

KRISTIN ANDERSON

224 7th Street East
SASKATOON, SK.
1 306 222 0361

KRISTINCAPETOWN@GMAIL.COM

EDUCATION AND ACCREDITATION

Certificate Harvard Law School; Program on Negotiation	2022
<i>Negotiation and Leadership</i>	
Master of Political Science, Justice and Transformation	2011
<i>University of Cape Town, Cape Town, South Africa</i>	
Bachelor of Social Science Honors, Social Development	2008
<i>University of Cape Town, Cape Town, South Africa</i>	
Bachelor of Arts, Social Anthropology	2000
<i>University of Saskatchewan, Saskatoon, Canada</i>	

ADDITIONAL CERTIFICATION AND TRAINING

- ♦ *Executive Leadership Certificate Edwards School of Business*
- ♦ *Recipient of a Deputy Ministers Award for Citizens Centre Service, for Leading the Diversity and Inclusion Committee 2022*
- ♦ *Executive Management Leadership Program, Government of Saskatchewan 2022*
- ♦ *Awarded "Person of the Year" through Canadian Industrial Relations Association (CIRA, Edwards School of Business) 2019*
- ♦ *Recipient of a Deputy Ministers Performance Excellence Award 2017*
- ♦ *Recipient of a Deputy Ministers Performance Excellence Award 2016*
- ♦ *Charter Mediator Designation through ADR Canada*
- ♦ *Vice President and board member of ADSK*
- ♦ *Conflict Resolution Certificate (Saskatchewan Justice)*
- ♦ *Mediation Certificate Level 1 (Saskatchewan Justice)*
- ♦ *International Mediation Training (University of Cape Town)*
- ♦ *Family Law Mediation Training*

- ♦ *Victim Empowerment (NICRO)*
- ♦ *Effective Advocacy (Saskatchewan Community Education)*
- ♦ *Suicide Intervention (Saskatchewan Abilities Council)*
- ♦ *Lancaster House Labour Relations Certificate*
- ♦ *LEAN LEADER Training*
- ♦ *Queens University IRC Mastering Fact Finding and Investigation*

RELEVANT WORK HISTORY

Executive Director of Labour Relations and Mediation: The Ministry of Labour Relations and Workplace Safety – Labour Relations Division, Saskatoon, March 2023-Present

- Resolve and prevent labour disputes within the province of Saskatchewan.
- Mediate collective bargaining disputes at impasse
- Provide direction and advice on labour relations.
- Manage a team of mediators and other LRM staff.
- Part of the senior leadership team to the Ministry
- Mediate highly protracted disputes.
- Guest lecturer at Edwards School of Business; Labour Management Program
- Diversity Equity and Inclusion Champion for the Ministry
- Specialize in intercultural disputes.
- Assess workplaces and develop strategies for their success.
- Workplace Restoration specialist
- Facilitate Collective bargaining negotiations.
- Diagnose workplace conflict.
- Multi-stakeholder mediations
- Joint problem solving with both Union and Employer
- Training on Communication/Conflict Resolution
- Develop workplace mediation plan.
- Strategic development of a collaborative process to diffuse conflict
- Post mediation support to both employer and union.
- Interest Based Negotiations/best Practice negotiation.
- Oversee all mediations/negotiations.
- Program development.

Facilitator -Edwards School of Business, University of Saskatchewan – Current

- Facilitate sessions on Negotiation
- Facilitate sessions on Conflict Resolution
- Facilitate sessions on Collective Bargaining

Manager of Labour Relations and Mediation: The Ministry of Labour Relations and Workplace Safety – Labour Relations Division, Saskatoon, September 2011- March 2023

- Leader of Ministry of LRWS Diversity and Inclusion Committee
- Policy committee for building an Indigenous policy statement and a diversity and inclusion strategy.
- Member on the committee for Saskatchewan Government of Inclusion Community of Practice
- First civil servant to be public recognized and thanked in writing a collective bargaining agreement.
- Specialize in intercultural disputes.
- Assess workplaces and develop strategies for their success.
- Workplace Restoration specialist
- Facilitate Collective bargaining negotiations.
- Diagnose workplace conflict.
- Multi-stakeholder mediations
- Joint problem solving with both Union and Employer
- Training on Communication/Conflict Resolution
- Develop workplace mediation plan.
- Strategic development of a collaborative process to diffuse conflict
- Communication and conflict analysis
- Development of labour mediation agreements
- Post mediation support to both employer and union
- Interest Based Negotiations/best Practice negotiation.
- Manage a team of mediators and administration staff.
- Oversee all mediations/negotiations.
- Program development

Manager, Community Service Development: The Ministry of Social Services, Regina Saskatchewan: September 2010- September 2011

- Work with First Nation Communities and organizations to build new programs around child and family services.
- Mediate relationship between First Nation Communities and Ministry staff
- Manage Non-profit agencies contracts.
- Mediate disputes between agencies and Ministry Staff
- Worked specifically with Indigenous communities to create community led programs.
- Develop and implement plans for community-based resource development.
- Monitoring and measuring the effectiveness of community delivered programs.
- Oversee the development of new agencies.
- Prepare Briefing notes on situations that may impact the Ministry, government in relation to the community.
- Monitoring and evaluation of contracts that reflect the Ministry's priorities and strategic goals.
- Build and support collaborative relationships and partnerships between Ministry staff and the community-based service sector to foster positive client outcomes for clients accessing community-based services.

Mediator: Western Cape Office of the Premier, Cape Town, South Africa, As Required

- Recruited to mediate and advise on violent civil disputes as they arise in the Western Cape of South Africa.
- On the UNHCR task force for the xenophobic crisis in 2008

Project Manager: The Centre for Justice and Crime Prevention (www.cjcp.org.za), Cape Town, South Africa, April 2009 to August 2010

- Managed project staff across South Africa, Democratic Republic of Congo, Mozambique and Namibia
- Project planning with relation to refugee and asylum seekers, including project design and developing funding proposals.
- Built partnerships and networking with governments, NGO's, international NGO's, other organizations, for example: The Desmond Tutu Peace Foundation, Amnesty International, Canadian International Development Association (CIDA)
- Managed financial information/budgets.
- Strategic planning including policy development, research, monitoring and evaluation.
- Managed project sites in South Africa, Democratic Republic of Congo, Namibia, Mozambique
- Advised both Canadian Consulate and American Embassy officials on issues related to crime prevention, human rights, refugees and xenophobia. Briefing international government officials on the state of social conflict in South Africa

Research Facilitator and program design c'Dabra Foundation (www.cdabra.org.za)

Jan 2008- April 2009

- Recruited to help start, research, evaluate and manage a nonprofit organization focusing on the development and empowerment of educators.

Human Rights Counsellor and legal Resource consultant (Funded by Foreign Affairs Canada to provide services in Cape Town, South Africa)

August 2005 – Feb 2007

- Advocacy for Refugees and asylum seekers
- Mediate constitutional disputes at the South African Human Rights Commission
- Mediation between South Africa institutions and vulnerable people
- Interpreted South African Legislation
- Advised Canadian Federal Government on conflict and funding directive for South Africa – Including direct consultation with the Governor General of Canada
- Provided in-depth assessment and consulting services concerning home affairs for refugees from war torn regions
- Managed the Victim Support Centre, including all volunteers and activities at the centre
- Counselling victims of severe domestic violence and rape (both emergency and long-term situations) at **NICRO Women's Support Centre**
- Delivered client-centered care with women in establishing long term goals, emergency plans, and strategies for taking control and executing independence.
- Warden for Canadians in South Africa in crisis situations

- On planning committee for dignitary visits to South Africa

Acting District director and Mediation Caseworker, John Howard Society, Saskatoon, Saskatchewan *1998-2005*

- Head mediator for the agency. Created strategy and content for youth programs, managed 15 staff and several practicum students, and led meetings with funders, lawyers, and other key decision-makers.
- Managed staff, students, and volunteers.
- Partnered with Saskatoon Tribal Council to build restorative justice programs in Saskatoon.
- Managed all youth outreach programmes.
- Developed initiatives targeted at gang members and youth at risk of becoming involved in gangs.
- Oversaw all program implementation, including budgeting and hiring.
- Advocacy initiatives
- Media comments on Canadian Justice system
- Collaborated with Director in creation of Annual Report, developed content for youth programs, and prepared reports for the District Board of Directors.
- Designed landmark program for Accused Youth with Fetal Alcohol Syndrome and those with severe cognitive skills impairment. Created assessment processes as well as curriculum.
- Participated in proceedings at Youth Court, sponsoring young offenders, supplying assessments, and presenting the overall status in each case.

PUBLICATIONS

- 2011, *"We'd go home if we could"*: Political xenophobia, human rights and citizenship of asylum seekers and refugees: Cape Town, a pilot study. Master's Thesis (MPhil), University of Cape Town
- 2009, Corporal Punishment in South Africa: experiences at home and at school. Centre for Justice and Crime Prevention (Collaboration)
- 2010, "Violence as a Barrier to Education". Democratic Republic of Congo: Policy Brief
- 2010, "Violence as a Barrier to Education". Mozambique: Policy Brief

OTHER VOLUNTEER EXPERIENCE & MEMBERSHIPS

- Organized a Saskatchewan wide conference "Towards Reconciliation" building cultural competency in the ADR field
- South African Institute for International Relations, Canadian Institute for International Relations
- Society Amnesty International

- Golden Key Holder - Association for academic excellence
- Member of Alliance for Peacebuilding
- Mediators without Borders

REFERENCES

Available upon request