

TALKING POINTS
AN UPDATE FROM CDR ASSOCIATES
EDITION ONE

Dear Friends and Colleagues of CDR Associates,

This year we have decided to send out a periodic update on our projects and programs as a way to keep you informed of our current and future activities. If you are interested in discussing or learning about any of them, please give us a call at (303) 442-7367 or email us at cdr@mediate.org. Also, please visit our new website at www.mediate.org. It features a wealth of additional information on our practice areas, work to resolve conflicts, and initiatives to promote a more peaceful world.

All the best,
Jonathan Bartsch, CEO

Features in Edition One

- The Mediation Process Training
- A Training Program for Facilitating Powerful Coalitions
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- Idaho's Eastern Snake Plain Aquifer Advisory Committee reaches Agreement
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TRAINING OPPORTUNITIES

The Mediation Process Training

CDR's internationally recognized Mediation Process Training to be held twice in 2009

March 30-April 3, 2009

October 26-30, 2009

To register, visit www.mediate.org or contact Tanya Morgan at (303) 442-7367 or tmorgan@mediate.org

Facilitating Powerful Coalitions

This training is for communities, groups, nonprofits, and others to build alliances or coalitions. It is being presented by CDR Associates and the Consensus Building Institute, and is sponsored by the Center for Public Policy Dispute Resolution at the University of Texas Law School.

To register, visit www.utexas.edu/law/cppdr or contact Vicki Reed at (512) 471-3507

SUSTAINABLE DEVELOPMENT

CDR Partner Serves as Principal Author of A Guide to Designing and Implementing Grievance Mechanisms for Development Projects published by The Compliance Advisor/Ombudsman (CAO), Independent Recourse Mechanism for the Private Sector Arms of the World Bank Group

Grievance mechanisms are increasingly important for development projects that expect ongoing risks or adverse impacts. They can address community concerns, reduce risk, and promote accountability at the project level. Demand for effective grievance mechanisms is underpinned by investor policies, such as the World Bank's International Finance Corporation and the United Nations Human Rights Council. Whether related to infrastructure, mining, or agribusiness development, local people need a trusted way to voice and resolve concerns. Governments and companies need predictable and structured ways to be accountable to their host communities regarding the raised problems. A locally based grievance mechanism provides a promising avenue where local people and the project sponsor can find effective solutions to their problems, together.

Recognizing the challenges of developing effective grievance mechanisms, the CAO contacted Susan Wildau to prepare a practical guide to help groups design and implement project-level grievance systems. The guide equips people with the practical steps and tools they need to address concerns successfully and promote improved relationships, fair remedies, and just procedures.

For more information contact Susan Wildau, Partner (303) 442-7367 x202 or swildau@mediate.org. To view the guide, go to: www.cao-ombudsman.org.

NATURAL RESOURCES - WATER

Idaho's Eastern Snake Plain Aquifer Advisory Committee reaches Agreement on a Comprehensive Aquifer Management Plan

During 2007 and 2008, CDR Senior Program Manager Jonathan Bartsch and Program Managers Diane Tate and Jennifer Graham facilitated the 16-person Committee charged by the Idaho State Legislature to develop consensus recommendations on a Comprehensive Aquifer Management Plan. The Advisory Committee is comprised of water-user representatives from across the 10,000 square mile aquifer area and includes cities, counties, irrigators, conservation and development representatives, as well as state and federal agencies. In December of 2008, the Committee reached a full agreement on a set of actions to manage the hydrologically connected Snake River and Eastern Snake Plain Aquifer and a plan to fund the activities. After minor modifications the Idaho Water Resource Board unanimously approved the Plan.

For more information contact Jonathan Bartsch, CEO/Senior Program Manager (303) 442-7367 x201 or jbartsch@mediate.org

Black Canyon of the Gunnison Mediation Settles 30-year Conflict over Water for National Park

At the end of December 2008, the Colorado State Water Court in Gunnison approved a mediated settlement of litigation over Federal reserved water rights for the Black Canyon of the Gunnison National Park. The agreement, which was negotiated by over 20 parties and over 50 participants, was mediated by CDR Associates Partner Christopher Moore who was assisted by Program Managers Diane Tate and Jennifer Graham. After 11 months of intensive

talks, the parties reached a negotiated settlement that guaranteed the Park required amounts of water, protected power generation capacities and agricultural needs, and incorporated measures to address flooding concerns in the City of Delta.

For more information contact Christopher Moore, Partner (303) 442-7367 x210 or cmoore@mediate.org

PEACEBUILDING

CDR Works on Water Issues and Desalination as Part of Middle East Process

In spite of much of the bad news coming out of the Middle East these days and the resumption of violent conflict between Israel and the Hamas Government in Gaza, there is some good news. The Middle East Desalination Research Center (MEDRC), a component of the Middle East peace process, is a multilateral institution whose mission is to provide an ongoing forum for dialogue between parties in the region, and contribute to the achievement of peace and stability in the Middle East and North Africa. Goals include promoting and supporting the use of desalination to satisfy the needs of people for available, affordable, clean fresh water for human use and economic development.

Christopher Moore facilitated a series of strategic planning meetings for MEDRC, including Core Parties (Israel, the Palestinian Authority and Jordan) and its international Board to develop proposals for trilateral water projects and programs and the creation of three National Centers of Excellence for the management of water. The facilitation work was supported by the U.S. State Department and U.S. Bureau of Reclamation.

For more information contact Christopher Moore, Partner (303) 442-7367 x210 or cmoore@mediate.org

CDR staff moderates Gaza dialogue

Naropa University's public forum and dialogue "Understanding Gaza" faced a challenge—how to create the conditions for civil public dialogue on one of the most polarized, divisive, and emotionally charged issues of our time. To maximize the potential for constructive conversation and engagement, Naropa University contacted CDR for help in the meeting design and facilitation.

CDR worked closely with the Chair of Naropa's Peace Studies program to clarify the objectives for the dialogue, establish and vet meeting guidelines (for both the panel and audience), ensure that the venue was welcoming, establish easy ways for the audience to submit questions at any time, provide an "open space" process for subsequent discussions, and create an atmosphere for "thinking about peaceful next steps" in Gaza. Prior to the meeting, CDR staff met with panel members to discuss proposed presentation guidelines, sequencing of panel members, and the desired outcome.

In spite of very intense feelings and some antagonistic characterizations of "the other side," the overall discussion was quite productive. The 60-70 participants listened respectfully, asked honest and appropriate questions, and were appreciative of straightforward answers to their queries.

For more information contact Mary Margret Golten, Partner (303) 442-7367 x206 or mmgolten@mediate.org

ORGANIZATIONAL EFFECTIVENESS

CDR Associates' Partner Delivers Keynote Address at International Human Resources Congress in Warsaw, Poland, Sponsored by the American Training and Development Association (ASTD)

ASTD, the world's largest association dedicated to workplace learning and performance professionals, invited international expert and conflict resolution specialist Susan Wildau to deliver a keynote address at the International Human Resources Congress in Warsaw, Poland in November, 2008. Ms. Wildau's presentation probed conflict in the workplace, a fact of life in today's organizations. Notably, most organizations have no defined dispute resolution strategy when problems inevitably arise among employees and their supervisors, between labor and management, or within workgroups. Ms. Wildau offered practical tips and good practice markers for solving costly organizational conflict, including an innovative, step-by-step approach for implementing dispute resolution systems to address a spectrum of workplace grievances.

For more information contact Susan Wildau, Partner (303) 442-7367 x202 or swildau@mediate.org.

If you would like to receive Talking Points via email, please visit www.mediate.org and go to "Contact Us". Fill out your information and click on "Sign me up for the Talking Points Newsletter". Thanks for your interest. If you would like to learn more about CDR Associates and our work, please contact us at (303) 442-7367.