer 1992.

*The Dynamic of Needs and Interests: A Mediator's Response to the Israeli-Palestinian Conflict*, Cambridge: Program on Negotiation at Harvard Law School Working Paper Series, 1988 (Thesis).

Water Resources in the West Bank, Jerusalem: West Bank Data Base Project, 1987.

Political Attitudes and Violence on the West Bank in 1987, Chapter 4 in Meron Benvenisti's *The West Bank Data Base Project's 1987 Annual Report*, Jerusalem: Jerusalem Post, 1987.

## **SELECT LECTURES AND PRESENTATIONS**

*Civic Fusion and the Hidden Connective Energies of Conflict*, PON Live!, Program on Negotiation at Harvard Law School, Cambridge, MA.

*Building Capacity for Meaningful Connection Across Difference*, Conference: Ignorance is the Enemy of Peace Conference, King Hamad Centre for Peaceful Coexistence, Manama, Kingdom of Bahrain.

*Mediating Polarized Public Disputes*, Conflict Management Institute, William S. Richardson School of Law, University of Hawai'i, Honolulu, HI.

*Balancing Burdens and Benefits: Conflict Resolution Support for Communities Seeking Environmental Justice*, International Association for Conflict Resolution Annual Conference, Tucson, Arizona.

*State of the Mediation Field regarding Conflicts with a Religion Component*, Peace Process Support Conference, Bureau of Conflict and Stabilization Operations, U.S. Department of State, Washington, DC.

*Harnessing Unresolvable Difference Across Abrahamic Faiths to Resolve Religion-Related Tangible Conflicts*, International Center Ethno-Religious Mediation Conference, New York, NY.

*Public Policy Mediation: A Civic Fusion Approach*, Judicial Conflict Resolution Clinic, Bar Ilan University, Tel Aviv, Israel

*Peace is a Path, Not a Destination: A Panel Discussion about Creating Positive Change in the Community*, Massachusetts Institute of Technology, Cambridge, MA.

*Access to Justice and Dispute Resolution Systems: A Panel Discussion*, Global Pound Conference Series, New York, NY

*Negotiating Amidst Polarization: A Civic Fusion Approach*, Association for Conflict Resolution, Reno, Nevada.

*Mediating Conflicts over Sacred Lands*, Association for Conflict Resolution Environmental Public Policy Section Conference, Denver, CO.

*Integrating Track II Interests and Ideas into Track I Negotiations*, International Mediators Community of Practice (IMCP), at the Alliance for Peacemaking Conference, Washington, DC

*Public Policy Mediation: A Civic Fusion Approach*, Negotiation Practicum, Harvard Kennedy School, Cambridge, MA

*Negotiated Rulemaking*, University of Pennsylvania Law School, Philadelphia, PA.

*The Need for and Conduct of a Conflict Assessment concerning the Sacred Esplanade of Jerusalem*, 1<sup>st</sup> Annual International Conference On Ethnic and Religious Conflict Resolution and Peacebuilding, New York, NY.

*Negotiated Rulemaking: Worker Safety Standards for Cranes and Derricks in Construction*, Organization for Economic Co-operation and Development Pre-Conference, Transparency and Stakeholder Engagement in Regulatory Policy, The Peace Palace, The Haag, Netherlands

*Public Policy Mediation: A Civic Fusion Approach*, Sustainable Development Through Actors ' Involvement: A Joint Project of Hjørring Kommune and Dalslandskommunernas Kommunalförbund sponsored by the European Union, Färgelanda, Sweden.

*Conflict Assessment, Gender and Inclusive Mediation Processes: A Seminar for Special Envoys, Mediators, and Mediation Experts*, Norwegian Ministry of Foreign Affairs, Oslo, Norway.

*Process Design, Gender and Inclusive Mediation Processes: A Seminar for Special Envoys, Mediators, and Mediation Experts*, Finnish Ministry of Foreign Affairs, Helsinki, Finland.

*Peace Process Design, Gender, Women, Peace & Security Training*, United Nations Department of Political Affairs, New York, NY.

*Negotiating the Extremes: Impossible Dialogues in the 21st Century*, Cardozo Law School, New York, NY.

*From Demonizing Rhetoric to Respectful Difference: Suggestions from Public Policy Mediators*, Marquette University Law School, Milwaukee, Wisconsin.

*Civic Fusion: Mediating Polarized Public Disputes*, General Directorate for the Central Organization, Emilia-Romagna Regional Government, Bologna, Italy.

*The Something Beyond*, Keynote Speaker, North Carolina Leadership Conference, Leading with Civility: Navigating Complex Conversations with Passion and Courage, Charlotte, NC.

*Public Policy Mediation*, Kvalitets Mässan 2009 in Göteborg, Sweden.

*Designing Effective Processes for Citizen Participation*, NICIS Institute (Netherlands School for Public Administration), The Hague, Netherlands.

*Public Policy Mediation and Consensus Building: A Method for Effectively Engaging the Public*, "ParteciP.A. Salone della Democrazia Partecipativa, Modena, Italy.

*Public Policy Mediation: Effectively Engaging the Public*, Amsterdam Center for Conflict Studies (ACS), University of Amsterdam, Netherlands.

*Doing Deliberative Democracy*, American Bar Association, Section of Dispute Resolution Conference, Seattle, WA.

*Journey to Paradoxical Unity*, Texas Christian University, Fort Worth, Texas.

*Facilitating Democracy*, University of Bologna and the Initiative for Democracy of the Alexander Langer Foundation, Bolzano, Italy.

*Mediation of City and Public Disputes: Experiences in the USA and Europe*, Interfaculty of Peace Operations Management and Mediation of Conflict, Faculty of Political Science, University of Florence, Italy.

*Tough Talk: How to Have Real Dialogue on Hard Issues*, Boston College Law School, Boston, MA.

*Negotiating the Complex: Policymaking Across Sectors*, Dispute Resolution Forum, Program on Negotiation at Harvard Law School, Cambridge, Massachusetts.

*Models for Global Deliberative Consultation*, Global Governance Conference, Montreal, Canada.

*Is there a role for mediation in the war on terrorism?*, Alternative Dispute Resolution Section, Boston Bar Association, Boston, MA.

*All Appropriate Inquiry in Brownfields Redevelopment*, U.S. Environmental Protection Agency Brownfields Conference, Charlotte, NC.