



AMERICAN  
ARBITRATION  
ASSOCIATION®

INTERNATIONAL CENTRE  
FOR DISPUTE RESOLUTION®

FOUNDATION®

# 2021 ANNUAL REPORT

**RAPID  
RESPONSE.  
LASTING  
IMPACT.**

## LETTER FROM THE CHAIR

# JIM JENKINS

Dear Stakeholders,

In 2021, the Foundation held its annual grant cycle while also launching a new Rapid Response Fund with the agility to support projects on a shorter time horizon.

Over the course of the year, the AAA-ICDR Foundation was pleased to fund its three largest-ever grants, totaling more than \$655,000, given to organizations pursuing long-term initiatives with a focus on conflict resolution to address racial injustice and the ongoing COVID-19 pandemic. The Foundation also provided \$200,000 in total to eight grantees pursuing targeted, urgent initiatives. We believe this new approach—concentrated long-term funding coupled with a streamlined Rapid Response funding process—will help maximize the Foundation’s impact.

Major grants take forethought. Since 2015, the AAA-ICDR Foundation has held annual grant cycles, which begin midyear, with new grantees announced the next year. That process affords prospective grantees the opportunity to prepare rich proposals that detail their goals, plans, and future funding needs. The Foundation then reviews those applications, making tough choices among a surplus of worthy submissions.

That is a sensible, time-tested approach. The Foundation takes seriously its role as the steward of generous donations from AAA-ICDR panelists, the AAA-ICDR itself, and other stakeholders. Funding one major grant proposal can mean not funding another, so it is important to identify the ambitious and impactful projects most likely to stand as models that can have ripple effects across communities and geographies for years to come.



Youth ALIVE!

However, many compelling initiatives might instead focus on pressing needs that do not fit the Foundation’s usual grant-making timeline. That can lead to missed opportunities to support projects that otherwise align with our mission.



BUILD, Inc.

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\$655,000**



Asian Pacific American Dispute Resolution Center

We believe this new approach—concentrated long-term funding coupled with a streamlined Rapid Response funding process—will help maximize the Foundation’s impact.

In 2021, a first round of four Rapid Response grants—\$25,000 each—sought to address the recent, shocking rise in hate directed toward Asian American and Pacific Islander communities:

**Asian Americans Advancing Justice** is deploying its funding to build the capacity of local community organizations to raise awareness, promote preventative conflict resolution, and support victims;

The **Asian Pacific American Dispute Resolution Center** can now expand its programming to foster compassion for the communities and individuals targeted;

The **National Asian Pacific American Bar Association Law Foundation** is developing a COVID-19 Anti-Bullying Toolkit; and

Funding for the **National Council of Asian Pacific Americans** will facilitate closer collaboration across its network.

Later in 2021, a second round of Rapid Response grants were earmarked for community conflict resolution projects. The four grantees also received \$25,000 each:

**BUILD, Inc.** will use the funding to provide more mental health services in Chicago to youths and families at risk.

**Youth ALIVE!** will do more to reduce violence in Oakland. Its services include a violent incident rapid response system.

**CHRIS 180** will continue offering a community-based violence intervention program for residents of a neighborhood planning unit.

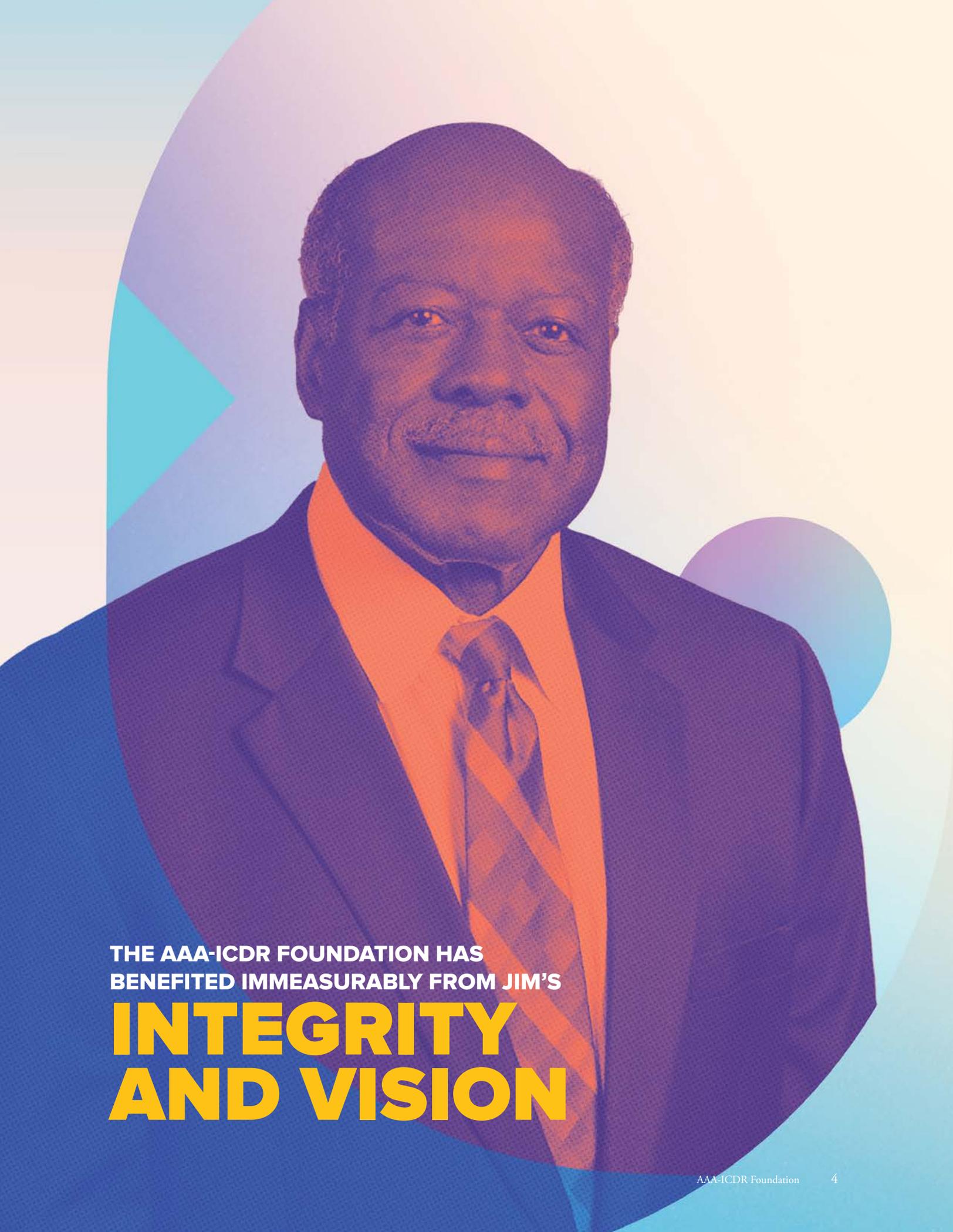
**Gangstas Making Astronomical Community Changes Inc.** will expand its programs to mediate conflicts and reduce gun-related incidents in New York City.

These Rapid Response grants complement longer-term funding during this cycle to support initiatives by the RAND Corporation, the Arizona State University Foundation, and Resolution Systems Institute, each profiled in these pages. The AAA-ICDR Foundation also continued its Diversity Scholarship program, which awarded a total of \$39,605 toward ADR degrees, programs, or fellowships to broaden the viewpoints and life experiences represented in ADR.

Thanks to each of you for your passion, intellectual leadership, financial support, and impactful contributions evidenced by what you do every day to advance ADR and peaceful resolutions of disputes! It has been an honor and privilege to serve with such a gifted foundation board, such thoughtful volunteers, and an unmatched, outstanding, and dedicated AAA-ICDR Staff! The best is yet to come!



**JAMES R. JENKINS**  
Chair of the AAA-ICDR  
Foundation

A portrait of a man with a mustache, wearing a dark suit, a light-colored shirt, and a patterned tie. The image is overlaid with a semi-transparent blue and purple circular graphic. The background is a gradient of light blue and white with abstract shapes.

THE AAA-ICDR FOUNDATION HAS  
BENEFITED IMMEASURABLY FROM JIM'S

**INTEGRITY  
AND VISION**

## A TRIBUTE TO

# JIM JENKINS

This year marks the end of AAA-ICDR Foundation Chair James (“Jim”) R. Jenkins, II’s term as Chair of the Foundation. He has been a steward of the Foundation since its inception and has been a longtime volunteer for the AAA itself, serving as Chair of the AAA’s Board from 2013 to 2016, as Chair of the AAA’s Council from 2016 to 2019, and on the AAA’s Board for many years.

Jim has served as Chair of the AAA-ICDR Foundation since 2020. He has overseen two Annual Grant Cycles, and the creation and development of two additional grants programs—the Diversity Scholarship program and the Rapid Response Fund. All along the way, Jim has championed innovation and fiscal responsibility—leading the Foundation to do more with more.

“Jim Jenkins has been the classic leader who makes everyone want to do more, be more, work harder, get it right,” remarked AAA-ICDR President & Chief Executive Officer, India Johnson. “When he is in something, he is all in—we saw him serve on most committees at one point or another, even when his role did not require it. He knows what the work of governance entails and he is thankful to all who undertake it, which makes them want to do it well.”

In Jim’s esteemed career, he was Senior Vice President and General Counsel of Deere & Company and Chief Legal Officer for Deere & Company worldwide. Before joining Deere & Company, he was Vice President, Secretary, and General Counsel at Dow Corning Corporation. Jim also served as a Director of HNI Corporation.

Jim is a member of the American Law Institute and the Illinois and Michigan State Bars. He is a past Chair of the Association of Corporate Counsel, a former member of the Executive Leadership Council, Inc., and an Emeritus member of the Association of General Counsel. A native of the Chicago area, Jim received a B.A. from the University of Michigan. He served in the U.S. Army, including a year as an interrogation officer at the Combined Military Interrogation Center in Saigon, Vietnam, and was awarded a Bronze Star for meritorious service. He earned a J.D. from the University of Michigan Law School

and attended the Program for Management Development at the Harvard Business School. Beyond all these career accolades, Jim serves as President of the James R. & Anita Horne Jenkins Family Foundation.

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**“Jim Jenkins has been the classic leader who makes everyone want to do more, be more, work harder, get it right.”**

**INDIA JOHNSON**

AAA-ICDR President & Chief Executive Officer

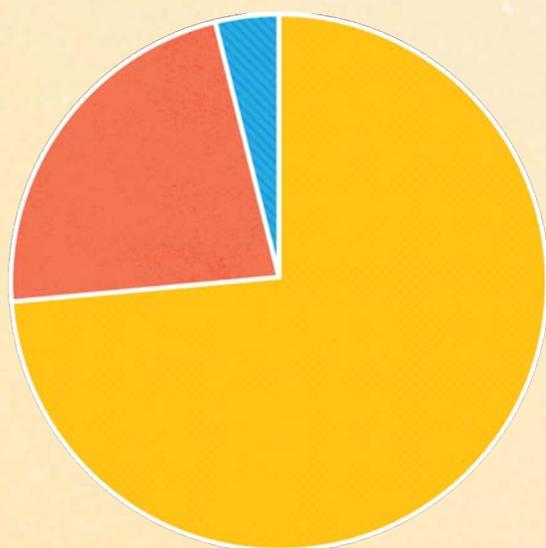
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The AAA-ICDR Foundation has benefited immeasurably from Jim’s integrity and clear vision. Jim epitomizes a leader who walks the walk. The Foundation cannot thank Jim enough for his time, energy, and unyielding commitment to the Foundation’s mission.

SUPPORT BY  
**THE NUMBERS**

Fundraising Totals	2021	2020
CHAIR	\$87,003	\$57,683
LEADERSHIP	\$56,200	\$49,425
PANELIST	\$681,368	\$608,375
AAA	\$2,050,000	\$2,065,000
IN-KIND	\$184,835	\$158,460
OTHER	\$5,523	\$6,500
<b>TOTAL</b>	<b>\$3,064,929</b>	<b>\$2,945,443</b>

Overview of Giving Totals



**2021 GRANTS TOTAL**  
\$895,337

**ANNUAL GRANT CYCLE**  
\$655,732

**RAPID RESPONSE**  
\$200,000

**2021 DIVERSITY SCHOLARSHIPS**  
\$39,605



**GRANTEE**  
**STORIES**



**“BOTH SIDES WERE HEARD AND  
THE MEDIATOR ENSURED THAT  
AN AGREEMENT WAS REACHED  
THAT BENEFITED BOTH SIDES.”**

**ORGANIZATION****Resolution Systems Institute****PROJECT**

Holistic Online Program for Evictions (HOPE) Mediation Program

**LOCATION**

Kane County, Illinois

**DATE**

03/15/2021 – 09/15/2022

**GRANT AMOUNT**

\$156,000

With COVID-19 disrupting the economy, millions of Americans were suddenly unable to pay their rent. Although government moratoriums stemmed the tide of residential evictions, those measures would only be temporary. Anticipating an eventual flood of eviction filings that could rival the foreclosure crisis a decade earlier, Resolution Systems Institute (RSI) sought funding from the AAA-ICDR Foundation to develop a library of educational resources for a national audience and to establish a pilot mediation program for these disputes in Kane County, west of Chicago: “If the Foundation hadn’t been able to provide its support when it did, we would not have been mobilized to provide support when eviction cases in Illinois began to surge,” notes RSI Associate Director Eric Slepak-Cherney. Recent additional funding from other sources will allow RSI to launch two new programs and produce an expanded implementation report based on these pilot program experiences.

RSI had developed and tested its “Holistic Online Program for Evictions” as a model for court-connected mediation services to address housing instability. Resources RSI makes available for this purpose now include regular coverage in its blog, progress reports on the Kane County program, and various other digital resources. According to Slepak-Cherney, “Establishing ADR programs requires an investment in funds, time, and personnel. For us, if we see that investment yielding greater procedural justice, satisfaction with the process, and a sense of fairness, we will consider that a success.”

Illinois’ moratorium remained in effect until October 3, 2021, and only a small number of eviction proceedings could move forward before that date. Even so, the “soft launch” of the pilot program has already helped over 100 families avoid eviction while opening a dialogue and setting a clear path toward stabilizing other impacted communities across the country.

**WHAT PARTICIPANTS SAID**

“We have had a job to do in terms of getting the plaintiffs’ bar and the landlords to buy in and value the program and really participate in a meaningful way. That was a challenge. But I think that [the high percentage of agreements] is a measure of how well we did in meeting that challenge. I have landlords now who ask to have their cases referred to mediation who are major filers with more than a dozen cases. And, as long as you have the plaintiffs wanting to mediate, you’re going to have a lot of success. You can get a better outcome through mediation than you might get through litigation. And you can certainly get a faster outcome through mediation.”

– **Kane County Evictions Judge John Dalton**

**“I left with some peace of mind.”****TENANT**

Post-Mediation Survey Response

“Definitely wanted the renter out, but with the mediator’s assistance we had a change of mind.”

– **Landlord, Post-Mediation Survey Response**

“Both sides were heard and the mediator ensured that an agreement was reached that benefited both sides.”

– **Attorney for Landlord, Post-Mediation Survey Response**



**A SENTINEL EVENT REVIEW IS A STRUCTURED  
CONFLICT PREVENTION TECHNIQUE  
THAT VALUES PREVENTION  
AND IMPROVEMENT  
OVER FIXING BLAME.**

**ORGANIZATION****Arizona State University Foundation****PROJECT**

Sentinel Event Review of Police Use of Force & Vulnerable Populations

**LOCATION**

Arizona

**DATE**

03/15/2021 – 11/30/2023

**GRANT AMOUNT**

\$250,000

Without reflection and a commitment to meaningful change, our most marginalized citizens will continue to be frightened, harmed, and even killed by those charged with protecting their communities. Enter the “Sentinel Event Review” (SER), an ADR process used in a variety of contexts, from highway pileups to failed surgeries, that convenes experts, officials, participants, and those affected to review an event in a transparent and constructive fashion to shape safer policy approaches.

With the goal of convening up to four SERs for law enforcement agencies and ultimately sponsoring legislation to make the process more common across the state, this grant from the AAA-ICDR Foundation will allow the ASU Foundation to bring together experts focused on ADR and law enforcement reform. This initiative is led by the Lodestar Dispute Resolution Center and Academy for Justice at ASU’s Sandra Day O’Connor College of Law as well as the Center for Problem-Oriented Policing at ASU’s School of Criminology and Criminal Justice.

Excessive use of force by police is a systemic problem. Focusing on a small number of scapegoats allows underlying issues to fester while tragedies continue to mount. If Arizonans can change policing culture, encounters with law enforcement can lead to better outcomes that restore trust with the community.

A Sentinel Event Review is a structured conflict prevention technique that values prevention and improvement over fixing blame. It asks participants to reflect, collectively,

on past incidents, consider whether race or ethnicity played a significant role, and envision a better future.

On December 14, 2021, the ASU team convened a hybrid in-person and virtual conference for the law enforcement community in Arizona to learn more about the SER process, with presentations by experts in medicine, childhood fatalities, and transportation, fields where SERs already see widespread use. A closed-door session followed that convened representatives from the police departments from Tempe and Tucson where they discussed their own experiences with an SER.

Next, the ASU team began soliciting individual law enforcement agencies for potential sentinel events to review, with the goal of conducting up to three more SER sessions that result in formal action plans, with individual participants agreeing to be the “responsible party” for particular action items. SER participants will then be given two options: a restorative justice session for those involved in the event or, if parties decline to participate in the optional session, a community forum to present the findings of the SER to the public.

SER participants will be invited to convene for a second conference to discuss their experiences with the SER process and how to maximize its impact and reach—such as changing the culture to avert use of force events in the future, sponsoring legislation, and contributing to research papers.

## Q&A on Sentinel Event Review of Police Use of Force & Vulnerable Populations

### WHAT PROBLEM ARE YOU TRYING TO SOLVE?

Where systemic failures lead to undesirable outcomes, a systemic approach is needed to review and prevent them. We are trying to improve policing with a different approach to institutional learning. Rather than assessing blame for bad policing events and simply moving forward, hoping that the same thing doesn't happen again, we are providing police departments the opportunity to examine everything that led up to the undesired result.

### WHY CHOOSE THE PROJECT YOU DID TO ADDRESS IT?

Sentinel Event Reviews could be a means to make real change in policing, because they provide detailed and specific policy recommendations that can be implemented. At present, there is a lot of interest in this idea—in part because of our grant supported conference and proposed legislation surrounding the investigation of police involved shootings. Our hope is that Sentinel Event Reviews can become a fixture of law enforcement policy going forward.

### WHAT ARE THE SHORT AND LONG-TERM IMPACT GOALS OF YOUR WORK?

In the short term, we hope to assist law enforcement agencies' day-to-day operations with realistic and implementable recommendations informed by the Sentinel Event Review Process. In the long term, we hope to popularize this form of event review for police agencies and their communities and plan to propose legislation with input from all stakeholders.

### HOW DOES YOUR PROJECT CONTRIBUTE TO THE FIELD OF ADR?

Dispute resolution is a forward-looking field where we try to create the future we want to see, whether coming from a litigation or systems planning perspective. Here we are using dispute resolution skills—principally dialogue and negotiation—to do a systemic analysis of an event that happened in the past to keep it from happening again. Oftentimes the event at issue has resulted in litigation and strife between police and their communities, which we are trying to ameliorate and to prevent in the future.

### HOW IS THE GRANT FROM THE AAA-ICDR FOUNDATION MAKING A DIFFERENCE TO YOUR ORGANIZATION?

Without the grant, we would be unable to engage in our efforts to bring systemic review to policing in an attempt to produce better policing outcomes going forward.

# TEMPE

## POLICE DEPARTMENT SER

On August 29, 2020, an officer responded to a hotel, where the manager described two trespassers, one of them a white male with a gun. In pursuit, the officer—who failed to provide his name to the manager, against department policy, seemed agitated, and had recently been involved in another excessive force incident—mistakenly held an innocent Black male who was a hotel employee at gunpoint for 90 seconds, while the suspect got away.

The Tempe Police Department classified the incident as a “Sentinel Event”: both an example of systemic failures and a learning opportunity.

The department worked with the ASU team on this project to hold an SER. Representatives from the department—who had not been involved in the incident—and the community reviewed security footage, disciplinary records, feedback from experts in attendance, and the results of an administrative review of the incident to determine what “factors or compound errors” contributed to the failure to follow department procedures and the misidentification of the suspect, and how could these events be avoided in the future.

The reviewers found 16 contributing factors and made 41 recommendations to the department, including training for supervisors on supporting employees’ emotional wellness and improving suspect description procedures.

The final report was presented to the Tempe community on March 30, 2022.

**The Tempe Police Department classified the incident as a “Sentinel Event”: both an example of systemic failures and a learning opportunity.**





RAND developed a tabletop exercise to bring together police departments with local officials, educators, faith communities, business owners, and other community leaders.

**ADR OFTEN HARNESSSES  
THE POWER OF DIALOGUE  
TO ESTABLISH  
COMMON GROUND**

**ORGANIZATION****The RAND Corporation****PROJECT**

Creating Dialogue Via a Tabletop Exercise to Improve Community-Police Relations

**LOCATIONS**

Long Beach, CA  
Seattle, WA  
New Orleans, LA

**DATE**

03/01/2021 – 02/28/2023

**GRANT AMOUNT**

\$249,732

ADR often harnesses the power of dialogue to establish common ground, and for seven decades, the nonpartisan RAND Corporation has applied its rigorous approach to policy analysis to develop “serious games,” interactive simulations that help stakeholders to build mutual understanding about why they make the decisions they do.

In recent years, numerous incidents of deadly force by police against Black citizens have captured attention across the U.S. These individual tragedies have also led to collective trauma for the communities affected. In response, RAND developed a tabletop exercise to bring together police departments with local officials, educators, faith communities, business owners, and other community leaders. The tabletop exercise has participants work through hypothetical scenarios that are designed to be as realistic as possible without mirroring actual events. Discussing the scenarios in a neutral setting can improve preparedness and encourage police-community partnership—before another real-life tragedy occurs.

RAND had previously held three pilot tabletop exercises, and sought to continue that work in larger, more diverse, and more

urban communities. With this grant, RAND plans to hold tabletop exercises in three new sites, and produce research briefs and other materials that summarize outcomes and recommend best practices for future exercises.

**This work represents a tremendous opportunity to begin dialogues in communities where relations between police and the community are tense.**

The first site is Long Beach, California, where RAND and local police have already begun outreach to recruit neighborhood participants from the west side of the city. RAND has also identified Seattle as its second site, and New Orleans as the third major city in the U.S.

## ANATOMY OF THE TABLETOP EXERCISE



The exercise lasts about four hours, and audio is recorded and later transcribed.

Crucially, given actual or perceived power imbalances, the process is designed so that community participants stand on equal footing with law enforcement participants.



Also, a neutral party facilitates the discussion.

Participants (representatives from the community and the local police departments) are divided into small groups with varied points of view represented in each group.



Participants are presented with three scenarios that follow a deadly force incident as the situation unfolds over time.

In small groups, and then together as a full group, participants are asked to reflect on what they would do at each stage of the evolving scenarios (whom they would trust, what their objectives might be, and what disconnects they might encounter with other stakeholder groups).



After a debriefing session, participants consider what can be done to improve real-world outcomes and to continue the dialogue after the exercise is over.

# Q&A on Creating Dialogue Via a Tabletop Exercise to Improve Community-Police Relations

## WHAT PROBLEM ARE YOU TRYING TO SOLVE?

Trauma and distrust of police can worsen relationships and contribute to the risk of future conflicts. In many police departments, major events are a matter of when, not if, and being prepared is critical. Unlike with disaster preparation, the police department must not only respond to the event, but also to the reaction of the community. When dialogue between police and the community is lacking, neither party is prepared to deal with a critical event.

## HOW IS YOUR PROJECT CONTRIBUTING TO A SOLUTION?

Few police agencies offer problem identification and resolution training for citizens or police, and many community-police relations guides do not address how to productively discuss varied, complex topics with the community. Efforts to establish dialogue around trust and relationship issues have been made elsewhere, but none are as structured or focused on the key components of community-police relations as RAND's.

## WHAT ARE THE SHORT- AND LONG-TERM IMPACT GOALS OF YOUR WORK?

This work represents a tremendous opportunity to begin dialogues in communities where relations between police and the community are tense. Funding from the AAA-ICDR Foundation is allowing RAND to implement the Tabletop Exercise (TTX) in three additional sites, which contributes to our overall understanding of how best to plan for and run a TTX.

## HOW DOES YOUR PROJECT CONTRIBUTE TO THE FIELD OF ADR?

TTXs can be considered a structured participatory approach and have recently emerged as a tool for community planning and development. The exercise allows for both a defined framing of the issue at hand (through scenario and exercise design) and incorporates the multi-actor context in which decisions should be based (i.e., the police need to include the community in the decision-making). From a mediation standpoint, the TTX works in this context because it brings equality—at least for a few hours—to a context with typically very lopsided power structures, where police hold the majority of the power. Mediation principles enable both sides to come to the table as equal partners to the discussion, where everyone is equally qualified to participate, everyone's perspective is valued and should be respected, and progress is only made when both sides can win.

## HOW WILL OTHER COMMUNITIES BE ABLE TO LEVERAGE THE LEARNINGS FROM THIS PROJECT?

The project will result in a toolkit that will be freely available to any interested community via the RAND website. The TTX planning guide will include protocols and tips for recruiting community members, key considerations in planning logistics for a TTX, potential pitfalls and how to address them, and tips for building the capacity for representative community participation. It will also provide guidance on choosing the right facilitator for the TTX. The facilitator's guide will help the facilitator ensure that participants are engaged and respectful, that discussions stay on-topic, and that the TTX experience is a positive and useful one for participants.



**PREVENTING GUN VIOLENCE  
AND PROTECTING  
ASIAN PACIFIC AMERICAN  
STUDENTS FROM BULLYING**

# **RAPID RESPONSE FUND**

In 2021, the AAA-ICDR Foundation established a Rapid Response Fund, with grants capped at \$25,000 each, to support programs beyond its core annual grant cycle. The two grantees profiled here, G-MACC and the NAPABA Law Foundation, were invited to apply due to the urgent community needs they seek to address: preventing gun violence and protecting Asian Pacific American students from bullying.

**ORGANIZATION**

**Gangstas Making Astronomical Community Changes Inc.**

<b>DATE</b>	<b>LOCATION</b>	<b>GRANT AMOUNT</b>
12/14/2021 – 12/17/2022	New York, NY	\$25,000

**HOW DID G-MACC START?**

After serving multiple periods of incarceration beginning at 16 years old and being trapped in a 13-year revolving door of incarceration, it was during this time that the foundation for Gangstas Making Astronomical Community Changes Inc. (G-MACC) was set. Upon release, Shanduke McPhatter, CEO/Founder of the organization, was committed to change his mindset. Shanduke used his personal trauma and experiences to begin working throughout Brooklyn, NY. He opened G-MACC’s first community office space in the confines of 67th Precinct in East Flatbush, Brooklyn. In 2012 when the organization was founded, the 67th Precinct was listed as one of the top three precincts for murders and violent crimes. Shanduke was committed to addressing the high rates of community violence.

While incarcerated, Shanduke never forgot the time when a peer talked him down from shooting the peer’s brother who had shot at Shanduke over a drug territory beef. When he came home from completing his final prison sentence, Shanduke began using the same de-escalation method that his peer had used in an effort to decrease shooting incidents in Brooklyn. He later found out that the practices he facilitated were being funded under a model called Cure Violence. Shanduke researched this model, saw that the key components were relevant to his mission, became an advocate for the model in NYC, and helped build the Crisis Management System (CMS).

The number of shooting incidents in New York City fell and remained below 1,000 per year starting in 2016, before a troubling increase in 2020. A small number of neighborhoods in Brooklyn and the Bronx bear the brunt of gun violence in the City, and that list has remained largely unchanged for decades: Gun violence has seeped into the very fabric of these communities.

Since 2012, G-MACC has worked to address the disproportionate impact of gun violence and gang activity with a focus on outreach to residents of all ages in neighborhoods most affected. These efforts have coincided with double-digit decreases in shootings in specific police precincts, some of which now go hundreds of days without registering a single shooting incident.



G-MACC

**The 2021 grant from the AAA-ICDR Foundation supports mentorship programs, wellness and workforce readiness initiatives, and conflict mediation and prevention services.**

## Q&A with G-MACC

### WHAT PROBLEM IS G-MACC ADDRESSING AND HOW?

Violence intervention and prevention programs are a leading change engine. They are created to mediate, prevent, reduce, and intervene in any acts of gun violence. Through awareness, education, and the development of positive mindsets, we can prevent high-risk youth and young adults from shooting or being shot.



G-MACC

### HOW IS G-MACC'S APPROACH DIFFERENT FROM OTHER VIOLENCE INTERVENTION PROGRAMS?

There are a variety of community approaches to gun violence. G-MACC is trained on and uses the Cure Violence model. It uses an approach associated with disease control designed to stop the spread of violence by looking at violence through a public health lens and containing the virus by focusing on the communities where the highest rate of shootings occur. Through first identifying and interrupting conflicts, then treating the highest risk individuals, and finally working to change community norms, we assist in decreasing the spread of violence, strengthening the community as opposed to tearing it down. Once youth and young adults

have been supplied with a mental shift and given options, they are persuaded to imagine a life outside of crime and violence. It is imperative that we empower them with the tools necessary to enhance the communities in which they live and work.

### WHAT ARE THE LONG-TERM EFFECTS OF TRAUMA?

The legacy of trauma impacts many of the individuals and communities G-MACC serves. Traumatic events that are left unaddressed transfer from one generation to the next and impact the manner in which individuals understand, cope with, and heal from traumatic experiences. With support from a variety of community-based credible messengers, credible counselors, like-minded community-based organizations, elected officials, and philanthropic donors, G-MACC's vision continues to be supported.

### WHY IS THIS GRANT FROM THE AAA-ICDR FOUNDATION IMPORTANT TO G-MACC?

We have been able to immediately use a portion of it to cover our monthly direct and indirect expenses to fulfill gaps that developed as a result of delays from our primary funding source. The grant from the AAA-ICDR Foundation will be instrumental in supplementing funding to support public safety measures and will aid in decreasing gun violence city-wide as that is at the forefront of the work G-MACC does. Furthermore, the grant will support services that help to mediate conflicts in an effort to see a decline in gun-related incidents this year.

**ORGANIZATION**

**National Asian Pacific American Bar Association Law Foundation**

**DATE**

12/17/2021 – 12/17/2022

**LOCATION**

National

**GRANT AMOUNT**

\$25,000

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**The NAPABA Law Foundation (NLF) has, for nearly three decades, supported Asian Pacific Americans pursuing legal studies and public interest work in their own communities, as well as broader community partnerships.**

In response to the recent wave of anti-Asian hate in the U.S., the NLF, in collaboration with the National Asian Pacific American Bar Association (NAPABA), is using funding from the AAA-ICDR Foundation to develop an anti-bullying toolkit (press releases and advocacy letters, legal guidance, and other resources) and to train NAPABA's nearly 90 affiliated bar associations, across the U.S., on how best to respond to school bullying in particular.



## Q&A With Priya Purandare, Executive Director, NAPABA

### WHAT PROBLEM ARE YOU TRYING TO SOLVE?

Since the beginning of the pandemic, the Department of Education's Office of Civil Rights and the Department of Justice's Civil Rights Division have identified, as an issue of concern, bullying against the Asian American Pacific Islander (AAPI) community due to race, ethnicity, language, ancestry, and national origin. Thanks to this grant, NAPABA and NLF will be ready to respond to the next wave of anti-Asian hate crimes, hate incidents, and discrimination, which seems likely to occur in schools with the return to in-person learning.

According to STOP AAPI Hate, approximately one in three Asian American parents reported their child experiencing a hate incident at school in the past year. The advocacy group Act to Change, a nonprofit organization that is focused on combating anti-Asian bullying and harassment, recently found that 80% of their Asian American school-aged respondents reported being bullied and 50% of Asian American students in New York Public Schools reported bias-based harassment.

### WHAT ARE THE SHORT- AND LONG-TERM GOALS OF YOUR WORK?

In our experience, AAPI attorneys and bar associations are trusted communicators and are often the ones impacted individuals reach out to first for assistance.

Leveraging our nearly 90 affiliated bar associations and our national network of attorney members, NAPABA and NLF are equipping those trusted messengers with the knowledge and tools they need to properly advise students being bullied and their families, develop strategic options and plans of action should they represent impacted individuals, and hold community education programs.

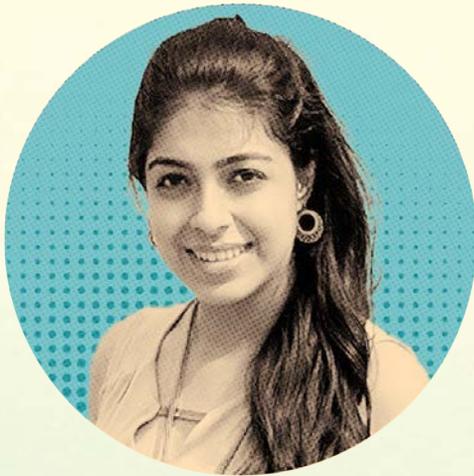
Over the long term, we hope to see structural changes and more investment by school systems to prevent bullying and harassment, to provide mental health services to those affected, and to support the victims of bias-based bullying.

### HOW IS THE GRANT YOU RECEIVED FROM THE AAA-ICDR FOUNDATION MAKING A DIFFERENCE?

With the support of the AAA-ICDR Foundation, NAPABA and NLF can dedicate the resources to designing understandable intervention plans and model documents for key stakeholders, so they can instead focus on applying those best practices to support young victims of bullying.

## DIVERSITY SCHOLARS

The AAA-ICDR Foundation awarded its first Diversity Scholars grants in 2020. In the short time since then, funding disbursed by the program has tripled to meet high demand for these scholarships. Whether Diversity Scholars pursue an academic degree or a practical training program, they all have clear ideas about how the experience can help them progress in, or even begin, their careers in ADR.



**ASHITA ALAG**

India

**“After my LL.M., I intend to work at an international law firm to gain additional arbitration experience before returning to India to start my career as an arbitration practitioner. While working as an arbitration practitioner, I want to push for inclusion of more women, especially women from my region and community, to have access to the arbitration profession.”**



**EDWIN NEMISIO ALVAREZ ROMAN**

Mexico

**“My goal is to become an expert in international arbitration and mediation in Mexico. At the same time, I am going to study some subjects in order to sit for the New York Bar, so this LL.M. program will help me to understand the common law and see the differences with the civil law.”**



**ASHLEY MEADOWS**  
New York, United States



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**JESSICA YEH**  
California, United States



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Nigeria



**KADIATU THOLLEY**  
Sierra Leone



**LYNN MOUBARAK**  
Lebanon



**SUZANNE OCKLEBERRY**

Georgia, United States

“I decided to become an arbitrator due to my experience and keen interest in labor/employment matters as well as the lack of diversity (females/African Americans) in the field. While I have a significant amount of legal experience in labor and employment matters, I believe the courses I have selected will enhance my knowledge as an arbitrator/neutral as well as assist me in developing an arbitration practice.”



**SHARON PRICE-CATES**

New Jersey, United States

“The extensive FMCS arbitrator training is an important aspect of meeting my new career goals. The experience will also provide the opportunity to learn, share, build relationships, and grow from interactions with ADR training professionals and the course participants.”



**LAUREN JONES**

New York, United States

“I would like to ultimately have my own ADR practice covering all the ADR disciplines or work in an ADR capacity with a corporation. I would like to explore the career of an Ombuds and help put to use my mediation skills in an organizational context.”



**MARJORIE VIEIRA**  
Brazil



**MELINDA LEVY**  
California, United States



**MILAGROS MARIBEL  
ROJAS BLAS**  
Peru



**MAMAKIZIEL SIAH SICARR**  
Sierra Leone



**SABA MOLLAIAN**  
Luxembourg/Switzerland



**SPIROS BAT**  
Greece



**QUABBIN MEDIATION  
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**TARA BRIN**  
Michigan, United States

Jennifer Ortiz  
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