

VIRGINIA L. MORRISON

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KARUNA CENTER FOR PEACEBUILDING
Program Director

2015-present

Develop, generate funding for, and oversee all aspects of programming funded by USAID, US State Department, and private foundations in East Africa, South and Southeast Asia, the Middle East, Europe, and the United States. Hold primary responsibility for grant-writing, developing and implementing monitoring and evaluation plans, and fulfilling narrative reporting and other donor requirements. Hire and oversee in-country project managers and maintain partner relationships, often in multiorganizational consortia, and provide technical assistance to build their organizational and programming capacity. In conjunction with leadership team, develop organizational policy and protocols and conduct strategic planning and strategic communications.

President, COLLABORATION SPECIALISTS
MEDIATORS BEYOND BORDERS

1999-present
2007-2017

Consultant in peacebuilding, conflict transformation, dialogue, community reconciliation, trauma, community resilience and conflict resolution. Particular emphasis on grassroots capacity-building and traditional conflict resolution and healing mechanisms. Sample projects include:

Peacebuilding – Liberia: Co-director of 6-year peacebuilding project that included community reconciliation, trust-building inter-ethnic dialogue; creating an intertribal women's leadership network, integration of former child soldiers, addressing trauma, and capacity-building for local peacebuilding NGOs. Project design; coordinated 15-volunteer team and 4-organization consortium; developed and maintained partnerships with ministries and international community; conducted dialogues, training and mentoring.

Peacebuilding and trauma – Nigeria: Consultant on USAID project developing a hybrid of trust-building dialogue, African customary methods and religious persuasion to increase interfaith coexistence and reduce religious and election violence in Nigeria's northern states. Capacity-building for Nigerian peacebuilders to support trauma healing and resilience and increase leadership abilities.

Training: Interactive trainer in skills of conflict management, dialogue, trauma support, mediation, leadership and community peacebuilding in Iraq, Liberia, Nigeria, Ghana, Sierra Leone, Italy, Turkey, Germany, Belgium, the UK and Canada. Participants include NGOs, women leaders, tribal leaders, government, business leaders, military and prison officials, lawyers, law and other graduate students, churches.

Peacebuilding – Iraq: Consultant on projects educating women leaders, women law students, NGOs and sheiks on mediation and conflict management, and creating networks among them

Peacebuilding – Kenya: Program lead on USIP-funded project consulting with Kenyan NGOs serving pastoralist communities from conflict assessment through implementation. Provide technical assistance preparing warriors, elders and women to intervene with neighboring warring tribes. Provide mentoring and training for urban professionals and tribal representatives as well as organizational development support for the NGOs; convene NGOs with mutual interests; interface with ministries; and catalyze complementary development.

Technical assistance: served on the first Conflict Management Advisory Board for Amnesty International, a complex global organization advocating for human rights.

Conflict assessment – Sierra Leone: Conflict assessment team member assessing sources of university campus violence and its relationship to national political parties. Provided technical assistance to student peace groups and initial project design.

NGO leadership: served on Executive Committee, Board of Directors, and as Projects Chair for 501(c) (3) organization providing volunteer conflict resolution internationally. Included guiding administration, formulating strategic plan, financial decisionmaking, writing protocols for project selection and oversight, designing team-building and international fieldwork training, communications with the public and membership, fundraising, and creation of policies and procedures.

Technical assistance: Advise Pacific University, McGeorge School of Law in its design and implementation of the Pacific Conflict Management Institute, a resource for the health care industry. Adapt conflict resolution to specific needs of health care environment. Provide facilitation, coaching, mediation and training, and integrate these techniques into clients' business operations.

EDUCATION

BOALT HALL SCHOOL OF LAW, University of California, Berkeley J.D., 1996
SAN FRANCISCO STATE UNIVERSITY B.A., Anthropology, minor: Journalism 1993
EASTERN Mennonite University Graduate Certificate in Conflict Transformation, 2014
concentration in Trauma and Restorative Justice

UNITED STATES INSTITUTE OF PEACE

Executive coursework in Trauma, Muslim Tribal Societies, Leadership, Election Violence
AMERICAN UNIVERSITY Graduate coursework in Monitoring and Evaluation
Mediation training -- more than 250 hours, including Harvard School of Public Health, Health Care Negotiation and Conflict Resolution Leadership

BOARDS AND PROFESSIONAL ASSOCIATIONS

Mediators Beyond Borders, Secretary, Executive Committee, Board Director, Projects Committee Chair, founding member
Amnesty International, Conflict Management Advisory Board
Alliance for Peacebuilding
National Coalition for Dialogue & Deliberation
Harvard School of Public Health alumni association, source book/database workgroup
Association for Conflict Resolution, Health Care Section Executive Council
State Bar of California

PUBLICATIONS

Interfaith Mediation Centre et al., *Reflective Structured Dialogue: A Dialogic Approach to Peacebuilding*, 2015, found at:
http://www.publicconversations.org/sites/default/files/RSD%2015_0.pdf

Gail Ervin, Virginia Morrison, Prabha Sankaranarayan, Mediators Beyond Borders: How Mediators Can Build Partnerships for a Culture of Peace, *World Mediation Forum VIII Conference Proceedings*, 2012, Vol. II, 14-21

Virginia L. Morrison, Nicola B. Truppin, *Using the Law to Strengthen the Patient's Voice*, in Patient Advocacy for Healthcare Quality: Strategies for Achieving Patient-Centered Care, Earp, J. & French, E. (Eds.), Jones and Bartlett (2007)

Virginia L. Morrison, *Heyoka: The Shifting Shape of Dispute Resolution in Health Care*, 21 GA ST. U. L. REV 931 (2005)

Lance Montauk, Virginia Morrison, Crime, Confidentiality, and Clinical Judgment, *The Lancet*, December 2004, 364: 46-47

Dale C. Hetzler, Virginia L. Morrison, Debra S. Gerardi, Lorraine Sanchez Hayes, Curing Conflict: A Prescription for ADR in Health Care, *Dispute Resolution Magazine-Journal of American Bar Asso. Dispute Resolution Section*, Fall 2004, 5-7

Virginia L. Morrison, Debra S. Gerardi, When Response to Tragedy Compounds It: Another Aspect of Terry Schiavo's Story, *Ethics Rounds*, Fall 2004

Robert Robson, Virginia L. Morrison, The Final ADR Frontier: Conflict Resolution in Health Care, *ACResolution-Journal of Asso. For Conflict Resolution*, May 2003

SELECT PRESENTATIONS AND TRAININGS

International Human Rights Law Institute, Women's Leadership Conference, Duhok, Iraq:
Mediation Skills for Women Leaders

Women for Peace International conference, Nairobi, Kenya:
Women Hold Up Half the Sky: Community Women as Peace Leaders

Interfaith Mediation Centre, Kaduna, Nigeria:
Facilitating with Purpose and Poise I & II
Leading from the Heart: Reflective, Sincere Leadership
Skills for Supporting People with Distress and Trauma I & II
Introduction: Supporting People with Trauma in Community and in Security Investigations

Amnesty International, Istanbul, Turkey:
Skills for Preventing Conflict and Building Trust

Kofi Annan Institute for Conflict Transformation, graduate short course, Monrovia, Liberia:
Mediation and Interest-Based Processes: Professional Practice and Skills

Southern Methodist University International Training Center, Plano, TX:
Working Within Communities: Some Implications for Fieldwork

Mediators Beyond Borders, Annual Congress, Washington, DC:
Leadership Roles and Responsibilities

University of Sierra Leone, Fourah Bay College, Freetown, Sierra Leone:
Communication Skills, Conflict Management and Mediation

Amnesty International International Council Meeting, Berlin, Germany:
Increasing Human Rights Impact by Reducing Destructive Disagreements

Centre for Conflict Resolution, Accra, Ghana:
Mediation Training (for military, traditional leaders, government, business and attorneys)

International Human Rights Law Institute, Peacebuilding Training Toward Reconciliation in Iraq, Suleimaniya, Iraq:
Conflict Prevention Skills to Promote Community Reconciliation (for NGOs and tribal leaders)

Amnesty International, Chairs and Directors Forum, Reading, United Kingdom:
Skills for Preventing Conflict and Building Trust

Mediators Beyond Borders, Los Angeles, CA:
Facilitating Dialogue on Difficult and Dangerous Issues

Amnesty International, European & MENA Directors' & Chairs' Regional Meeting, Brussels, Belgium:
Leadership Roles and Good Practices

International Academy of Law and Mental Health, 30th International Conference, Padua, Italy:
Mental Health Care in Prisons: Beyond Litigation to Effective Systems

Psychosocial Consortium of Liberia, Monrovia, Liberia:
Power of Dialogue

Mediators Beyond Borders, Annual Congress, Los Angeles, CA:
OMG: Our Partner Said What!?! – Lessons from the Field

Amnesty International, Accra, Ghana:

Conflict Management and Resolution Skills for Human Rights Activists

Lutheran Church of Liberia, Monrovia, Liberia:

Mediation and Interest-Based Processes: Advanced Skills for Counselors

American Bar Association Dispute Resolution Section, Annual Meeting, San Francisco, CA:

Mediators Beyond Borders and the Rule of Law: Peacebuilding in International Communities

Association for Conflict Resolution, Annual Meeting, San Diego, CA:

Women Hold Up Half the Sky: When the Other Half is Falling

Complete list of presentations available on request