

Justine Davis



mediation @ facilitation @ consultancy

BA BlegS MA (Peace Studies) JP

Nat Acc Mediator, Acc FDRP

ABN 13 483 643 847

Please find attached my CV for your records outlining my work experience. I have been working in peace building work and conflict transformation for more than 30 years. As a mediator, conflict coach, facilitator, conflict management advisor, restorative justice practitioner, trainer and coach, I have managed conflict in over 5000 disputes in a wide variety of settings, including workplace, family, community, commercial, cross cultural and multi-party disputes.

I have a particular interest in working with people to build on existing peacemaking practices and to co-design peace, conflict and mediation practice and training. I have extensive experience designing and delivering accredited mediation training both nationally and internationally, and have worked in remote communities throughout the Northern Territory and Far North Queensland, as well as in East Timor, Tonga, the Solomon Islands and Papua New Guinea (PNG). I am a graduate of the Mawul Rom Peacemaking program and an accredited mediator in Australia and in PNG.

I am a current member of the following Mediation Panels: National Native Title Tribunal, National Defence Ombudsman, NT WorkSafe authority, NT Lands and Mining Tribunal, NT Legal Aid Commission, Employee Assistance Service NT (EASA).

I have over 35 years experience in the community sector, supporting and advocating with and for youth, students, women, indigenous peoples and refugees/asylum seekers. This work has included community engagement, development, project facilitation, design, management, research and evaluation for small and large Government and Non-profit organisations in all sectors. I am currently a coach and supervisor for mediators, community workers and managers, and established the NT peer supervision network and the NT Top End Peacemakers Network.

I hold a Bachelor of Arts, a Law Degree, a Masters in Indigenous Studies (Mawul Rom) and a Masters in Peace Studies for which I was awarded the University Medal. I am a registered Family Dispute Resolution Practitioner with the Attorney Generals Department, a restorative justice conference facilitator for the Commonwealth Ombudsman and a nationally accredited mediator in Australia and Papua New Guinea. I am also a Justice of the Peace in the Northern Territory.

Yours sincerely,

Justine Davis

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1999 – current – Independent consultant

Conflict Management

- Conflict Coach, Mediator, Conciliator, Conflict Assessments, Conflict Management design (Clients include community groups and organisations, NGOs, government departments, commercial enterprises, individuals)
- Mediation panels including NT WorkSafe, Lands and Mining Tribunal, Legal Aid Commission, EASA, PNG Court, National Native Title Tribunal, National Defence Ombudsman

Mediation training

- Designing and delivering mediation workshops and nationally accredited training throughout Australia (including in remote communities in Arnhem Land and Far North Queensland) and the Pacific (PNG, East Timor, Tonga, Solomon Islands)

On country peacemaking

- Design and delivery of on country peacemaking training,
 - working with local communities to support existing peacemaking practices,
 - co- designing and delivering mediation and alternative dispute resolution training in alignment with Australian National Mediation Standards
 - Mentoring and supporting on country peacemakers
 - Developing mechanisms for integrating local peacemaking practices with mainstream institutions including Courts and Police
- In partnership with NAAJA, ARDS, Yugul Mangi Association, Community Justice Centre NT, Mawul Rom Peacemaking Indigenous Peacemaking Cooperation

Strategic Planning, community consultation and facilitation

- Facilitation of meetings, large scale community consultations, and strategic and operational planning days (clients include NT Department of Health, Territory Families, NT Legal Aid, NTCOSS, Shelter NT, Darwin Community Legal Service, NTWWC, Northern Land Council)

Supervision and coaching

- Professional supervision for mediators (individual and group)
- Supervisor and Coach for Community Sector Workers and Managers
- NT Peer Supervision Network Founder, Trainer and Facilitator

Project consultancy

- Community engagement projects including
 - Njama djamarrkuḷimiy' rirrakay: Hearing Children's Voices, Milingimbi, After Hours Services for Young people in Alice Springs, Audit and evaluation of the East Arnhem Mediation Project, Hearing Children's voices Katherine Region 2018 - 9 , Developing practice standards for Social workers - NTLAC 2019-20

Other work

- 2018- 2021 **Asylum Seeker Resource Centre
Offshore Case Worker** (part time)
- Advocacy and support for asylum seekers held offshore in Nauru and Manus Island
- 2008- 11 **NT Working Women's Centre
Anti Bullying Project Coordinator (NT wide)
Senior Industrial Liaison Officer NT Working Women's Centre**
- Advocacy, support, advice and representation of women on work related issues
- 2007 **Project Worker Mawul Rom Project**
- Organisation of cross cultural mediation and leadership training program at Galiwin'ku, Elcho Island– logistics, community liaison, co-ordination
- 2003 **Refugee Settlement Support Services Youth project worker, Anglicare Top End**
- Needs assessment, project development and submission preparation with and for newly arrived migrant and refugee young people in Darwin
- 1997- 1999 **Connect youth homelessness early intervention project worker, Anglicare**
- Direct client support work (families and young people), project design and development, training of youth and community sector workers, project management and administration
- 1996 **Rape Crisis Worker, Women Against Violence Against Women Rape Crisis Centre, Vancouver, Canada**
- Staffed 24-hour crisis line – counselling and referral, court police and hospital accompaniments, Administrative, training, organisation and education work
- 1994 – 1995 **Young Peoples worker Youth Action and Policy Association NSW**
- Coordinated statewide project; resource development, training, community development
- 1993 – 1994 **Young Women's Worker Youth Accommodation Association**
- Coordinated HIV/AIDS prevention project for homeless young women throughout NSW; training, workshops, video and performance production, festival organisation
- 1991- 1993 **Resource Worker, Student Initiatives in Community Health**
- Production of national newspaper, training manuals, books, library management
 - Coordinated Pacific Rim Youth Health Conference (funded by World Health Organisation) – a conference of 200 young people working in health and community development from the Asia / Pacific region.

Mediation Training Experience:

I have extensive experience in design and delivery of mediation training in Australia and in the Asia-Pacific region, with particular expertise in cross-cultural contexts.

2021 (ongoing)	On country peacemaking project, NAAJA – design and delivery on peacemaking training in Top End communities
2020 (ongoing)	Design and delivery of Mawul Rom intercultural mediation training
2020 (ongoing)	Peacemaking training project, Yugul Mangi Corporation, Ngukurr
2019 (ongoing)	Trainer with Australian Dispute Centre (ADC)
Current (since 2008)	Supervision, mentoring and ongoing training for Mediators and FDRPs
Current (since 2010)	Assessor and lead Coach, Resolution Institute
2016	Design and delivery of advanced Workplace mediation training, EAP NT
2015	Design and delivery of conciliation training, NT Anti- Discrimination Commission
2010 – 2016	Lead trainer Community Justice Centre NT – design and deliver nationally accredited mediation training – 12 courses delivered, including on country (Alice Springs, Darwin, Lajamanu, Gunbalanya, Tiwi Islands)
2010 – 2014	Mediation training, coaching and assessment - JSS/AMA Mediation training and Accreditation PNG
2012	Mediation training and design, Kowanyama, FNQ
2010	Mediation coach and assessor, Solomon Islands AMA Mediation program
2009	Lead coach for LEADR Mediation program, Tonga
2009 -2010	Design and delivery of mediation training to NT Judiciary, Introduction to Mediation workshops, NT (community members, various government departments)
2008, 2009	Design and delivery of mediation training to Yolŋu Mawul Rom participants
2004 – 2007	Learn By Doing - Coordinator of partnership between Peace and Democracy Foundation (Timor Leste) and Relationships Australia; developing and delivering training, evaluation and monitoring and organisational capacity building in conflict management in Timor Leste and Australia

Mediation experience

I have been working as a mediator for more than 25 years & have conducted more than 5000 mediations in a wide range of disputes, including family, workplace, commercial, community, multi-party & cross-cultural issues.

Mediation Panels

National Native Title Tribunal
National Defence Ombudsman
NT WorkSafe authority
NT Lands and Mining Tribunal
NT Legal Aid Commission
Employee Assistance Service NT (EASA)

Education

1986-1991	Bachelor of Arts, Macquarie University (Politics and Women's Studies)
1991-1998	Bachelor of Legal Studies Macquarie University
2001-2004	Masters Degree: University of New England (Peace Studies and International Community Development). Awarded University Medal
2005-2011	Masters Degree : Indigenous Studies (Mawul Rom – cross cultural mediation and leadership)

Training

- Ongoing regular training in mediation practice, attendance at workshops and conferences
- 2019 Mediators Beyond Borders International Workshop, Indonesia
- 2019 Child Centred Practice
- 2017 Defence Ombudsman Restorative Engagement Facilitator training
- 2015 Working with Vicarious Trauma
- 2005-2011 Mawul Rom Cross Cultural Mediation and Leadership
- 2008 Narrative Mediation Training
- 2007 Conflict Coaching Training
- 2004 Conciliation Training
- 2002 Child Inclusive Practice in Mediation
- 2002 Relationships Australia Family Mediation Course
- 1999 Transformative Justice Australia Community Conferencing Workshop
- 1999 LEADR Mediation Workshop

Other

- Justice of the Peace
- Founder and Coordinator, Darwin Asylum Seeker Support and Advocacy Network (DASSAN)
- Winner 2016 Fitzgerald Justice Award, NT Human Rights Awards

Referees

- Sally Sievers, NT Anti Discrimination Commissioner, 8999 1469
- Fiona Hussin, Deputy Director NT Legal Aid 8999 3000
- Melinda Tew, Director, NT Community Justice Centre, 1800 000 473