

INTERNATIONAL MEDIATION DEVELOPMENT AND LEADERSHIP INSTITUTE

How to Design and Implement
Tomorrow's Mediation Systems
through Private and Court-Connected
Mediation Centers: Lessons from
the US and other Leading Mediation
Jurisdictions Around the World



September 8-12, 2025



University of California College
of Law, San Francisco
333 Golden Gate Ave.,
San Francisco, CA 94102



Center for
Negotiation &
Dispute
Resolution
UC Law San Francisco



FOUNDATION

Day 1: Monday, September 8th

Location: UC Law San Francisco, Cotchett Law Center, 333 Golden Gate Ave., Fifth Floor, Room 501

9:00am-10:00am	<p>Welcome & Participant Introductions</p> <ul style="list-style-type: none"> Chancellor & Dean David Faigman, William B. Lockhart Professor of Law and the John F. Digardi Distinguished Professor of Law, UC Law, San Francisco Professor Hiro Aragaki, Director, Center for Negotiation and Dispute Resolution (CNDR), UC Law, San Francisco
10:00am-10:30am	<p>Dispute System Design: Defining Your Mission</p> <ul style="list-style-type: none"> Professor Hiro Aragaki, Director, Center for Negotiation and Dispute Resolution (CNDR), UC Law, San Francisco
10:30am-10:45am	Break
10:45am-12:30pm	<p>Dispute System Design: Defining Your Mission (Cont.)</p>
12:30pm-1:15pm	Lunch
1:15pm-1:45pm	<p>Transit to U.S. District Court, Northern District of California</p> <ul style="list-style-type: none"> Location: 450 Golden Gate Avenue, San Francisco, CA, 94102
1:45pm-4:30pm	<p>Court-ADR Programs in U.S – Part I: Site Visit to U.S District Court, Northern District of California & Meeting with Judicial Officers</p> <ul style="list-style-type: none"> Jill Kopeikin, ADR Director, U.S. District Court, Northern District Tamara Lange, JAMS/former ADR Director, U.S. District Court, Northern District
4:30pm-5:00pm	Day 1 Summary & Reflection

Day 2: Tuesday, September 9th

9:00am-10:30am	<p>Court-ADR Programs in the U.S. – Part II: Selected Programs from New York</p> <ul style="list-style-type: none"> Lisa Courtney, Director, Division of Dispute Resolution, New York Office of Court Administration Bridget O’Connell, Esq. MSW, Court Attorney Referee, Regional Alternative Dispute Resolution Coordinator, Office of the Deputy Chief Administrative Judge for Courts Outside NYC Glen Parker, Assistant Deputy Chief Appellate Court Attorney, Civil Appeals Management Program (CAMP), Mandatory Civil Appeals Mediation Program (MCAMP), NYS Appellate Division, Second Judicial Department
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Day 2: Tuesday, September 9th

10:30am-10:45am	Break
10:45am-12:00pm	Court-ADR Programs in the U.S. – Part III: Selected Programs in Maryland, and Washington, DC <ul style="list-style-type: none"> Maureen Denihan, Director, ADR Office, Maryland District Court
12:00pm-12:45pm	Lunch
12:45pm-2:00pm	Court-ADR Programs in the U.S. - Part III (Cont.) <ul style="list-style-type: none"> Shannon Baker, ADR Training Manager, Multi-Door Dispute Resolution Division, Superior Court of the District of Columbia
2:00pm-2:30pm	Transit to the United States Court of Appeal for the Ninth Circuit <ul style="list-style-type: none"> Location: 95 7th St, San Francisco, CA 94103
2:30pm-4:30pm	Court-ADR Programs in the U.S. – Part IV: Site Visit to United States Court of Appeals for the Ninth Circuit – Mediation Program <ul style="list-style-type: none"> Kyungah Kay Suk, Circuit Mediator, Ninth Circuit Court of Appeals
4:30pm-5:00pm	Day 2 Summary & Reflection
5:15pm-7:30pm	Rooftop Cocktail and Appetizers Reception Charmaine’s Rooftop Bar and Lounge San Francisco Proper Hotel, 1100 Market Street (Entrance at 45 McAllister St.) San Francisco, CA 94102

Day 3: Wednesday, September 10th

9:00am-10:30am	Lessons Learned from the Business Ready Project (Successor to the World Bank’s Ease of Doing Business Report) <ul style="list-style-type: none"> Raman Maroz, Team Lead, Dispute Resolution, Business Ready Project, Development Economics Vice-Presidency, World Bank Group
10:30am-10:45am	Break
10:45am-12:00pm	Establishing Private ADR Centers- The Experience of ADR Center Global <ul style="list-style-type: none"> Leonardo D’Urso, Co-Founder/CEO, ADR Center Global
12:00pm-12:45pm	Lunch
12:45pm-2:00pm	The Role of Law in Mediation Reform <ul style="list-style-type: none"> Professor Hiro Aragaki, Director, Center for Negotiation and Dispute Resolution (CNDR), UC College of the Law, San Francisco
2:00pm	Free Time

Day 4: Thursday, September 11th

9:00am-10:15am	<p>How to Develop and Implement a Culture of Mediation</p> <ul style="list-style-type: none"> • Bruce Edwards, Signature Resolution/Edwards Mediation Academy
10:15am-10:30am	Break
10:30am-11:30am	<p>The Role of Law in Mediation Reform II</p> <ul style="list-style-type: none"> • Professor Hiro Aragaki, Director, Center for Negotiation and Dispute Resolution (CNDR), UC College of the Law, San Francisco
11:30am-11:45am	Break
11:45am-12:45pm	Participant Project Workshops 1 & 2
12:45pm-1:30pm	Lunch
1:30pm-2:30pm	Participant Project Workshops 3 & 4
2:30pm-2:45pm	Break
2:45pm-3:45pm	Participant Project Workshops 5 & 6
3:45pm-4:00pm	Break
4:00pm-5:15pm	<p>International Perspectives on Mediation Reform: Private and Court-Connected Mediation - The Singapore Experience</p> <ul style="list-style-type: none"> • Dorcas Queck Anderson, Associate Professor of Law, Singapore Management University, Yong Pung How School of Law
5:15pm-5:30pm	Break
5:30pm-6:15pm	<p>The Mediation Experience and the Importance of Mediation Advocacy</p> <ul style="list-style-type: none"> • Judge Danny Weinstein, JAMS/Founder, Weinstein International Foundation & Guest
6:15pm-7:45pm	<p>Wine and Appetizer Reception 5th Floor, Outdoor Reception, Cotchette Law Center, UC Law San Francisco, 333 Golden Gate Ave, San Francisco, CA 94102</p>

Day 5: Friday, September 12th

9:00am-12:00pm	Creating an Effective Mediation Ecosystem <ul style="list-style-type: none">• Constantin-Adi Gavrilă, PhD, President, ADR Center Romania and Senior Expert, ADR Center
12:00pm-12:45pm	Lunch
12:45pm-1:45pm	Participant Project Workshops 7 & 8
1:45pm-2:00pm	Break
2:00pm-3:00pm	Participant Project Workshops 9 & 10
3:00pm-4:30pm	Closing Week Discussion, Summary and Remarks
4:30pm-5:30pm	Closing Ceremony & Photographs
5:30pm-6:00pm	Transit to Closing Dinner
6:00pm-8:30pm	Closing Dinner Montesacro Pinseria SOMA 510 Stevenson St. San Francisco, CA 94103

INTERNATIONAL MEDIATION DEVELOPMENT AND LEADERSHIP INSTITUTE

SPEAKERS



Hiro N. Aragaki, J.D. Ph.D. is a tenured professor of law at University of California College of Law, San Francisco and a Professorial Research Associate at SOAS School of Law in London. His scholarship on arbitration has won prestigious accolades and been published in top U.S. law journals. His primary interests cluster around the study of arbitration and mediation from comparative, international, and law and development perspectives. He is frequently called upon to train judges and consult on ADR reform projects around the world, most recently as an Advisor to the Expert Committee on Mediation, Supreme Court of India, an Advisor to the judiciary of Kazakhstan regarding arbitration law reforms, and a mediation expert for the World Bank's new Business Ready Project. He has served as a neutral for twenty years, most recently with JAMS, and is a Chartered Arbitrator and Fellow of the Chartered Institute (U.K.) and a Fellow of the College of Commercial Arbitrators (U.S.). He holds

degrees from Yale, Stanford, and Cambridge, and is dual qualified in the U.S. and U.K.



Shannon M. Baker, Esq. is the ADR Training Manager for the Multi-Door Dispute Resolution Division of the D.C. Superior Court, where she designs and implements comprehensive training initiatives across the Civil and Family Branches' nine dispute resolution programs. As a senior manager, she also oversees division policies and provides ethical guidance to mediators and staff. She previously served as the Deputy Director and Quality Assurance Director for the District Court of Maryland Alternative Dispute Resolution (ADR) Office. As Deputy Director, Shannon was responsible for monitoring and evaluating all District Court ADR programs and ensuring the provision of high-quality ADR services for District Court cases, involving the development and delivery of ongoing training and continuing education for ADR practitioners, the creation of best practices and policies, and maintaining and updating internal and external ADR program procedures. Shannon served as staff to the District

Court ADR Subcommittee and the Online Dispute Resolution Workgroup. She was also a member of the Maryland Judiciary's 40-hour Basic Mediation Training team and served on the workgroup to develop the current Maryland Standards of Conduct for Court-Designated Mediators. Shannon helped create and launch the District Court's new Remote Pre-trial ADR Program in July 2024.



Ellen Bass has served as Director of the Weinstein JAMS International Fellowship Program for over a decade, leading the development of the Fellowship Program in collaboration with the JAMS Foundation's Board of Directors. To date, the Weinstein JAMS Fellowship Program has supported 150 current and emerging ADR leaders from 90 countries -- judges, lawyers, law faculty, graduate law students, court administrators, law enforcement personnel and NGO directors -- in their efforts to advance dispute resolution practices and processes in their home countries and beyond.

In her role as Executive Director of the Weinstein International Foundation (WIF), Ellen manages the Foundation's daily operations and works with the Foundation's Board of Directors and global network of Senior Fellows to implement the Foundation's strategic initiatives, while defining and developing Foundation procedures and programs. Founded in 2018, WIF is a 501(c)3 non-profit organization dedicated to making mediation available and accessible worldwide in the face of increasing global challenges and conflict.



Lisa M. Courtney, Esq. is the Director of the newly formed Division of Alternative Dispute Resolution (ADR) in the NYS Office of Court Administration, where she works to promote the growth of alternative dispute resolution programs throughout New York State. Lisa led the Statewide ADR Office as Statewide ADR Coordinator from June 2017-March 2024, and previously served as Special Projects Counsel. She has overseen the Housing Court's Volunteer Lawyer Program, Help Centers, Community Seminars, and the Civil Court's Mediation Program, and worked as a court attorney in the Bronx and Manhattan. Lisa is an advisor to the Chief Judge's Statewide ADR Advisory Committee, former co-chair of the New York Women's Bar Association's ADR Committee, and winner of the NY Peace Institute's Peace Raiser Award (2019). Lisa previously worked as a litigation associate before joining the court system, and as a legal writing instructor. Lisa received her J.D. from the Columbia

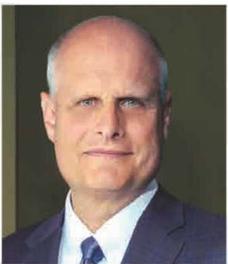
University School of Law, where she was a Harlan Fiske Stone Scholar, and graduated cum laude from Columbia College. She speaks Spanish and Hebrew.



Maureen A. Denihan is the Director of ADR Programs with the District Court of Maryland ADR Office. In that capacity, she works with judges, court staff, interns, volunteers and community partners to build, maintain and strengthen existing ADR programs in the District Court. In managing ADR programs, Maureen is responsible for drafting internal and external policy and procedure manuals, developing training and orientation programs, and oversight of the ADR internship program. She works collaboratively both within the ADR Office and with external partners to develop, implement, evaluate and improve programs and to assist neutrals that provide services. Maureen has been with the ADR Office since January 2004, and formerly served in the capacity of Coordinator of ADR Volunteers, and then ADR Manager, and then Deputy Director/Programs Development and Community Outreach Director, before being promoted to her current position. Maureen is a mediator, is licensed to practice law in Maryland and is a member of the Maryland Chapter of the Association for Conflict Resolution (ACR).



Leonardo D'Urso is CEO and co-founder of ADR Center, Italy, one of the most respected mediation centers in the world. Since 1998, he has resolved more than 1,000 national and international complex civil and commercial mediations. With twenty years of full-time work in the field of Alternative Dispute Resolution (ADR), Leonardo has been responsible for managing ADR Center's strategic activities, the opening of thirty-one Resolution Centers in Italy, and the creation of ODR Center, an innovative cloud platform that manages the mediation process. In 2017, Leonardo was designated by the Council of Europe as the Scientific Expert of the Working Group on Mediation within CEPEJ (The European Commission for the Efficiency of Justice). In that capacity, he has undertaken the Report on the Impact of CEPEJ Mediation Guidelines in the legislations of the 47 CoE Member States and coordinated the draft of the 2018 European Model Law on Mediation. Leonardo has managed complex capacity-building projects funded by international donors in Africa, Europe and Central America (Serbia, Turkey, Nigeria, Barbados and all EU Member States and North African countries). He played a key leadership role in ADR Center's project to establish the Afghanistan Centre for Dispute Resolution (ACDR) in Kabul, and as Team Leader of a promotion mediation project in Azerbaijan. Among the many projects he carried out during the growth of ADR Center, he developed the first multilingual platform to easily manage, from different devices, all documents related to a mediation and arbitration procedure. Leonardo holds an MBA in International Business at Thunderbird School of Global Management, Phoenix, AZ, U.S.A. and an Economic Degree in Italy. He is the author of several books, publications and videos on mediation and ADR and an experienced trainer of mediators and trainer-for-trainers.



Bruce A. Edwards brings over 35 years of alternative dispute resolution experience to Signature Resolution as a mediator, arbitrator, and special master.

Bruce graduated from law school in 1981 and began working for Sedgwick, Detert, Moran & Arnold in San Francisco as a litigation partner. Bruce stepped away from his law practice in 1991 to devote full time and energy to developing one of the first mediation companies in the United States committed to the practice of mediation in commercial litigation. Together with John Bates, he co-founded the Bates Edwards Group which soon grew to six offices employing a dozen mediators before partnering with Endispute to become the largest attorney mediation firm in the country. In 1994, Judicial Arbitration and Mediation Services (JAMS) merged with Endispute/Bates Edwards Group and for thirty years, in addition to his daily meditation practice, Bruce served as co-founder, Chief Mediator, Executive Vice President and eventually Chairman of the Board.

In Bruce's mediation work, he emphasizes the importance of education and skill development, particularly in mediation advocacy, as fundamental pillars. He teaches advanced mediation skills to mediators, attorneys and judges both nationally and internationally, and believes that being invited into someone's dispute is a sacred invitation and should be respected above all else. Mediation professionals need to be emotionally and psychologically prepared to assist their clients, a level of preparation that requires considerable self-reflection, training and mental focus.

In 2014, Bruce co-founded The Edwards Mediation Academy, an online training platform, with the goal of providing aspiring mediators, mediation advocates and other dispute resolution professionals the highest quality skill development. He has taught in-person mediation training in over 25 countries, and here in the United States at the Straus Institute for Dispute Resolution, Pepperdine University in Malibu, California.



Constantin-Adi Gavrilă is a full-time professional mediator, CEO, and founder of ADR Center Romania and Senior Fellow of the Weinstein International Foundation with extensive experience since 2002 in supporting individuals, groups, companies, governments, and international organizations to resolve a wide variety of domestic and international disputes. Adi has trained more than 1000 mediators and has provided consultancy services to beneficiaries and governments from more than 20 countries to design and develop mediation programs.

Adi is also an active mediator in the development space, working with various Independent Accountability Mechanisms (IAMs), like the Office of the Compliance Advisor/Ombudsman (CAO) and Independent Project Accountability Mechanism (IPAM), the IFC/MIGA (World Bank) and EBRD's IAMs, to facilitate dialogue processes between bank clients and communities concerned about the environmental and social impacts of bank-financed projects. Examples of multi-party cases supported by Adi are Seismic impacts and other E&S concerns of communities regarding the technology used by the oil & gas sector; Air quality impacts of the steel production industry; Risk of rockfalls and landslides related to HPP construction works; Community resettlement related to the expansion of mining activities; Impacts of public transportation projects for pedestrian accessibility.

Adi is a co-founder and general manager of Craiova Mediation Center, Romania, Advisory Council's member of the Lord Slynn of Hadley European Law Foundation, London UK, first president of the Romanian Mediation Centers Union, vice-president of the first Mediation Council, and he served as Co-Chair of the Independent Standards Commission convened by the International Mediation Institute (IMI). Among other awards, Adi was honored with the Association for Conflict Resolution (ACR) International Development Committee's 2009 Outstanding Leadership Award for outstanding contributions to international conflict resolution. Adi received his Ph.D. from the University of Craiova with an emphasis on "Mediation and Access to Justice" and coordinates the Mediation Campus at the Law Faculty from Craiova University. Also, Adi is an associate professor at the Conflict Studies Center within the Faculty of Political, Administrative and Communication Sciences, part of Babeş-Bolyai University in Romania, where he teaches "Developing skills in conflict resolution" and "ADR comparative systems". More information about Adi can be found at <https://adrcenter.com/senior/constantin-adi-Eavrilă/> and www.adiEavrilă.com



Jill F. Kopeikin manages the ADR Unit of the U.S. District Court for the Northern District of California. She is responsible for designing, implementing, and administering the Court's multi-option ADR program. Jill works closely with the Court's judges, their staff, and the clerk's office to ensure integration of ADR in the judges' case management. She is also responsible for recruiting, training, supervising and coaching hundreds of neutrals who serve on the Court's mediation and early neutral evaluation panels, and advises the Court concerning local rules and practices related to ADR in the Northern District. Other duties include serving as a visible and accessible information source for judges, neutrals, litigants, attorneys, client groups, bar associations, judges and staff from state and other federal courts, academics, law school classes, researchers and foreign judges and court administrators. Jill also serves as a neutral for the Court as a mediator and early neutral evaluator.

Prior to joining the Court, Jill provided ADR services for more than 25 years, with the California State and Federal Courts, presiding over mandatory settlement conferences and day of court mediations in the California Superior Courts, and serving on the mediation and early neutral evaluation panels for the Northern District of California. She has also served as the co-chair and a mediator for her community's mediation program and has taught mediation theory and practice as an adjunct professor.

Jill brings to her ADR practice a breadth of experience acquired as a lawyer in private practice for more than 30 years, having handled a wide range of civil litigation and counseling matters. She has specific expertise in intellectual property matters, complex commercial business disputes and related employment matters, and has handled a broad range of professional liability, regulatory and investigation matters. Jill has practiced in the State and Federal Courts of California, numerous other states, as well as multi-district litigation, arbitration and international tribunals. She has tried cases to verdict and handled matters on appeal.



Tamara Lange is a mediator and arbitrator at JAMS. She's known for her skillful management of high-conflict disputes and for her optimism, creativity, and tenacity. Tamara previously served as ADR Director for the U.S. District Court for the Northern District of California, where she mediated or served as a neutral evaluator in hundreds of cases, trained and supervised more than 200 court-appointed neutrals, and advised the Court on ADR-related local rules and case management. Tamara regularly handles employment, healthcare, disability, intellectual property, civil rights, constitutional law, and complex commercial cases. Her careful preparation, trustworthiness, and ability to connect with the parties also have won her accolades in many other highly-specialized practice areas, including product liability, maritime, franchise, insurance, environmental, labor, and Native American law. From 1995 until she became a full-time neutral in 2015, Tamara was a litigator at a large law firm in San Francisco, a boutique law firm in Los Angeles, the national ACLU's LGBTQ & AIDS Project, the National Center for Youth Law, and Santa Clara County Counsel. She graduated from Berkeley Law, Order of the Coif, and served as a law clerk for judges on the U.S. District Court for the Central District of California and the Ninth Circuit Court of Appeals.



Raman Maroz leads the Dispute Resolution topic of the Business Ready (World Bank Group) project, working on the design and implementation of indicators related to court litigation and alternative dispute resolution. He previously was in charge of the Enforcing Contracts indicator and contributed to the Resolving Insolvency topic in Doing Business. Raman's research pieces regularly appear in World Bank products and law journals. Prior to joining the World Bank, he worked for the Organization for Security and Co-operation in Europe and clerked at the Constitutional Court of Belarus. Raman holds a Master of Laws (LL.M.) from the University of Notre Dame Law School where he was a Fulbright scholar, a Law degree from the Belarusian State University, and a university degree in Political Science and European Studies from the Universite Montesquieu - Bordeaux IV.



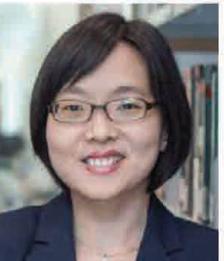
Bridget M. O'Connell works as a Court Attorney Referee and Alternative Dispute Resolution Coordinator for the New York State Courts' 5th, 6th, 7th and 8th Judicial Districts and the Court of Claims through the office of the Deputy Chief Administrative Judge for Courts Outside New York City. Bridget graduated from John Carroll University and attended the State University at Buffalo Schools of Law and Social Work where she acquired a Juris Doctor and master's degree in social work. Her path has included private practice, work with the local Community Dispute Resolution Center, teaching at UB Law and SUNY Buffalo and serving as Principal Law Clerk to the Hon. John F. O'Donnell, J.S.C. All of this has given her a deep appreciation for the many things to do with a law degree and the diversity of interests, needs and people that make up the legal community and the communities impacted by our work. Bridget is committed to organizations that promote the equal administration of justice and foster

attorney well-being and professional development. She is a Past President of both the Bar Association of Erie County and the Western New York Chapter of the Women's Bar Association of the State of New York and has served on their boards and as chair ADR and matrimonial and family law related committees for each organization. She served on the NYSBA House of Delegates and is a member of the Women Lawyers of Western New York, the Minority Bar Association of Western New York, and the Onondaga County Bar Association. Recently, Bridget joined the board of the Charles S. Desmond Inn of Court. Bridget has most recently been recognized for her work with the Lamplighter Award from the 8th Judicial District's Committee on Gender and Racial Fairness, the Woman Lawyer of the Year Award from the Women Lawyers of WNY and the Volunteer Lawyers Project VIP Award for her work on the Pro Se Civil Litigation Practicum at UB Law. She is a past recipient of the M. Dolores Denman Lady Justice Award from the WNY Chapter of WBASNY. Bridget is a proud, lifelong Buffalonian.



Glen Parker, Esq. serves as Assistant Deputy Chief Appellate Court Attorney for the Civil Appeals Management Program (CAMP) and Mandatory Civil Appeals Mediation Program (MCAMP) for the New York State Appellate Division. He previously served as Associate Counsel in the Statewide ADR Program of the New York State Unified Court System. As his first career path after law school, Glen served in the field of ADR in a number of capacities including: Manhattan Civil Court Mediation Coordinator, Restorative Justice Manager at New York Peace Institute, President of the Association for Conflict Resolution of Greater New York, and circle keeper for Hidden Water, a non-profit group that supports healing in a family system affected by child sexual abuse through restorative practices. Glen trains and publishes on restorative justice and conflict resolution, and is co-editor with Lela P. Love of Stories Mediators Tell: World Edition, published by the ABA. Glen received his BA in Philosophy at SUNY

Purchase and his J.D. and LL.M. (Dispute Resolution and Advocacy) at Cardozo School of Law, where he also served as a Fellow for the Kukin Program for Conflict Resolution and was the founding professor for the Appropriate Dispute Resolution Field Clinic. He lives in Brooklyn.



Dorcas Quek has more than a decade of experience as a practicing mediator and in dispute research. Prior to joining academia in 2016, Dorcas was a District Judge in the State Courts for almost seven years, where she conducted mediation and early neutral evaluation for hundreds of civil and criminal cases, contributed to the courts' mediation policies as well as published extensively concerning dispute resolution. She was earlier an Assistant Registrar in the Supreme Court and concurrently Assistant Director of the Singapore Mediation Centre (SMC). Dorcas is currently an Associate Professor of Law in the Singapore Management University's Yong Pung How School of Law. Dorcas has been accredited by the International Mediation Institute and Singapore International Mediation Institute. She is a mediator with Singapore International Mediation Centre (SIMC), SMC, Asian Development Bank and the Office of the Ombudsman for UN Funds and Programmes. She is also a Fellow of the National Center for Dispute Resolution

and Technology. Dorcas has conducted negotiation and mediation training in SMU, Attorney-General's Chambers, Singapore, SIMC and SMC. Dorcas' research focuses broadly on the interaction between dispute resolution and the substantive and procedural aspects of justice. She has also explored the influence of culture on the mediation process. Her dispute resolution research has been published in leading journals including Harvard Negotiation Law Review, Cardozo Journal of Conflict Resolution, Civil Justice Quarterly and Australasian Dispute Resolution Journal.



Kyungah Kay Suk is a Circuit Mediator at the Mediation Office for the U.S. Courts for the Ninth Circuit. Before joining the court, Kay was a mediator in private practice, a member of the American Arbitration Association and an Attorney Mediator with the California Department of Fair Employment and Housing. Prior to focusing full-time on mediation, Kay was a Deputy Attorney General with the California Department of Justice as a civil litigator and an Administrative Law Judge with the California Office of Administrative Hearings. Raised in the San Francisco Bay Area, Kay received her JD. from the University of California at Davis and her B.A. and B.M. from Oberlin College and Conservatory of Music.

On behalf of CNDR and the JAMS Foundation,
we would like to express our gratitude to all the speakers
who graciously contributed their time and
expertise in the development of this program.

Thank you!

Hiro Aragaki, Director, CNDR, University of California
College of Law, San Francisco

Ellen Bass, Director, Weinstein JAMS International
Fellowship Program, JAMS Foundation

