July 2018-June 2019
Annual Impact Report

Negotiation and Conflict Resolution (NCR) Program and
The 2040 Initiative
I am delighted to share an overview of the accomplishments that the Negotiation and Conflict Resolution (NCR) and 2040 Initiative team achieved in this 2018-2019 Annual Impact Report. It is an honor to lead such a talented team in the pursuit of our vision of forming conflict-competent agents of social change for a just and equitable world.

The NCR Program and the 2040 Initiative have advanced Creighton University’s strategic plan by achieving academic excellence, thriving in our mission, and engaging the world. This has been another extraordinary year in fulfilling our vision and mission. Thanks to the hard work of the NCR faculty and staff, our students, and the support of our colleagues across campus we have met (and in many occasions) exceeded the goals we set for this year.

The NCR core faculty presented at 24 international, national and regional academic conferences; published 13 articles and 1 simulation; facilitated 29 public dialogue processes and workshops; awarded 1 grant; and offered 3 interviews.

The NCR faculty, students, and alumni continue to positively engage members in the community and promote social change and advance social justice by confronting contemporary issues that challenge and divide us. This is evidenced through activities such as the Speaking Truths Panels, students’ practicums, and awards given to students, alumni, and faculty.

We are thankful for all the support we have received. The support has enabled us to continue our unwavering commitment to interdisciplinary work, collaborate with colleagues on and beyond campus to provide a skill-set to advance social justice, and form conflict-competent students.

We invite you to read this report, engage with us through social media, and continue to check our website to learn about our upcoming events.

Jacqueline N. Font-Guzmán, MHA, JD, PhD
Director
Professor of Law and Conflict Studies
The Negotiation and Conflict Resolution (NCR) Program is grounded in the belief that dealing constructively with conflict is essential for professional, personal, and community growth. Our mission is to prepare agents of social change to engage and resolve conflict effectively, efficiently, and humanely. In advancing this mission we are guided by, and build upon, the Jesuit Catholic commitment to social justice, responsible leadership, and professional distinction.

To advance its goals the NCR Program collaborates with other organizations and groups across campus and throughout the larger community to improve capacity to engage with conflict effectively. This is accomplished through professional development programs; custom-designed training, facilitation, and conflict coaching services; and assistance with designing systems for identifying and managing conflict. The NCR Program also offers interdisciplinary graduate certificate programs and a Master of Science degree in Negotiation and Conflict Resolution (MSNCR). These programs are offered in hybrid modality: online with the possibility of some campus-based courses and online with an in-residence campus visit.

The NCR Program has distinguished itself as a leader in advancing the field of conflict engagement and developing the next generation of practitioners and scholars who are responsive to the real yet often unacknowledged needs of people in conflict. With an interdisciplinary foundation and a focus on collaboration and open inquiry, we support the mission of Creighton University by building bridges between the field of conflict resolution and students in other disciplines who will face conflict in their professional lives and as engaged members of the community. For over a decade, the NCR Program has fulfilled its programmatic goals of providing students with the ability to:

- Identify and assess underlying dynamics of conflict using theories, concepts, and/or frameworks from diverse disciplines
- Design and implement conflict engagement processes incorporating perspectives from diverse stakeholders/participants
- Synthesize and critically evaluate differing approaches to conflict engagement considering underlying cultural and power dynamics
- Recognize and apply systems thinking as it relates to conflict engagement processes
- Practice reflective professional and personal development, and the pursuit of social justice in alignment with Ignatian values
- Clearly and effectively communicate relevant information about conflict interventions across all modes of expression
In 2019, Onlinemasters.com ranked the NCR program in the Creighton University Graduate School as the third best Online Masters in Negotiation and Conflict Resolution Program in the USA. Their research also found the NCR program to be the best in career development.

“Why should healthcare professionals study conflict engagement?”

Kathy Gonzales, PhD, LLM (left) and Margarte Begley, joint-degree seeking student pursuing her MSNCR through Creighton University Graduate School and her DNP at Creighton College of Nursing (right), present the preliminary results of their Haddix Grant at the 2019 Creighton University Research Day. Their research addresses the question: Why should healthcare professionals study conflict engagement?

One of the participants of the study shared, “Because I have been able to engage in conflict over hiring decisions, we have been able to hire nurses who are better equipped to care for patients.”
SPOTLIGHTS

New Faculty

Amanda Guidero, PhD
Graduate of Creighton’s NCR Program
Assistant Professor of Conflict

After two years as the inaugural NCR Fellow, Dr. Guidero joined the NCR Faculty as an assistant professor.

Alumni

Krista Miller (MS-NCR 2017)
served as a judge with the International Mediation Completion (INADR in Chicago) and the International Negotiation Competition for Law (INC in Zurich) for the last three years. In May 2019, she participated as a judge for the INC at Lumsa University in Rome, Italy. The INC is the oldest and most renowned competition focusing on international legal negotiation for law students from all around the world.

Charles Thomas Jr. (MS-NCR 2009, EdD 2014)
is the CEO of a software engineering company focused on cloud technology for private and government contracts. He has been recognized by the Washington Business Journal as a 2019 Minority Business Leader Rising Star. Dr. Thomas, Jr. is committed to being a person For and With others. “For me, it is human mandate to do my very best to offer useful services to others.”
Kyle Thompson *(MS-NCR 2018)*
wanted to be hired as a faculty member in the Southern Utah University Communications Department where he will teach classes emphasizing inter-cultural communication, and manage the Chinese exchange program.

Jeff Thompson *(MS-NCR 2010, PhD)*
spoke at the 2019 Annual Nebraska Mediation Association Conference on April 5, 2019: “Effective Mediator Skills: Rapport, Trust, Professionalism and The Impact of Non-Verbal Communication”.

Bill Leggio *(EdD’13, MS-NCR ’10, BS ’09)* and Kate Trimble
were selected for the inaugural Leadership Fellows Program along with five other outstanding Creighton University graduate students. This opportunity is designed to provide a select group of graduate students with a nine-month leadership mentoring and coaching experience.

Lacey Craven *(right)*
published an article entitled, *It’s All Relative: Social Movements and the Law* *Creighton Journal of Interdisciplinary Leadership* vol. 54, no. 1:38-44.

Caty Reed
led a workshop on conflict for approx. 24 Creighton Recreation and Wellness Student Staff on March 24, 2019.

Paula Deck
conducted a conflict workshop for approx. 16 Creighton Edge Scholars on March 1, 2019.
Kristin Watt (MS-NCR 2019) (below)
Participated in the Post Graduate Volunteer Religious Life Missioning Ceremony at St. John’s Church, Creighton University on May 17, 2019. Kristin is doing her service with the Colorado Vincentian Volunteers in Denver, CO.

Patrick Weir (above)
Was the recipient of the Fr. Tom Schloemer SJ Outstanding Student Leader Award. This award recognizes students who have displayed exceptional leadership abilities, integrity, initiative and service. The award also recognizes students who have displayed “behind-the-scenes” leadership, unselfishly contributing their time and talents in different settings. Patrick is a joint JD and NCR graduate.
Faculty

Jacqueline N. Font-Guzmán
MHA, JD, PhD

Featured in Revista Juris Doctor (2018), Interamericana University School of Law, San Juan, Puerto Rico as a distinguished alumna for her work in Alternative Dispute Resolution.

Awarded the 2018 Arizona State Bar Presidential Award for developing the workshop: Negotiations on the Front Lines: Tools, Tips & Tricks with Kathy Gonzales, JD, PhD and Steve Kramer, JD.

PRESENTATIONS and WORKSHOPS:
Angry White Men and the Alpha Male Blues: Shooting and Sexual Harrassment at the Law and Society 2018 Annual meeting. Co-panelists: Palma J. Strand, JD, LLM and Paul McGreal, Jd, LLM.

Strategies for Embracing Conflict: A Necessary Skill for Teamwork presentation at the Nexus Summit 2018 in Minneapolis, MN. Co-Presenters/Professors: Joy Doll OTD, Mary Lee Brock, MEd, Gail Jensen, PT, PhD, FAPTA.

Back to the Classroom: Managing a Diverse Workforce at Reunion Weekend, Creighton University Co-Panelists/Professors: Jennifer A. Moss Breen, PhD, and Sarah Walker, PhD.

Leading Change through Effective Conflict Engagement workshop at the Midwestern Association of Graduate Schools.
Co-trainer: Mary Lee Brock, MEd.

Delivered the award-winning workshop: Negotiation on the Front Lines: Tools, Tips & Tricks at the Arizona State Bar Annual Conference in Phoenix, Arizona. Co-Trainer: Kathy Gonzales PhD, LLM.

PUBLICATIONS:
Appointed Chair of Creighton University Wellness Council in Fall 2018

PRESENTATIONS and WORKSHOPS:
Strategies for Embracing Conflict: A Necessary Skill for Teamwork at the Strengthening Health Care Conference.

Featured Lecturer on Effective Conflict Engagement for Public Health Practitioners at the College of Public Health at UNO.

Conflict Engagement and Active Peacemaking at the Annual Conference of Sisters of St. Francis.

Awarded a grant from the Dr. George F. Haddix Presidential Faculty Research Fund in Creighton University to research “The impact & Effectiveness of Conflict Resolution Education on the Workplace Performance of Healthcare.” Her co-investigator, Mrs. Margaret Begley, and research assistant, Ms. Kristin Watts, (MS-NCR 2019).

Assisting in the NCR Program’s efforts to add value to other departments and programs across Creighton’s campus, Dr. Gonzales taught a conflict resolution component of IDC601 Responsible Conduct of Research- a class offered by the Department of Medical Microbiology and Immunology, School of Medicine to its Pharmacy Students. The class was taught over two sessions in Fall 2018 to approximately 18 graduate students. The class is being offered again in Fall 2019.

PRESENTATIONS and WORKSHOPS:
Participated in the Weinstein International Foundation Senior Fellows (Latin America and Caribbean) Regional Conference in Lima, Perú, and presented on her work in the court-annexed mediation system for the Judiciary in Trinidad & Tobago. She was invited to present at the Seniors Fellows (Africa) Regional Conference in Nairobi, Kenya in May 2019.

Co-Presented Lessons from Wakanda: What Young Professionals Can Learn from the Movie The Black Panther focused on the need to control emotion when in conflict, and how this plays a role in ethical leadership. Presented at the Greater Omaha Chamber of Commerce Young Professionals Summit in Omaha, NE.
Co-Presenter: Candace Bloomquist, PhD.

Co-Presenter: Jacqueline N. Font-Guzmán JD, PhD.

PUBLICATIONS:

Kathy Gonzales
PhD, LLM

Mary Lee Brock
MEd
Bernie Mayer
PhD

Presentations, Workshops and Facilitations:

Mediation, Conflict Intervention and the Access to Justice Crisis at the 15th Annual Kaplan Lecture to DR Section of the Allegheny County Bar Association in Pittsburgh, PA.

Getting to the Heart of Conflict Workshops

• Mediation Council of Western Pennsylvania and the Collaborative Law Association of SouthWestern Pennsylvania in Pittsburgh, PA.
• Dispute Resolution Section of the Boulder Bar Association in Boulder, CO.
• Integrative Mediation, Bay Area, The Collaborative Council of the Redwood Empire, and Collaborative Practice Marin Count in Marin County, CA.

Day-long facilitation of discussion among staff and board members of three professional organizations in Canada to discuss issues related to overlapping certification processes, conferences and memberships.

Two-day dialogue on Access to Justice for Self-Represented Litigants organized by the National Self-Represented Litigants Projects at University of Windsor Faculty of Law, Canada.

When Mediators Sue, Ted Talk style Keynote presentation at the Association for Conflict Resolution Annual Conference.
co-presenter: Julie Macfarlane.

Staying With Conflict: Working with Long Term Conflicts in a Short Term Setting at the North Dakota Mediators Association: Seminar for Annual Conference.

Publications:

PRESENTATIONS and WORKSHOPS:
Redlining, Lynching and, Responsibility for Racial Justice at the U.S. Dept. of HUD Lunch & Learn in Omaha, NE.

Structural Racism in Omaha: Redlining, Residential Segregation, and Racialized Investment in Neighborhoods to the Creighton University Kingfisher Institute Reading Group on Richard Rothstein’s The Color of Law.

Segregated Omaha, Systems of Injustice and the Promise of Civity at the Creighton University BEEP Seminar.

A Civity Frame for Collaborative Governance and Other Conflict Processes at the University Network for Collaborative Governance Research and Scholarship Retreat in Grand Teton National Park, WY.

Angry White Men and the Alpha Male Blues: Shooting and Sexual Harassment at the Law and Society 2018 Annual meeting.
Co-panelists: Jacqueline N. Font-Guzmán, MHA, JD, PhD and Paul McGreal, JD, LLM.

The Federal Income Tax: Does it Contribute to Inequality Beyond the Top 1%? at the Law and Society 2018 Annual Meeting in Toronto, ON.
Co-panelist: Nick Mirkay, JD, LLM.

Tax Inequality: Federal and State Taxation as Structural Drivers of Wealth Inequality and Racism at the Critical Tax Workshop at Pepperdine Law School in Malibu, CA. Co-written with Nick Mirkay, JD, LLM.

PUBLICATIONS:


Co-author: Nick Mirkay, JD, LLM.


Nominee for the Teaching for Tomorrow Award. This award recognizes faculty members who have displayed exceptional dedication to their students, both in and out of the classroom, and exemplify the Jesuit tradition of Cura Personalis—care of the person.

Guest lectured undergraduates in the Peace & Conflict, Security Studies Certificate Program at the University of Colorado-Boulder.

PRESENTATIONS, WORKSHOPS and FACILITATIONS:

*Syria, Foreign intervention and the CNN effect* at the German Middle Eastern Studies Association in Frankfurt, Germany.

*Formalizing the Informal: The Effects of Personnel Relationships on INGO Interactions and Protracted Social Conflicts and Identity as a Force Multiplier* at the International Studies Association Annual Conference in Toronto, Canada.

Served as Chair and discussant on panel titled, “Aid, Trade and Peace” at the ISA Annual Conference in Toronto, Canada.

Discussant on panel titled “Measuring and Assessing Foreign Aid” at the ISA Annual Conference in Toronto, Canada.

Delivered a virtual book talk with Maria Carter Hallward, PhD and co-author, at Kennesaw State University in Kennesaw, GA.

Facilitated a book club discussion for Creighton’s Teaching and Learning Center for Creighton faculty and staff titled *Small Changes—Big Results: On James Lang’s book “Small Teaching”* in Omaha, NE.

PUBLICATIONS:


Co-author: Maria Carter Hallward, PhD.
Appointed Fellow in the National Center for Technology and Dispute Resolution, University of Massachusetts Amherst.

Guest Lectured at the University of Oregon School: *Law on Star Wars and Conflict Resolution.*

**PRESENTATIONS, WORKSHOPS and FACILITATIONS:**
*Online Dispute Resolution and its Impact on ADR* at Florida Dispute Resolution Center’s Annual Conference in Orlando, FL.

*The Future of Mediation* at the Institute for Dispute Resolution, Levin College of Law, University of Florida.
Co-trainer: Alyson Carrel.

*Measuring success in online courts: An empirical challenge* at University College London Faculty of Laws & The Legal Education Foundation in London, UK.

*What Lawyers Can Learn from Dinosaurs in the ODR Evolution* at the AALS Alternative Dispute Resolution Section’s 12th Annual Works-in-Progress Conference, University of Maryland School of Law, in Baltimore, MD.
Co-presenter: Elayne Greenberg.

At the International Association for Conflict Management, 31st International Conference in Philadelphia, PA:


*Integrating ADR Teaching, Writing, Theory, and Practice* at the American Bar Association, Section of Dispute Resolution Annual Conference in Washington, DC.
PUBLICATIONS:


‘Don’t break down into pairs, and I won’t assign you roles’: Experiential learning methods beyond role-play and simulation. *Signal* 33(1).

Co-Authored European Council Simulation: European Agenda on Migration. This simulation won the Best Teaching Simulation of 2018, awarded by E-PARCC, Program on the Analysis and Resolution of Conflicts, The Maxwell School of Government at Syracuse University, NY. Co-Authors: Balas A. and Kotelis A.

PRESENTATIONS and WORKSHOPS:
*In sickness and in health: where's the love between conflict resolution and US health care?* at the Association for Conflict Resolution 2018 National Conference in Pittsburgh, PA.

*Conflict Management in EM Workshop* at the 2018 Washington American College of Emergency Physicians Summit to Sound Annual Conference in Seattle, WA, co-trainer.

*Conflict Negotiation Workshop* at the 2018 Council of Residency Directors in Emergency Medicine Annual Conference in San Antonio, TX, co-trainer.

*From Emergency Rooms to Public Policy Design Workshop* at the 2018 Northwest Dispute Resolution Conference, University of Washington School of Law in Seattle, WA, co-trainer.
The mission of the 2040 Initiative is to explore and facilitate conversations on the effects of large-scale demographic trends on law and politics. Because these trends can be unsettling and destabilizing, the conversations must be honest while at the same time providing space for different stories. In the 2040 Initiative Seminar, Creighton students learn to discuss hot-button issues such as social shifts in the racial and ethnic makeup of the nation, changing gender roles, and increasing urbanization and economic inequality.

The NCR Program makes exceptional efforts to live the mission of Creighton University. The program’s focus on a “person-centered approach to learning that informs, forms and transforms” places NCR faculty and students within the context of the greater Omaha community. These efforts focus particularly on justice, communication and inclusion through events, workshops, panels and presentations.
On October 8, 2018, the 2040 Initiative and the NCR Program hosted “Disrupting Law, Reclaiming Justice,” a conversation on Gillian Hadfield’s remarkable book *Rules for a Flat World*, which heralds the need for a fundamental overhaul of our legal infrastructure. Law and lawyers currently are inaccessible to many individuals in the US and globally, and the centralized hierarchy of law is not supple or adaptive enough to meet the needs of today’s sophisticated marketplace.

A special issue of the *Creighton Journal of Interdisciplinary Leadership (CJIL)* (Spring 2019) captures the essence of this important conversation. Essays by three invited presenters—Dean Danielle Conway of the Maine School of Law, Dr. Edward Stringham of Trinity College and the American Institute for Economic Research, and Sean Carroll SJ, Executive Director of the Kino Border Initiative—are followed by links to videos of the remarks and responses of Hadfield herself. A number of Creighton faculty also contributed perspectives: Jacqueline N. Font-Guzmán, PhD, JD, Kathy Gonzales, PhD, LLM, and myself from the NCR Program; Professors Greg O’Meara, SJ, JD, LLM, and Paul McGreal, JD, LLM, from the School of Law), along with MSNCR candidate Lacey Craven. Essays from Larry Kramer, JD, LLM, President of the Hewlett Foundation and Former Dean of Stanford Law School, and Rachel Lee, Creighton School of Law JD 2017, complete the collection.

Although Hadfield’s primary proposal for transforming legal infrastructure centers on markets, a common theme that threaded through a number of the essays was the need for law to pay attention to the quality of human relationships. Conway writes of shifting away from today’s “hyper-transactionality” toward “an interdependent humanity built on personal relationships.” Carroll highlights the need to humanize law. I emphasize the importance of justice and equity. Font-Guzmán calls for bringing people’s conflict stories into the mix. O’Meara invokes Catholic Social Thought’s emphasis on human dignity.

If law’s focus, its purpose, is negotiating how people are with each other, it cannot promote social health if it ignores conflict and relationship.

As I was wrapping up editing this issue (along with my co-editors Bernie Mayer, PhD, and Jacqueline N. Font-Guzmán, of the NCR Program), I had the opportunity through my work with the non-profit Civity to attend #WeaveThePeople in Washington DC. This was the inaugural gathering sponsored by The Aspen Institute’s Weave: The Social Fabric Project, led by NY Times columnist David Brooks. At #WeaveThePeople, about 250 people from across the nation attended, people who are “healing America’s social fragmentation by weaving deep connections across difference in their communities.”
As a field, conflict engagement creates space for people's humanity and acknowledges that relationships are essential. Relationships enable people to engage constructively with conflict. Normalizing or improving relationships is also a primary goal of conflict engagement – between individuals and in communities. The importance of relationships was a common thread that connected the academic focus of the CJIL and the actual on-the-ground work in communities celebrated and reinforced by Weave.

Centenary of Will Brown’s Lynching

Professors Palma J. Strand, JD; Jacqueline N. Font-Guzmán, PhD, JD; Amanda Guidero, PhD, and Kathy A. Gonzales, PhD, JD, have been participating in community outreach conversations on the upcoming 100-year anniversary of the 1919 Omaha Courthouse lynching—a horrifying public execution that was witnessed by thousands. The 1919 lynching, like similar acts of violence around the country, is an integral part of the collective memory of Omaha’s black community today and difficult for all members of the community – of all races – to talk about and come to terms with.

On September 28, 2019, the Omaha Community Council for Racial Justice and Reconciliation brought together public officials, community members including NCR faculty to remember Will Brown and commemorate the violence of his racial death at the Douglas County Courthouse. Representatives from the Equal Justice Initiative (EJI) were present as soil samples were collected as part of the work of the National Memorial for Peace and Justice in Montgomery, AL, which commemorates the victims of US lynchings.

As part of the NCR mission, we are supporting the community in challenging racial injustice and surfacing submerged stories to be voiced and heard with the hope that it allows the community to heal. As part of these efforts, Professors Gonzales and Strand co-facilitated a book group, sponsored by Creighton’s new interdisciplinary Kingfisher Institute, on Ted Wheeler’s Kings of Broken Things, a fictional account of Omaha in the summer of 1919.
Screenings and Discussion Panels

**This is Home**

On April 23rd the NCR Program partnered with Creighton’s Immigrant and Refugee Clinic, the Schlegel Center for Service and Justice, the Immigrant Legal Center, Muslim Student Association, Creighton Intercultural Center, Cortina Community, and Creighton School of Law for a movie presentation and panel discussion of *This is Home*, a film that follows four Syrian refugee families as they resettle in Baltimore, MD.

Amanda Guidero, PhD, NCR Faculty, moderated and presented on the panel alongside Shane Ellison, Director of Creighton’s Immigrant and Refugee Clinic, and Jennifer Gentle from Lutheran Family Services, one of the largest refugee resettlement agencies in Omaha. The panelists addressed a wide range issues, including sharing more details about the Syrian conflict and related humanitarian crisis, the legal parameters of immigration as a refugee or asylee, and a comparison of resettlement processes between Omaha and Baltimore.

**Citizens From Nowhere**

The NCR Program partnered with the Creighton University Global Engagement Office and the Schlegel Center for Service and Justice to host a screening and panel discussion about the documentary “Citizens of Nowhere” on Nov. 8. This documentary discusses the effects of the 2013 decision of the Constitutional Court of the Dominican Republic to change the definition of “citizen” in its constitution thereby immediately rendering approximately 250,000 stateless. The event was a success with approximately 130 participants from the Creighton and Omaha community.

Kathy Gonzales, PhD, JD, organized and moderated this event, which examined issues of identity and citizenship, race and migration. Panelists were Thomas Kelly, PhD, director, Academic Service Learning; the Rev. Martin Renzo Rosales, SJ, assistant professor of sociology, anthropology and social work; the Rev. Ambroise Gabriel, SJ, Haitian researcher at Universite Laval, Quebec City, Canada; and Jacqueline N. Font-Guzmán, PhD, JD, director and faculty member, Negotiation and Conflict Resolution Program.

The event also included a photo exhibition by One Montoya Photography of Batey Dos in Dominican Republic. Bateyes were work camps consisting of crude barracks on the outskirts of sugarcane plantations where sugarcane cutters were confined. The Batey Dos is one of the many legacies of colonialism on the island. Currently, Batey Dos houses thousands of the descendants of Haitian sugarcane cutters who were born in the Dominican Republic but have no citizenship and live in deplorable conditions. We also had a community fair which featured booths by the Reinert Memorial Library, the Schlegel Center for Service and Justice, the Immigrant Law Center, and Pascal’s Pantry sharing information about how their work related to the themes in the documentary.
Speaking Truths Series

The Speaking Truths series continues to thrive offering conversations on current topics and issues related to social justice. This year the Omaha and Creighton University communities participated in two conversations:

- “Speaking Truths: Refugees, Housing Disparities, and the White Savior Complex”. organized by Assistant Professor Amanda Guidero, PhD.
  
  The panel explored housing disparities that have allowed for the continuation and proliferation of subpar housing that disproportionately affects minority groups in Omaha. Panelists also evaluated the community's reaction to the situation at the Yale apartment complex and similar situations as a continuation of structural violence and manifestation of the white savior complex. Panelists included Precious McKesson - President, North Omaha Neighborhood Alliance; Amanda Guidero, PhD, Palma J. Strand, JD, LLM, and Dasha Sudar - Coordinator for Adult Learners, Educational Opportunity Center. Kristin Watt (MS-NCR 2019) moderated the event.

- “White Men Witnessing Race” moderated by Kathy Gonzales, JD, PhD.
  
  The panel featured three white men sharing their experiences and work relating to race and reflecting on the posture of white men vis-a-vis race, racism and racial violence. Creighton University faculty members served as panelists: Tom Lenz, PhD, Guy McHendry, PhD, the Rev. Greg O’Meara, SJ, JD.
Professors **Font-Guzmán, Gonzales, Guidero** and **Strand** have been actively participating as community partners representing the NCR Program in meetings with the Omaha Community Council for Racial Justice and Reconciliation. This is part of the ongoing conversations leading up to the commemoration of the “Red Summer” of 1919 and lynching in Douglas County.

**Jacqueline N. Font-Guzmán, MHA, JD, PhD** served as Chair and co-panelist for *Cultural Competency: Nebraska Underserved and Under-Represented Populations* at the Nebraska Victim Assistance Academy in Omaha, NE.

**Kathy Gonzales** *PhD, LLM* engaged in the following data collection exercises at the Highlander development in Omaha, NE:

- **National Night Out**- she engaged with more than 50 community members while collecting data to inform the design of a project she is developing between the Highlander community and the police officers who serve them.
- **The Highlander’s Open House**- she engaged with more than 90 community members while collecting data about the community’s health and wellness needs to inform a future program design with Dr. LaShaune Johnson, Asst. Professor in the Master’s in Public Health (MPH) Program.
**Mary Lee Brock**, *MEd*
Led the Mercy High School Administrators and Board of Trustees through a strategic visioning process focusing on sustainability.

Facilitated a panel discussion of community leaders at the Kim Culp Juvenile Justice forum exploring what is working in the juvenile justice system and articulating a call for improvements.

Invited by the Omaha Chamber of Commerce to design and facilitate a World Café Dialogue process for the Leadership Omaha Class 41 to discuss issues surrounding race and inclusivity.

**Amanda Guidero**, *PhD*
led the following workshops in the Omaha Community:
• Team building session for Creighton Affiliated medical center for approx. 20 participants.
• *Difficult Conversations* for over 100 University of Nebraska Medical Center Graduate Students.
• *Negotiation and Conflict Engagement* for eight organizational leaders.
• *Negotiating the Deal*, all day session for bank employees.

**Palma Joy Strand**, *JD, LLM*
Invited Witness Testimony on Legislative Resolution 398 for Interim Study on Sanitary and Improvement Districts and Their Effects on Affordable Housing and Segregation, *Urban Affairs Committee of the Nebraska Legislature*, Omaha, NE.

Lead facilitator for the Nebraska State Education Association’s work with *Challenging Racism Through Stories and Conversations* in Lincoln, NE.

Co-facilitator of the Spring 2019 Kingfisher Institute interdisciplinary discussion group at Creighton on “Seeing White,” a 14-part podcast exploring the history and current manifestations of Whiteness, race and racism in the United States. co-facilitator: **Kathy Gonzales**, PhD, LLM.

Member of the Steering Committee of the Omaha Community Council for Racial Justice and Reconciliation (OCCRJR).

Featured guest on the episode “Curiosity and the Law with Palma Strand” of the podcast series, “Choose to be Curious” hosted by Lynn Borton in Arlington, VA.
Reflections on Cultural Immersion Program in Europe

In July 2019, Amanda Guidero, PhD, a faculty member from the NCR Program, participated in a Creighton-sponsored cultural immersion program in the Balkans, including Bucharest, Romania; Belgrade and Nis, Serbia; Mostar and Sarajevo in Bosnia and Herzegovina; Podgorica, Montenegro; and Sofia, Bulgaria. Guidero’s reflections follow:

“While the whole trip was an intriguing examination of the area, past and present, through the lens of culture and religion, what struck me most as a conflict specialist was how conflict and invasion had shaped the region, and how events were remembered and memorialized. Sarajevo was particularly meaningful, as a place marked with so much history of conflict and at the same time, the less acknowledged history of integration of people from a variety of backgrounds.

“The events in Sarajevo and specifically the violence toward children in the 1990s led me to the field of conflict resolution. Getting to travel there and see the different memorials and scars – on buildings, land, and people – is a reminder of the cost of violent conflict and the value of the work we do. I left hopeful that despite the many reminders of such a painful past, history does not have to repeat itself.”

The photo above is the Stari Most (old bridge) in the city of Mostar. It was built during the Ottoman period to connect two parts of the city but was bombed by the Croatian military forces in 1993. Its reconstruction was completed in 2004.
NCR Students and faculty were among those chosen for a small group interaction with former Secretary of State, Madeleine Albright, PhD, as part of the events around Dr. Albright's and Gen. (Ret.) Colin Powell's visit to campus.

Jacqueline N. Font-Guzmán, MHA, JD, PhD delivered a plenary session, Desastres Naturales desde la Perspectiva de la Conflictología y Aspectos Político-socio-legales: La construcción de ciudadanos “desechables” en Puerto Rico y el Huracán María, (Natural Disasters at the Intersection of Conflict, Politics, and Socio-legal Issues: The Construction of “disposable” citizens in Puerto Rico after hurricane María), and was a panelist in the “La Communicación y el Manejo Efectivo del Conflict en la Mediación Bioética” (Communication and Effective Conflict Management in Bioethics Mediation) at the XII Congreso de la Federación Latinoamericana y del Caribe de Instituciones de Bioética in San Juan, Puerto Rico.


Represented the NCR program at the 208th Anniversary of Mexico Independence Day and the launching of Creighton’s Latin American Studies Program for undergraduates.

Bernie Mayer, PhD participated in “Speakers Corner,” an interview and webinar for the Ontario Association of Family Mediators (OAFM) on neutrality and advocacy for mediators and collaborative practitioners.

Keynote speaker at the joint annual conference of Ontario Collaborative Law Federation on the major challenges parents face in going through complex divorce proceedings and the challenge this presents to divorce practitioners and the family law system. Ottawa, Canada.
During each semester, NCR students come to the Creighton University campus to participate in the NCR residency courses. Students connect conflict resolution theory to practice through facilitated group discussions, role plays, and simulations. Students engage with their classmates and faculty face-to-face and get to know the Creighton University campus.
For more information about the NCR program, please visit:
gradschool.creighton.edu/program/negotiation-and-conflict-resolution-ms

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