



Carol Kingsley's President's Report

At our annual retreat the TMS Board and Past Presidents discussed and decided upon implementing formal policies on diversity within the organization as well as creating an Emeritus category of membership to recognize our most longstanding members.

TMS DIVERSITY POLICY

The Society values having a widely diverse membership, recognizes the importance of cross-cultural relationships and learning from each other, and the benefits of supporting diverse neutral colleagues.

Society leadership made reaching out to diverse neutrals for membership a high priority this year.

Recently, the American Bar Association adopted Resolution 105 that urges providers of dispute resolution services to expand their rosters with diverse neutrals and encourage the selection of diverse neutrals, and urges users of neutral services to select and use diverse neutrals. Following the ABA lead, the Society Board has adopted the following Diversity Policy to further the goals of the Society.

POLICY STATEMENT ON DIVERSITY

The Mediation Society is committed to supporting and fostering diversity in its membership to include mediators of color, women, persons with disabilities and persons of differing sexual orientations and gender identities. Accordingly, the Society:

- (a) Encourages application for membership by diverse neutrals.*
- (b) Encourages nomination and sponsorship of diverse neutrals for membership.*
- (c) Aims to professionally support diverse neutrals in their practice development.*
- (d) Aims to initiate discussions among members and provide educational programs for mediators on topics of diversity of mediators and participants in mediation.*

We ask all members to support the aims and actions stated in this policy on diversity. We, also, invite each of you to join us in planning a strategy to effectively address the challenges of implementing the aims and actions espoused in the policy by contacting Carol Kingsley, Sarah Burke or Marc Fong.

NEW EMERITUS MEMBERSHIP STATUS

For years, TMS has contemplated ways to acknowledge the contributions and retain the participation of long-time Society members after they retire. With the support of the invaluable efforts of past presidents Rich Stratton, Elizabeth Tippin and Jim Madison, the following new Emeritus Membership was established by vote at the 2019 Annual Board and Past Presidents' Retreat:

EMERITUS MEMBER STATUS

Members who are retired from the professional practice of mediation (mediating as a volunteer excepted), and who have paid TMS dues for 15 years will be eligible for Emeritus status and granted such status upon the review and approval of the Board. Emeritus Members will (1) be acknowledged for their contribution to the Society on the website, (2) not be required to pay dues, and (3) be able to register and attend dinners and other Society events at their own cost by registering as a guest of the President of the Society. The Board will have ongoing supervision of this status and its retention by those who are granted this privilege and may make such modifications to Emeritus membership as appropriate in the future.

We hope to recognize and honor the founders and loyal members of the Society for all they have done to help make the organization the success it is today with Emeritus Member status. We also aim to encourage Emeritus Members to continue to come to events and otherwise participate in Society activities for camaraderie and to share their wisdom from years of experience as mediators. We expect to have the website updated soon to reflect this new membership category. But no need to wait if you believe you are eligible, please just contact me: ckingsley@kingsleymediations.com

Carol Kingsley

TMS Board President, 2018-19

Report on TMS Board Retreat 2019

Your TMS Board and past Presidents met at the Farella Braun & Martell law firm on May 17 to discuss our vision for TMS, plans for upcoming programming and the state of the organization (which is great!). Arising out of the meeting were two important provisions on diversity and emeritus status – see Carol Kingsley’s President’s Report for more details. We are also kicking off a membership campaign – see the recap in the newsletter for more on this. At the retreat we also celebrated Patricia Prince’s birthday . . .



. . . and were treated to the musical stylings of Bob Sheppard.

All in all a very productive and fun event.



Focus on Membership

The Mediation Society membership campaign

Historically, The Mediation Society (TMS) has limited its membership to 100 experienced mediators. However, the use of mediation by the courts and other industries has grown disproportionately to our static membership rolls, and suggests that there exist many experienced mediators who have not yet been able to reap the benefit TMS membership, simply because they are either unaware of TMS or do not fully understand the benefit of becoming a member.

The membership campaign intends to change this through an outreach program which is designed to educate member prospects via digital informational content, highlighting TMS Educational Programs, networking/mentoring opportunities, and benefits of TMS membership.

The membership campaign promotes the continued growth of TMS, invigorating the organization with fresh energy, new ideas, financial stability, and enlarging the professional networks and relationships which our members enjoy.

As a by-product of the membership campaign, TMS will also be able to honor its commitment to supporting and fostering diversity in its membership, by encouraging application for membership by diverse neutrals.

The membership campaign is spearheaded by current TMS Secretary Marc Fong and intends on collaboration with the Membership Committee chaired by Marissa Wertheimer. The purpose of the collaboration is to identify existing members who would lend volunteer support to the membership campaign. (Member Otis McGee has agreed to help.)

The campaign will work by targeting individuals or organizations whose members might benefit in becoming TMS members. Follow up will be by personal outreach.

In addition, the membership campaign will solicit the existing board and membership for the names of potential members.

The campaign is intended to be a long term sustained effort because new members are key to our continued growth and vitality.



Calling one – calling all TMS Members to submit to Mediator's Corner!!

Mediators Corner is a good venue for any mediation-related writing on topics you would like to explore, or have previously explored, in long or short pieces. Featured on the home page of the TMS website, with an author photo and link to the full piece, it's a publishing venue to seriously consider. Check it out, including the archive of prior installments—where yours, too, can last forever—at www.mediationsociety.org

Our trusty Mediator's Corner editor, Matt Geyer also invites you to [read his recent review of The End of Loneliness, by Benedict Wells](#).

Reflections on Wording

Have you ever thought that choosing nouns over verbs might facilitate negotiation and compromise? A recent study in *Psychological Science* has demonstrated that relying on nouns rather than verbs can reduce tension by signaling statements of abstract belief as opposed to prescription of a course of action.

[Read more here](#)

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