

## RESUME OF DONNA L. SILVERBERG

**Owner/Principal, DS Consulting**

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Portland, OR 97209

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More than 30 years as a Mediator, Facilitator, Consensus-builder, Educator, and Trainer.

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### EDUCATION

University of San Diego School of Law	J.D. 1990
The London Program, Institute for International & Comparative Law	Summer 1989 Litigation Externship
Oxford University, Institute for International & Comparative Law	Summer 1988 Law & Medicine, Civil Liberties
Lewis & Clark College Portland, OR	B.A. 1985 in Sociology
Interlochen Arts Academy Interlochen, MI	1979-1981 Major: Theatre

### EXPERIENCE

**DS Consulting: Facilitation, Mediation, Consensus Building, Consultation and Training**  
**Owner/Principal** **May 1998-Current**  
**Portland, OR**

Providing consultation and direct services, in person and online, to help government, universities and other agencies manage complex, contentious projects involving agencies, individuals within agencies, and/or the public. Drawing on a well of experience working in and with local, state, and federal government and universities, services are tailored to the particular needs of a given agency or group. Because of a strong training background, all services are provided with the intent of improving the participants' ability to understand and manage future projects. 30 years of experience facilitating and mediating large groups, developing consensus-building strategies, and designing strategic management systems for governments, non-profits and communities. Recent projects include:

**Willamette Action Team for Ecosystem Restoration.** *Principal facilitator, process designer and project lead.* Working with the USACE, BPA, NOAA Fisheries, USFWS, ODFW, OWRD, ODEQ and the Grand Ronde Tribe to evaluate, design and facilitate the on-going state, federal and tribal efforts to create a viable ecosystem while building and running federal hydropower projects. Working with technical teams, and mid- and upper- management teams in a consensus seeking process. 2017-present.

**Oregon Department of Education’s SB 2680 Work Group** *Principal Facilitator, process designer and project lead.* By statute, this work group was asked to analyze and evaluate the accuracy of Oregon’s statewide summative test (the Smarter Balanced Assessment) and whether/how results could be used to identify and address potential student learning gaps. Work group members included school superintendents, teachers, education evaluation experts, teacher assistants, principals, Oregon Education Association, PTA, Board of Education, and legislators. Services included: working with the ODE to plan and prepare for effective evaluation meetings; facilitating meetings; drafting summaries of meetings; guiding the group’s consensus process; and drafting the final report on behalf of the work group. The group began its work in January 2016, reviewing and discussing more than 1000 pages of evidence. They **reached consensus on their recommendations and the final report** in August 2016. The report was presented to the Oregon Legislature and the State Board of Education in fall 2016.

**Portland State University’s Conflict Management and Coaching Services.** *Principal facilitator and mediator.* Working with the President, the Provost, deans, department chairs, faculty, and union leaders to first assess and evaluate, then facilitate constructive dialogues related to distressed faculties and faculty members. As needed, work closely with the Provost’s Office, the AAUP, Human Resources and PSU Legal Counsel to address a variety of sensitive issues with the end goal of promoting a more harmonious work environment. Special attention given to the individual needs of faculty and the departments they work in. Helping faculty and administrators create consensus-based, department-wide guidelines, prepare for external reviews, and coaching leaders for notable improvements in approach and attitudes to reduce intra-departmental conflicts. Fall 2010-present.

**US Environmental Protection Agency/Confederated Tribes of the Umatilla Indian Reservation/ OR Department of Environmental Quality’s ‘Fish Consumption Rate and Water Quality Rulemaking’.** *Principal facilitator/mediator and project lead.* Worked with the three governments to design and implement a process to, first, reach consensus on the human health criteria related to fish consumption in Oregon and then, work with a diverse work group of stakeholders to draft the rules related to the rate. The first phase featured interviews with more than 22 stakeholders followed by eight large public workshops with up to 100 people present. **Consensus was reached** among the three governments on the rate. The rule was passed by the Oregon’s Environmental Quality Commission in June 2011 and approved by USEPA in September 2011. 2006-2011. (*Note: please see awards below*).

**USGS and NW Climate Science Center’s Executive Stakeholder Advisory Committee and Climate Refugia Research Coalition.** *Lead facilitator.* Assisted the Director, Deputy Director and partner researchers by facilitating consensus on their five-year Science Agenda, research needs and strategic plans. The group includes more than twenty partners around the northwest region who work together to provide actionable science information to land and resource managers in the northwest. Consensus reached. 2016-2018

**Acting Director, Oregon Dispute Resolution Commission  
Salem, OR**

**January – November 1997**

Responsibilities included: all fiscal, staffing, lobbying, and administrative leadership for a seven member, Governor appointed state commission. Provided advice and consultation to the Governor, legislators, dispute resolution organizations, the state bar and others regarding dispute resolution programs and legislation. Testified to legislature on behalf of Governor and Commission sponsored bills. Worked with national and state leaders to encourage appropriate use of alternative means of dispute resolution to resolve disputes involving government and the public.

**Special Assistant on Dispute Resolution—Office of the Governor, John Kitzhaber, MD  
Salem, OR January 1996 - January 1997**

Responsibilities included: advising the Governor, his advisors, and directors of the state's natural resource agencies on dispute resolution and collaborative approaches to problem solving. Provided analysis on dispute resolution rules, proposed legislation and other matters for the Governor and his legal counsel. Provided mediation and facilitation services to state agencies. Managed \$400,000 of dispute resolution grant funds for both the Governor and the Department of Land Conservation and Development.

**Public Policy Coordinator--Oregon Dispute Resolution Commission  
Salem, OR February 1994 – August 1998 (on rotation to Governor's Office, then Acting Director)**

Public Policy Coordinator -- Responsibilities included: developing the state's Public Policy Dispute Resolution Program. Provided dispute resolution expertise, policy analysis, consultative services, system design and training to state agencies and local governments in the State of Oregon. Provided technical assistance and project evaluation for the Oregon Dispute Resolution Commission, the Governor and his staff, the Attorney General, and agencies. Managed grant funds, selected and contracted with mediators for complex, multi-party public policy disputes involving state agencies and local governments.

**Assistant Director--Center for Municipal Dispute Resolution,  
University of San Diego/City of San Diego 1990 - January 1994**

Assistant Director -- Responsibilities included: All phases of administration of mediations between the City of San Diego and its citizens; Dispute resolution systems design; Providing mediation skills training, cultural sensitivity workshops and community outreach programs; Administering and overseeing a law school clinical mediation and intern program; Coordinating training and preparation of over 65 volunteer mediators; and Preparing and making presentations to local, state and national organizations.

Mediator/facilitator -- Mediated more than 300 land-use, public policy, human resource and community disputes between the City of San Diego, employees, and private or commercial landowners. Acted as a third party neutral in complex public policy issues

involving elected officials, department representatives, management, staff and community members.

Consultant -- Worked with the Disability Services Coordinator, the ADA Task Force and the ADA Citizens Advisory Committee of the City of San Diego to design and implement a complaint form and dispute resolution system to resolve ADA complaints. Trained and worked with potential mediators of these issues; Worked with the City Treasurer and her staff to design and implement an administrative hearings program for parking violations in the City of San Diego. Included writing a handbook for hearings officers, selecting and training hearing officers and providing initial evaluation of the program.

**American Arbitration Association Center for Mediation**

**San Diego, CA**

**1991 - 1994**

Mediator -- Member of the "Blue Ribbon Mediator" panel of third party neutrals. Mediated commercial and real property matters at the request of parties.

**San Diego Mediation Center**

**San Diego, CA**

**1988 - 1994**

Consultant -- Coordinated a Small Claims Court mediation program. Designed a juvenile court mediation program for child custody and reunification cases used throughout Southern California.

Volunteer Mediator -- Mediated complex multi-party mediations referred by Superior Court judges and community issues referred by community members. Mediated 200+ cases involving commercial, family, real estate, contracts, land use, construction, development, landlord-tenant, employment, temporary restraining orders, domestic relations, noise, neighborhood and other issues.

**Fredman, Silverberg and Lewis, Inc.**

**San Diego, CA**

**1988 - 1989**

Law Clerk -- Researched and wrote legal briefs, memoranda and drafted pleadings on corporate and land-use matters.

**TEACHING/TRAINING EXPERIENCE**

***Adjunct Professor:***

**Lipscomb University's Institute for Conflict Management**, Adjunct Professor, Facilitating Dynamic Groups, 32 hours & Conflict Resolution in Health Care, 16 hours. 2008-current. Nashville, TN. *Note: 2020 classes moved successfully to online!*

**Pepperdine University's Straus Institute for Dispute Resolution**, Adjunct Professor, Introductory Mediation Skills, Negotiation and Settlement Advocacy, Environmental Policy Mediation, 20 hours each and Facilitating Dynamic Groups, (32 hours). 1998-current. Malibu, CA. *Note: 2020 classes moved successfully to online!*

**University of Oregon School of Law**, Adjunct Professor, Alternative Dispute Resolution, Spring Semester, 1999 & 2001.

***Visiting Professor/Trainer:***

**Hamline University School of Law**, Visiting professor, Negotiation Skills, July 1998; Negotiation Skills for Women, June 1996; International Negotiation, July 1999 (Modena, Italy).

**Oregon Department of Human Services**, Trainer, Ethics for Managers, Core Values, Leadership Academy (conflict management and decision-making). 6-times a year, 2005-current.

**Oregon Health Sciences University**, Visiting Instructor, Conflict Management in Health Care, Facilitating Meetings, Conflict Management for Leaders. 2007-2009

**University of Idaho School of Law**, Visiting lecturer, Advanced Mediator Forum, 20 hours, Introduction to Negotiation, 12 hours, Environmental Mediation, 20 hours. 1998, 2003, 2004, 2008 & 2012.

**University of San Diego School of Law**, Trainer and lecturer, Mediation Skills Training 1992-1996, 2005-2014.

**The above training courses also provided in numerous other private and public settings.**

**PUBLICATIONS**

Mediation in State Administrative Proceedings, ARBITRATION AND MEDIATION (Oregon CLE 1996 and 2001).

Collaborative Approaches to Decision Making for Land Use and Natural Resource Issues: A Handbook for Land Use Planners, Resource Managers, and Resource Management Councils, Oregon Department of Land Conservation and Development, June 1996.

**PROFESSIONAL ORGANIZATIONS**

State Bar of California, admitted 1991. Inactive member.

Oregon Mediation Association. Board Member 1998- 2005 and 2017, President 2002-2004 and 2017; Leadership Committee 2005-present. Active member since 1994.

Association for Conflict Resolution (Society of Professionals in Dispute Resolution), Regular Member, 1991-present. Co-Chair, Environmental and Public Policy Sector, 1999-2001.

Alternative Dispute Resolution Section of the San Diego County Bar Association, Co-Chair, 1992.

Founding Member, California Dispute Resolution Council, 1993.

Founding Member, International Association of Public Participation Practitioners, San Diego Chapter, 1992.

**AWARDS**

- United States Institute for Environmental Conflict Resolution’s inaugural **Environmental Collaboration and Conflict Resolution Award** for “Oregon’s Fish Consumption Rate Dialogue”, 2012.
- Willamette University’s **Bryan M. Johnston Distinguished Service Award** for “enriching the lives of Oregonians through outstanding individual service in government, dispute resolution and academia”, 2010.
- Oregon Mediation Association’s inaugural **Sid Lezak Award of Excellence** for “outstanding service to the field of mediation”, 2006.
- State of Oregon **Appreciation Award** for distinguished service to the Oregon Dispute Resolution Commission, 1998.

For additional information on team projects and other experience, please visit  
[www.donnasilverbergconsulting.com](http://www.donnasilverbergconsulting.com)