

## CITY OF NEW ORLEANS



### COMMUNITY-POLICE MEDIATION PROGRAM

#### **Apply to be a Mediator with the New Orleans Community-Police Mediation Program!**

We are excited to announce the New Orleans Community-Police Mediation Program (CPMP) is accepting applications for new mediators. The program aims to improve relationships and build understanding between the community and the New Orleans Police Department. We provide community members and police officers the unique opportunity to have a face-to-face conversation to address conflict in their interactions with each other, be heard and understood, hear each other's perspectives, and come to their own agreements about moving forward.

The CPMP is a program of the Office of the Independent Police Monitor (OIPM), an independent, civilian police oversight agency whose mission is to improve police service to the community, citizen trust in the NOPD, and officer safety and working conditions.

#### **SELECTION CRITERIA**

We will be selecting 12 new residents to join the program and serve as Community-Police Mediators. We are looking for applicants who are committed to social change, self-determination, community-building, public safety, conflict resolution, and using meaningful dialogue to make New Orleans a safer, stronger city. This is an opportunity to be part of democratizing policing in our city, improving accountability by giving space for civilians to directly address officer misconduct, and using a restorative justice approach to create change in our public safety and criminal justice system.

Applicants must be able to fulfill the following requirements and commitments:

- New Orleans residency
- Commit to serving at least two (2) years as a mediator
- Available and committed to mediating at least four (4) cases per year. Mediations typically take place Monday through Friday between 9am and 7pm and require about 3 hours of time. We try to schedule mediations as quickly as possible once a case is referred, so mediators must have enough flexibility to do a mediation with about 4-7 days' notice.
- Attend the mandatory 50-hour training, which will take place over six (6) days, on March 9-11 and March 16-18, 2018, 8:30am -5:00pm on Fridays and Saturdays and 12:00pm-8:00pm on Sundays
- Attend four (4) professional development sessions throughout the year, which usually take place from 5:30-8:00pm on weekday evenings



Other characteristics desired in applicants include communication and listening skills, related experience with the criminal justice system and/or mediation or restorative justice approaches, and the capacity to demonstrate competence, composure and neutrality (open to hearing others' opinions and perspectives and an awareness of one's own opinions). In assigning mediators, we seek to match the demographics of our mediators to that of the participants as much as possible, so we seek to recruit mediators with the greatest diversity and range possible of gender, age, race, ethnicity, language, education, sexual orientation, and socio-economic background.

## **WHAT TO EXPECT AS A MEDIATOR**

### **Initial Training**

The OIPM has developed a comprehensive training program, which not only prepares participants to mediate police-community conflict, but is offered free of charge. Training of this nature often costs hundreds of dollars, but OIPM offers it at no charge to ensure that our mediators reflect the community's diversity with regard to age, race, income, education, gender, and ethnicity. The twelve selected mediators will first attend the mandatory 50-hour training in March (see dates above), in which they will become trained in all aspects of the program, our model of mediation, and how to mediate a case from start to finish. Training is interactive and hands-on and includes a strong focus on role-playing and coaching to develop the mediator's skills.

### **Mediating Cases**

Once trained, the new mediators will be part of a pool of about 30 mediators, and will be eligible to mediate cases. Cases are referred on a rolling basis throughout the year, with an average of 40-50 mediations per year, so approximately one case per week. Once a case is scheduled for mediation, the program director emails the pool of mediators with the time, date, and location and asks who is available. The request for mediators typically is sent about 4-7 days in advance of the mediation date. Mediators reply as soon as possible with their availability and are selected based on availability and matching demographics of the participants. We use a co-mediation model, so two mediators are assigned per case. Mediations typically occur Monday through Friday between 9am and 7pm, with an occasional Saturday mediation. Mediators should expect a case to take approximately 3 hours. Mediations take place at libraries, recreation centers, and non-profit meeting rooms across the city. After each mediation, mediators return surveys and a brief report to the program director and the case is closed. Mediators are provided with a \$75 stipend per mediation session.

### **Professional Development**

In-service mediation trainings are provided every other month, in which mediators develop and practice their skills through role-playing, debriefing challenges and discussing successes from their cases. The Program Director provides feedback and support to mediators on an ongoing basis.

**PLEASE NOTE:** The OIPM provides extensive mediation training, that normally would cost hundreds of dollars, free of charge. In return, active participation in the program - which means being available to mediate at least 4 cases per year and attending 4 in-service trainings, as listed in the selection criteria above - is required. Before applying, please carefully read the "What to Expect as a Mediator" section and determine whether your schedule and other commitments will allow you to be an active participant in the program given the timing, locations, and turn-around time for scheduling



mediations. We have only 12 spaces in the program, so we ask for your honesty about your commitment and availability to be an OIPM mediator.

### **APPLICATION PROCESS & DEADLINES**

Below is a timeline of our 2018 selection process. If interested, please complete the attached application and return it as soon as possible. Please also share this information widely with any others who you think may be interested and available to serve.

#### **Timeline of Mediator Selection Process and Training**

**November 15, 2017:** Initial call for applications sent out

**January 15, 2018:** Applications due

**January 15-19, 2018:** Application review and scheduling of interviews

**January 22-February 2, 2018:** Interviews of selected applicants

**February 9, 2018:** Twelve new mediators selected. Decision letters sent out via email.

**March 9-11, 2018:** Mandatory New Mediators Training Part 1 8:30a-5:00p Fri & Sat, 12p-8p Sun

**March 16-18, 2018:** Mandatory New Mediators Training Part 2, 8:30a-5:00p Fri & Sat, 12p-8p Sun

### **CONTACT**

For more information about the program, please visit: [www.communitypolicemediation.org](http://www.communitypolicemediation.org).

For any questions, please contact Mediation Program Director, Jules Griff at 504-304-7886 or [jgriff@nolaipm.gov](mailto:jgriff@nolaipm.gov).



# COMMUNITY-POLICE MEDIATION PROGRAM

## Application for Community-Police Mediator

Thank you for your interest in becoming a community-police mediator. The following application can be completed online through our website: <http://www.communitypolicemediation.org/volunteer>. Or, please type or print clearly and submit via email to [jgriff@nolaipm.gov](mailto:jgriff@nolaipm.gov), fax to 504-309-7345, or mail to Office of the Independent Police Monitor, 2714 Canal Street, Ste 201, New Orleans, LA 70119.

Name: \_\_\_\_\_ Today's date: \_\_\_\_\_

Cell phone: \_\_\_\_\_ Home phone: \_\_\_\_\_

Email address: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ Zip: \_\_\_\_\_

Current occupation and place(s) of employment:

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How many hours per week do you work (if multiple jobs, list how many hours at each):

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Prior mediation training or conflict resolution experience (if any):

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Questions:

1. How did you learn about the Community-Police Mediation Program?
2. Why do you want to become a community-police mediator?
3. What skills do you have that would make you a good mediator?
4. What experience do you have with conflict resolution (in your family life, relationships, organizations, associations, or as a professional mediator)?
5. Have you ever participated in a mediation or restorative justice session of any kind before as a participant or a mediator? If so, how do you think this kind of mediation may differ?
6. What experiences have you had in the community that you think might prepare you to serve as a mediator in this program?



7. What experiences have you had with police that you think might prepare you to serve as a mediator in this program?
8. What do you think about the current state of community and police relations in New Orleans?
9. What other commitments and responsibilities do you currently have (work, family, volunteer activities, or involvement in other organizations)? In what ways might they limit your availability to mediate cases or how many hours per week is your commitment to them?
10. Mediations take place in various neighborhoods around the city of New Orleans. Do you have a reliable mode of transportation to get to mediation sessions?
11. Which days and times would you be available next week if a 3-hour mediation were scheduled?(check all that you are available for):

M 9a-12p    Tu 9a-12p    W 9a-12p    Th 9a-12p    F 9a-12p    Sat 9a-12p  
 M 1p-4p    Tu 1p-4p    W 1p-4p    Th 1p-4p    F 1p-4p    Sat 1p-4p  
 M 5p-8p    Tu 5p-8p    W 5p-8p    Th 5p-8p    F 5p-8p    Sat 5p-8p

12. In selecting and assigning mediators to mediations, we take into account participant and mediator demographics as evidenced as a best practice in community mediation. We seek to recruit trainees with the greatest diversity of gender, age, race, ethnicity, language, education, sexual orientation, and socio-economic background. The following information is optional but you are invited to share if you are willing to help us meet our diversity needs.

Gender \_\_\_\_\_ Age \_\_\_\_\_ Race \_\_\_\_\_ Ethnicity/ies \_\_\_\_\_

Birthplace \_\_\_\_\_

Highest Level of Education \_\_\_\_\_

Past/Current Type of Employment \_\_\_\_\_

13. Do you speak any languages fluently other than English? YES / NO If yes, what language(s)?

\_\_\_\_\_

## References

Please give us the name, relationship, email address, and phone number for two people who are familiar with your skills (relational skills, listening skills, conflict resolution skills, mediator skills).

1. \_\_\_\_\_

2. \_\_\_\_\_



**TRAINING AND APPRENTICESHIP AGREEMENT**

If selected as a Community-Police Mediator (please initial on each line):

\_\_\_\_ I am available to attend the 50-hours of initial mediator training on March 9, 10, and 11, and 16, 17, and 18, 2018 from 8:30am-5:00pm on Fridays and Saturdays and 12:00pm-8:00pm on Sundays provided to me at no cost.

\_\_\_\_ I understand that if I become unable to complete the required 50 hours of initial training, I will notify the Mediation Program Coordinator before February 5, 2015 or as soon as possible to withdraw my application from consideration since space is strictly limited to 12 individuals. I would not have the opportunity to continue in the program for 2018 but could apply again in a future training in the coming years.

\_\_\_\_ I will commit to a minimum of four (4) mediations per year, which requires that I have the flexibility and commitment to mediate cases that take about 3 hours and typically take place Monday through Friday, 9:00am-7:00pm, and are scheduled with 4-7 days' notice.

\_\_\_\_ I will commit to a minimum of two (2) years to the Community-Police Mediation Program of the Office of Independent Police Monitor (OIPM).

\_\_\_\_ I am available to attend a minimum of four two-hour in-service trainings a year. (usually offered on weekday evenings).

**Signed**

\_\_\_\_\_

**Print Name**

**Date**

