



FOUNDATION

JAMS FOUNDATION

20-YEAR REPORT

2002 – 2022

Celebrating a Generation
of Leadership, Vision
and Support for Conflict
Prevention and Dispute
Resolution Worldwide



"Over the last 20 years, the JAMS Foundation has become the non-profit heart and soul of JAMS."

— Jay Folberg, Former Executive Director and JAMS Foundation Board Chair



Table of Contents

Who We Are.....	4
How We Started.....	5
Early Funding Efforts.....	6
Current Funding Priorities.....	8
Police-Community Relations.....	10
Community Mediation.....	12
Student/Youth Initiatives.....	14
Weinstein JAMS International Fellowship Program.....	16
Warren Knight Distinguished Service Award.....	22
JAMS Foundation Board Members.....	24
Benefactors and Contributors.....	26
Principal Benefactors.....	28
Reflections from the Managing Director.....	30

The JAMS Foundation: Who We Are

For 20 years, the JAMS Foundation has been the largest private funder of conflict prevention and dispute resolution initiatives both in the U.S. and around the world, providing more than \$11 million in grant funding since its founding in 2002. Today, the Foundation—supported exclusively by the JAMS community—is a leading light in the development of innovative approaches to preventing and resolving conflict.

Recognizing and responding to the extraordinary challenges we face, the JAMS Foundation continues to play a key role in supporting vital and much-needed conflict prevention and dispute resolution programs that address critical issues affecting our local, national, and global communities. The programs and partnerships developed by the JAMS Foundation ensure that these efforts are effective and sustainable, and that they benefit the communities they are intended to serve.



Since its founding, the
JAMS Foundation has
distributed more than
\$11 Million
in Grant Funding



"The JAMS Foundation isn't just a great non-profit or an extension of our company. It is an integral part of what we are and a strong reflection of the mission of JAMS— to do good in the world by encouraging and fostering the prevention and resolution of disputes of all kinds. I can't imagine JAMS existing without the JAMS Foundation, and I am very proud of the incredible things that the Foundation has achieved."



— Chris Poole, JAMS CEO



*For 20 years,
the JAMS Foundation has
been the largest private
funder of conflict prevention
and dispute resolution
initiatives in the U.S. and
around the world.*

The JAMS Foundation: How We Started

On September 11, 2001, JAMS neutrals and associates in the company's Manhattan office witnessed with horror the attacks on the World Trade Center. Fortunately, no JAMS staff were killed or injured that day. But their experience galvanized JAMS to provide what aid it could to those who had been less fortunate.

"The terrorist attacks of September 11, 2001 gave birth to the JAMS Foundation. The destruction of the World Trade Center highlighted the need for JAMS to create a structure to provide assistance in resolving disputes that followed the attacks. Who might have known that the horror of 9/11 would in 20 years result in the JAMS Foundation becoming the largest private funder of nonprofit ADR initiatives serving the public good. Everyone at JAMS has reason to be proud of what we have collectively accomplished."

— Jay Folberg

Taken from JAMS Downtown NYC Office, photo courtesy of Jay Welsh

To expedite this effort, the company launched the JAMS Foundation, in January 2002. The fledgling Foundation's first grant contributed \$50,000 to the Association of the Bar of the City of New York, to assist victims and their families in filing claims and sorting through other related legal issues.

Today, the JAMS Foundation continues to channel JAMS' commercial success, experience and expertise, to strengthen communities and help them deal with the challenges they face.

SUCCESS STORY: Make Talk Work

In the aftermath of 9/11, the City University of New York Dispute Resolution Consortium (DRC) launched a far-reaching initiative called the Make Talk Work project. Its mission: to educate the public on peaceful and constructive techniques to handle conflict, in lieu of dysfunctional or even violent methods. One important teaching tool was a series of illustrated bookmarks featuring tips on conflict prevention and dispute resolution. These bookmarks became so popular—more than a million were distributed—many remain in circulation even today.

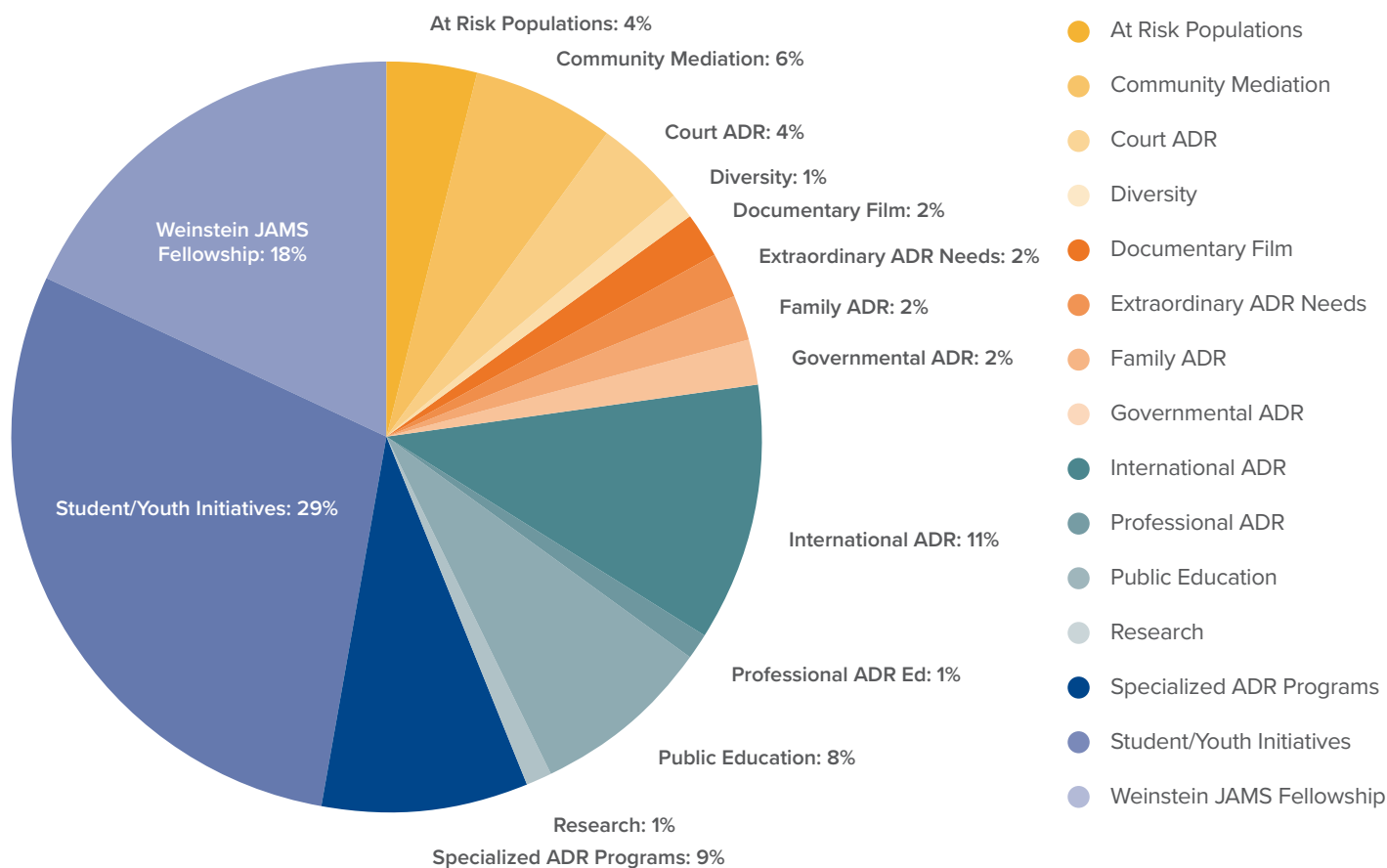


"The JAMS Foundation provided us with an awesome opportunity to imagine how to engage the public. The success of the bookmarks exceeded our wildest expectations. They have been shared and sought after around the world by people of all ages and from all walks of life. Nearly 20 years later, we continue to field requests for them on a regular basis. They're a gift that keeps on giving."

— Maria Volpe, Director, New York DRC,
John Jay College of Criminal Justice, CUNY

Early Funding Efforts: 2002–2013

The JAMS Foundation began by supporting a wide variety of non-profit and academic institutions, funding hundreds of ADR-related endeavors—grass-roots programs, public policy initiatives, international projects, and more. In addition to being immensely impactful, these efforts placed the JAMS Foundation on the broader ADR map and helped burnish JAMS’ reputation as a leader in the ADR field and a catalyst for social good.





SUCCESS STORY: The CRETE Project

Between 2006 and 2012, the JAMS Foundation provided more than \$600,000 in funding to the Conflict Resolution Education in Teacher Education (CRETE) Project through Temple University in Philadelphia. CRETE educates teachers and administrators in conflict resolution and social and emotional learning, and provides in-class components to help them foster positive learning environments and to instill “conflict competence” in their students. The project also provides support services to build capacity, sustainability, and a culture of conflict prevention and resolution in schools throughout the United States.

“Thousands of teachers around the world are creating generations of conflict competent students thanks to the JAMS Foundation’s support for the CRETE program. The Foundation’s support helps to grow systems that change the world and prepare us for a better future. Thank you, JAMS Foundation!”

– Dr. Tricia Jones, Director for the Center for Conflict Management and Media Impact at Temple University and the CRETE Project



“Catalyst is a word that can be overused, but it certainly applies to the project supported by the JAMS Foundation. Not only did [we] accomplish what [we] set out to do, we also designed an entire new section of the Court ADR Resource Center.”

**– Center for Analysis of ADR Systems/
Court ADR Resource Project (2006)**



“We thank the JAMS Foundation for your continued support for the skills exchange. The workshops have been critical for building effective intercultural communication and conflict resolution among Native communities, federal agencies and practitioners.”

– Morris K. Udall Foundation/Native Dispute Resolution Network Skills Exchange (2008)



“I have a good relationship with the students, but they were still reluctant to come to me with their arguments. Now [thanks to support from the JAMS Foundation] they have a language to talk about it, and a structure for resolving it. Students are excited to have the skill to make a difference in other people’s lives, and to stop the violence they see and feel threatened by in their surroundings.”

**– Mass Transit Street Theater/
Safety with Dignity Project (2012)**



Current Funding Priorities

The JAMS Foundation's early funding efforts were enormously successful. But Foundation board members determined that a more focused approach might prove more effective in creating lasting change. After an intensive, year-long strategic assessment to identify where it would have the biggest impact, the Foundation ultimately selected four core areas for sustained funding:



Police-Community Relations



Community Mediation



Student/Youth Initiatives



Weinstein JAMS International
Fellowship Program

By focusing on these core areas, the Foundation ensures its resources are dedicated to issues that are central to its mission while remaining responsive to society's urgent and evolving needs.



Police-Community Relations



In response to recurring incidents of social unrest and of violence involving police, the JAMS Foundation has focused on providing grants to fund mediation services and de-escalation training for law-enforcement personnel and community stakeholders. These facilitate vital communication to address sources of conflict, foster mutual understanding, and build trust between police and the communities they serve.

Police-Community Relations Grant Recipients

Center for Conflict Resolution – Chicago, IL

Pilot Mediation Program for Citizen Complaints | **\$50,000**

This grant funds the first ever pilot mediation program for select police misconduct complaints involving Chicago Police Department officers, including grievances relating to perceived bias, harassment, discourteous treatment, and failure to provide appropriate service.

Community Foundation for Southeast Michigan – Detroit, MI

Community Policing Innovations Fund | **\$40,000**

To encourage a range of approaches to restoring trust and improving relations between police and local communities, this grant supports a variety of programs and activities for community members and law enforcement throughout Southeast Michigan.

Pepperdine Caruso School of Law/Straus Institute for Dispute Resolution – Malibu, CA

Beyond The Dialogue Initiative | **\$450,000**

This two-year grant funds a series of coordinated conflict resolution trainings, interventions, and collaborations between Los Angeles Police Department officers, community leaders, and interested stakeholders throughout Los Angeles County.

New York Peace Institute – New York, NY

Police Training and Mediation Referral Initiative | **\$380,000**

This three-year grant supports mediation and de-escalation training for police officers throughout New York City to create cadres of Neighborhood Coordination Officers trained to defuse and resolve conflict and to foster improved relations with local communities.

Ohio State University Moritz College Of Law – Columbus, OH

Divided Community Project | **\$1,000,000**

This five-year grant funds an ambitious initiative to provide public officials and community leaders across the country with training, resources, and technical support to address issues that can lead to civic unrest, and to respond constructively to violent social conflict that does erupt.

Police-Community Relations



SUCCESS STORY: The New York Peace Institute

Funding from the JAMS Foundation helped to launch, sustain, and grow the New York Peace Institute's Police Mediation Partnership. This partnership strives to improve and strengthen police-civilian interactions by advancing mediation as a tool for resolving community conflicts before they become violent. It also provides police officers with practical skills to build community relationships and relieve tensions. Through JAMS Foundation funding, the partnership has trained more than 1,000 officers to date. Moreover, thanks to the tremendous success of this program, the NYPD has committed to training tens of thousands more officers in these techniques, with the goal of transforming the culture of law enforcement throughout the city.



NYPD officers from Brownsville precinct in Brooklyn, among the first to receive mediation training

"As police officers, it is up to us to open those lines of communication with members of the public, and this training equipped us with a number of useful strategies to employ."

— NYPD Officer

"I feel like I have learned a new language, and see that words and a smile often get me further than handcuffs."

— NYPD Officer

"Of all the training I have taken in 17 years at the NYPD, this is the only one I use every day."

— NYPD Officer

"This training has made me a better cop and a better person."

— NYPD Officer

"Funding from JAMS Foundation has been critical to our success, and, significantly, we were able to rely on our JAMS liaisons to be thought partners and provide networking support that has been invaluable and ensured the transmission of vital skills and establishment of building blocks for improved police-civilian relations."

— Ayanna Behin, Director of Training, New York Peace Institute

Police-Community Relations



SUCCESS STORY: The Divided Community Project

In the summer of 2019, Bloomington, Indiana—the liberal seat of Indiana University—was roiled by allegations that a regular vendor at the town’s weekly farmers’ market had ties to white supremacist groups. During the height of the season, the market became a maelstrom, as anti-fascist protesters clashed with conservative militia groups. Eventually, the town’s mayor was forced to suspend market operations due to public-safety concerns. The Divided Community Project (DCP) Bridge Initiative, funded by the JAMS Foundation, provided resources to Bloomington officials that assisted the community in successfully addressing the conflict and defusing the tension. DCP continues to consult with Bloomington community leaders to help shape and support their work.

“Our community’s participation in the [DCP] not only helped us develop skills for addressing conflict, it connected us with other community teams who were grappling with similar issues and supported our team in developing a Racial Equity Plan for the city. Thanks to ongoing support from DCP, our community now has a framework to proactively and collaboratively address issues of potential conflict as they arise.”

— **Beverly Calendar-Anderson, Director,
Community and Family Resources,
Bloomington, IN**



“The opportunity to train with the Divided Community Project stimulated a statewide group of governments to come together to focus on organizing against violence and known militarist groups in New Mexico. All of us came to value the need for long-term commitment to mediation as a violence-prevention strategy rather than exclusively as a form of negotiation after the fact. Further, we established a strong network that will certainly be useful going forward in preventing as well as addressing violence, and we have become friends.”

— **Jennie Lusk, Communication Counsel,
New Mexico Office of the Attorney General**



DCP Deputy Director William Froehlich leading a simulation exercise.

“The worst time to plan for a crisis is in the middle of a crisis. The Divided Community Project created a space for the campus leaders to come together and discuss what we were doing well, highlighting all the opportunities we had to do things better. [It took] a commitment of time and personnel, but if you invest, you will reap the reward.”

— **Dr. Belinda Higgs Hyppolite,
Vice President for Diversity and Inclusion,
University of Oklahoma**



Community Mediation



Each year, the JAMS Foundation partners with the National Association for Community Mediation (NAFCM) to identify specific funding areas for their Community Mediation Mini-Grant Program, based on current research and feedback from local and national leaders in the field. Multiple grant recipients are chosen to develop programs in the selected subject area, each receiving annual grants of \$15,000 for two years, and working closely with each other and with NAFCM. This approach gives them an opportunity to pursue their own objectives while creating a mutually supportive learning community.

When the two-year mini-grant period concludes, all resources and materials developed through these programs are made freely available to more than 300 NAFCM member centers in North America. In this way, these small grants are leveraged for widespread impact, turning small pebbles into big ripples.



SUCCESS STORY:

Zoom Support for Community Mediation Centers

In 2020, in response to the COVID-19 pandemic, the JAMS Foundation provided a \$30,000 grant to NAFCM to purchase and distribute 200 Zoom licenses to community mediation centers across North America, enabling them to quickly pivot to online services. The result: tens of thousands of mediations, meetings, and trainings that might not have been possible otherwise, involving hundreds of thousands of participants, and millions of minutes. These licenses were and continue to be particularly impactful in rural areas, where access to mediation centers is limited, as well as for parties with disabilities that make in-person mediations challenging.



"The JAMS Foundation has been the brightest light of guidance for the growth and sustainability of community mediation in the United States and Canada...[Their support] has been essential in creating positive change, not only in NAFCM and the communities that have received direct support, but also the wider field with the development of materials that have been used over and over again by those committed to and a part of community mediation."

— D.G. Mawn, President of NAFCM



Community Mediation Mini-Grant Funding Areas and Recipients

2022 Reimagining Community Safety

Community Mediation Center
(Knoxville, TN)
Montana Mediation Association
(Helena, MT)
Community Resource Center
(Mamaroneck, NY)
Mediation and Restorative Services
(Blaine, MN)
Minnesota Cooperative
Conflict Collaborative
(Roseville, MN)

2021 Strengthening Community Connections

Community Mediation Center
St. Mary's County
(Leonardtown, MD)
Middlesex Community College Law Center
(Lowell, MA)
Midlands Mediation Center
(Columbia, SC)
9th Judicial District ADR Program
(White Plains, NY)
Cal State University, Dominguez Hills
(Carson, CA)

2020 Empowering Young Adults in Marginalized Communities

Mediation Center of the Coastal Empire
(Savannah, GA)
Six Rivers Dispute Resolution Center
(Hood River, OR)
Community Mediation Services
(New Orleans, LA)
Center for Peacemaking
(Fresno, CA)
California Lawyers for the Arts
(San Francisco, CA)

2019 Prison Re-Entry and Re-Integration

Central Susquehanna Mediation
(Selinsgrove, PA)
Cleveland Mediation Center
(Cleveland, OH)
Fulcrum Institute Dispute Resolution Clinic
(Spokane, WA)
James E. Waters, Jr. Community
Mediation Center
(Indianapolis, IN)
Center for Dialogue and Resolution
(Eugene, OR)

2018 Homelessness and Housing Insecurity

Center for Conflict Resolution
(Chicago, IL)
Community Mediation DC
(Washington, DC)
Dispute Resolution Institute
(Murphysboro, IL)
Inland Fair Housing and Mediation Board
(Ontario, CA)
Yolo Conflict Resolution Center
(Davis, CA)

2017 Mediation in Aging and Elder Care

Community Justice Initiatives
(Ontario, CA)
Community Mediation Center
(Knoxville, TN)
Conflict Resolution Center
(Minneapolis, MN)
Creative Mediation at Wilshire Community
Services (San Luis Obispo, CA)
Home Share Now (Barre, VT)
Southeastern Dispute Resolution
Services (Jackson, MI)

2016 Navigating Cultural Differences

Clark County Neighborhood
Justice Center
(Las Vegas, NV)
Mid Shore Community Mediation Center
(Easton, MD)
New Bedford Face-to-Face Mediation
Center (New Bedford, MA)
Orange County Human Relations
(Santa Ana, CA)
California Conference for
Equality and Justice
(Long Beach, CA)

2015 Community-Police Relations

Community Mediation
(Baltimore, MD)
Dayton Mediation Center
(Dayton, OH)
Piedmont Dispute Resolution Center
(Warrenton, VA)
Community Mediation Services
(New Orleans, LA)

2014 Mediation Programs for Veterans and Active Military

Arkansas Community Dispute
Resolution Centers
(Little Rock, AR)
Center for Resolution and Justice
(Buffalo, NY)
Volunteers of America Northern New
England, Community Mediation Program
(Brunswick, ME)
Mandell Gisnet Center
(Seaside, CA)
Quabbin Mediation
(Orange, MA)

"Overall, our organization's identity, democracy in operation, ethics, and affinity have all been strengthened in every respect as a direct consequence of participation in the JAMS Foundation/NAFCM project. Partnerships are growing and strengthening, and impact in the community is already being observed. I am confident that the concepts learned through the Learning Community and being put into practice are helping to facilitate the relationships that are propelling our project, and IFHMB's role in the community, forward."

— Inland Fair Housing and Mediation Board (Ontario, CA)

Student/Youth Initiatives



Providing young people with conflict resolution education and training can help them navigate the conflicts they face in their young lives as well as instilling skills that will aid them throughout their lives.

In collaboration with the Association for Conflict Resolution (ACR), the JAMS Foundation funds conflict resolution and peer mediation training for both general and at-risk student populations. These grants support vital programs for students in grades K through 12, as well as adults who work with young people in ways that transmit conflict resolution skills.



"I have a little brother and a little sister. I used to yell at them, always telling them what to do. They would always rebut and throw the same energy right at me. So I realized that if I calm down and just talk to them, like they're actual people, they would realize where I'm coming from. Now they don't always talk back, sometimes they just listen. It's been an easier path with them. I like it how I used what I learned and applied it and it was a good result."

— Participant in JAMS Foundation—Funded Youth Initiative



Student/Youth Initiatives Grant Recipients

2022

CRE* in Foster Care, Youth Shelters, Youth Correctional Settings, and School or After-School Programs

Center for Court Innovation
(Syracuse, NY)

Magnolia Public Schools
(Los Angeles, CA)

2021

CRE in Foster Care, Youth Shelters, and Youth Correctional Settings

Temple University Center for Conflict Management and Media Impact, Youth Conflict Specialists Program
(Philadelphia, PA)

Mediation Center of the Coastal Empire, Ambassadors of Peace Program
(Savannah, GA)

2020

Using CRE to Enhance Elementary School Climate

Harris County Department of Education-Center for Safe and Secure Schools, #RollingWithRestorative Program (Houston, TX)

Kids First Law Center
(Cedar Rapids, IA)

2019

Reducing Youth Bullying and Violence

Creative Response to Conflict, Social Media-tors! Program
(Suffern, NY)

2018

CRE and Services for Youth at Risk of Gang Involvement

Kennesaw State University, Children and Family Programs
(Kennesaw, GA)

Little Friends for Peace
(Mt. Rainier, MD)

2017

CRE for Youth Experiencing Interventions by Juvenile Justice or Social Service Agencies

Massachusetts Office of Public Collaboration
(Boston, MA)

Supreme Court of Ohio
(Columbus, OH)

2016

CRE for Structurally Disadvantaged Youth

Nashville Conflict Resolution Center
(Nashville, TN)

Our Family Services
(Tucson, AZ)

2015

CRE in Special Education

Direction Service
(Eugene, OR)

SchoolTalk
(Washington, DC)

2014

CRE in General School Populations and for At-Risk Youth

The National Association of Peer Program Professionals (NAPPP)
(St. Charles, MO)

Good Shepherd Mediation Program
(Philadelphia, PA)

*Conflict Resolution Education

"I feel like it's going to help me. I haven't gotten into any conflict since the training but I guarantee that if I get into a conflict in the future, I'll know how to handle it better."

— Program Participant, Boston, Massachusetts

"It really helped me understand that 1) conflict is not always the worst thing ever, and 2) the way you handle the conflict really determines whether it was worth it or not."

— Program Participant, Boston, Massachusetts

Weinstein JAMS International Fellowship Program



After years of funding international ADR initiatives, the JAMS Foundation recognized that it could strengthen its impact by identifying current and emerging ADR leaders around the world and providing them with opportunities to enhance their skills and broaden their networks. So, in 2008, the Foundation partnered with JAMS neutral Judge Daniel Weinstein to create the Weinstein JAMS International Fellowship Program.

Each year, a cohort of ADR practitioners from outside the U.S. are selected to pursue ADR-related projects throughout the U.S. that will assist them in implementing this work in their home countries. The program includes a Fellows Week in the San Francisco Bay Area, where the Fellows gather for an intensive week of education and training—an invaluable opportunity for personal, professional and cultural exchange.

The Fellows' enthusiasm and commitment to ADR and other forms of collaborative dispute resolution is inspiring. And the range and ambition of their individual projects is extraordinary—including drafting national ADR legislation and regulation, establishing court-annexed and community-based programs, promoting access to justice and political reconciliation, and teaching ADR at top law schools and universities, among many others.

Within regions and across the globe, Fellows collaborate on joint training, education and service projects, and support one another by sharing their experience, information and resources. The community of Weinstein JAMS Fellows—including more than 130 individuals from over 80 countries—has continued to grow deeper and richer with each cohort, creating an ever-expanding network of best practices and goodwill.

The JAMS Foundation extends its appreciation and thanks everyone at JAMS for their support of the Weinstein JAMS Fellows—by meeting with them, allowing them to shadow cases and helping them to learn more about JAMS operations, the gold-standard of commercial ADR practice.



2022 Fellow Judge Bunlang Jiraboonsri shadows JAMS Panelist Michael Loeb in San Francisco



"For over a decade the JAMS Foundation has been able to support the growth and continued evolution of ADR across the globe. I am so proud of our commitment to supporting our International Fellows and tremendously pleased to see their creativity and passion in pursuing their endeavors."

— Judge Daniel Weinstein

"It has been a great privilege to oversee the development of the Weinstein JAMS International Fellowship Program. We are so proud of all that the Fellows have accomplished, both in their home countries and internationally. With 130+ Fellows from 80 countries, the Fellowship Program truly constitutes an inspiring global network for collaboration and dispute resolution around the world."



— Ellen Bass, Director,
Weinstein JAMS Fellowship Program





“

“The Weinstein JAMS Fellowship has completely changed my career, and frankly, my life. The Fellowship allowed me to obtain the required skills, experience, and network to set up a mediation center, establish court-annexed programs, and draft the first Armenian mediation law. But most importantly, the Fellowship has given me the privilege to be part of the most wonderful mediation community that includes amazing mediators and mediation mentors. This peace powerhouse is an incredible resource for organizations, governments, and communities to seek mediation expertise in all areas of peacemaking.”



**— Mushegh Manukyan | Armenia, Class of 2011
Weinstein JAMS International Fellow**

“The Weinstein JAMS Fellowship made it possible for me to become a full-time professional mediator in Ecuador by providing me with the necessary mediator’s skills and enabling me to obtain the best education in the area while exposing me to real life mediation experiences. But even beyond this, the Fellowship Program gave me the resources to develop mediation in Ecuador at a time when it was still nascent and immature. It is because of the lessons learnt in the Fellowship that I was able to demonstrate to the Ecuadorian legal community that mediation works and that it brings important benefits to their clients, even in highly complex cases, thus developing the reputable profession it is today.”



**— Ximena Bustamante | Ecuador, Class of 2009
Weinstein JAMS International Fellow**

”

Weinstein JAMS Fellowship Program Highlights



Leading International Organizations to Develop Collaborative Dispute Resolution Systems



Ivana Ninčić Österle
Serbia, Class of 2017

The Executive Director of the International Mediation Institute (IMI), Ivana Ninčić Österle leads efforts to develop global professional standards for mediators and advocates involved in collaborative dispute resolution and negotiation.



Ivana Ninčić Österle, Tat Lim (Singapore, Class of 2017), and Kim Taylor, JAMS

Working to Manage Conflict Through Community Mediation Initiatives



Ihsanullah Khan
Pakistan, Class of 2014

A field officer with the United Nations High Commissioner for Refugees, Ihsanullah Khan works to improve conditions within refugee camps and displaced communities around the world. Inspired by his experience as a Fellow, he has trained

members of the refugee and hosting communities in conflict resolution and modern mediation techniques. Less than six months after the completion of this training in South Sudan, a 70 percent decrease in reported cases of violent clashes occurred, and hundreds of matters were resolved peacefully.



Ihsanullah celebrating peaceful coexistence with children from both Sudan and South Sudan.

**135
Fellows**

**80
Countries**

**20%
Judges**

**80%
Lawyers**

**45%
Women**

**55%
Men**

Weinstein JAMS Fellowship Program Highlights



Collaborating to Promote Mediation in Rwanda



Harrison Mutabazi
Class of 2015



Bernadette Uwicyeza
Class of 2016

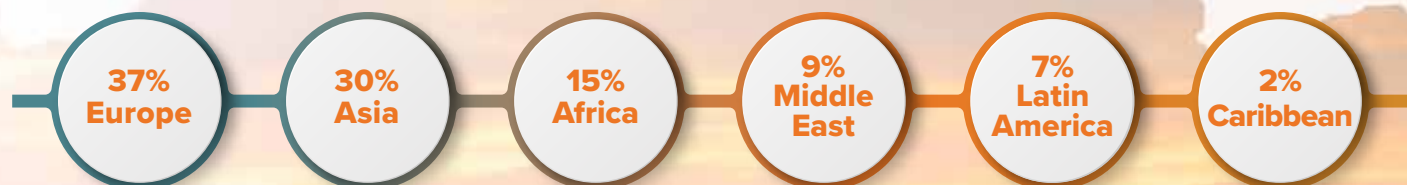


Anastase Nabahire
Class of 2018

Expanding mediation within Rwanda is a critical component of the country's aspiration to establish itself as a stable civil society and a key economic hub in Africa. Three Fellows from Rwanda—Bernadette Uwicyeza, Harrison Mutabazi, and Anastase Nabahire—have joined forces with the support of the former Chief Justice of the Supreme Court and the Ministry of Justice to institutionalize mediation in Rwanda's civil justice system. In Fall of 2022, as a result of these collaborative efforts, the Rwandan government approved a national mediation policy that aims to provide mediation at every level of society.



Former Chief Justice of Supreme Court of Rwanda, Sam Rugege, Bernadette Uwicyeza, and Harrison Mutabazi



Increasing Access to Justice in South Asia



Mohan L. Mehta
India, Class of 2009



In partnership with the Delhi Department of Law, Justice, and Legislative Affairs, Justice Mohan L. Mehta (Ret.) founded the Delhi Dispute Resolution Society (DDRS) in 2009. With 40 million-plus cases currently pending before the Indian courts, parties are encouraged to use DDRS mediation centers across Delhi to settle disputes at low or no cost before filing claims with the courts. DDRS has settled tens of thousands of cases efficiently, economically, and amicably.



*Delhi Dispute Resolution Society
roadside sign in Delhi*



Pema Needup
Bhutan, Class of 2011



Judge Pema Needup has long drawn on Bhutan's traditional mediation system, Nangkha Nangdrik, which dates back to the eighth century and remains an integral part of Bhutanese culture. He currently serves as the Director General of the Bhutan National Legal Institute (BNLI), where he continues to dedicate considerable effort to the promotion of dispute resolution in both his private and official capacity.



Judge Needup speaking about mediation in Bhutan



Nudrat Piracha
Pakistan, Class of 2018



Nudrat Piracha launched the International Centre for Appropriate Dispute Resolution and Prevention in Islamabad, Pakistan. Recognized as the Best ADR Lawyer by the Women in Law Awards in 2021, Dr. Piracha assists courts in Islamabad in developing pilot ADR programs to alleviate hardships suffered by disadvantaged segments of society—especially women—who lack meaningful access to justice.



Nudrat Piracha speaking at the launch of the International Centre for Appropriate Dispute Resolution and Prevention in Islamabad



Weinstein JAMS Fellows Around the World

Ahmed Mostafa Abou Zeid, *Egypt*
 Mijad Abdelazim Ahmed, *Sudan**
 Natalia Alenkina, *Kyrgyzstan*
 Zeeshan Ali, *Pakistan*
 Fidana Alieva, *Kyrgyz Republic*
 Victor Baba Emmanuel Aligo, *South Sudan/Kenya*
 Nuha AlMuhanna, *Kuwait*
 María Rosario García Alvarez, *Spain*
 Ugochinyelu Anidi, *Nigeria*
 Spyros Antonelos, *Greece*
 Anvar Aslanov, *Uzbekistan*
 Gabriela Asmar, *Brazil*
 Gidey Belay Assefa, *Ethiopia*
 Derek Auchie, *Scotland*
 Merita Bala, *Albania*
 Francis H.V. Belle, *Barbados*
 Badri Bhandari, *Nepal*
 Tatsiana Bialiyeva, *Belarus*
 Tuba Bilecik, *Turkey*
 Ivan Bimbilovski, *Macedonia*
 Ximena Bustamante, *Ecuador*
 Eleni Charalambidou, *Cyprus*
 Guang Chen, *China*
 Archil Chochia, *Estonia*
 Katherine Clerides, *Cyprus*
 Lynne Coulson Barr, *Australia*
 Olurotimi Williams Daudu, *Nigeria*
 Thierno Diallo, *Senegal*
 Paola Cecchi Dimeglio, *France*
 Petra Drgonova, *Slovakia*
 Primila Edward, *Malaysia*
 Ahmed El Feqy, *Egypt*
 Sherif Elnegahy, *Egypt*
 Mohammad Faruque, *Bangladesh*
 Georges Feghali, *Lebanon*

Mariana Freitas de Souza, *Brazil*
 Dimitra Gavriil, *Greece*
 Francisco Giménez-Salinas Framis, *Spain*
 Amos Gabrieli, *Israel*
 Aminu Gamawa, *Nigeria*
 Constantin-Adi Gavrilă, *Romania*
 Evgeni Georgiev, *Bulgaria*
 Farshad Ghodoosi, *Iran*
 Livia Angela Giordano, *Switzerland*
 Anjezë Gojani, *Kosovo*
 Kathy Gonzales, *Trinidad/Tobago*
 Nuria González Martín, *Spain*
 Manuela Renata Grosu, *Hungary*
 Mohammad Abdul Halim, *Bangladesh*
 Maryan Hassan, *Somalia/UK*
 Elie Jebran, *Lebanon*
 Heping Jiang, *China*
 Bunlang Jiraboonsri, *Thailand*
 Enga Kameni, *Cameroon*
 Peter Kamminga, *Netherlands*
 K. Kannan, *India*
 Hicham Kantar, *Lebanon*
 Ihsanullah Khan, *Pakistan*
 Andrew Wei-Min Lee, *China/Australia*
 Teresa Morais Leitão, *Portugal*
 Tat Lim, *Singapore*
 Jiang Liping, *China*
 Sayed Abdul Ahad Mansoor, *Afghanistan*
 Mushegh Manukyan, *Armenia*
 Etienne Coelho Martins, *Brazil*
 Sherzodbek Masadikov, *Uzbekistan*
 Lejla Bratović Mavris, *Bosnia-Herzegovina*

Savath Meas, *Cambodia*
 Mohan Lal Mehta, *India*
 Prachi Mehta, *India*
 Ruslan Mirzayev, *Azerbaijan*
 Bonginkosi Petros Mkhize, *South Africa*
 Mahmoud Kamal Mohamed Mourad, *Egypt*
 Mugeni Siwale Mulenga, *Zambia*
 Parichart Munsgool, *Thailand*
 Harrison Mutabazi, *Rwanda*
 Tolegen Myrzabayev, *Kazakhstan*
 Adolphe Mushizi Mwendambali, *D.R. Congo*
 Anastase Nabahire, *Rwanda*
 Chitra Narayan, *India*
 Thanarak Naowarat, *Thailand*
 Blažo Nedić, *Serbia*
 Pema Needup, *Bhutan*
 Anh Tuan Nguyen, *Vietnam*
 Akira Ninomiya Júnior, *Brazil*
 Ivana Ninčić, *Serbia*
 Carolina Núñez Barrera, *Spain*
 Olabisi Tolu Obamuroh, *Nigeria*
 Kennedy Owuor Odhiambo, *Kenya*
 Nominchimieg Odsuren, *Mongolia*
 Victoria Banke Olagbegi-Oloba, *Nigeria*
 Laila T. Ollapally, *India*
 Iván Ormachea-Choque, *Peru*
 Felicitas Paller, *Austria*
 Patricio Cury Pastene, *Chile*
 Harbey Peña Sandoval, *Colombia*
 Ljubomir Petruškov, *Serbia/Italy*
 Nudrat Ejaz Piracha, *Pakistan*
 Katarzyna Przyłuska-Ciszewska, *Poland*

Orouba Qarain, *Jordan*
 Tilahun Retta, *Ethiopia*
 Ignacio Ripol, *Spain*
 Chaudhry Ehsan Sadiq, *Pakistan*
 Fraser Sampson, *United Kingdom*
 Fernando Navarro Sánchez, *Mexico*
 Khadeeja Shabeen, *Republic of Maldives*
 Hagit Shaked-Gvili, *Israel*
 Tsisana Shamlikashvili, *Russia*
 Mehnaz Siddiqui, *Bangladesh*
 Srđan Šimac, *Croatia*
 Jody Sin, *Hong Kong*
 Pranjal Sinha, *India*
 Aşıyan Süleymanoğlu, *Turkey*
 Maciej Tanski, *Poland*
 Do Thanh Thuy, *Vietnam*
 Sophie Tkemaladze, *Georgia*
 Dimitra Triantafyllou, *Greece*
 Giorgi Tsertsvadze, *Georgia*
 Aleksandre Tsuladze, *Georgia*
 Bernadette Uwicyeza, *Rwanda*
 Gergely Varga, *Hungary*
 Lilian Vargas, *Argentina*
 Pirita Virtanen, *Finland*
 Mayu Watanabe, *Japan*
 Nicola White, *Ireland*
 Monika Włodarczyk, *Poland*
 Hauwa Yakubu, *Nigeria*
 Lilit Yeremyan, *Armenia*
 Galyna Yeromenko, *Ukraine*
 Farjana Yesmin, *Bangladesh*
 Giulio Zanolla, *Italy*
 Patricia Zghibarta, *Moldova*
 Lei Zhao, *China*
 Miglė Žukauskaitė-Tatorė, *Lithuania*
 Ralph Zulman, *South Africa*

Warren Knight Distinguished Service Award

The Warren Knight Distinguished Service Award, created in honor of JAMS founder, Judge H. Warren Knight (1929–2012), recognizes extraordinary individuals and organizations for their commitment to preventing and resolving conflict in their communities, and for their efforts to promote and advance collaborative forms of dispute resolution. The annual selection of candidates and recipients for the award, which includes a \$25,000 unrestricted grant, is based not only on the impact and quality of their work, but also the social context in which they operate and consideration of the urgent needs of the moment.



Award Recipients





Jay Folberg and David Brandon receiving the ABA's Lawyer As Problem Solver Award

THE JAMS FOUNDATION: 2017 Winner of the Lawyer as Problem-Solver Award from the American Bar Association

The JAMS Foundation elevates and supports organizations that advance peace by helping others prevent and resolve conflicts. But in 2017, the Foundation was itself recognized for its work in this area, as the recipient of the American Bar Association's Section of Dispute Resolution Lawyer as Problem-Solver Award.

The ABA bestows this annual award—given in honor of renowned arbitrator, mediator, and professor of conflict resolution John W. Cooley—on individuals and organizations that exhibit extraordinary skill in promoting the concept of the lawyer as problem-solver or in creatively resolving problems on an individual, institutional, community, state, national, or international scale through collaboration, negotiation, mediation, counseling, decision-making, and problem-solving skills.



"I often describe Living Room Conversations as a domestic peace initiative, designed to build relationships, understanding and to find common ground between people who might otherwise never connect. We can think of no greater validation than an award and grant from JAMS, leaders in the area of dispute resolution."

**— Joan Blades, Founding Partner,
Living Room Conversations
2018 Award Recipient**



"One of the best calls I ever got was the one out of the blue saying, 'Hey, you won this award,' which we hadn't even applied for. That was amazing. We're just so grateful for the support from the JAMS Foundation. But not just that—everybody in the legal community knows who JAMS is, and I feel very honored to be associated with such an amazing organization."

**— Lara Mendel, Co-Founder and Executive Director,
The Mosaic Project
2017 Award Recipient**



"We are so grateful for the support, generosity and recognition that the JAMS Foundation has provided to Partners. This grant will help continue to promote dispute resolution and civil society in countries that are facing democratic transitions."

**— Julia Roig, President,
Partners for Democratic Change
2012 Award Recipient**



Jay Folberg presenting Warren Knight Award to Mediators Beyond Borders International

JAMS Foundation Board Members



David Brandon
Managing Director



Gary Birnberg



Viggo Boserup



Nate Brooks
Board Treasurer



Robin Gise



Ann Kough



Michael Lewis
Board Chair



Patrick Mahoney



**Deirdre
McCarthy Gallagher**



Lawrence Mills
Board Secretary



Cecilia Morgan



Chris Poole
Board President



Mark Smalls



Eric Van Loon

"My first professional experience with mediation in the early 1970s included working with a community dispute center that relied on volunteer mediators and philanthropic funding for support. One of the things I most appreciated about JAMS when we joined in 2004 was the existence of the JAMS Foundation. And over the years, I have been proud of the work the Foundation has supported—especially, expanding the use of mediation for the problems we face. The JAMS Foundation has contributed meaningfully to bettering our society."

— Michael Lewis, Chair of the JAMS Foundation Board

JAMS Foundation Emeritus Board Members



Dan Weinstein



Jay Folberg



Jay Welsh

JAMS Foundation Past Board Members

Mercedes Bach

Lourdes Baird

Chuck Bakaly

John Bates, Jr.

William Bettinelli

Philip Bruner

Denise Carter

Richard Chernick

Candace Cooper

Bruce Edwards

Coley Fannin

Bill Hartgering

Warren Knight

Lester Levy

Heather Muirhead

Steve Price

James Ryan

Vivien Shelanski

Karen Shields

Linda Singer

Fern Smith

Scott Snowden

Jim Sullivan

Wayne Thorpe

Zara Trowbridge

Ursula Whitfield

Nancy Wieben Stock

Peter Woodin

Michael Young

“When we formed the JAMS Foundation over 20 years ago, little did we anticipate the impact we would have on the mediation world. Providing grants and fellowships, helping solve problems around the world, has enhanced both JAMS and the world of mediation. I am proud to have been a part of this journey and proud to be a part of the JAMS Foundation.”

— Jay Welsh, Board Member Emeritus

Benefactors and Contributors

From the beginning, the JAMS Foundation recognized that accepting outside donations could compromise the company's bedrock value, neutrality. For this reason, the Foundation has been funded entirely by JAMS neutrals and employee associates since its inception.

Today, more than 300 Principal Benefactors support the JAMS Foundation, each pledging at least one percent of their income to the organization to underwrite its work. To date, the JAMS Foundation has received more than \$14 million in donations from the JAMS community. Motivated by a powerful sense of collective purpose and the collegial nature of the JAMS organization, the Foundation's Principal Benefactors, as well as other contributors, translate JAMS' commercial success into the common good.

The number of JAMS neutrals and associates who support the JAMS Foundation grows each year. Their continued generosity has allowed the JAMS Foundation to fulfill its commitment to supporting innovative conflict-prevention and dispute-resolution initiatives across the country and around the world. Through the JAMS Foundation, the broader JAMS community has a unique opportunity to affect how individuals, communities and nations prevent, manage and resolve conflict.



"The JAMS Foundation makes a difference in a very real way. Its effectiveness and successes are measured not by the dollars it contributes to worthy beneficiaries, but by its meaningful social improvements in the areas of conciliation and understanding among disputing individuals and groups. I am proud to have contributed to the Foundation for the past 10 years."



— Scott Silverman, Principal Benefactor

"I have been a benefactor of the JAMS Foundation for 15 years. My decision to contribute was influenced by presentations made by organizations and individuals who have benefitted from the monies they've received. It is useful to read about the good work the Foundation does, and I found it even more compelling to hear first-hand the extent of the impact we have made across the country and the globe in areas that matter to me and my family."



— Brian Parmelee, Principal Benefactor



**Today, more than
300 Principal Benefactors
support the JAMS Foundation**



"When Jay Folberg first approached me 20 years ago and encouraged me to join the Foundation, saying no to 'The Dean' was not an option. I am so glad that I said yes, because I am so proud of the accomplishments of the Foundation and the Fellows—one of the truly inspiring attributes of JAMS."



— Jerry Spolter, Principal Benefactor

"I can't believe it's been 20 years since we started the Foundation. It's something near and dear to my heart. I was on the board of directors that came up with the idea and was the very first person to write a check to help get it started. Back then, there was hope that the acorn would grow, but to have it become the mighty oak of today is incredible. Not only has it enhanced collegiality and esprit de corps within the JAMS family, it has helped hundreds of organizations and aspiring ADR professionals around the world. Probably one of our greatest achievements at JAMS, for which we should be very proud."



— John Bates, Jr., Principal Benefactor and Former Board Member

"The JAMS Foundation was Warren Knight's second greatest accomplishment. It has played a major role in the development of ADR in the United States and world-wide and has allowed our panelists proudly to be a part of this growth and development. This is emblematic of JAMS' values and is an enduring achievement we will always be identified with."



— Richard Chernick, Principal Benefactor and Former Board Member

Principal Benefactors

Ryan Abbott	Anthony Carpinello	Helen Freedman	Robert Hight
Richard Aldrich	Wynne Carvill	Robert Freedman	John Hinchey
James Alexander	Gary Chambers	Gill Freeman	Margaret Hinkle
Read Ambler	Richard Chernick •	Bernard Fried	Carl Hoffman
Wayne Andersen	Steven Choquette	Bruce Friedman	James Holderman
Rosemarie Annunziata	Randall Choy	Terry Friedman	Erika Holland
Michele Apostolos	Zela (Zee) Claiborne	William Furber, Jr.	Nancy Holtz
Hiro Aragaki	David Coar	Kenneth Gack •	William Howatt, Jr.
Richard Aronson	Jerry Cohen	Catherine Gallagher	Roger Hughes
Mercedes Bach	Tony Cole	Deirdre McCarthy Gallagher	David Hunter
Robert Baines	William Connelly	Ronnie Gallina	Raymond Ikola
Deborah Ballati	Candace Cooper	Bruce Garrow	Faith Ireland
Barry Baskin	Stephen Crane	Steven Gilford	Marc Isserles
John Bates, Jr. •	John Cratsley	Patricia Gillette	Moshe Jacobius
Steven Bauer	Terrence Lee Croft	Robin Gise	Jamie Jacobs-May
Douglas Beach	David Crow	Steven Gold	Ellen James •
Jeffrey Benz	Robert Davidson	Allen Goldberg	Melinda Johnson
Ivy Bernhardson	Morton Denlow	Irma Gonzalez	Nancy Johnson
William Bettinelli	Charles Dick, Jr.	Elliot Gordon	Nancy Katz
Joseph Biafore	Michael Dolinger	Joan Grafstein	Theodore Katz
Stanley Birch, Jr.	William Downes	Clifford Greene	Ken Kawaichi
Richard Birke	William Downing	Jane Cutler Greenspan	Christopher Keele
Gary Birnberg	Lynn Duryee	John Griffin	Kim Keenan
Cliff Bloomfield	William Elfving	Shelby Grubbs	John Kennedy, Jr. •
Viggo Boserup	Thomas Elkind	Jeffrey Grubman	Joan Kessler
Monica Bowen	Betty Weinberg Ellerin	Katherine Gurun	Arlander Keys
Alexander Brainerd	James Epstein	Hugh Hackney	James Kleinberg
David Brandon	Judith Fabricant	L. Priscilla Hall	Joyce Klemmer
Wayne Brazil	Joan Feeney	Helen Halpert	Keith Koeller
Eileen Brewer	Ross Feinberg	David Hamilton	Jack Komar
David Brickner	John Flaherty	Bill Hartgering	Shirley Kornreich
Garrett Brown, Jr.	Deborah Fleck	Lizbeth Hasse	Ann Kough
Geraldine Soat Brown	Jay Folberg •	Deborah Haude	Nancy Kramer
Terence Bruiniers	Gary Fowler	David Heiman	Richard Kramer
Philip Bruner	James (Jay) Francis	Sherry Klein Heitler	Sherrie Krauser
Lisbeth Bulmash	Laura Frankel	John Herlihy	Chris Kwok
Bernetta Bush	Cassandra Franklin	Gregg Herman	Stacy La Scala
William Cahill •	Hugh Fraser	Howard Herman	Denise Langford Morris

• Founding member of the JAMS Foundation



To date, the JAMS Foundation has received more than
\$14 Million in Donations
from the JAMS community

Diane Larsen
Peter Lauriat
Eleissa Lavelle
David Lee
Peggy Leen
John Leopold
Richard Levie
Lester Levy •
Michael Lewis
John Lifland
Russell Lloyd
Michael Loeb
Tamara Lopez
Joseph Loveland, Jr.
Jeannie Lowe
Jackson Lucky
Ellen Lyle
Frank Maas
Bonnie MacLeod
Joan Madden
Patrick Mahoney
V. James Mann
Charles Margines
Ann Marshall
Harlan Martin •
Mary Anne Mason
Michael Mason
Michael Massengale
Richard McAdams
Charles "Tim" McCoy, Jr.
Richard McDermott
James McGuire
Patricia McInerney
Kevin McKenney
James Melinson
Jed Melnick
Franz Miller
Gregory Miller

Howard Miller
Linda Miller
Lawrence Mills
Lawrence Mooney
Carlos Moreno
Cecilia Morgan •
Fred Morrison
Donald Morrow
John Mott
Heather Muirhead
Lexi Myer
Andrew Nadolna
Stephen Neel
Andrew Ness
Shelley Rossoff Olsen
Melissa Lippi Ornstil
Stuart Palmer
Brian Parmelee
William Pate
Cristina Pereyra-Alvarez
Alan Perkins
Risè Pichon
Henry Pitman
Lawrence Pollack
Chris Poole
Wendy Potts
Edna Povich
Clarence Pozza Jr.
Richard Price
Philip Pro
Adrienne Publicover
Martin Quinn
Thomas Rakowski •
Jeffrey Ramsdell
Michael Ranahan
Michael Reagan
Glen Reiser
Annette Rizzo

Kathleen Roberts •
Jerry Roscoe
Gerald Rosen
Elaine Rushing
Ignazio Ruvolo
James Ryan
Judith Ryan •
Sidney Schenkier
Michael Schneider
Mark Segall
Phillip Shefferly
Vivien Shelanski
Karen Shields
Wendy Shoob
Richard Silver •
Abby Silverman
Scott Silverman
Linda Singer
Gregory Sleet
Frederic Smalkin
Mark Smalls
James Smith •
Scott Snowden
Sheila Sonenshine
Barbara Spector
Jerry Spolter •
David Stewart
Deborah Stewart •
Nancy Wieben Stock
James Stoelker
Steven Stone
Jeane Struck
John Sugiyama
Stephen Sundvold
Coleman Swart
Dennis Sweeney
Janice Symchych
Maria Sypek

Deanell Tacha
Bernard Taylor
Gary Taylor
Kimberly Taylor
Lynn O'Malley Taylor
Linda Thomas
Patricia Thompson
Roderick Thompson
John Thornton
Wayne Thorpe
Thomas Thrasher
Stephen Townley
Randa Trapp
Paul Troy
Gail Tusan
Timothy Unwin
Ricardo Urbina
Eric Van Loon
Curtis Von Kann
Robb Voyles
David Wall
James Ware
James Warren
Elizabeth Watson
Michael Weaver
Daniel Weinstein •
Jay Welsh •
Elizabeth White
Mark Whittington
Brad Winters
Carol Wittenberg
Peter Woodin
Michael Young •
David Zacks
Susan Zwick

Reflections from the Managing Director

I started my career with JAMS just months before the tragic events of 9/11, and I was fortunate to witness the creation of the JAMS Foundation as a hopeful response to them. In many ways, the Foundation and I have grown up together. And as we proudly celebrate its 20th anniversary, I continue to draw inspiration from JAMS and its people for their commitment to the Foundation's work, and from the extraordinary impact this work has had on the dispute resolution field and in lives and communities around the world.

Reflecting on the past two decades, I am proud to note the JAMS Foundation's leading role in revitalizing community mediation in the U.S.—spurring innovation and strengthening a network of more than 300 local centers across North America. I am encouraged that the Foundation's efforts to improve relations between police and local communities have led to mediation and de-escalation training for some of the largest police forces in the country. I am gratified that the Foundation's longtime commitment to conflict resolution education for young people continues to provide them with critical skills for navigating the challenges they face now and throughout their lives. And I am truly amazed by the Foundation's international Fellowship program, which has fostered a deeply engaged community of global leaders committed to developing constructive approaches to managing and resolving conflict in their home countries and beyond.

The JAMS Foundation's accomplishments over the past 20 years have complemented and amplified JAMS' continuing success as a leading ADR provider, and they offer everyone at JAMS many reasons to be proud. Personally, I am proud of my company for creating the JAMS Foundation and making it such a meaningful part of JAMS identity and culture. And I am proud of my JAMS colleagues for their unwavering generosity in supporting the Foundation's efforts, an affirmation of our shared commitment and collective good will.

Twenty years in, the JAMS Foundation has secured its reputation as a trusted leader in the dispute resolution field and a force for positive social change. But many challenges remain, and new ones continue to emerge. Looking forward, the Foundation will continue to identify critical areas for grant funding and to develop new initiatives and partnerships to address them—collaboratively, effectively and sustainably.

In closing, I want to take this opportunity to thank to everyone at JAMS. For 20 years, your collegiality, generosity and continued success have made all of the JAMS Foundation's work possible. This work has not only provided access to much-needed training, education and services. It has also been a source of inspiration, encouragement and hope for the countless individuals, organizations and communities that have benefited from the Foundation's support. Thank you, all!



David Brandon,
JAMS Foundation Managing Director







FOUNDATION

jamsfoundation.org