

Jasbinder (Jazs) K. Dhoot JD, MFT

CERTIFIED MEDIATOR

Conflict resolution specialist with demonstrated experience in problem-solving, collaboration, healthy transformational communication, and expanding perspectives for individuals, teams and organizations all while promoting peace, healing and relationship building.

CORE COMPETENCIES

Active listening | Communication | Empathy | Multi-partiality | Adaptability | Emotional Intelligence | Growth Mindset | Relationship Building | Respect | Confidentiality | Objectivity

AREAS OF EXPERTISE

Conflict Resolution | Workplace Mediations | Labor-Management Committee Facilitations | Work Group | Teambuilding | Conflict Prevention, Resolution & Mediation Training Development and Delivery | Facilitation | Case Management | Coaching | Negotiations & Settlements | Creative Problem-solving | Community Outreach | Restorative Justice | Peer Youth Mediation | Program Management | Volunteer Management & Support |

PROFESSIONAL EXPERIENCE

Mediator Coach Facilitator KING COUNTY *Seattle, WA*

2019 – Current

- Lead the King County and Interlocal Conflict Resolution Group (ILCRG) mediation program; managed a volunteer cadre of 60+ mediators to provide 30+ mediations annually and comprehensive conflict resolution services.
- Facilitated 100+ Labor Management Committee meetings annually under high stress environment to achieve agreement on variety of complex and contentious issues; achieved 95+% success meeting rate.
- Mediated and facilitated 30+ workplace conflicts annually between individuals and within workgroups; achieved 90%+ verbal and/or written agreements.
- Provided workplace conflict case consultations to leaders, managers, supervisors and HR professionals to explore options to resolve conflicts, including work style, communication and interpersonal.
- Developed and delivered trainings including Basic Mediation Training, Healthy Conflict Engagement, Coaching, School Peer Mediation and Youth Restorative Justice Mediation to diverse classes of up to 25+ attendees.
- During Covid, transitioned the mediator-in-training practicum and the mediation process online, including automating mediation documentation while maintaining program availability, integrity and quality.
- Developed and published quarterly ILCRG Newsletter to mediator cadre and King County leadership promoting the program, its talent pool and acknowledging mediator impact.

Volunteer Mediator KING COUNTY *Seattle, WA*

2018 - 2019

- Mediated 10+ employment/workplace disputes with managers, supervisors and employees to prevent and resolve workplace conflict and to build constructive relationships in the work environment.
- Coached 15+ Department of Public Health supervisors on improving their conflict resolution skills.
- Coached 10+ ILCRG Restorative Justice youth and mediated ILCRG Restorative Justice youth mediations.

Attorney KING COUNTY BAR ASSOCIATION - PROJECT SAFETY *Seattle, WA:*

2017 - 2018

- Provided legal representation to 10+ domestic violence survivors seeking protection orders.
- Counseled domestic violence survivors on legal options; collaborated with governmental and non-profit agencies.

Housing Mediator DISPUTE RESOLUTION CENTER – VOLUNTEERS OF AMERICA *Everett, WA:* 2014 - 2016

- Provided conflict coaching and mediation between 70+ landlords and tenants.
- Collaborated with housing organizations to develop best practices in preventing homelessness.
- Maintained confidential client information in county databases and generated monthly reports.

Attorney KIDS IN NEED OF DEFENSE INC. *Seattle, WA:* 2012 - 2013

- Provided legal representation to 10+ unaccompanied minors before immigration courts and authorities.

Volunteer REFUGEE WOMEN’S ALLIANCE - ANTI-HUMAN TRAFFICKING PROGRAM *Seattle, WA:* 2012 - 2013

- Researched policies, legislation, and campaigns regarding anti-human trafficking initiatives.
- Assisted in organizing the annual fundraiser and community outreach events.

ADDITIONAL RELEVANT EXPERIENCE

- **Regulatory Compliance Consultant**, Swedish Health Services.
- **Associate Attorney** for MultiCare Health System.
- **Attorney** for the King County Bar Housing Justice Project.
- **Attorney** for King County Office of the Prosecuting Attorney.
- **Legal Counsel** for State of NJ Office of the Attorney General - Division of Youth & Family Services.
- **Law Clerk** for Superior Court of NJ – Criminal Division.
- **Child and Family Therapist** working with children, adolescents and families in mental health crises.
- **Group Therapist** working with court mandated domestic violence perpetrators.

PROFESSIONAL ORGANIZATIONS

- Member WA Mediation Association
- Member King County Bar (Alternative Dispute Resolution Section)
- Member WA State Bar (Alternative Dispute Resolution Section)
- Member NJ State Bar

EDUCATION

- **Juris Doctor** | Widener University School of Law, Wilmington, DE
- **Master of Family Therapy (MFT)** | MCP Hahnemann University, Philadelphia, PA
- **B.A. Psychology and Undergraduate Program for Administrators** | Rider University, Lawrenceville, NJ
- **Language** - Developing fluency in Spanish with ASLI Spanish Language Institute, Cuernavaca, Mexico

CERTIFICATIONS

- **Certificate in Conflict Resolution** | eCornell University
- **Certificate of Completion Professional Mediation Skills Training Program** | UW School of Law
- **Certificate of Completion Restorative Circles Training** | DRC of Kitsap County,
- **Certificate in Human Resources Management** | Bellevue College

SKILLS

Strong Written, Oral & Presentation Skills | Databases & Report Generation | Microsoft Office Suite Proficiency | Microsoft Teams | Zoom | DocuSign |

Jasbinder (Jazs) K. Dhoot-- Statement of Interest for At-Large Member Position 2024-2027

Dear Selection Committee,

I am writing to express my strong interest in serving as an At-Large Member for the WSBA ADR Section. I believe my background and interest aligns well with ADR's section mission.

As a mediator, coach, facilitator and attorney with over five years of experience working in King County government, I have gained valuable insights into dispute resolution processes. My work has involved collaborating with diverse stakeholders, including overseeing volunteer mediators. Our volunteer mediators and mediators-in-training undertake a high number of mediations each year, contributing invaluable donations of both time and expertise.

As an At-Large Member, I am eager to collaborate with other ADR practitioners. I believe that sharing experiences, best practices, and innovative approaches can enhance the skills of all involved. I am committed to fostering a supportive community where knowledge is freely exchanged.

I am also intrigued by the intersection of technology and mediation. In our digital age, leveraging technology can streamline processes, improve access, and enhance outcomes. I am keen to explore how tools such as online platforms, virtual mediation, and AI can benefit the dispute resolution arena.

I am a staunch advocate for diversity, inclusion, belonging, equity, cultural competency and understanding impacts of intersectionality in the field of ADR. Having a diverse cadre of mediators/ADR practitioners lends greater credibility to dispute resolution programs in that those who participate – many of whom are themselves people of color – are more likely to have confidence in the process if it involves practitioners whose backgrounds and perspectives mirror their own. By actively promoting diverse perspectives and ensuring equitable access to mediation services, we can work towards creating a more just and inclusive society.

As an At-Large Member, I am committed to spreading awareness about the effectiveness of mediation and advocating for its widespread adoption. For example, I am an active supporter of peer mediation programs in schools to empower the next generation with the skills necessary to resolve conflicts and promote peace.

In summary, my dedication to ADR, technological curiosity, and commitment to diversity in the field make me a strong candidate for the At-Large Member position. I look forward to contributing my skills and collaborating with fellow members to advance the WSBA ADR section's mission.

Thank you for considering my application.

Sincerely, Jasbinder (Jazs) K Dhoot