

Volunteer Profile:

Sonny Shin



Sonny Shin is a 2005 graduate from the Seattle University School of Law. He recently opened his own solo practice in Bellevue, practicing in; Traffic Infractions, Criminal Misdemeanors, and General Civil Practice.

Sonny received his BA from the University of Washington and is a Newport High School graduate. For his past time, he enjoys working on art projects including; drawing, painting, & graphic design. He also enjoys practicing in Kyokushin Karate, Dragon Boating, and being a volunteer Wrestling Coach at Newport High School.



City of Bellevue Department of Planning and Community Development
P.O. Box 90012 Bellevue, WA 98009-9012



425-452-4091

Update

June 2007

Letters from the Alternative Dispute Resolution Conference

Race or Not: Beyond Settlement

By Catherine Duffy

I must bring my best self to mediation work. Although you and I may express different answers to what our 'best self' is, most mediators recognize and embrace the transforming power of their sensitive work and its positive effect on societal and racial problems around the world.

At least Henri McClenney, Mei Lin Tangalin, Charlie Cox, and David Docter do. In their session entitled, "Race or Not: Beyond Settlement," this eclectic group of presenters exercised interactive theatrical methods to personally connect their audience to the issue of race. Without much warning, pairs of audience members were chosen to mediate the presenting problem and were thrust into the middle of an emotional exchange. An African-American man and an Asian woman disagreed about how to interpret and deal with the white-dominated culture they shared at work. The audience-mediators were expected to respond.

I was one of the members of a mediating pair. Though sweaty palmed, I loved the exhilaration of the mediating moment. The actors had so expertly engaged my attention that I truly wanted to connect with them as I worked to unravel what was going on in their hearts. The energy and focus at the table felt electric.

In spite of this mock role-playing, Henri's and Mei Lin's characters expressed the emotion and inner turmoil of minorities with transparency I had never experienced. Using random soliloquies, both actors stopped the mediation process when their characters were negatively affected by methods that the mediators employed or when they wanted us to know what they were thinking

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Intergenerational Conflict in the Workplace

By Barbara Miller

In our program we tend to think of intergenerational conflict in terms of parents and teens, but, aside from family settings, we are most likely to encounter intergenerational conflict in the workplace, where adults of a variety of ages typically come together. In this session, presenter Thomas McWhinnie argues that workplace mediators may benefit from understanding the generational perspective of the parties in mediation. Mr.

McWhinnie cautioned not to take this concept too far -- while people who are born during the same period of time (and, presumably, in the same general culture) share seminal experiences of world events, there is still plenty of diversity of perspective. I would add that I have most often seen this "generational" concept presented by people (including Mr. McWhinnie) whose birth year (between roughly 1943 and 1961) classifies them as Baby Boomers; and I have also seen hostility toward this concept expressed by people whose age falls within that of "Generation X". So if you were born between roughly 1962 and 1981 and feel your hackles rising as you perceive yet another self-righteous Baby Boomer indulging in overblown stereotyping, I acknowledge your annoyance and will try to avoid Boomer-centrism.

Perhaps of most use to mediators were a couple slides characterizing the different needs that "Geeks" and "Geezers" have with regards to their employment. The conclusions were drawn from interviews with leaders who were between the ages of 25-30 in 1950 and leaders who were between the same ages in 2000. The Geezers' needs/wants include stability, security, control over one's

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about the other party. Because of this visibility of thought, the actors heightened my understanding of their experiences as minorities in a white-dominated society and helped me consider how I may, unintentionally, be part of societal power discrepancy problem.

I came away from this session humbled by how much more I have to learn about people of various ethnicities and excited to expand my understanding at an even deeper level. Mediation's positive effect on society will expand as mediators grow in their level of awareness of societal power discrepancies. Henri and Mei Lin made that clear. And as I allow these new truths to change me, I know my 'best self' will be even better the next time I sit down at a mediation table. ☺

personal space (not someone else's), and just reward for hard work. The Geeks' needs/wants include identity, meaning/significance, developmental experiences, building a resume, making a difference, and balance.

The degree of comfort with technology is one of the biggest factors that distinguishes Generation X and Y from the earlier generations. The younger generations' increasing comfort with technology has enabled them to blur the distinction between work time and outside time. Older generations might argue that their younger col-

leagues have grown too dependent upon it. Generation Y has readily incorporated new technologies, particularly the internet and the cell phone (which, in the hands of Generation Y is used for a variety of functions and only infrequently as a traditional telephone). These new technologies may overturn older hierarchies of workplace importance, as the younger workers are more up to date on the technologies that the company needs or develops. This was also true in the technology companies that employed many of us Baby Boomers in the '70s and '80s as the technologies that we were developing came into the general population. Today, most middle and upper class children are tech-savvy and have developed exceptional typing capability with their thumbs and an abbreviated language for text messaging (to the despair of those of us Boomers whose English teachers instilled in us a "proper" respect for correct spelling and grammar).

I suppose the biggest surprise I had was the statement that the Baby Boomers are viewed as workaholics by later generations. I can see why this would be true, but who would have predicted such a thing during the "Summer of Love" when "Tuning In and Dropping Out" were hyped as the apparent values of the generation?

For more information see *The Earth is Flat* by Thomas Friedman, and *Geeks and Geezers: How Era, Values, and Defining Moments Shape Leaders* by Warren Bennis and Robert Thomas. ☺

disservice in several ways: by making majority rule the decision making tool, by requiring that the group consider one motion at a time, and by establishing arcane and complex rules that only a few parliamentarians understand.

Instead of the Rules, Susskind and Cruikshank propose the **Consensus Building Approach (CBA)**. In their conception, CBA is neither chaotic nor doomed to end in impasse most of the time. Instead, in groups using CBA all participants have **clearly defined roles and responsibilities**, all participants can **express their interests in a safe forum** governed by ground rules, and solutions are crafted by **packaging elements that reflect the group's diverse interests**. *Breaking Robert's Rules* make a strong case that CBA is simply a better way for groups to make decisions. And if that is the case... we have a lot of work to do.

Next meeting: Wednesday, September 19 at 5:30 in City Hall — the book: *Why are all the Black Kids Sitting Together in the Cafeteria?* by Beverly Daniel Tatum. All welcome. Call Andrew for more information: 425-452-5288.

Book Group

Corner:

By Andrew Kidde



Across the country, many homeowners' associations, PTAs, and other groups use some form of **Robert's Rule of Order** to govern their meetings. Indeed, these groups may feel legally obliged to use the Rules because they are often written into their by-laws. The Rules have helped many a group maintain order in the face of divisive or chaotic conflict. Henry Martyn Robert, a General for the Army Corps of Engineers, wrote the original version of the Rules in 1876 when stationed in San Francisco. In this bustling frontier city, society was rowdy, meetings were a mess, and Robert's Rules provided a firm structure.

But do Robert's Rules still serve us well today? Susskind and Cruikshank, authors of *Breaking Robert's Rules*, argue that today Robert's Rules do us a

Parent—Teen Update

By
Cathy Goldman



I am busy preparing for the upcoming parent-teen 40 hour mediation training which will take place June 25th through 29th. We have seven adult and 14 teen participants this year and a waiting list for both adults and teens! I am so pleased to see the interest in our program! Thank you, in advance, to all the volunteers who are willing to help out by coaching, presenting and role-playing. I truly appreciate all your support. I couldn't do it without your commitment to helping out.

We will not schedule any in-service training during the summer months; however I do plan to have a few role-play practice sessions during July and August. I will e mail those dates and times in early July. In the meantime, enjoy your summer and I look forward to seeing many of you during the June training.

Summer is



coming!!!

Training Opportunities For Mediators and Conciliators

BNMP In-Services / Trainings

Parent Teen Mediation Training

June 25, 26, 27, 28, and 29.
Training full.

Conflict Resolution Training

September 29th
Call Cheryl for more information 425-452-5222

Book Group

Wednesday, September 19 at 5:30 in City Hall — the book: *Why are all the Black Kids Sitting Together in the Cafeteria?* by Beverly Daniel Tatum .

Mediator / Conciliator Peer Consultation Group

June 20th 5:30 in room 1E-121. Open to all conciliators and mediators.

Compassionate Listening Project

Compassionate Listening Workshop

Bellevue: Eastside Friends Meetinghouse
June 22nd and 23rd
For more info call 360-297-2280

Public Conversations Project

The Power of Dialogue Workshop

Seattle: Mountaineers Building
July 26-28
For more info visit: www.publicconversations.org

King County Dispute Resolution

Mediation Training
June 21, 22, 26, 27, 29
Call Sue Ann Allen for details: 206-443-9603 (ext 106)

Program Staff:

Program Co-Manager:	Cheryl Cohen	-	452-5222
Program Co-Manager:	Andrew Kidde	-	452-5288
Parent-Teen Coordinator:	Cathy Goldman	-	452-4091
Peer Mediation Coordinator:	Laurie Slater	-	455-1625

City of Bellevue website: <http://www.bellevuewa.gov>
(Look for the Mediation Program under "Neighborhood Information")