

Maximizing Impact

A landmark year in the advancement of our mission



Our Mission

To support the prevention and resolution of conflicts by expanding access to alternative dispute resolution.





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Chair's Letter

01.

As we reflect on 2023, I am proud to share the tremendous progress and impactful achievements of the AAA-ICDR Foundation®. This year has been a landmark period in our enduring commitment to promoting peaceful conflict prevention and resolution, enhancing diversity, equity and inclusion, and advancing our mission in innovative ways.

Our record-breaking annual grant cycle, with over \$2.2 million distributed, has empowered 10 outstanding organizations, reflecting our dedication to bridging community conflicts, preventing and reducing violence, and championing inclusive practices.

A key aspect of our mission is to broaden the reach and accessibility of alternative dispute resolution (ADR). Through our grants, we have enabled a diverse range of organizations to implement and enhance ADR practices in unique and impactful ways. Examples include:

- **Meadows Mental Health Policy Institute: Transforming mental health crisis response through a person-centered approach, expanding ADR's role in public health.**
- **New York State Unified Court System: Facilitating community dialogue and restorative justice, increasing ADR access in addressing hate and bias.**
- **Roca, Inc.: Integrating ADR in law enforcement training to foster understanding and reduce violence within Baltimore communities.**
- **The Ohio State University Foundation: Promoting ADR in community leadership to address polarization, demonstrating ADR's relevance in civic engagement.**

In the final quarter, we celebrated significant milestones, including the AAA-ICDR Foundation being honored with the American Bar Association (ABA) Section of Dispute Resolution's 2023 Lawyer as Problem Solver Award. This recognition in October underlines our commitment to advancing ADR's scope and impact.



We also saw the fruition of our grant to the ABA, which enabled seven state and local bars to foster community dialogue and strengthen democracy. These initiatives, funded through June 2025, are prime examples of how ADR is being integrated into broader societal frameworks to facilitate meaningful conversations and resolutions.

In 2023, the Foundation awarded six students from historically black colleges and universities \$100,000 in scholarships, furthering our mission to cultivate diversity within the ADR field. We also expanded the practical application and reach of ADR in critical areas through our Rapid Response and Special Initiatives grants.

The generous support of the AAA-ICDR® and its roster of arbitrators and mediators has been crucial in these endeavors, allowing us to significantly expand ADR's reach and deepen its impact across various initiatives.

In summary, 2023 has been a year of impactful growth and achievement for the AAA-ICDR Foundation. We are grateful for the ongoing support from our donors, partners, and the community. Together, we are making a difference—one grant, one project, one community at a time.

Thank you for your continued support.
Sincerely,

A handwritten signature in black ink that reads "India Johnson".

India Johnson
Chair of the AAA-ICDR Foundation

A Welcome to Bridget M. McCormack

02.

The AAA-ICDR Foundation® continues to thrive and evolve, largely thanks to the dynamic and visionary leadership of its Board.

This year, we are thrilled to welcome Bridget M. McCormack as the new President and CEO of the AAA-ICDR, succeeding India Johnson.

Bridget joined the Foundation Board of Directors in 2023, beginning a new chapter in our history.

Bridget brings a wealth of experience and a proven track record of innovative leadership. Before joining us, she served with distinction as the Chief Justice of the Michigan Supreme Court, a role she held from January 2019 to December 2022.

Her tenure there was characterized by a commitment to modernizing the judicial system and enhancing access to justice, principles that resonate deeply with the mission of the AAA-ICDR Foundation.

Bridget's influence is already being felt as a member of our Board. Her strategic mindset and deep understanding of the legal landscape are invaluable assets for navigating the complexities of dispute resolution. Her work as a strategic advisor to the Future of the Profession Initiative at the University of Pennsylvania Carey Law School further underscores her dedication to shaping the future of the legal profession.

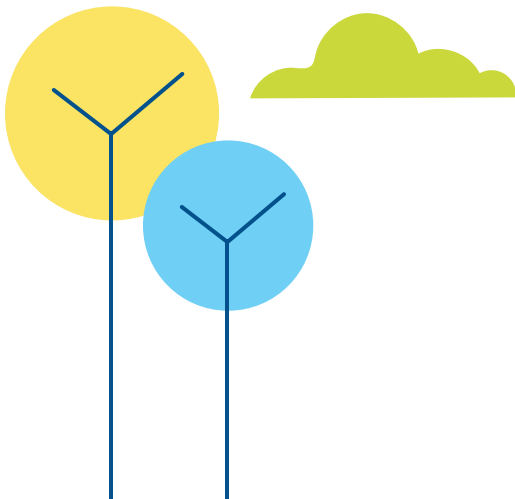


Bridget's election to The American Law Institute in 2013 and her appointments to national commissions and task forces demonstrate her broad-ranging impact on the legal community. These roles, coupled with her academic accomplishments and contributions to legal literature, set her apart as a thoughtful and action-oriented leader.

As we continue to build on the strong foundation laid by India Johnson—whose leadership saw the creation of the AAA-ICDR Foundation followed by its impactful growth and the mobilization of significant resources for our cause. We are confident that Bridget will lead us to new heights.

Her leadership, expertise and passion for innovation in the legal field promise to propel us forward, ensuring that the Foundation not only meets but exceeds its goals in the coming years.

We are excited to embark on this journey with Bridget at the helm, confident that her leadership will usher in a new era of growth and achievement for the AAA-ICDR Foundation.



Support by Numbers

03.

FUNDRAISING TOTALS 2023

AAA-ICDR
\$665,000

PANELIST DONATIONS
\$594,150

CHAIR'S CIRCLE DONORS
\$63,100



LEADERSHIP DONORS
\$32,126

IN-KIND
\$212,861

OTHER
\$5,038

TOTAL
\$1,572,275

GRANTING TOTALS 2023



\$2,869,160

2023 Grants Total



\$2,291,021
Annual Grant
Cycle



\$250,000
Special
Initiatives



\$228,139
Diversity
Scholarships



\$100,000
Rapid
Response

Combined HBCU and \$2K
Individual Scholarships

Annual Grant Cycle

04.

ANNUAL GRANT CYCLE

Since 2015, the Foundation's Annual Grant Cycle has provided more than \$7 million in funding to projects chosen through a competitive review process.

For its eighth Annual Grant Cycle in 2023, the Foundation awarded more than \$2.2 million to 10 organizations in amounts up to \$750,000. The grantees are:

Meadows Mental Health Policy Institute

\$750,000 to support the creation of a Person-Centered Triage Approach (PCTA) National Collaborative, which will transform mental health crisis response in 911/988 centers by developing, implementing, and scaling a person-centered and procedurally just approach in four sites nationally.

New York State (NYS) Unified Court System

\$250,000 to utilize Community Dispute Resolution Center's restorative justice and facilitation expertise to assist the NYS Division of Human Rights in the development of ten Regional Hate and Bias Prevention Councils by providing listening sessions, local action planning, and community dialogue.

Roca, Inc.

\$250,000 to reduce violence and increase understanding between police, community, and young adults by providing Rewire4 training department-wide at the Baltimore Police Department.

The Ohio State University Foundation

\$249,521 to the Divided Community Project in partnership with the National Civic League as well as Fordham and Stanford Law Schools to organize, design, and implement multi-day academy programs training local leadership teams to plan and implement strategies to address polarizing community dynamics.

American Bar Association (ABA) Fund for Justice and Education

\$200,000 to bring communities together to begin restoring productive public discourse on critical topics, leveraging state and local bars' legal expertise and leadership to develop a framework for community conversations to strengthen democracy.

Resolution Systems Institute (RSI)

\$172,000 to reduce barriers to Online Dispute Resolution (ODR) for self-represented parties, especially those with low literacy. RSI will develop guidance for courts to prepare parties for ODR.

National Association for Community Mediation

\$136,500 to support development of a new toolbox in partnership with Living Room Conversations and community organizations that helps school boards and communities bridge conflict focused on mending social divisions and civil discourse.

Nashville Conflict Resolution Center

\$120,000 to create a centralized platform used by all seven Tennessee nonprofit mediation centers to make remote mediation services accessible for systemically disenfranchised low-income litigants in all Tennessee General Sessions and Juvenile Courts.

Research Foundation of CUNY John Jay College of Criminal Justice

\$88,000 to produce user-friendly resources to help court staff easily address and implement best practices in terms of accessibility, trauma-informed service delivery, and procedural fairness.

Arizona Town Hall

\$75,000 to invite Arizonans of diverse views and experience to participate in a forum to examine the issue of extreme polarization, interact with one another, respectfully discuss the issues, and work together to find solutions.

CASE STUDY

Organization

Meadows Mental Health Policy Institute (MMHPI)

Project

Person-Centered Triage Approach (PCTA) National Collaborative

Every year, an estimated 240 million calls are received by 911 call centers across the United States. A significant portion of these calls, up to 20 percent, may involve individuals experiencing a mental health crisis and/or substance use issue, translating to millions of emergency crisis responses annually. Despite the critical role call centers play in community safety, 66 percent of call takers report receiving no training in handling mental health crises, lacking both the structured tools and scripts that could guide them in identifying and responding to such calls effectively. This gap in training and resources makes it challenging to prioritize mental health and suicide risk calls amidst other emergencies, underscoring a critical need for improved response strategies to mental health emergencies.

The Person-Centered Triage Approach was developed to address these challenges, focusing on quicker identification of mental health crises, applying person-centered risk assessment techniques, and improving call prioritization based on individual needs and risks. In 2023, the PCTA initiative was piloted in four diverse 911 call centers across three states, serving a combined population of approximately 1.7 million. These assessments underscored the widespread need for the program, with only one site previously offering dedicated mental health training for call takers. Early successes include selecting two pilot sites—one rural and one urban—demonstrating openness to innovate their crisis response protocols with PCTA.

Short-term achievements include engaging multiple learning sites and refining the PCTA model for broader application. In the long term, the project aims to enhance call resolution quality, strengthen community resilience, and increase public trust in emergency response systems by integrating person-centered practices. The ultimate goal is to scale PCTA across numerous communities, transforming how mental health crises are managed nationwide.

Location

Cuyahoga County, Ohio
Geauga County, Ohio
Lakeway, Texas
Santa Barbara, California

Dates

3/1/23 - 2/28/26

Grant Amount

\$750,000

The Person-Centered Triage Approach project is designed to generate insights and tools that can be adapted to various community settings, aiming to establish a model for compassionate and effective mental health crisis response. A comprehensive implementation brief will be developed, offering a roadmap for other communities to adopt and adapt the PCTA model, fostering a national movement towards improved mental health crisis intervention.



Yolanda Lewis addresses the Brain³ Summit held Feb. 21-22 at the Center for Brain Health in Dallas

The AAA-ICDR Foundation grant has been instrumental in advancing the PCTA project, enabling MMHPI to pilot innovative solutions, collaborate with community leaders, and lay the groundwork for sustainable practices in crisis response. This support has facilitated the exploration of procedurally just practices within the mental health sphere of the criminal legal system, marking significant progress toward transforming crisis response culture in the United States.

The Person-Centered Triage Approach embodies principles of conflict resolution by promoting mediated alternatives to traditional emergency responses, emphasizing the importance of voice, choice, and agency for individuals in crisis. This approach aligns closely with alternative dispute resolution methods, fostering collective outcomes and effective engagement strategies that de-escalate crises and facilitate more equitable resolutions.

ANNUAL GRANT CYCLE



The work we are doing aligns perfectly with the AAA-ICDR Foundation's goal to give people voice and choice as they navigate their mental health concerns."



Yolanda Lewis

Executive Vice President for Justice and Health and Executive Director, Center for Justice and Health



There are communities that have never had a voice in what happens on the other end of those calls. We can de-escalate a crisis if we have the courage to ask the right questions."



The Meadows Institute is proud to partner with 911 call centers, people with lived experience, researchers, academia, and hospital systems to improve outcomes for people calling 911 during a mental health crisis. Equipping call centers with structured triage tools is essential, as call takers and dispatchers make critical decisions rapidly amidst high call volume."



Laura Slocum, MS, LPC

Senior Director of Crisis Systems Transformation and Chief of Staff for Justice and Health

WHAT PARTICIPANTS SAID



We are excited to see what comes from the project and hope to learn new ways to help identify and respond to persons in crisis. Our experience so far with the folks at Meadows Mental Health Policy Institute has been nothing short of amazing... We look forward to continuing our partnership with MMHPI. We are 'all in' on working collaboratively with them and the other partners to find ways to better serve the people in our communities that struggle with mental health."

Lieutenant Brandon Reed, Communications Division Commander, Geauga County Sheriff's Office, Ohio



The mental health crisis in our country is something that we in the 911 field deal with every day. As emergency telecommunicators, we understand the need for better ways of triaging calls, specifically those that are mental health-related. Being a part of the PCTA project will not only improve the way that we handle our calls for service but also provide better ways to get the public the right help that they so desperately need."

Lisa Rapitis, CPE, RPL, Deputy Director, Chagrin Valley Dispatch, Bedford Call Center, Ohio



University Hospitals is both honored and excited to be part of the research and, in the future, to develop new tools for responding to citizens in the community that are having a mental health crisis. The partnership between the Meadows Mental Health Policy Institute, the Geauga County Sherriff's Office, Chagrin Valley Dispatch Center, and University Hospitals can only strengthen a response to mental health emergencies and begin to develop and shape the future for mental health and crisis response."

Dan Ellenberger, Director of Community Outreach and Director of EMS Training and Disaster Preparedness Institute, University Hospitals of Cleveland, Ohio

CASE STUDY

Organization

American Bar Association (ABA) Fund for Justice and Education

Project

Cornerstones of Democracy

Dates

3/1/23 – 8/31/25

Location

Oakland County Bar Association (MI)
Ohio State Bar Association (OH)
Omaha Bar Association (NE)
National Asian Pacific Bar Association (NAPABA)
National Native American Bar Association (NNBA)
State Bar of Montana (MT)
Washington County Bar Association (PA)

Grant Amount

\$200,000



In a bold stride toward revitalizing democracy and the rule of law across the United States, ABA's Cornerstones of Democracy project stands at the forefront of civic innovation. Fueled by a generous \$200,000 grant from the AAA-ICDR Foundation, this initiative is set to redefine the landscape of civic engagement, collaboration, and public understanding of democratic principles.

With strategic alliances spanning seven state, local, and affinity bar associations, this project is focused on reinvigorating public discourse through civility, constitutional knowledge, and the power of collaboration. Its objectives are ambitious yet critical:

- Elevate marginalized communities into the civic and political sphere.
- Forge robust networks to catalyze collective action on pressing issues.
- Demystify the Constitution and legal processes for the public.
- Champion models of civil discourse and effective conflict resolution.
- Provide the youth with the tools to navigate civic duties and counter misinformation.

From engaging Asian American/Pacific Islander (AAPI) and Native American communities to mobilizing youth in politically divided states, Cornerstones has orchestrated many impactful events. This initiative's reach is extensive, with the ABA channeling insights and resources to over 600 bar associations nationwide, crafting a cohesive network dedicated to strengthening democratic values and civil liberties.

The AAA-ICDR Foundation's grant is a testament to the shared vision of advancing the rule of law and nurturing a society rooted in mutual respect and understanding.

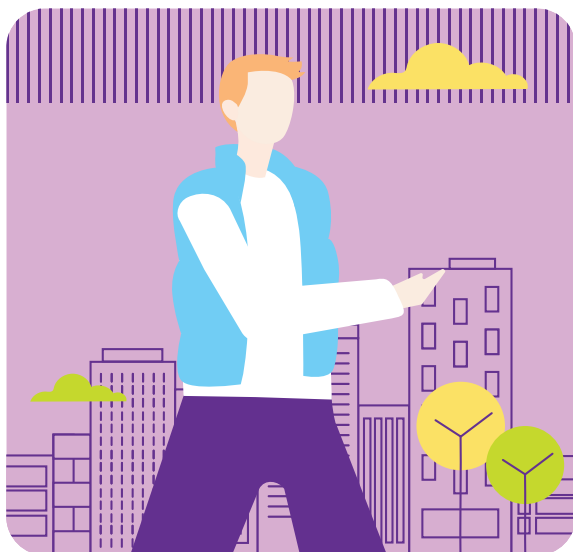
This partnership catalyzes change, empowering communities to navigate and resolve conflicts, thereby fortifying the pillars of democracy.

Spotlight on Sub-grantee Excellence: National Asian Pacific Bar Association (NAPABA)

Amid the nationwide movement's backdrop, the NAPABA exemplifies the project's ideals through its proactive response to adversity. In 2023, NAPABA encountered criticism for hosting its annual meeting in Indiana, a state then under scrutiny for recent legislation affecting LGBTQ+ rights. Rising to the challenge, NAPABA unveiled an Advocacy Action Plan to galvanize the local AAPI community toward constructive dialogue and action.

The plan's inaugural meeting united a diverse cohort, including the Burmese-Chin community from south Indianapolis, the Asian American Alliance, and key civic organizations, to forge community bonds and advocate for meaningful change. These gatherings focused on enhancing access to essential services for non-English speakers, laying the groundwork for a broader advocacy and support network.

National Asian Pacific Bar Association's journey continued with its national convention and virtual engagements, fostering discussions on civil rights and strategizing ways to bolster local advocacy. A visionary step forward involves crafting a toolkit to enable national organizations to support local causes more effectively. Furthermore, NAPABA, in collaboration with its Indiana affiliate, is orchestrating a legislative meet-and-greet to bridge the gap between state lawmakers and AAPI community leaders, thus fostering a more inclusive and responsive legislative environment.



A Mosaic of Civic Engagement

The ABA's distribution of the grant marks a new chapter in civic engagement and civility, spotlighting a diverse array of projects aimed at strengthening the fabric of democracy:

- **NAPABA: Advocacy training and coalition-building among Indiana's AAPI leaders.**
- **National Native American Bar Association: Empowering Native communities to safeguard voting rights through education and collaboration.**
- **Oakland County Bar Association (MI) : Expanding educational programming to foster informed citizenry and voter engagement.**
- **Omaha Bar Association: Cultivating civility and change through town halls and expanded legal education.**
- **Ohio State Bar Association: Enhancing judicial election transparency and voter education through digital campaigns.**
- **State Bar of Montana: Broadening public legal education and access through technological advancements and community partnerships.**
- **Washington County Bar Association (PA): Transforming community engagement with civics and civility programming.**

As the world's largest voluntary association of lawyers, the ABA is a voice for the legal profession and a beacon of hope for restoring productive public discourse. Through initiatives like the Cornerstones of Democracy project, the ABA is reimagining the possibilities of civic engagement, setting a global standard for promoting justice, education, and the rule of law.

Rapid Response Grants

05.

CASE STUDY

Organization

Metropolitan Family Services

Project

Community Police Training Collaboration with Metropolitan Peace Initiatives (MPI) and Chicago Police Department

Location

Chicago, IL

Dates

8/21/23 – 8/21/24

Grant Amount

\$50,000

In 2023, Metropolitan Family Services received a \$50,000 Rapid Response Grant from the Foundation to bolster its efforts to enhance community safety and relations in Chicago.

This grant enabled a strategic expansion of its collaboration with hyper-local community-based organizations, outreach workers, and peacekeepers, underlining a community-centric approach to conflict resolution and violence prevention.

Metropolitan Family Services, through its division Metropolitan Peace Initiatives (MPI), has deepened its engagement with community-based organizations across 28 neighborhoods in Chicago. This collaborative, known as Communities Partnering 4 Peace (CP4P), has grown to include 15 organizations, each pivotal in addressing the root causes of violence and promoting healing within their communities. The partnership focuses on creating a unified front to tackle violence, emphasizing the importance of local knowledge and community-led solutions.

The initiative has strongly emphasized the recruitment and training of outreach workers and peacekeepers, who are crucial in mediating conflicts and establishing non-aggression agreements between rival groups. These individuals, often hailing from the communities they serve, bring invaluable insight and trust to the initiative. Their work includes engaging directly with at-risk populations, particularly African American and Latino men aged 16 to 44, to offer support and alternatives to violence.

During the grant implementation period in 2023, outreach workers and peacekeepers have made significant strides in reducing violence. They conducted 406 mediations that de-escalated potentially violent conflicts arising from social media, interpersonal, and family disputes. Their interventions have been instrumental in preventing conflicts from escalating, contributing to a 10.7 percent reduction in total shooting victims in Chicago compared to the previous year.

The Metropolitan Peace Academy is central in equipping outreach workers and peacekeepers with the skills and knowledge needed for their critical work. The curriculum, informed by the lived experiences of its participants, covers various topics, including cultural literacy, trauma-informed care, and nonviolent conflict resolution techniques. This training ensures that all interventions are carried out with professionalism and empathy, fostering a safer and more cohesive community environment.

The collaborative efforts of Metropolitan Family Services, alongside its community partners and dedicated team of outreach workers and peacekeepers, have set a new benchmark for community engagement and violence prevention in Chicago. As the initiative looks to the future, plans include further expansion of the training programs and outreach efforts, ensuring that more neighborhoods can benefit from this vital work.

Through this focused approach on collaboration with hyper-local community-based organizations and the empowerment of outreach workers and peacekeepers, Metropolitan Family Services is making substantial progress towards a safer, more unified Chicago.



Metropolitan Peace Initiatives and Chicago Police Department

Diversity Scholarships

06.

2023 HISTORICALLY BLACK COLLEGES AND UNIVERSITIES SCHOLARS

The Foundation employs two strategies to build inclusive leadership growth in the field of ADR. The Diversity Scholarship Program provides up to \$2,000 to individuals toward participation in a degree program, fellowship, or conference focused on ADR. In 2022, the Foundation expanded its giving in this area by establishing scholarships for students enrolled in dispute resolution programs at Howard University and North Carolina Central University, two Historically Black Colleges and Universities. The three-year commitment will provide, annually, \$50,000 to second- and third-year law students at each institution, for a total through 2024 of \$300,000.



Sarah Ayad
North Carolina Central
University School of Law



Celeea Williams
North Carolina Central
University School of Law



Brie Starks
North Carolina Central
University School of Law



Tamia Glover
North Carolina Central
University School of Law



Amir Muhammad
Howard University
School of Law



Joselys Corneelio
Howard University
School of Law



Alternative dispute resolution is important in small communities, like my own, where people do not fully trust the legal process. It also allows parties to play an important role in resolving their own disputes which often results in creative solutions, longer-lasting outcomes, greater satisfaction, and improved relationships. As someone who strives to uphold a reputation of honesty and integrity, I know the Muslim community will come to me to help resolve their disputes in a cost effective, efficient, and healthy way. I hope to be a conduit for change for how disputes are currently resolved in my community, and it starts with me.”

Sarah Ayad
North Carolina Central University School of Law

2023 DIVERSITY SCHOLARSHIP GRANTEES



Annie Maria Adikin
Kampala, Uganda



Kostas Aslanidis
Thessaloniki, Greece



Luis Brugal
Geneva, Switzerland



Stacey Cameron
New York, New York



Xenia Campas Gene
New York, New York



Caterina Cesario
New Orleans, Louisiana



Kricia Pires Coelho
Rio de Janeiro, Brazil



Isabella de Assis Godoy
Humbolt, California



Fathima Dildar
Durban, South Africa



Shakeba Dubose
Columbus, Ohio



Dr. Iryna Eihelson
Kyiv, Ukraine



Chika Ezeonyebuchi
Columbus, Ohio



Raihal Fajru
Aceh Besar, Indonesia



Kate Ferguson
Cape Town, South Africa



Vaiba Kebeh Flomo
Flomo, Liberia



Abiola Funmilayo Faleyeye
Lagos, Nigeria

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New Delhi, India



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Lorraine D. Mandel
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Alejandro Martinez Sanchez
New York, New York



Gloria J. Medina
New York, New York



Gennea Moss-Moore
New York, New York



Xikhongelo Pearl Mukhari
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Mary Mutupa
Lusaka, Zambia



Nomawethu Iris Ngangqu
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Nairobi, Kenya



Antoni Otalega
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Coppell, Texas



Queralt Vidal
Barcelona, Spain

AAA-ICDR Foundation Leadership

07.

2023 AAA-ICDR FOUNDATION LEADERSHIP



India Johnson
Chair of the AAA-ICDR Foundation
and Immediate Past President
and CEO of the AAA-ICDR



Bridget M. McCormack
President and CEO AAA-ICDR



Tracey B. Frisch
Corporate Secretary of the
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Eric P. Tuchmann



Kelly Weisbrod
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AAA-ICDR Foundation



Rebecca Storrow
Non-Director, Grants
Committee Member of the
AAA-ICDR Foundation

Acknowledgment of Donors

08.

ACKNOWLEDGMENT OF DONORS

The Foundation's work is only possible due to the generosity of the AAA-ICDR and its roster of arbitrators and mediators, which together have provided over \$15 million in monetary and in-kind contributions. We cannot thank you enough. In particular, we recognize those who donated at the Chair's Circle Donor (\$2,000+) and Leadership Donor (\$1,000+) tiers:

CHAIR'S CIRCLE DONORS (minimum contribution of \$2,000)

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