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Goals: Advocate the health of human society. Work in supportive environments. Contribute to beauty. Enjoy partnerships. Create healthy solutions. Honor the natural world. Live each day gratefully.

Employment History

Azurewings, Sacramento, CA

Currently

Small service business devoted to an ethic of natural beauty, authentic living, and assisting people devoted to living their higher ideals. Azurewings offers organizational support, logistical management, communications, computer and Internet interfacing, project management, event planning and coordination, facilitation, interpersonal conciliation and mediation. Also offered are consultations in ancient feng shui and garden design as forms of environmental restoration and restoring clients' health. A sample client list: Norred Properties, D. Howard and Associates, California Sea Urchin Commission, California Native Plants Society, California Fisheries Coalition, Goehring Represents, The Aikido Center, Ki Gifts and Framing, and other small business owners and private individuals.

ESS Group, Inc. (Formerly IRIS) Sacramento, CA

Formerly

System Architect/DBA. Designing web applications using for communication and membership processes. Analyze client needs, develop and communicate process solutions, execute technical changes and enhancements to system design and programming, apply problem-solving methods to meet client needs and expectations. Developed intranets using SQL, VBScript, Javascript, HTML, ASP, Perl Script, XML, and various software tools. Primary responsibility for system efficiency, interoperability within and among client projects, and system-wide developments. Primary activity focused on modeling and development of client-specific databases, sometimes based on migrated systems, into high-potential relational database infrastructures. Responsibilities include technical changes and enhancements to system design and programming, apply problem-solving methods to meet client needs and expectations, design process solutions to meet in-house and client needs, document design and changes, and communicate with project team.

Consulting & Conciliation Service, Washington, DC

Formerly

Mediator. Private practice, providing conflict resolution consulting to communities, organizations and individuals. Designed peace summit support program in the form of The Coming Home Foundation, specializing in family/couples mediation, community service for "at risk" youth, facilitation of public dialogue forums. Researcher with Conflict Management Group for USAID. Co-coordinator of NICR, an association of scholar practitioners of interactive conflict resolution. In pursuit of practical theoretical developments through writing and small group dialogues.

Fannie Mae, Washington, DC

Formerly

Technical Associate. Served the Office of Housing Research, supporting research activities involving census data, market research and policy. Served as technical analyst in the Office of Human Resources' Career Development and Employee Relations departments. GIS Technician utilizing MapInfo and other census data mapping tools.

National Conference on Peacemaking and Conflict Resolution, Fairfax, VA

Formerly

Executive Assistant. Supported the National Director, planning bi-annual conferences, coordinating up to 1200 participants and presenters, working with local arrangements committees, managing volunteer staff, on-site events coordination, managed system database.

Professional Accomplishments

Conflict Resolution

- Conducted week-long training in conflict resolution principle and practices for an international audience of U.N.-related development and administration staff at the Scuola University, Pisa Italy.
- Assisted in the facilitation process of the UN ECE-sponsored meeting of high ranked officials and corporate leaders in defining a global-wide commonly accepted set of definitions for international, inter-sector and inter-industry exchange of data information.
- Mediated disputes in the areas of parenting partnerships, financial agreements, child custody/visitation issues, and general relationship needs.
- Facilitated small group, highly emotional discussions for day long public forum sponsored by the office of the mayor of Washington, DC.
- Coordinated and organized the Network for Interactive Conflict Resolution, a brief network of practitioners of interactive conflict resolution, centralizing a membership resource and communication point for exchange of issues, success stories, and funding pools. Edited *NICR Notes*, a brief newsletter for scholars in conflict resolution.
- Counseled employees in large corporation on manager/employee relations' issues, providing options, and maintaining a balance between several roles at once.
- Coordinated and assisted the Executive Director for two major conferences in the field of conflict resolution and peace practices.
- Designed the Coming Home Project, an events planning program in service to peace building and conflict resolution efforts by community leaders, policy makers and concerned citizens.
- Sojourned to South Africa before the first democratic election to bare witness to the changes of a new society.
- Called upon to work with numerous interpersonal relationships through conciliation practices.
- Partnered with other mediation and conflict-resolving entities, including Frameworks for Agreements, Dialogue on Diversity, National Coalition Building Institute, DC Superior Court Multi-door Family Mediation Service, and the Institute for Conflict Analysis and Resolution.
- Recently trained and certified in victim offender reconciliation and community mediation skill sets.

Policy/Social Systems Analysis

- Non-official review of international development agency work in Sri Lanka, focusing on services matching community-determined need.
- Consulted with Fortune 500 Corporation on ground-floor work to prevent divisive workplace policies and practices, as well as long-term policy implications. Designed corporate-wide dispute resolution program.
- Planned/conducted department-wide problem solving analysis, looking at both technical and human factors for potential trouble.
- Researched ADR practices and project evaluations for the US Agency for International Development, serving as the Washington, DC liaison on the literature research team.

Training and Education

- Conducted series of tailor-made workshops in balance, health and personal environments based on Aikido and feng shui principles.
- Trained university resident advisors on concepts and practical techniques to resolve conflict and confrontations in campus housing.
- Designed and conducted training on special topics in resolving conflict for groups.
- Facilitated small group discussions with sheltered youth on the realities and potential of resolving conflict constructively and non-violently.

Website/Database Development

- Designed and developed relational databases and web-based applications for small to large businesses, associations and non-profits.
- Designed and developed variety of web-based applications, including news clipping service, research collection database, products catalog, manual writer, project management application, events management tools, as well as other membership administration applications.
- Conceived, designed and modeled employee complaints/investigations tracking and evaluation tool. Designed skills inventory/assessment tool to determine skill gaps and best-fit scenarios in assembling project teams. Synthesized/drafted comparative ranking model for performance-based compensation policy.
- Analyzed/manipulated US Census data to create thematic maps against geographical boundaries using MapInfo and Pro/Filer (GIS).
- Trained and coached "computer novices" on all PC/workstation functions, and peripherals, including maintenance and end-user applications, from the perspective of the user's needs and level of experience.
- Most recently programming in ASP, VBScript, JavaScript, MS SQL, IIS, and HTML. Proficient in all Microsoft applications including Access, Excel, Word, Outlook, Windows 3.0 through XP, as well as RoboHelp, HomeSite, Photoshop and other Internet-related applications.

Education/Training

MS, Conflict Analysis and Resolution

George Mason University, Fairfax, VA
Emphasis: "Culturally internalized trauma"

BA, Communication Studies, Honors

California State University, Sacramento, CA
Emphasis: Communication theory

Victim/Offender Reconciliation Education Group Training Insight Prison Project, San Rafael, CA

Family Mediation Multi-Door Dispute Resolution Division, Superior Court, Washington, DC

Community Mediation Sacramento, Mediation Center, Sacramento, CA

Victim/Offender Reconciliation (VORP) Sacramento Mediation Center, Sacramento, CA

Certified Professional in Classical Feng Shui Consulting, GGSFS, San Rafael, CA

Professional Papers

"Compassion and Restoring a Sense of Humanity"

Presented to VII International Symposium on Torture, New Delhi, 1999

"Is Hope a Skill? Is Compassion a Competence?"

Paper in progress

"Culturally Internalized Trauma: The Normalization of Violent Systems and the Implications of Conflict Resolution without Rehabilitation"

Presented to 2ECPCR, October 1994

"Biogenesis: A Discussion of Basic Social Needs and the Significance of Hope"

"Comparison of Motivations of Two-Post Colonial African States at War: Mozambique and Angola"

"Native America and Tracking Shifts in US Policy"

"Psychoanalytic Theory, Reconciliation and the Guiding Principle"

Professional Memberships, Certifications and Awards

Memberships: Network for Interactive Conflict Resolution

International Society of Political Psychology

Sacramento Metropolitan Chamber of Commerce

Certified: Professional in Human Resources - Society of Human Resource Management

Awards: Dale P. Riordan Award for Excellence, Fannie Mae, Washington, DC

Computer Related Skills

MS SQL

IE, Netscape, Mozilla

Photoshop, Illustrator

IIS

HomeSite

MapInfo (GIS)

VB Script, JavaScript, HTML, XML

Excel, Access, Word, Outlook, PowerPoint

Volunteer History

Researcher: Bread for the World, Washington, DC

Mediator: Superior Court, Washington, DC

Educator: Marine World, Redwood City, CA

Researcher: UREP, UC Berkeley, CA

Reading Tutor: SMART Kids, Sacramento, CA

Co-coordinator: NICR, Washington, DC

Gardener: The Aikido Center, Sacramento, CA

Consultant: Sacramento Mediation Center

Coordinator: Morihei Farms, Sacramento, CA

Facilitator: Aiko no michi, Sacramento, CA

Interests

Hiking/Camping

Philosophy

Gardening

Aikido

Nature Preservation

Art /Painting

Cooking

Physics

Motorcycle Road Trips

Singing/Piano

Traveling

My Cats

Time with Friends/Family

Outdoor Rooms

Movies

Writing