

Curriculum Vitae

JOANNA KALOWSKI

2023

JOANNA KALOWSKI, BA (Hons) Dip Ed, University of Sydney, is a mediator, facilitator and judicial educator, previously director of JOK Pty Ltd, a management consultancy specialising in dispute resolution, organisational development and cross-cultural communication. In over thirty years as a mediator, Joanna has led training workshops in Australia, New Zealand, Singapore, Thailand, Hong Kong and India and more recently in Italy, Germany, England, Denmark, Spain, Portugal, Switzerland and France, including a 2005 three-day summer school in Mallorca for the Centre de Mediation de Paris, conducted in French, her second language.

Joanna has mediated or facilitated over 300 matters: indigenous land claims, environmental matters, community involvement in public infrastructure projects, commercial, industrial and academic disputes.

Since 2017, Joanna has been listed among Who's Who Legal's list of eminent Australian mediators (Global Elite - Thought Leaders)

In her early career, Joanna taught modern languages in Sydney and Melbourne schools, and later English as a second language to migrants at work. This led to a 5-year position as a Grant-in-Aid worker at the Ethnic Communities Council of New South Wales, working closely with immigrant and refugee communities.

Between 1984 and 1988, Joanna was Director of Community Relations at the New South Wales Anti-Discrimination Board at a time when community understanding of the impact of new anti-discrimination laws on such public issues as AIDS, indigenous rights, racial and gender-based discrimination was low, and attitudes were changing rapidly. Joanna's role was to structure the Board's response to these issues on behalf of the State Government and, with the team she led, to design and deliver community education programs in workplaces, schools, social clubs and rural towns, particularly where complaints of discrimination had been made.

In 1988, Joanna was appointed to the Federal Administrative Appeals Tribunal, and served as a Member until 1996, when she was appointed to the National Native Title Tribunal. At the end of her three years on the NNTT, Joanna worked as a presidential consultant for a further two years. Once again, this was a turbulent time: political and cultural change followed the High Court's finding that Native Title to land had survived white settlement, and Aboriginal people could now lay claim to parts of their traditional territory. Handling the many stakeholders sensitively was a key part of members' roles.

In 2001, Jo became Chairman of LEADR (now the Resolution Institute), Australia's largest non-profit dispute resolution organisation, and was Freehills Visiting Fellow in 2006-7. For eleven years she co-presented LEADR's Australian and overseas training program.

Joanna has held a range of other board and advisory council memberships, including the Public Interest Advocacy Centre, where she served a decade on the Board including as deputy chair, and the advisory council of the Indigenous Law Centre of the University of New South Wales. Jo has also served on Macquarie University's Ethics Review Committee (Human Subjects); the National Population Council, an advisory body to the Minister for Immigration; and the NSW Board of Adult Education. She was a director of Sydney Dance Company for three years and foundation Chair of the first Australian Foodbank.

In recent years, Joanna has been active as a judicial educator, working with the National Judicial College, State and Federal courts and Tribunals in areas such as managing tension in the courtroom, communicating with unrepresented litigants and cross-cultural communication. She was the judges' trainer in the Family Court of Australia for three years during the introduction of their less adversarial trial process (LAT) and her work in the role features in a DVD.

Joanna speaks fluent French, and also speaks German and Italian. In 2003, she became a member of the Centre de Mediation et d'Arbitrage in Paris, where she lives and works for part of

each year. In 2008, she joined the International Mediator Institute (IMI), where she served on the independent standards commission and chaired the reference group determining standards in intercultural mediation. In 2009/10, Joanna was the ANZ Bank's pilot Diversity Advocate, and in 2012 she was appointed to the International Panel of the Singapore Mediation Centre. Jo is a board member of Guided Resolution, an online forum for dispute resolution.

In July 2013, Joanna took on the role of principal facilitator in the pilot phase of the Defence Abuse Taskforce's restorative engagement process and ran training sessions for representatives of the Armed Forces, who have since participated in the many hundreds of conferences that followed.

In late 2015, Jo became the chair of the Amoonguna Aboriginal Trust in Alice Springs, Australia, following her successful co-mediation of the Amoonguna's claim against the Northern Territory Government.

Jo remains active abroad: she has been a presenter at the CIMJ conference of French judges and mediators; together with three English colleagues, she is on the faculty of week-long workshops for advanced mediators in Italy, a course they have run together as MATA or FAMR since 2001. In late 2018, Joanna was guest presenter of the annual Singapore Mediation Centre lecture, and a video of that presentation is on her website. In February 2020, she was invited to present at the international mediation conference in Angers, France. In 2022, Joanna was one of ten authors of a French publication entitled *Sagesses du Monde et Médiation*.

Personal details

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Sydney AUSTRALIA 2023

Born Sydney, Australia, January 5, 1947
Telephone: +61 (0)419 642 017
Email: jok@jok.com.au

Academic qualifications

Bachelor of Arts (Hons) Sydney University 1967
Diploma of Education Sydney University 1968

Present occupation Judicial educator, facilitator, mediator

Current Board memberships Guided Online Resolution

Professional Memberships

Centre de Mediation et d'Arbitrage de Paris (CMAP)
IMI Independent Standards Commission; co-chair Intercultural Accreditation committee
Mediation and Training Alternatives (MATA) UK
Singapore Mediation Centre International Panel

Directorships

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| Public Interest Advocacy Centre (Director, deputy chair) | 1995 - 2005 |
| Sydney Foodbank (Chair, Director, Advisory Council member) | 1992 - 1995 |
| Indigenous Law Centre Advisory Council UNSW (member) | 1999 - 2003 |
| Police Ethnic Communities Advisory Council (member) | 2000 - 2002 |
| Resolution Institute/LEADR (Director, later Chair) | 1999 – 2001 |
| Sydney Dance Company (Director) | 1995 - 1998 |
| Macquarie University Senate Ethics Committee (member) | 1986 - 1997 |
| National Population Council of Australia (Member) | 1992 -1994 |
| NSW Board of Adult Education (Member) | 1982 – 1986 |

Statutory appointments

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| Member, National Native Title Tribunal | 1996 - 1999 |
| Member, Federal Administrative Appeals Tribunal | 1988 – 1997 |

Legal and judicial education workshop leader/facilitator:

- Judicial Commission of NSW – Courts and Tribunals conference presentations
- Federal Magistrates Court, now Federal Circuit Court of Australia
- Industrial Relations Commission of NSW, 2014
- National Judicial College of Aust - Solution Focused Judging program: 2011, 2012
- Administrative Appeals Tribunal: April and May, 2015
- State Administrative Tribunal, WA, 2011; Kunamarri workshop 2014
- Freehills Employee Relations project, 2010
- Council of Australian Tribunals conference 2010 and 2013

- Council of Australian Tribunals South Australia 2011
- Consumer Tenancy Tribunal Members conference 2010
- Motor Accidents Authority members conference, 2010
- NSW Industrial Relations Commission 2009
- Queensland Magistrates conference 2009
- Melbourne Magistrates Court 2009
- Magistrates Society of Western Australia 2009, 2012
- Commonwealth DPP 2008
- NSW Local Court 2008
- NZ Institute of Judicial Studies 2008
- National Judicial College of Australia – new judges workshops 2002-2008
- Supreme Court of Victoria conference 2007
- NSW Land and Environment Court 2007
- Freehills Patent and Trade Mark group
- Family Court of Australia – Less Adversarial Trials Pilot 2004 - 2007
- Judicial Settlement Conferencing pilot, Family Court of Australia, 2001 - 2006
- Judicial College (Victoria) – judicial officers’ training 2006, 2013
- VCAT 2006
- Institute of Judicial Administration strategic planning workshop 2003, 2010
- Judges retreat - High Court of New Zealand, Pauanui 1996: Maori & the law
- Mediation workshop: judges of Thai Intellectual Property Court 1999

ADR trainer and workshop leader:

- Formal accreditation programs for judges, lawyers and other professionals across Australia and New Zealand 1991 - 2002, including Thailand in 1999, India and Singapore in 1998, Hong Kong in 1996.
- Annual advanced mediator workshop, MATA, Italy, 2002 – 2011, 2016 and 2018

Mediator in over 300 cases including industrial, commercial, environmental and Native Title matters.

Named third on Who's Who Legal's list of eminent Australian mediators in 2017 and 2018

Facilitator in public infrastructure and decision making projects, some of considerable political sensitivity, including:

- Parramatta Rail Link: Independent Chair of three community liaison groups (2003-4)
- Cross-City Tunnel: Independent Chair of two groups (2003)
- Disposal by Federal Government of former submarine site, HMAS Platypus, a one-year public partnering process involving community representatives, Federal Department of Defence, North Sydney Council and architectural consultants
- Consultations over future of Luna Park
- Consultations over draft plan for the city of Sydney
- Proposed changes to NSW Environmental Planning and Assessment Act
- Future of Jervis Bay
- Construction and Demolition Industry Waste Round Table

Workshops and facilitations

- Freehills Patents and Trade Marks Group strategic planning 2008
- Freehills Employee Relations Partners strategic planning 2010
- KPMG Partners Conference, Sanya, China, 2007
- University of Western Sydney Law School retreat 2004
- Clayton Utz: national business development and partners strategy 2007
- Departments of Health and Community Services: Gosford co-location project
- Victorian Foundation for Survivors of Torture and Trauma: negotiation workshop
- Nottingham University Symposium: Translating Cultures, 2012
- Préparer et gérer les médiations multipartites complexes, Neuchâtel University 2014

International workshops

- Workshop leader, Centre de Médiation Summer School, Majorca, 2005
- Moderator/rapporteur, La Médiation au Service de la Paix, GEMME, Geneva 2007 (with Kenneth Cloke USA and William Marsh UK)
- Workshop leader, CMAP Groupe de réflexion et d'échange, Paris, 2008
- Guest presenter, Mediator Circle, Berlin, 2006
- Mediation interest group, Geneva, 2002, 2004, 2006
- IMI Intercultural Standards workshop pilot, Paris 2012
- MATA Advanced Mediator retreat, 2001 – 2018
- VIèmes Assises de la Médiation, Nice, July 2015
- Journées suisses de médiation, Neuchâtel, June 2014: keynote address
- VIIIèmes Assises de la Médiation, La Rochelle, July 2017

PUBLICATIONS

Sagesses du Pacifique; entre le secret et le sacré: in Sagesses du Monde et médiation L'Harmattan, 2022

On tiptoes through the minefield: cultural dimensions of mediation, Asian Journal on Mediation, 2020

La médiation en Australie, Actes des VIIèmes Assises internationales de la médiation judiciaire, Editions L'Harmattan, 2017

Impact of health perceptions and beliefs on access to health care for migrants and refugees, co-author with Prof Karen Zwi, Julia Parmeter, Lisa Woodland
Journal of Cultural Diversity, 24 (3) 2017 ISSN:1071-5568

Opening the Gate, contribution to collective work *Stories Mediators Tell*, American Bar Association Publication, 2016

How to Master Commercial Mediation, Bloomsbury Professional, 2015
Chapters 4: *Intercultural Mediation, The Fundamentals*
Chapter 6: *Intercultural Mediation, A Digest of Theory and Practice*

Managing courtroom communication

Judicial Officers Bulletin

Vol 20 No 10, November 2008

Community Consultation: Lessons from Sydney

Management Procurement and Law Journal (UK) 2008

Mediation in Landrechte-Verfahren der australischen Einwohner

(Land Rights mediation and indigenous Australians)

Betrifft Justiz Nr 88, Dezember 2006

Australia in Context: The Cross-Cultural Imperative

Cultural Dimensions - Approaches to Diversity Training in Australia

Human Rights Commission of Australia, 1999

In a manner of speaking: a cross-cultural view of mediation

Commercial Dispute Resolution Journal

Volume 2 Number 3 April 1996

Managing for Change

NSW University IPACE Institute, 1992

Considering cross-cultural issues: a rights framework

in proceedings, National conference on cross-cultural staff development

Flinders University, 1992

Women in management

in series The Emerging Manager

NSW University IPACE Institute, 1991

Migrant workers, equal opportunities and information at work

in proceedings, Migrant Workers, Information and Human Rights

UNESCO Conference, Victoria, 1988

A decade of achievement: making rights work

NSW Anti-Discrimination Board, 1987

Girls of non-English-speaking background

in Education, Gender and Ethnicity, 1987

Ethnocentrism, Racism and Prejudice

in Adult Education in Multicultural Australia Sydney C.A.E. 1987

Living together: more than just a bicentennial slogan

in Liberal Forum Occasional Papers No 2, 1987

Racism and prejudice as barriers to peace

in Curriculum Exchange Volume 4 No 2, 1986

Women in a multicultural society

in Migration Action Volume 8 no 1, 1986

Role of community workers in a multicultural society

NSW University, sound recording, 1986

CONFERENCE PAPERS

*To walk this land together:
the search for an Australian mediation model*
Kirby Lecture, UNE, Armidale, 16 August 2018

On tiptoes through the minefield: cultural dimensions of mediation
Seventh Annual Singapore Mediation Lecture, 31 October 2018

La Médiation en Australie
VII^{ème} Assises de la Médiation
CIMJ/GEMME La Rochelle, France, July 2017

La Médiation interculturelle:
VII^{èmes} Assises de la Médiation
CIMJ/GEMME Nice, France, July 2016

Expanding the mediator's pie: Keynote address
Journées suisses de la Médiation
June 6-7 2014

Australia through the cultural prism
Diversité des médiations du monde
October 2010

Mediating across cultures: values and attitudes post September 11
World Mediation Forum November 2001

Beyond deal-making: mediation in the public arena
Fifth National Mediation Conference May 2000

Public Issues Mediation
Public Interest Advocacy Centre Conference April 1999

Mediation in cross-cultural perspective
6th International ADR Conference Christchurch October 1998

From the margins to the centre: cross-cultural skills in social issues mediation
Paper presented National Mediation Conference, April 1998

Australia in context: the cross-cultural imperative
Australian Cross-Cultural Training Conference
Human Rights Commission, Sydney, November 8 1996

In a manner of speaking: a cross-cultural view of mediation
New Zealand Law Conference, April 1996 and
Mediation and Cultural Diversity Conference, January 1996

Cross-cultural issues in family mediation
National Conference on Family Mediation, June 95

Socio-linguistic issues and evidence

S.A. Legal Services Commission conference, August 21 1994

Centrality of a cross-cultural approach in service delivery

International Conference: Communication, Culture & Organisational Change

UTS, Sydney, 1993

Considering cross-cultural issues: a rights framework

National conference: Cross-cultural staff development Flinders Uni S.A. 1992

Communities: evolution and revolution

Keynote address, Australian Catholic Universities conference, 1991