

Draft
Strategic Work Plan 2006-7
Association for Conflict Resolution
Central California Chapter

Mission Statement

The purposes of ACR-Central California shall be to promote and carry out, on a local and regional level, the Mission, Guiding Principles and Bylaws of ACR by promoting peaceful conflict resolution and collaborative decision making at all levels of society.

Statement of Purposes

1. Increase public understanding and acceptance of appropriate dispute resolution and collaborative decision making processes and of the role of dispute resolvers and facilitators of collaborative decision making processes, with full attention to the range of cultural values which may influence these processes.
2. Improve the structure and institutions through which dispute resolution and collaborate decision making services are provided.
3. Promote the professionalism of dispute resolvers and facilitators of collaborative decision making processes at the local, regional, national, and international levels, whether paid or volunteer.
4. Promote recruitment, training, continuing education, and skill development of persons involved in dispute resolution and collaborative decision making in all areas of society while encouraging the widest possible diversity.
5. Sponsor research leading to the development of innovative impasse resolution an collaborative decision making techniques and procedures.
6. Serve as a clearinghouse of information for research data in the fields of dispute resolution and collaborative decision making.
7. Advance the educational and professional interests of all persons engaged in the resolution of disputes and collaborative decision making processes.
8. Enhance the professional skills of mediators, facilitators, conciliators, fact finders, arbitrators, hearing officers, trial examiners, ombuds, and other dispute resolvers and facilitators of collaborative decision making processes.

Goals

(Extrapolated from Purposes)

Goal A: Improved Public Awareness

Public understanding and acceptance of appropriate dispute resolution and collaborative decision making processes including understanding and awareness of the roles of dispute resolvers and facilitators of collaborative decision making processes (with full attention to the range of cultural values which may influence these processes).

Goal B: Enhanced Structures and Institutions

Structure and institutions through which dispute resolution and collaborative decision making services are provided are effective.

Goal C: Professionalism

Dispute resolvers and facilitators of collaborative decision making processes at all levels (i.e., local - international), whether paid or volunteer, are provided with the information and organizational (ACR-CCC) support to practice in a professional, ethical manner.

Goal D: Training, Education, Skill Development

Dispute resolvers and facilitators of collaborative decision making processes at all levels, areas of society, and whether paid or volunteer (e.g., mediators, conciliators, fact finders, arbitrators, hearing officers, trial examiners, ombuds, etc.), have access to training, continuing education, skill development, and other opportunities to enhance their professional skills.

Goal E: Diversity

Dispute resolvers and facilitators of collaborative decision making processes reflect the widest possible diversity (i.e., recruitment efforts focused at creating broad diversity).

Goal F: Research

Research leading to the development of innovative impasse resolution and collaborative decision making techniques and procedures are sponsored and supported by ACR-CCC.

Goal G: Information

ACR-CCC serves as a clearinghouse of information for research data in the fields of dispute resolution and collaborative decision making.

Goal H: Advancement of Professional and Educational Interests

The educational and professional interests of all persons engaged in the resolution of disputes and collaborative decision making processes are supported and advanced by ACR-CCC.

Goal I: Develop and Continually Strengthen ACR-CCC

Develop value in membership for ACR-CCC members, build capacity within the chapter, and utilize the talents and expertise of members to the fullest. (This goal was created from member input at the March 2006 meeting).

Draft Strategic Plan

Goal A: Public Awareness

Public understanding and acceptance of appropriate dispute resolution and collaborative decision making processes including understanding and awareness of the roles of dispute resolvers and facilitators of collaborative decision making processes (with full attention to the range of cultural values which may influence these processes). (Identified as High Priority)

Strategies

1. Develop public awareness, understanding, and acceptance of dispute resolution and collaborative decision making processes including understanding and awareness of the roles of dispute resolvers and facilitators of collaborative decision making processes. (Identified as High Priority)
 - A.1.a. Identify our "target audience." (To whom do we "market?")
 - A.1.b. Identify ways (strategies) to create awareness of ADR as a viable profession.
 - Web site?
 - PR materials (pamphlet, web-link card?)
 - Speaker's bureau?
 - Public Access TV?
 - Provide information to universities regarding ADR (including opportunities as a profession)
 - A.1.c. Explore funding for public awareness campaign
 - A.1.d. Develop and provide information to target audience that helps overcome resistance to ADR as a practice and an effective way of resolving conflicts
- A.2. Develop public awareness and understanding of ACR and ACR Central California Chapter.
 - A.2.a. Identify our "target audience." (To whom do we "market" membership or involvement?)
 - A.2.b. Identify ways (strategies) to create awareness of ACR-CCC (i.e.,

develop our "brand").

- Web site?
- PR materials (pamphlet, web-link card?)
- Speaker's bureau?
- Public Access TV?
- Membership cards?

A.2.c. Explore funding for public awareness campaign (combine with A.1.c. above?).

A.2.d. Develop and provide information to target audience regarding ACR-CCC (what we are, what we do, events, etc.)

Goal B: Enhanced Structures and Institutions

Structure and institutions through which dispute resolution and collaborate decision making services are provided are effective.

B.1. Support Restorative Justice

B.1.a. Explore ways to support restorative justice (e.g., involvement in the development of legislation and policies, creating public awareness of restorative justice, etc.)

B.1.b. Implement strategies developed in B.1.a. (Identify here when developed.)

B.2. Protect mediation as a community based program

B.2.a. Explore ways to protect mediation as a community based program.

B.2.b. Implement strategies developed in B.2.a. (Identify here when developed.)

B.3. Support the development of Community Mediation Centers

B.3.a. Identify ways ACR-CCC can provide technical or other support needed to establish a community mediation center in the foothill area (and possibly in other areas).

B.3.b. Set goals and implement strategies developed in B.3.a. (Identify here when developed.)

- B.4. Build Formal Relationships with Pre-Service Counseling and Helping Professions (Potential long term goal. No current strategies.)

Goal C: Professionalism

Dispute resolvers and facilitators of collaborative decision making processes at all levels (i.e., local - international), whether paid or volunteer, are provided with the information and organizational (ACR-CCC) support to practice in a professional, ethical manner.

See strategies in Goal D. No other specific strategies for Goal C at this time.

Goal D: Training, Education, Skill Development

Dispute resolvers and facilitators of collaborative decision making processes at all levels, areas of society, and whether paid or volunteer (e.g., mediators, conciliators, fact finders, arbitrators, hearing officers, trial examiners, ombuds, etc.), have access to training, continuing education, skill development, and other opportunities to enhance their professional skills. (Identified as High Priority)

Strategies

- D.1. Identify needs and desires of members and potential members regarding training, continuing education, skill development, and other ways to enhance their professional skills.
- D.1.a. Identify ways to determine needs of members and potential members.
 - D.1.b. Implement and assess results of D.1.a.
- D.2. Identify, develop, provide, and/or support ways for dispute resolvers and facilitators (members and potential members) to receive training, continuing education, skill development, and other opportunities for professional skill-building.
- D.2.a. Develop and implement strategies. (Identify here when developed.)
- D.3. Explore feasibility of developing a library or clearing house of information (physical or virtual/electronic).
- D.4. Identify ways for members to share information regarding dispute resolution practices, processes, and other practical information.
- D.4.a. Develop and implement strategies. (Identify here when

developed.)

Goal E: Diversity

Dispute resolvers and facilitators of collaborative decision making processes reflect the widest possible diversity (i.e., recruitment efforts focused at creating broad diversity). (Identified as High Priority)

Strategies

- E.1. Expand diversity in ADR practice (dispute resolution, facilitation of collaborative processes).
 - E.1.a. Identify and develop ways to increase diversity in ADR. (Identify here when developed.)
 - E.1.b. Develop goals and implement strategies.
- E.2. Expand participation and diversity in ACR-CCC.
 - E.2.a. Identify and develop ways to increase diversity and youth involvement in ACR-CCC (geographical, cultural, professional, socio-economic, age, organizational affiliation, governmental, etc.). (Identify here when developed.)
 - E.2.b. Develop goals and implement strategies.

Goal F: Research

Research leading to the development of innovative impasse resolution and collaborative decision making techniques and procedures are sponsored and supported by ACR-CCC.

No strategies at this time.

Goal G: Information

ACR-CCC serves as a clearinghouse of information for research data in the fields of dispute resolution and collaborative decision making.
(See D.3.)

Goal H: Advancement of Professional and Educational Interests

The educational and professional interests of all persons engaged in the resolution of disputes and collaborative decision making processes are supported and advanced by ACR-CCC.

- H.1. Collaborate with, and/or Support Educational Programs (dispute resolution)
 - H.1.a. Identify ways to provide scholarships for students studying conflict resolution. Set goals and implement strategies. (Identify here when developed.)
 - H.1.b. Identify ways to provide technical support for peer mediation (e.g., "Adopt a School" program) – assist with training and coaching of emerging peace makers. Set goals and implement strategies. (Identify here when developed.)
 - H.1.c. Identify ways to collaborate with universities/colleges (i.e., to connect with the education programs). (Identify here when developed.)
- H.2. Identify needs of ACR-CCC members regarding professional and educational enhancement. (Future planning: Identify and develop strategies to satisfy members' needs. Set goals, Implement.)

Goal I: Develop and Continually Strengthen ACR-CCC

Develop value in membership for ACR-CCC members, create consistency, build capacity within the chapter, utilize the talents and expertise of members to the fullest, and maintain financial viability of the Chapter.

1. Tap our Talent (Identify and utilize the talent, expertise, and wisdom of ACR-CCC members). (Identified as High Priority)
4. Identify ways to discover the hidden talents, skills, expertise, and wisdom of our members.
5. Identify and implement strategies for creating awareness of members' talents. (e.g., a directory, bio's, web page info, data base, etc.)

6. Provide opportunities for members' to utilize their expertise and talents to accomplish the CCC goals and mission – advertise the opportunities and solicit participation

I.2. Create Value in Membership

I.2.a. Connect and collaborate with the Northern and Southern California Chapters (find out what they are doing to attract and retain members, create value in membership, etc.)

I.3. Strengthen Chapter by Developing Consistency

I.3.a. Schedule and advertise meetings (time and content)

I.3.b. Communicate regularly and effectively

I.3.c. Create a Directory of members

I.4. Maintain financial viability of the Chapter

I.4.a. Create a finance committee, chaired by the Treasurer, to explore ways to develop financial resources.