

Equity Informed mediation

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Agenda

11:30-12:20

- Open
- Equity Informed Mediation
- Nested Model of Conflict
- Impartiality, Self- Determination, Informed Consent

12:30-1:20

- Framing Identity
- Tools
- Practice
- Close

What is AN Equity Informed



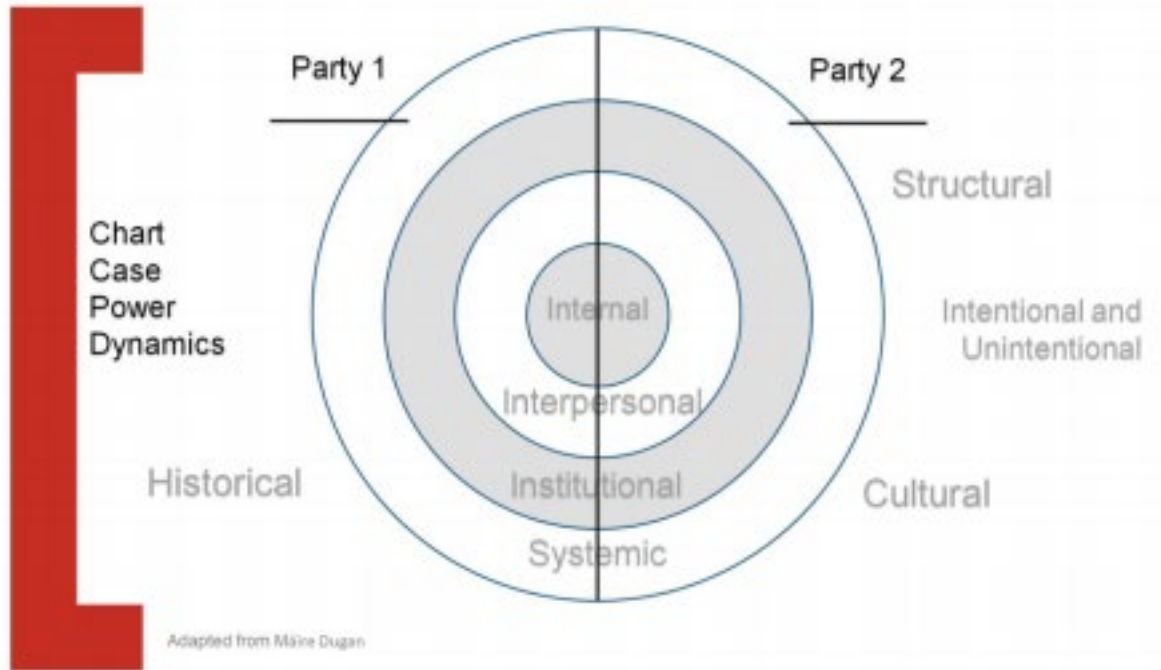
What is Equity Informed Mediation?

Equity Informed Mediation is a form of mediation where the mediator(s) are aware of systemic and internal unjust dynamics and will actively address these issues as they arise in the room or as they are observed or felt. We make certain to center the impacts so as to balance the dynamics in the space.

Equity Informed Mediators:

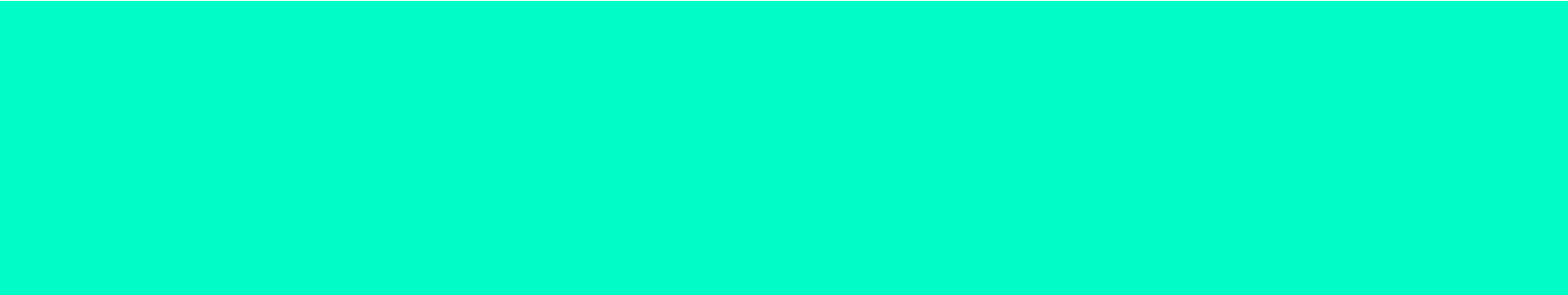
1. Are actively engaged in their “work” -meaning they reflect on equity concerns both internally and structurally.
2. Have awareness of how their identity impacts the room.
3. Have awareness that they might not always understand the impacts of their identity in the room.
4. Are open, transparent and resilient around understanding the impacts of their identity.
5. Speak to systems, speak to imbalances of power, and speak to dynamics.
6. Recognize that not speaking to these items is favoring dominate culture and is additionally not “impartial.”
7. Are builders of bridges between islands.
8. Know that they don’t know.

Nested Model of Conflict



**Impartiality
Informed
Consent
&
Self
Determination**

Framing Identity



**Center the
Most
Impacted**

Impacts



Intent

ALberta

What else?

Thank you!

Sincere gratitude from Sunsong and Abbey for your willingness to do the hard work and become an agent for change in this world.