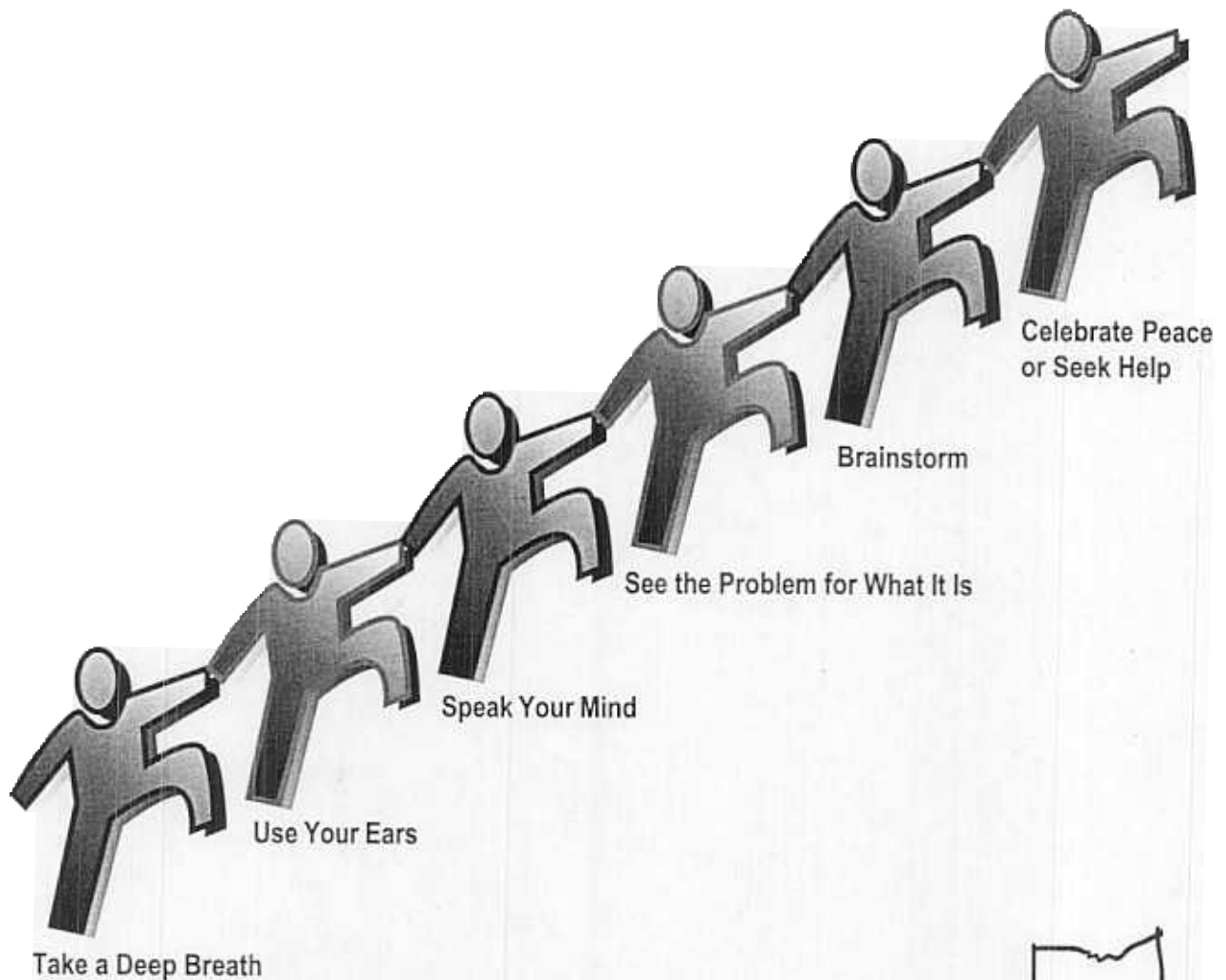


Ohio **Commission** *on Dispute Resolution & Conflict Management*



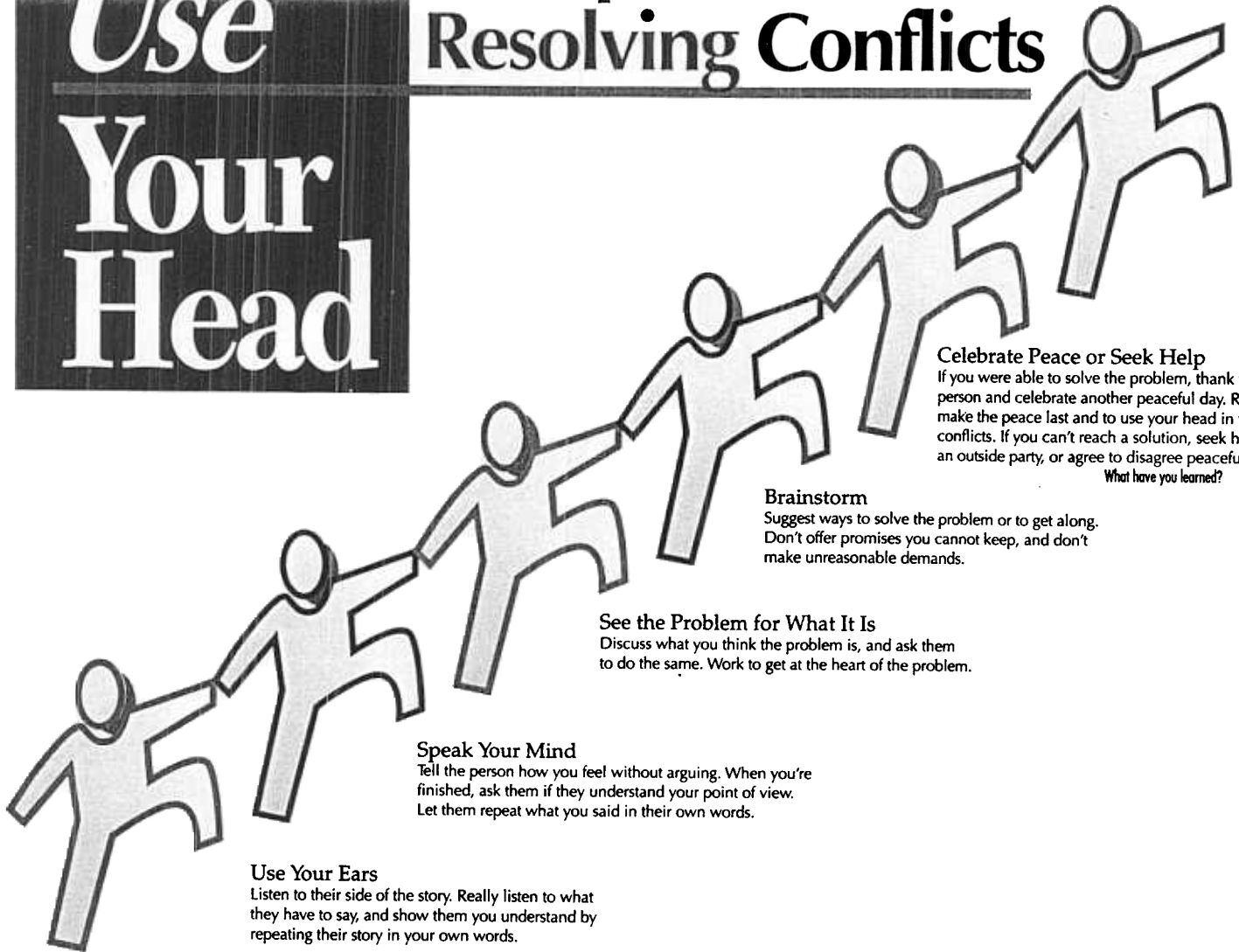
Resolving Conflicts Together



1997-1998
Annual Report

Use Your Head

6 Steps for Resolving Conflicts



Celebrate Peace or Seek Help
If you were able to solve the problem, thank the other person and celebrate another peaceful day. Resolve to make the peace last and to use your head in future conflicts. If you can't reach a solution, seek help from an outside party, or agree to disagree peacefully.
What have you learned?

Brainstorm
Suggest ways to solve the problem or to get along. Don't offer promises you cannot keep, and don't make unreasonable demands.

See the Problem for What It Is
Discuss what you think the problem is, and ask them to do the same. Work to get at the heart of the problem.

Speak Your Mind
Tell the person how you feel without arguing. When you're finished, ask them if they understand your point of view. Let them repeat what you said in their own words.

Use Your Ears
Listen to their side of the story. Really listen to what they have to say, and show them you understand by repeating their story in your own words.

Take a Deep Breath
Cool down before you speak. Calmly tell the person that you are upset and want to talk it out. If both of you are willing to listen without fighting, interrupting or name calling, you're on your way to solving the problem.

Use your head when you don't see eye to eye!

In a society in which public policy issues are increasingly complex and acrimonious, court dockets are overflowing, our population is more and more diverse, and violence is too often used to resolve disputes, all Ohioans can benefit from an increased awareness of and knowledge about more effective methods for dealing with conflict.

Established by the General Assembly in 1989, the Ohio Commission on Dispute Resolution and Conflict Management provides Ohioans with constructive, nonviolent forums, processes, and techniques for resolving disputes. Focused on four program areas — education, state and local government, communities and courts — the Commission works to positively affect the lives of all Ohio citizens by providing dispute resolution and conflict management training, facilitation and mediation services, consultation and technical assistance in program design, implementation, and evaluation.

The Commission is governed by twelve volunteer members appointed by all three branches of state government: the Governor, Chief Justice of the Supreme Court of Ohio, President of the Senate, and Speaker of the House of Representatives. With a broad mandate to serve individuals and organizations at multiple levels of society and joint representation from all three branches of government, the Commission is in the forefront of a national movement to promote the use of dispute resolution processes and conflict management skills.

This report highlights the Commission's accomplishments since its establishment and specifically describes the Commission's accomplishments in Fiscal Year 1998 — July 1, 1997 - June 30, 1998.





Significant Accomplishments 1990 - 1998

Education

All 88 counties in Ohio have at least one school district with school-based conflict management programs.

Since 1990, the number of Ohio districts with conflict management programs has grown from 30 to 362. With programs in more than half of its public and non-public school districts, the state has the opportunity to provide more than one million students with conflict resolution skills.

To date, the Commission has awarded more than 400 grants to elementary, middle, and high schools to implement conflict management programs. In addition, resource and training materials designed and published by the Commission to assist schools in implementing these programs have been distributed to more than 1,500 schools. Since 1994, the Commission has published three resource guides for implementing comprehensive school conflict management programs at the elementary, middle, and high school levels.

Communities and Courts

Citizens in more than one-half of Ohio counties have access to dispute resolution services through community-based and court-connected conflict resolution programs.

The number of court and community programs has grown from 1 in 1990 to more than 120 in 1998, 11 times the original number of programs available.

With encouragement and technical support from the Commission and the Supreme Court of Ohio, all levels of courts around the state are readily incorporating mediation into the package of services they provide to citizens.

State and Local Government

The Commission offers a wide variety of services to state and local government, including mediation, facilitation, and collaborative problem solving processes to address public policy disputes. The Commission has provided assistance with public policy issues as varied as wetlands management, hazardous waste disposal, welfare reform, long-term health care, and foster care.



Commission trainings and presentations have reached more than 5,000 Ohioans, educating persons at all levels of government about the techniques and benefits of dispute resolution and conflict management.

The Commission's Workplace Mediation Program provides state employees access to mediation services to informally resolve workplace conflict. Mediators are state employees trained to serve as third party neutrals. Since this program began in February 1997, more than twenty-five cases have been referred for mediation and more than 40 employees have been trained as mediators. This program has been selected for evaluation as part of the Governor's Performance Review in cooperation with the Office of Budget and Management.

The Commission's Conflict Resolution Program for Local Government Officials (GAP program) provides a referral network of local officials who serve as "mentors" (third party neutrals) to facilitate local government disputes. The program is administered by the Commission and co-sponsored by the Ohio Municipal League, the Supreme Court of Ohio, the Ohio Judicial Conference, and the County Commissioners Association. Mentors are local officials trained in conflict resolution methods. Since the program was established in 1991, 111 mentors have been trained through basic skills training offered annually. Eighty-nine mentors from more than one-third of Ohio's 88 counties are available for referral. To date, more than 50 cases have been referred to the program.



Fiscal Year 1998 Accomplishments

Education

The Commission, together with the Ohio Department of Education (ODE), the Ohio Board of Education, professional educational organizations, and conflict management experts, works to provide Ohio's primary and secondary school students with collaborative, non-violent conflict management skills and to promote the incorporation of dispute resolution and conflict management programs in primary and secondary schools, colleges, and universities.

School Programs

Comprehensive School Conflict Management Initiative

The Comprehensive School Conflict Management Initiative is a statewide effort coordinated by the Commission and ODE to provide dispute resolution and conflict management materials and training to Ohio elementary, middle, and high schools. This initiative was established to help achieve the state's Education Goal #7 — safe, disciplined, and drug-free schools — and as an outgrowth of the Commission's successful three-year, twenty-school demonstration project. A comprehensive approach to school conflict management requires an integration of conflict management into a school's mission statement, policies and procedures, and curriculum.

Through this initiative, 283 elementary, middle, and high schools have received grants to implement comprehensive conflict management programs. These schools represent rural, suburban and urban populations. Ninety-eight of these schools also received continuation grants for on-going program support. In FY 1998 38 Ohio high schools received continuation grants to support their conflict management programs.

To support the implementation of conflict management programs in Ohio schools, the Commission has developed and published three resource guides for implementing comprehensive school conflict management programs at the elementary, middle, and high school levels. These materials are critical to overcoming two major barriers to starting school conflict management programs: (1) the lack of funds to purchase existing copyrighted materials, and (2) the lack of time individual teachers have to review the wide range of existing conflict management materials and develop specific, ready-to-use materials. In FY 1998 more than 270 of these resource guides were distributed to Ohio schools.

Effective training is essential to implementing successful conflict management programs. Grantee schools are required to send teams to the training sessions. All teams must include an administrator and a teacher; and may include a representative from a parents' organization, guidance counselor,



school staff member, student, or another individual who will assist the school in its conflict management efforts. The trainings are followed by on-site consultations with the trainers and regional follow-up workshops. In FY 1998 follow-up workshops were conducted for grantee middle and high schools.

Assessing the Impact of Comprehensive School Conflict Management Programs

To demonstrate the effectiveness of conflict management programs in primary and secondary schools, the Commission and ODE contracted with outside evaluators to continue an on-going assessment of grantee programs during FY 98. These findings demonstrate that students and adults do benefit from these programs.

One-hundred-fifteen Ohio elementary schools grantees report the following after beginning conflict resolution programs with the assistance of the Commission: 78 percent report an improvement in classroom management; 65 percent report a decrease in time spent by teachers to resolve student conflicts; and 61 percent report a decrease in student fights.

Seventy percent of middle school grantees state that students demonstrate an improved ability to deal with conflict positively, 60.7 percent report a decrease in students fights, and 51.2 percent state that students demonstrate improved ability to cooperate with others in working out problems without intervention by a teacher or administrator.

High school grantees report that students have increased awareness of effective conflict and anger management skills, student-to-student fights or physical confrontations have decreased, and both discipline referrals and fight-related suspensions have decreased. In addition, high schools report that their conflict management programs have helped to improve students' self-esteem and leadership skills.

Classroom/Conflict Management Grant Program

The Classroom/Conflict Management Program began in FY 1998 as a collaborative project between the Commission and ODE to introduce elementary school students, teachers, and administrators to both comprehensive conflict management and classroom management. This collaborative project merges the Commission's School Conflict Management Initiative with ODE's classroom management program — a program that provides schools with positive classroom management strategies. Together, these two programs offer schools age-appropriate materials, teaching skills, and processes for the prevention and nonviolent resolution of conflicts. This program is being implemented through ODE's Special Education Regional Resource Centers (SERRCs).

In FY 1998 the Commission and ODE awarded grants to 16 elementary schools to implement classroom/conflict management programs. Seventy-two school personnel, administrators, and community members received four days of training through this grant program.

For FY 1999 this program will be expanded to 100 elementary, middle, and high schools. Any school which has not yet received a conflict management grant from the Commission and ODE will be eligible to participate.

District-wide Conflict Management Pilot Program

In FY 1998 the Commission and ODE awarded a two-year grant to the Youngstown school district to provide district-wide training and technical support to 20 school buildings (K-12) to develop, implement, and evaluate conflict management and peer mediation programs. The overall purpose of the grant is to create an implementation model that can be duplicated by other Ohio school districts.

Services to Schools

Consultation and Technical Assistance

The Commission provides consultation and technical assistance to Ohio elementary, middle, and high schools in the design, implementation, and evaluation of conflict management programs. For example, Commission staff work with schools to explore additional program funding sources, to locate qualified conflict management trainers, and to generate ideas for maintaining and expanding existing programs. In FY 1998 Commission staff worked with more than 300 schools in supporting their efforts to institutionalize conflict management programs.

Presentations and Workshops

Commission staff conduct presentations and workshops in Ohio and across the U.S. to educate persons regarding school-based conflict management programs. Presentations and workshops cover a variety of topics including an overview of the Commission's Comprehensive School Conflict Management Program, lessons learned in implementing school-based conflict management programs, how to build partnerships with community leaders and organizations, and conflict management training for students, teachers, and administrators.



Ohio School-Based Conflict Resolution Organization

Established with the assistance of the Commission in 1995, the Ohio School-Based Conflict Resolution Organization (OSCRO) is a statewide network of school-based and school-serving conflict resolution programs and professionals. Its members include teachers, program staff, trainers, students, and other individuals and agencies working to promote conflict resolution education in Ohio.

In FY 1998 the Commission partnered with OSCRO to update the Commission's *Ohio Directory of School Conflict Management Programs* and to develop standards for school conflict management trainers and programs. The updated directory is scheduled for completion in FY 1999.



Communities and Courts

The Commission works with community organizations, courts, schools, and local government to provide constructive, nonviolent forums and methods for resolving problems in Ohio's communities. The Commission assists in facilitating the resolution of disputes and conflicts that occur in communities and works to link community conflict resolution programs and other social service providers within Ohio's communities to expand services, education, and skills training for Ohio citizens.

Community and Court Programs

Truancy Prevention Through Mediation Project

The Truancy Prevention Through Mediation Project is designed to improve school attendance by using mediation to address the issues that cause repeated unexcused absences and lead to juvenile court involvement. The project, which requires elementary schools, juvenile courts, and community social service providers to work collaboratively, was initiated in 1995 by the Supreme Court's Office of Dispute Resolution and the Commission with funding from the Department of Human Services.

The premise of the Truancy Prevention Through Mediation Project is that mediation can be a useful and successful tool to bring elementary school personnel and families together to discuss issues surrounding a child's unexcused absences before those absences become chronic. The project is based on data that show a pattern of unexcused absences in primary school in the history of most truant and delinquent teens and adults convicted of criminal behavior. This project has three components: (1) early intervention mediation of unexcused absences; (2) conflict management education for participating elementary schools to provide a meaningful context and support for the mediations; and (3) evaluation of 1 and 2 above.

Mediations occur at the schools between parents and teachers. The school setting is designed to make the mediation process more accessible and less threatening than a court setting. The mediator is a juvenile court employee or volunteer with mediation training and experience whose time is given to the project as a community service and an attempt to prevent the participating families from eventually being referred to court on truancy or contributing to the delinquency of a minor charges.

In FY 1998 the Commission took over the coordination and administration of this project. Commission staff submitted a grant proposal to the Office of Criminal Justice Services (OCJS) in 1997 and received a \$25,000 grant from the federal Office of Juvenile Justice and Delinquency Prevention (OJJDP) through OCJS in FY 1998. The grant monies are designated for evaluation efforts. The project has been implemented in Lucas County, and in FY 1999, Stark and Delaware counties will also implement projects. In FY 1998 the Commission developed a video (produced by the Univer-



sity of Toledo) to demonstrate the successes and potential of the project.

During the 1997-98 school year, 141 families (parents/guardians of 161 students) were referred to mediation as part of the Truancy Prevention Through Mediation Project. Of participating families, 59 percent of the students demonstrated improved school attendance following mediation.

Early Childhood Conflict Management Project

Commission staff are working with individuals and organizations at local, state, and national levels to design, implement, and evaluate a pilot project to infuse conflict management practices and skills development in early childhood programs. The purpose of this project is to assist the Ohio Head Start Association, public pre-school providers, and child care programs in providing program staff, administrators, parents, and children with healthy and constructive ways to respond to conflict and to effectively resolve disputes.

In FY 1998 the Commission received a \$50,000 grant from the Ohio Department of Education to design conflict management and dispute resolution materials and training for early childhood programs. With this funding, the Commission provided conflict management and dispute resolution training to a core group of persons within the early childhood community, and created conflict management materials for early childhood educators to use with children. In response to a request from the Ohio Head Start Association, Inc. pursuant to federal mandate, the Commission also designed a dispute resolution model for Ohio Head Start programs and provided technical assistance in dispute systems design.

Adult Guardianship Mediation Project

Ohio is one of three states participating in a project to encourage the development of adult guardianship mediation programs. This project is an effort of the Center for Social Gerontology of Ann Arbor, Michigan, funded by the William and Flora Hewlett Foundation. The Commission assisted organizations representing the courts, the aging community, academia, the mediation community, the bar, and others, in developing their application to participate in this project. The Commission serves on the advisory council for this project and will provide on-going support to these organizations during the project's implementation phase.

In September, 1997 project participants - court representatives, attorneys, social workers, aging network representatives, and mediators — attended a seminar which introduced the concept of adult guardianship mediation. Adult guardianship mediation is an opportunity for families in conflict over the care of a disabled adult to sit down together to develop mutually agreeable care arrangements. The seminar provided local planning committees with the technical assistance needed to start their own programs. This seminar was followed in December, 1997 by a two-day training seminar in which mediators from the local programs were provided with specific substantive and procedural

information to mediate adult guardianship cases.

Services to Communities

Consultation and Technical Assistance

The Commission supports the growth and development of community dispute resolution programs and services through consultation, technical assistance, and provision of resources. It frequently serves as a catalyst among different community-serving organizations and between state and local programs that are interested in making conflict resolution a part of their community resources.

In FY 1998 the Commission assisted Jefferson County service providers in designing a housing mediation project. The Commission provided the expertise and collective knowledge of similar projects around Ohio to develop a workable design for the project and then connected the Jefferson County project with a similar and successful project in Mahoning County. In addition, the Commission assisted project participants in obtaining funding for mediation training and helped to present the project to a conference on homelessness prevention in Ohio. Commission staff frequently provide this type of consultation (60+ in FY 1998) which leads to wider availability of conflict resolution services in Ohio. During FY 1998, on-site visits were made to programs across the state to support program planning and to provide technical assistance.

In FY 1998 the Commission revised and distributed its resource directory of not-for-profit dispute resolution programs as well as its database of more than 700 community and court dispute resolution practitioners and programs to assist in responding to requests for information about where to obtain services. The number of community and court programs in Ohio continues to grow, with approximately 130 programs now serving more than one-half of Ohio's counties. This number represents a dramatic growth since the Commission's inception in 1990, when fewer than ten counties had programs.

Court Collaborations

Since the inception of the Supreme Court of Ohio's Committee on Dispute Resolution in 1989 and Office of Dispute Resolution in 1992, the Commission has worked in conjunction with the Committee and the Office staff to expand awareness and use of mediation and other dispute resolution processes in courts around Ohio. The Commission collaborates with the Supreme Court, professional associations, and academic institutions to monitor the quality of these services and programs and to encourage self-monitoring and evaluation.



In FY 1998, the Commission published its *Consumer Guide to Selecting a Mediator*, designed to educate consumers regarding the selection of mediators to resolve disputes in court, community, and business settings.

Commission members and staff were selected by the Chief Justice to serve on the Ohio Courts Futures Commission to chart a course for the justice system of the 21st century. Through participation on this Commission, members and staff are providing information and expertise to expand the availability of dispute resolution services within Ohio courts.



State and Local Government

The Commission works with state and local government agencies and officials to increase the use of dispute resolution and conflict management in all aspects of public policy development. Services offered to all state and local government agencies include training, mediation and facilitation, as well as consultation and technical assistance with the design, implementation, and evaluation of dispute resolution programs.

To respond to requests from state and local government for third party neutrals, the Commission provides resource lists of mediators and facilitators, assists with the procurement of third party neutrals, contract administration, and the development of Requests for Proposals (RFPs) and Requests for Qualifications (RFQs).

Services to State and Local Government

Consultation and Technical Assistance

In FY 1998 the Commission provided consultation and technical assistance to 16 state agencies regarding the design, implementation, and evaluation of dispute resolution procedures and programs. In addition, Commission staff provided consultation regarding organizational development issues to state agencies interested in improving employee performance and working relationships.

The Commission worked with the Ohio Environmental Protection Agency (OEPA) and private industry to clarify and expedite agency decisions regarding environmental enforcement and to facilitate mutually acceptable and environmentally protective resolutions. This joint effort resulted in a project that employs facilitated negotiation or mediation to resolve disputes between the agency and the regulated industry.

Commission staff provided technical assistance to the Ohio Department of Human Services in developing a framework for the negotiation of welfare reform partnership agreements between the State and Ohio's 88 counties. The Commission created a handbook describing a five-stage collaborative negotiation process to assist parties with the development a joint strategy for managing change in welfare programs. The Commission continues to provide on-going support to the Department in implementing Ohio's welfare reform.



Facilitation and Mediation

Commission staff provided facilitation and mediation services to nine state agencies on a wide variety of public policy issues, including historical preservation, child support enforcement, welfare reform, foster care, and the distribution of potassium iodide.

The Commission contracted with 14 facilitators who assisted state and county teams in negotiating welfare reform partnership agreements. Facilitators worked with state and county negotiating teams to reach agreement.

A task force coordinated by the Department of Human Services, Division of Child Support Enforcement and facilitated by Commission staff, developed recommendations for improving the state's child support enforcement system. Task force members include juvenile court judges, state and county child support enforcement officials, and a representative from the U.S. Department of Health and Human Services.

Commission staff facilitated meetings between Ohio's Family and Children First Council, juvenile court judges, and other government officials to develop recommendations to address issues regarding the out-of-county placement of children in foster care.

Training

The Commission conducted presentations and workshops for more than 750 state employees from 15 state agencies. Presentations and workshops focused on increasing participants' awareness of dispute resolution processes and conflict management skills to enhance their ability to resolve disputes in day-to-day work life.

Commission staff worked with the Supreme Court of Ohio and the Ohio Attorney General to provide Continuing Legal Education (CLE) seminars for more than 200 state attorneys, including legal staff from the Office of the Governor and a variety of state agencies. The Commission conducted a CLE during Conflict Management Week 1998 that attracted more than 100 participants and drew presenters from as far away as Oregon and Massachusetts.

Through the Commission's Workplace Mediation Program, 25 state employees from 10 state agencies completed a three-day mediation training. These employees make up a pool of shared neutrals available to assist state employees with the informal resolution of workplace conflicts.

Thirty-eight judges, mayors, city council members, and county commissioners received dispute resolution and conflict management training through the Commission's Conflict Resolution Program for Local Government Officials (GAP program).

State and Local Government Programs

Workplace Mediation Program

The Commission's Workplace Mediation Program provides state employees access to mediation services to informally resolve workplace conflict. Mediators are state employees trained to serve as third party neutrals. All consultations and mediations are confidential and participation is voluntary. Solutions are generated by and agreed to by the parties involved in the dispute, not by the third party neutrals.

During FY 1998, 16 cases from seven different agencies were referred to the program. The Commission is currently evaluating this program as part of the Governor's FY 98 - 99 Performance Review and has put together an advisory committee made up of program coordinators and union representatives to guide future program expansion.

Conflict Resolution Program for Local Government Officials

The Conflict Resolution Program for Local Government Officials (GAP program) is administered by the Commission and jointly sponsored by the Supreme Court of Ohio, the County Commissioners Association of Ohio, the Ohio Judicial Conference, and the Ohio Municipal League. This program provides a referral network of local officials who serve as "mentors" (third party neutrals) to facilitate local government disputes. Mentors are themselves local officials and are trained in conflict resolution methods. Mentors work with parties to help them sort out issues and to identify options for resolving their dispute(s). Public officials find that using a third party neutral often helps parties to successfully overcome differences, to reach agreements, and to prevent disputes from escalating into an impasse. All consultations are confidential and participation is voluntary. No information is released about participation in the program without authorization by the parties. Solutions or decisions are generated by and agreed to by the parties involved in the dispute, not by the third parties.

In FY 1998 19 cases were referred to the GAP program, nearly twice the number of cases referred in FY 1997.

An advanced training for 25 current mentors was conducted to provide an opportunity to hone skills and to share lessons learned in serving as third party neutrals.



Conflict Management Week 1998

At the request of the Commission, Governor George Voinovich declared April 19-25, 1998 the second annual Conflict Management Week in Ohio. During this Week the Commission worked with the Supreme Court of Ohio and the Ohio Department of Education to honor school, court, and community programs that help Ohioans constructively deal with conflict in their lives and to promote nonviolent resolutions to conflict. Nine schools and seven court and community programs received awards at local ceremonies across the state. Award winners also received \$500.00 grants from the Commission for on-going program support. A poster describing six helpful steps for resolving conflict was created for the Week and later adapted to be used year-round by schools, communities, businesses, courts, and government. (This poster is included in the front of this report.) Donations from corporate sponsors allowed the Commission to print and distribute over 3,000 posters. Articles highlighting the Week, the award winners, and the Commission's work in this field appeared in newspapers throughout the state.



Resource Center

The Commission serves as a resource center for Ohio citizens requesting information and materials related to dispute resolution and conflict management. Because public awareness is a key factor in increasing Ohioans' knowledge about effective, non-adversarial methods available to them for dealing with conflict, the Commission produces and collects up-to-date information related to the field and the services it provides. General information brochures, consumer guides, video tapes, and directories are available to the public. Information concerning the Commission and the field can also be accessed through the Commission's web page at www.state.oh.us/cdr.

Publications and Videos Available to the Public

Publications

Consumer Guide to Selecting a Mediator

A general guide for persons interested in selecting a mediator to assist them in resolving a dispute. The guide includes a five-step checklist to guide consumers through the process of finding a qualified mediator.

Consumer Guide to Selecting a Trainer

A guide for individuals and organizations seeking qualified trainers to teach mediation skills.

Consumer's Guide to Selecting Third Parties to Help Resolve Public Conflicts

A guide for persons interested in using third party neutrals to assist in resolving public policy disputes. Provides descriptions of the most common kinds of third party assistance for resolving these types of disputes.

Ohio Directory of Not-for-Profit Dispute Resolution & Conflict Management Programs

A listing, by county, of not-for-profit court and community dispute resolution programs.

Conflict Management in Schools: Sowing Seeds for a Safer Society

Final report of the School Conflict Management Demonstration Project. This report describes five basic principles of school conflict management programs; cites the need for these programs; outlines the types of programs; reports the findings of the Demonstration Project; and provides a vision for how conflict management can best benefit Ohio's children and youth.

Conflict Management Programs In Ohio Elementary Schools: Case Studies and Evaluations

This report contains detailed findings from 12 of the 132 elementary schools that received grants from the Commission and the Ohio Department of Education in 1994-1995. The case studies were selected to represent a range of geographical and sociological settings, diverse student populations, and different methodologies of implementation.

Introductory Kit on School Conflict Management Programs

Basic information about conflict resolution curricula and student peer mediation programs.

Directory of Ohio Schools with Conflict Management Programs

Lists Ohio schools that have conflict management programs with names and addresses of contact persons.

Videos

Mediation: The Seven-Stage Model

A professionally produced video providing an excellent introduction to a seven-stage mediation process. After a dispute arises between two employees in a business setting, a mediator uses a seven-stage mediation process to assist the parties in reaching a mutually satisfactory resolution (32 minutes).

Mediation: An Examination of the Issues in Training

A valuable tool for persons interested in teaching others the skills necessary to be an effective mediator. Following each stage of a simulated mediation between a landlord and a tenant, a panel of dispute resolution experts share their learning points regarding the techniques and behaviors exhibited by both the mediator and the parties (78 minutes).



Mediation: A Demonstration for Review and Analysis

A mediation simulation which provides an “An Examination of the Issues” without a panel discussion, allowing a trainer to stop the video at each stage of the mediation process to discuss relevant learning points. Can be used as a basic introduction to mediation or as a tool for more in-depth discussion of the issues raised in the above-mentioned video (33 minutes).

The Truancy Prevention Through Mediation Project

An overview of the Commission’s Truancy Prevention Through Mediation Project, highlighting how this program is being implemented by a collaborative team including Lucas County Juvenile Court staff, three Lucas County elementary schools — Dorr, East Side Central and Sherman — and other community partners (9 minutes).

Resolving Conflicts Together

Students, teachers, and administrators from three Ohio schools participating in the Commission’s Comprehensive School Conflict Management Program share their success stories and lessons learned in implementing a comprehensive conflict management program (14 minutes).



Agency Funding

The Commission is funded through the State of Ohio's General Revenue Fund (GRF) and through grants from public and private organizations.

General Revenue Funds:

FY 1998 Appropriated Funds	\$555,613
FY Expenditures	
General Operating Expenses*	\$382,850
State and Local Government Programs	\$15,230
Education Program Support	\$14,560
Community and Court Programs	\$11,220
FY 1998 Grants Awarded	\$34,000
FY 1998 Total Expenditures and Grants Awarded	\$457,860

The difference in appropriated funds and expenditures for FY 1998 is due to staff vacancies, that have subsequently been filled, and proposed grants that were not funded. In addition to funds directly appropriated to the Commission for educational programs, funds were also appropriated to the Ohio Department of Education for school conflict management.

*Operating expenses include the following:

- Payroll (includes salaries for all seven Commission staff)
- DAS support (Central Service Agency, Computer Center, Telecommunications, Mail)
- Equipment and Maintenance
- Supplies, Subscriptions, Delivery Costs, Archives Storage

4B6 Gifts and Grants Fund:

FY 1998 Appropriated Funds	\$150,000
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The Gifts and Grants Fund (4B6) is a revolving account initially created for the purpose of receiving a large grant from the National Institute for Dispute Resolution in support of the Commission. When the Commission receives gifts or grants, or is otherwise successful at leveraging outside money, it is placed in the 4B6 fund. The 4B6 fund also enables the Commission to assist state agencies by procuring and contracting for third party services. Agencies reimburse the fund by intra-state transfer vouchers (ISTVs).



FY 1998 Grants Made to the Commission

FY 1998 Grants Received

\$75,000

The Commission was awarded a \$50,000 grant from the Ohio Department of Education to support its Early Childhood Conflict Management Project and a \$25,000 grant from the Ohio Office of Criminal Justice Services to support evaluation of the Commission's Truancy Prevention Through Mediation Project.



Commission Members

The Commission's 12 volunteer members are appointed by all three branches of state government. Four are appointed by the Governor, four by the Chief Justice of the Supreme Court of Ohio, two by the President of the Senate and two by the Speaker of the House of Representatives. Members serve three-year terms.

Appointing Authorities:

Governor George V. Voinovich
Chief Justice Thomas J. Moyer
Representative Jo Ann Davidson, Speaker, Ohio House of Representatives
Senator Richard H. Finan, President, Ohio Senate

Commission Members:

Norman E. Dewire, Chair
Richard A. Ross, Vice Chair
Edna D. Pincham, Secretary

Deborah L. Cook
Paul W. Goldberg
Robert E. Hickey, Jr.
Debra Lewis-Curlee
Ron L. Rimelspach
Raymond E. Shannon
Hope Taft
Kurtis Tunnell
Margaret S. Wheeler

Commission Staff

Maria L. Mone, Executive Director
Margaret G. Lewis, Associate Director
Jessica Shimberg Lind, Director of Community Programs
Victoria R. Nash, Director of School Programs
Erika Cruser, Program Assistant
Lesley Stadt, Office Manager
Patrick Twomey, Office Assistant

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General Revenue Funds:

FY 1998 Appropriated Funds	\$555,613
FY Expenditures	
General Operating Expenses*	\$382,850
State and Local Government Programs	\$15,230
Education Program Support	\$14,560
Community and Court Programs	\$11,220
FY 1998 Grants Awarded	\$34,000
FY 1998 Total Expenditures and Grants Awarded	\$457,860

The difference in appropriated funds and expenditures for FY 1998 is due to staff vacancies, that have subsequently been filled, and proposed grants that were not funded. In addition to funds directly appropriated to the Commission for educational programs, funds were also appropriated to the Ohio Department of Education for school conflict management.

*Operating expenses include the following:

- Payroll (includes salaries for all seven Commission staff)
- DAS support (Central Service Agency, Computer Center, Telecommunications, Mail)
- Equipment and Maintenance
- Supplies, Subscriptions, Delivery Costs, Archives Storage

4B6 Gifts and Grants Fund:

FY 1998 Appropriated Funds	\$150,000
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The Gifts and Grants Fund (4B6) is a revolving account initially created for the purpose of receiving a large grant from the National Institute for Dispute Resolution in support of the Commission. When the Commission receives gifts or grants, or is otherwise successful at leveraging outside money, it is placed in the 4B6 fund. The 4B6 fund also enables the Commission to assist state agencies by procuring and contracting for third party services. Agencies reimburse the fund by intra-state transfer vouchers (ISTVs).