

Sarah Daitch BA, MADR, C.MED

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Professional Profile

As an energetic mediator, dialogue facilitator, and collaborative process designer from Canada's north, I specialize in public issues and multi-party collaborative process on natural resources, sustainable development, social and environmental issues, and sports, at home and abroad. I have nine years of professional experience in mediation, dialogue process design, carrying out stakeholder engagement and facilitating multi party dialogue at the company-community-government interface – in Canada, the US, Europe, Latin America, Africa and Asia. As the founder and principal of a small independent consultancy, Daitch & Associates, I have engaged clients and delivered on mandates for provincial and territorial government departments, for the United Nations Development Programme (UNDP), for sub national and tribal governments, and for sports federations across Canada.

Professional Affiliations

- Chartered Mediator and Member, Alternative Dispute Resolution Institute of Canada
- Member, Mediate BC Civil Dispute Roster
- Member, Mediation Roster, Sports Dispute Resolution Centre of Canada
- Faculty Associate, International Programme on the Management of Sustainability (2016)

Education

University of Victoria, Master of Arts in Dispute Resolution 2013

- Held President's scholarship at the University of Victoria's School of Public Administration, awarded top thesis research award for dispute resolution.
- Recipient of the 2012 Joseph Armand Bombardier Canada Graduate Scholarship, Social Science Research and Humanities Council of Canada, to train the leaders and researchers of tomorrow.
- Institute of Public Administration of Canada National Student Thought Leadership Award, 2013

University of Calgary, Bachelor of Arts with Distinction 2005

- Major in International Relations, minor in Development Studies - focus on international institutions and governance.

Mediate BC – Court Mediation Practicum Program (Vancouver and Victoria, British Columbia)

Sustainable Development Academy – Columbia Center on Sustainable Investment 2017

- Certificate of Proficiency, Distinction: Natural Resources for Sustainable Development Course

Key Experience

Founder / Principal

September 2012 - present

Daitch & Associates - Consultancy for third party neutral services

- Daitch & Associates offers professional third party neutral services including mediation, facilitation, collaborative process design, and research <http://www.daitchassociates.ca>
- Specialized in sustainable development, natural resource challenges, sports disputes and collaborative problem solving for public disputes, we work with governments, non-profits, communities, international organizations, tribal governments and companies to help parties engage, collaborate effectively and navigate disputes constructively. To meet the needs of our clients, we partner with top dispute resolution experts and organizations from several global regions.
- Previous and current clients include: United Nations Development Programme, the Gwich'in Tribal Council, Government of the Northwest Territories, Consensus Building Institute, RESOLVE, Natural Resource Governance Institute, European Institute for Peace, Impact Hub Global, the Sport Dispute Resolution Centre of Canada, amongst others.

Conflict Prevention Consultant & Facilitator, Extractive Industries

July 2017 – present

United Nations Development Programme

- As a consultant for 2017-2020 to UNDP's Bureau for Policy and Programme Support, support efforts to ensure that natural resource wealth from the extractive industries is used to improve people's lives.
- Consultant on projects for UNDP's Environmental Governance Programme, focussed on sustainable natural resource management, from a human rights and environment perspective.
- On behalf of UNDP's EGP, in partnership with academic institutions, lead a programme and research initiative focussed on community based mining monitoring committees in Latin America, to support the committees' efforts to prevent environmental impacts and provide dialogue space to prevent conflict with mining companies. Led and implemented the design of a south-south peer workshop for committee members and NGOs from Panama, Peru, Argentina and Bolivia in October 2018. Co author of project publication: [Participatory Environmental Monitoring Committees in Mining Contexts](#)
- On behalf of UNDP's EGP, in partnership with the Intergovernmental Forum for Mining, designed and facilitated a workshop for 100 delegates from emerging producer mining ministries and NGOs, to consider how policy tools can address gender gaps from mining in developing countries, as a step towards creating training tools for governments.

Project Consultant

February 2018 – present

Gwich'in Tribal Council

- Established in 1992, the Gwich'in Tribal Council (GTC) is an Indigenous organization that represents Gwich'in participants in the Mackenzie-Delta of the Northwest Territories.
- As consultant to the GTC, our team collaborated on two policy deliverables, using a participatory process with community leadership from four Gwich'in communities:
- Facilitated the process to develop, and draft the *GTC's Mining and Mineral Development Strategy* – a tool to raise awareness amongst potential proponents regarding the GTC's approach to mining development, setting appropriate expectations for future proponents;
- Facilitated the process to engage members and draft the *Gwich'in Communities Infrastructure Strategy* – a tool to prioritize, obtain funding for and fill significant infrastructure gaps. These

funds will enable community leadership and governance bodies to most effectively meet the needs of Gwich'in Participants, towards achieving community well being.

Program Manager

September 2015 – July 2016

ACCESS Facility

- ACCESS Facility is an international multi-stakeholder platform helping companies, communities and governments find better ways of working together to prevent and resolve conflict, based in The Hague, the Netherlands.
- Collaborated with partners to initiate and deliver training on company-community problem solving skills, including a pilot of a multi-stakeholder dialogue training in Colombia.
- As part of an international team of mediators, advised mining companies in Brazil on the design of a dispute resolution system and ombudsbody as part of a crisis response; facilitated pre training stakeholder assessment, in order to co-design the workshop effectively.
- Provided lectures and training for mediation organizations, the International Accountability Mechanism network of development financial institutions, and at the UN Forum for Business and Human Rights, on company-communities engagement to prevent and resolve conflict.

Project Consultant

June 2015 – April 2016

Consensus Building Institute

- The Consensus Building Institute (CBI) empowers leaders around the world to collaborate, negotiate, and resolve conflict (<http://www.cbuilding.org>).
- Consulted for CBI on a project, under managing director Patrick Field, to understand how the Extractive Industry Transparency Initiative can be a tool for Indigenous organizations globally towards good governance and participation in decision making for natural resources, co-authored the resulting report.

Mediator / Project Consultant

November 2014 – March 2015

RESOLVE

- Consultant for independent non-profit, RESOLVE, on projects addressing conflict and collaboration in natural resources.
- Co-facilitated a multi-stakeholder dialogue process, involving thought leaders from industry, indigenous organizations, academia and NGOs to examine watershed and mining governance following the Mt. Polley mine tailings spill in British Columbia.
- Mobilized strategy and research for RESOLVE's Free Prior and Informed Consent initiative.

Additional Experience

Mediator

May 2017 – present

Sports Dispute Resolution Centre of Canada

- Roster mediator for sports disputes at the national level in Canada, commenced three-year term in 2017; have provided mediation services for multiple national sport organizations.

Mediator / Adjudicator

September 2013 – 2018

Sport and Law Strategy Group

- Participate in dispute resolution processes to resolve complaints in Canadian sport organizations, primarily at the club and provincial level.
- Dispute Resolution Panels result in decisions on how to resolve conflicts, in accordance with the policies of the sport organization. The agreements aim to improve organizations' conflict resolution capacity.

Program Consultant / Negotiator

June 2014 – September 2015

Government of the Northwest Territories, Health and Social Services

- Lead the Department's multi party negotiations with five agencies in the Government of Alberta, towards collaborating on the territory's first organ and tissue donor registry. Managed this project and its budget, securing a preliminary financial agreement between the parties.
- Managed the Department's organ and tissue public education and communication project, and budget for a multi-media, cross cultural social marketing campaign promoting organ donation.

Action Canada Fellow

May 2013 – May 2014

Action Canada

- Action Canada is Canada's première national fellowship program for outstanding young leaders;
- Undertook a team public policy initiative on how extractive revenues can improve citizen well being in Canada's North, through good governance of a natural resource wealth fund. This included facilitating roundtables with government, legislators and indigenous organizations.
- Mobilization of findings and public dialogue facilitation involved NWT Members of the Legislative Assembly, the Department of Finance, and the public, to inform fund governance.

Research & Program Evaluation Consultant

Sept. 2012 – June 2014

Government of the Northwest Territories and Nunavut, Departments of Education

- Led a collaborative evaluation to assess the extent to which a new peace building education curriculum on the difficult history of assimilation policies and residential schools in Canada can nurture critical thinking, reconciliation and civic engagement amongst high school students.
- Managed the project; engaged and facilitated focus groups amongst 200 students and teachers in eight regions across two territories, analyzed data and findings, authored reports.
- Findings informed government decision makers, shaping the teaching and learning materials for a 10-year reconciliation based curriculum for all grade 10 students in the NWT and Nunavut.

Canadian National Cross Country Ski Team Athlete

2005 – 2010

- Represented Canada internationally in ten countries, including 2008 World Cup tour, 2007 Nordic World Championships in Japan; 2003 Under 23 Worlds and 1999 World Juniors.
- Overall 2006-2007 Canadian Sprint Series Champion; 19th place in 2008 World Cup.
- 8-time winner of the Mary Beth Miller Award for NWT Senior Female Athlete of the Year.
- 2016 Inductee into NWT Sport Hall of Fame.

Volunteer Initiatives & Select Publications

- Awarded Queen Elizabeth II Diamond Jubilee Medal, for achievement by Canadians (2013).
- Volunteer member of Mediators Beyond Borders with the Sierra Leone Project team, focused on empowering civil society leaders with conflict transformation and facilitation training.
- Elected as volunteer director on Nordiq Canada’s Board of Directors, June 2018 - present
- Publications: in *National Post*, “Exposing the Dark Legacy of Residential Schools” Jan. 20th, 2014.
- Publication, Honey-Rosés, Jordi; Canessa, Mitzy; Daitch, Sarah; Gomes, Bruno; García, Javier; Xavier, André and Zapata, Oscar. (2020). “Comparing Structured and Unstructured Facilitation Approaches in Consultation Workshops: A Field Experiment.” *Group Decision and Negotiation*.

References Available Upon Request