

Robert S. Garrity

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EDUCATION

M.Ed. University of Virginia	<i>Social Foundations of Education</i>
M.A. University of Virginia	<i>Foreign Affairs</i>
B.A. College of William & Mary	<i>Dual Major: Government, Elementary Education</i>

EXPERIENCE

Principal: Mediator, Facilitator, Trainer, Consultant

Garrity Mediation & Consulting 2013-present

Mediator, Facilitator, Trainer, Consultant

- Conduct restorative conferencing, mediation, meeting facilitation, consulting services, and two-party, multi-party, and multi-cultural clients.
- Develop training materials and agendas, according to clients' needs.
- Conduct training in restorative practices, mediation, positive relationships, de-escalation skills for school resource officers and educators, and bullying prevention.
- Collaborate with non-profit groups, government, business, schools, and universities.
- Consult with schools on student behavior, school-wide discipline, conflict management, positive school climate, positive staff-student relationships
- Coach individual teachers on student behavior, positive classroom climate, positive relationships

Recent projects

- Restorative re-entry processes for cases involving teenagers, parents, school staff, police officers for suspended and expelled students
- Mediation services for school staff, students and parents, university staff
- Facilitation of group decision-making for state agency, schools project, university department
- Teacher coaching on student behavior
- Restorative Practices for high school and middle school staff, in-school-suspension staff, high school restorative staff teams
- De-escalation skills training for school resource officers and educators
- Training for school bus drivers in student management, bullying prevention, mediation
- Training for faculty and staff at the University of Virginia
- Family mediation
- Training and consulting with bullying prevention teams in schools

- Keynote speaker at Virginia Department of Criminal Justice Services conference
- Mediation training for social workers, lead school bus drivers, middle and high school students

Advisory

- Sat on the Restorative Practices-Bullying Prevention group - a national dialogue group developing recommendations regarding the use of Restorative Practices/Restorative Justice for cases of bullying in schools.
- Sit on the Restorative Justice of Schools in Virginia group - a statewide dialogue group sharing thought and developing tools.
- Sit on the board of directors of the Virginia Assoc. of Restorative Practices Practitioners

Adjunct Faculty, Eastern Mennonite University

2015-16

- Teaching “Restorative Discipline” for the new M.Ed. program in Restorative Justice in Education, Spring 2016
- Co-presented for first day of the M.Ed. RJE cohort 2015

Project Leader

Safe Schools/Healthy Students 2010-2013

Coordinator

- Coordinated the implementation of ten evidence-based programs in all of the Charlottesville City Schools as part of the Safe Schools/Healthy Students grant project, a federally funded joint venture of the Charlottesville City and Albemarle County schools.
- Supported colleagues with implementation in the Albemarle County Schools.
- Programs included Restorative Practices, Responsive Classroom, Olweus Bullying Prevention
- Worked directly with leaders and staff in the school divisions, schools, non-profit, agencies, government, businesses, and the community.
- Worked with school staff, students, and parents to:
 - Facilitate group planning and decision-making
 - Convene and facilitate a community-wide, interagency family engagement group to organize neighborhood events for parents, school staff, and students.
- Collaborated with non-profits, government, business, schools, universities, & communities
- Served as the Lead for Restorative Practices for Safe Schools/Healthy Students.
- Coordinated and authored articles for the online *Restorative Insights* newsletter.

Restorative Facilitator, Mediator, Consultant/Coach

- Conducted restorative processes for two-party, multi-party, and multi-cultural cases for organizations, communities, and schools involving student-student, student group-student group, staff-student, parent-parent, and staff-staff situations.
- Facilitated restorative conferences for cases of harm or wrongdoing.

- Facilitated restorative re-entry processes for students suspended from school.
- Responded to and consulted on various cases of conflict, harm, wrongdoing, misunderstanding, and problem-solving.
- Assessed and determined appropriate processes to serve those involved and affected.
- Trained, co-facilitated, and coached staff in restorative communication, restorative conferencing, problem-solving, conflict management, and conflict resolution.

Trainer

- Conducted training programs for school staff, students, and parents, for the implementation of evidence based programs and programs developed with the Safe Schools team.
- Training topics included restorative practices, conflict resolution, mediation, bullying prevention, responsive classroom, Safe Dates, and class meetings.
- Developed materials and agendas for training programs, with colleagues.

Partner: Mediator, Facilitator, Trainer

FSR Associates 1994-2010

Facilitator

- Facilitated restorative conferencing, conflict resolution, group-decision making, group problem-solving, business meetings, planning sessions, strategic planning, partnering for joint ventures, and class meetings. Worked directly with organizational leaders.
- Collaborated with an Offender Aid and Restoration office and a faith-based group to design a re-entry housing and employment program for incarcerated individuals.
- Worked directly with top, middle, and frontline managers to plan and implement projects.
- Facilitated joint venture partnering processes for highway projects involving the Virginia Department of Transportation and construction companies. The partnering process involved local stakeholders in each building project including: state and local police; utility companies; businesses; government; colleges; hospitals; etc. Projects included:
 - I-95 bridge renovation over the James River in Richmond, VA
 - I-64 exit to Busch Gardens in Williamsburg, VA
 - I-95 south exit on the 495 beltway inner loop in Springfield, VA
 - First two sections of the Route 29 Lynchburg bypass in Sweet Briar, VA
 - I-81 exit in southwest Virginia.

Mediator

- Mediated two-party, multiparty, and multi-cultural discussions and disputes for workplaces, schools, businesses, government, and community groups.
- Attended court docket sessions to process cases referred to mediation by judges.
- Mediated court referred cases.
- Assembled and participated in multi-cultural teams to facilitate dialogue and mediate conflict.

- Used an understanding-based approach to mediation, rather than simply a settlement approach. Through understanding, satisfactory workable solutions were created.
- Maintained a neutral, independent, and confidential role with all parties, looking out for the best interests of all involved.
- Abided by the Virginia Mediator Code of Ethics, as a Virginia Supreme Court Certified Mediator.

Trainer

- Conducted training for law enforcement through the Virginia Department of Criminal Justice Services and the Central Shenandoah Criminal Justice Training Academy.
- Conducted training for Virginia Supreme Court Mediator Certification.
- Conducted training in Facilitation, Conflict Resolution, Restorative Conferencing, Civility, Interest-based Negotiation, Circle meetings, Communication, Problem-solving, Decision-making, Strategic Thinking, Partnering, Emotional Intelligence, Working with Anger, Olweus Bullying Prevention, and Class Meetings.
- Developed training agendas and materials.

Co-trainer: Diversity and Cultural Competencies

- Co-facilitated training for schools, government, community groups, professional associations, and universities.
- Designed training materials and agendas.
- Collaborated with organization leaders who requested services and training.

Manager

- Contacted clients.
- Negotiated contracts.
- Sub-contracted and managed mediators, facilitators, and trainers.
- Designed and implemented marketing plans.
- Invoiced for services.
- Managed funds.

Clients

- Virginia Departments: Agriculture; Corrections; Criminal Justice Services; Education; Forestry; Housing and Community Development; Natural Resources; Transportation
- U.S. Departments: USGS; National Park Service; US Air Force
- Served universities, schools in over 40 school divisions, school staff, students, parents, administrators, superintendents, government, police academies, social services staff, community development consortia, nurse practitioners, executives, managers, professors, attorneys, educators, local, state, and federal agencies, non-profit groups, community groups, churches, and others, across Virginia, as well as West Virginia, Maryland, Pennsylvania, North Carolina, Georgia, Florida, Alabama, and Illinois.
- Provided services and trainings for multi-cultural clientele.

Adjunct Faculty, George Mason University

2006 & 2009

- Taught semester and summer courses on current issues of education and conflict management for the George Mason University Graduate School of Education for Masters of Education students in leadership studies.
- Contributed to the selection and design of topics, readings, and assignments.
- Included justice issues in these courses in order to provide educational leaders with an understanding of the effects of educational, economic, social, and international justice issues on people and societies and how education affects justice. Additions included restorative practices, mediation, Responsive Classroom, bullying prevention, and more.

Founder & Director

Reading Partners 1989-1994

- Established Reading Partners which provided a neighborhood-based reading and enrichment program for children in public housing in Charlottesville, VA
- Operated three neighborhood centers in public housing facilities.
- Wrote and was awarded grants with the Charlottesville Redevelopment and Housing Authority (CRHA) to support the work of the program.
- Designed and implemented activities and programs for students.
- Collaborated with parents for child's success; conducted parent workshops.
- Collaborated with the local library to run Reading in the Parks at seven park sites.
- Hired and managed staff to run the neighborhood centers and park sites.
- Recruited and managed volunteers.
- Collaborated with CRHA, city agencies, public schools, businesses, the University of Virginia, UVA's student volunteer organizations, sororities, fraternities, churches, and community groups.
- Established a computer lab at the largest neighborhood site.
- Reading Partners received a Certificate of Appreciation from the U.S. Dept. of Justice Office of Justice Programs, Office of Juvenile Justice Services and Delinquency Prevention Meritorious Achievement Award , November 1992.

Director, Mediator, Facilitator, Trainer

Community Mediation Center of Charlottesville-Albemarle 1990-1992

- Mediated cases for individuals, groups, schools, business, government
- Worked with a board of directors.
- Managed funds, accounting, and tax reporting.
- Wrote grants to support the Center.
- Organized mediation sessions: took initial intake calls; made follow-up calls to other clients; scheduled mediators; scheduled mediation sessions.
- Organized and conducted training sessions for the public, schools, and government.
- Marketed and developed clients for training and services.

OTHER EXPERIENCE

- Adjunct Faculty
 - Taught courses for George Mason University's Masters of Education Leadership program.
 - Conducted communication and conflict resolution/management training programs for Virginia Commonwealth University, University of Virginia, James Madison University, George Mason University, Piedmont Virginia Community College, Cumberland Community College.
- Conducted research on educator-learner relationships, on-site in South Africa

- Conducted research on international joint venture business, on-site in China
- Created and directed the Virginia Homestay for Japanese students
- Taught English language to Japanese youth and adults in Okinawa, Japan
- Taught grades 1-3 in Virginia and for the US Dept. of Defense Schools in Japan
- Taught grade 12 high school government in Virginia

CONTINUING EDUCATION

PBIS 2-day training, by VaDOE	2015
Olweus Bullying Prevention trainer recertification	2012
ASIST Suicide prevention/response training	2011
Restorative Justice training (Dominic Barter, Atlanta, GA)	2011
International Bullying Prevention Conference workshops (Pittsburg, Seattle, New Orleans)	2011, 2010, 2009
Responsive Classroom Level 1& 2	2011, 2010
Toward No Drugs: train the trainer	2011
Second Step: train the trainer	2010
Family Group Conferencing (IIRP)	2010
World Conference on Restorative Practices (Toronto, Ontario; Bethlehem, PA)	2008, 2009
Restorative Practices trainings (CMC Harrisonburg; IIRP, Bethlehem, PA)	2006-2009
Responding in Peaceful and Positive Ways	2007
Olweus Bullying Prevention: train the trainer	2005-2006
A Framework for Understanding Poverty	2005
Environmental Mediation	2004
Virginia and national mediation conferences & workshops	1990-2005
Diversity and Cultural Awareness training	1993
Domestic Violence training for mediator certification	1995
Family Mediation training	1993
Virginia Courts training	1993
Facilitation training	1992
Mediation training	1989

CONFERENCE PRESENTATIONS

Virginia Department of Criminal Justice Services	2015
United States Department of Education	2011
International Bullying Prevention Association	2011
Association for Conflict Resolution	2008
Virginia Mediation Network	2006
Virginia Association of Cities and Counties	2005
Virginia School Boards Association	2005
National Conference on Peacemaking and Conflict Resolution	1994
National Association of Mediation in Education	1991

PUBLICATIONS

Does Diversity Matter? A question for mediators, Resolutions newsletter
Mediating Inter-group Conflict: A case study, The Fourth R newsletter

FSR Guide for Mediators, a training manual

Respect, Responsibility, & Resolution: A manual for Conflict Resolution for Middle Schools

Tools for Living: A training manual for Peer Mediation and Conflict Resolution

Mediation and Communication Skills: A manual for training Basic Skills in Mediation

UVa Darden Business School case study on joint ventures in China