

Sarah Daitch BA, MADR, C.MED, 12+ years practice experience

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Professional Profile

- An energetic mediator, dialogue facilitator, and collaborative process designer from Canada's north; I founded Daitch & Associates, specializing in public issues and multi-party collaborative process.
- 12 years' professional experience in dispute resolution and collaborative process design, carrying out mediation, dialogue facilitation, strategic planning, building collaborative capacity, and facilitating citizen engagement.
- Our work focuses on the extractive and energy industries, sustainable development, sports, environmental, health and labour issues at home and abroad.
- Engaged clients and delivered on mandates for provincial, territorial and federal government departments, for the United Nations Development Programme (UNDP), tribal governments, and for sports federations across Canada.
- As an alumni of Canada's national nordic ski team, I have a particular interest in providing dispute resolution and conflict prevention services to the sport community across Canada.



Professional Affiliations

- Chartered Mediator and Member, Alternative Dispute Resolution Institute of Canada
- Member, Mediate BC Civil Dispute Roster
- Member, Mediation Roster, Sports Dispute Resolution Centre of Canada
- United Nations Development Programme Crises Bureau - Global Policy Network Experts Roster (Extractive Sector)
- Inductee - NWT Sport Hall of Fame (Athlete)
- Certified Time to Think Facilitator

Education

University of Victoria, Master of Arts in Dispute Resolution

2013

- Held President's scholarship at the University of Victoria's School of Public Administration, awarded top thesis research award for dispute resolution.
- Recipient of the 2012 Joseph Armand Bombardier Canada Graduate Scholarship, Social Science Research and Humanities Council of Canada, to train the leaders and researchers of tomorrow.
- Institute of Public Administration of Canada National Student Thought Leadership Award, 2013

University of Calgary, Bachelor of Arts with Distinction

2005

- Major in International Relations, minor in Development Studies - focus on international institutions and governance.

Mediate BC – Court Mediation Practicum Program (Vancouver and Victoria, British Columbia) 2013

Sustainable Development Academy – Columbia Center on Sustainable Investment 2017

- Certificate of Proficiency, Distinction: Natural Resources for Sustainable Development Course

Time to Think Certified Facilitator 2022

- Time To Think is an international leadership development and coaching organization specialized in a process called The Thinking Environment, teaching people how to create Thinking Environments in their organisations, their teams and their lives.

University of Utah SJ Quinney College of Law, Environmental Dispute Resolution Program 2024

- Collaboration Certificate Course, September 2023 – March 2024; this 7 part course focused on fostering awareness and skills to harness the co-creative potential of conflict and participate in multi-party collaborative processes; furthering skills for convening, facilitating, and sustaining collaborative efforts; and assessing whether a situation is ready for a collaborative approach, - particularly in environmental, natural resource and public policy arenas.

Key Experience

Founder / Principal

September 2012 - present

Daitch & Associates - Consultancy for third party neutral services

- Daitch & Associates offers professional third-party neutral services including mediation, dialogue facilitation, process design, building collaborative capacity, strategy and implementation <http://www.daitchassociates.ca>
- Previous and current clients include: United Nations Development Programme, the Gwich'in Tribal Council, Government of the Northwest Territories, Swedish Environmental Protection Agency, Consensus Building Institute, RESOLVE, Impact Hub Global, the Sport Dispute Resolution Centre of Canada, Ontario Energy Board, MASS LBP, amongst others.
- **2022 - present selected assignments include:**
- Under lead assessor Kyra Hudson, who was appointed by the Office of the Sport Integrity Commissioner, carried out collaborative process towards the *Sport Environment Assessment of ice hockey in Canada and Hockey Canada Report*; the goal of the assessment report is to understand and address systemic issues of maltreatment in the sport of hockey; if we better understand these, we can help to prevent maltreatment and move towards a culture of safety and well-being in the sport.
- Facilitation for the United Nations Secretary General's initiative, *The Working Group on Transforming the Extractive Industries for Sustainable Development*; In November 2022, supported the design and delivery of a dialogue in Geneva, with 20 + mineral producer countries at the Intergovernmental Forum for Mining's meeting - on how the extractive industries can be transformed as part of a green transition and contribute to the Sustainable Development Goals; designed and facilitated virtual work planning for this group, co-chaired by UNEP, the Regional Economic Commissions and UNDP, overseen by the UN Secretary General.

- Collaborative process to develop the Ontario Nurses Association's 2021-2026 strategic plan – the union which represents 70,000 nurses and health care professionals in Ontario. Working with MASS LBP, we facilitated and launched the union's strategic plan and supported ONA's multi-year action planning process and accountability framework to support strategic priorities. Worked with the Senior Executive Team and Board of Directors, to build a Collaborative Governance Framework.
- Providing virtual facilitation and mediation services to the Ontario Energy Board, the independent regulator of Ontario's electricity and natural gas sector; the role of the OEB is to protect the interest of consumers and deliver public value for Ontario's development.
- Designed and co facilitated a virtual workshop in March 2023, focused on understanding lessons to mitigate the impact of mining on marine environments in the arctic for convenors Canada and Kingdom of Denmark. With 70 participants from science, industry, government, and Indigenous People's organizations from Alaska to Finland, the workshop looked at potential impacts of mining to support informed decisions, and how to minimize the impacts from an environmental and technical perspective: <https://conferences.au.dk/arctic-mining>

**Conflict Prevention Consultant & Facilitator, Extractive Industries
United Nations Development Programme**

July 2017 – present

- Facilitation for the United Nations Secretary General's initiative, *The Working Group on Transforming the Extractive Industries for Sustainable Development*.
- As a consultant for 2017- present to UNDP's Bureau for Policy and Programme Support, provided support for efforts to ensure that natural resource wealth from the extractive industries is used to improve people's lives.
- Consultant on projects for UNDP's and Swedish Environmental Protection Agency's Environmental Governance Programme (EGP) focussed on sustainable natural resource management.
- On behalf of UNDP's EGP, in partnership with academic institutions, lead a programme focussed on community-based mining monitoring committees in Latin America, to support the committees' efforts to prevent environmental impacts and provide dialogue space to navigate conflict with mining companies. This included leading and implementing the design of a south-south peer workshop for committee members and NGOs from Panama, Peru, Argentina and Bolivia in October 2018. Project Publication: [Participatory Environmental Monitoring Committees in Mining Contexts](#) ; 2024 - lead a follow up collaborative process to capture the learning from 11 EGP countries carrying out Participatory Environmental Monitoring Committee work, and publish and share accessible learning materials.
- Created and curated a number of resources for UNDP and partners on conflict prevention in the mining, oil and gas sectors: a conflict and extractives resource library
 - Co-authored a 2018 UNDP and CIRD Report: [The Role of Host Governments in Enabling or Preventing Conflict Associated With Mining](#)
 - Developed content and webinars for the 2017-2018 GOXI Learning Series on environmental governance and socio environmental conflict in the extractive sector
 - Co-created two guest lectures on behalf of UNDP for a [UN Environment led Massive Online Open Course](#) (8,200 participants) on Environmental Security and Peacebuilding

- On behalf of UNDP's EGP, in partnership with the Intergovernmental Forum for Mining, led the design and facilitation of a workshop ["Imagining the Future of Mining: Mapping and Considering Gender Impacts, Gaps and Policy Responses to Support Progress on the SDGs"](#) at the [14th Annual General Meeting of the IGF](#) at the Palais des Nations in Geneva, Switzerland.
 - This interactive session focussed on how governments can identify and address gender gaps related to mining; 100 delegates from emerging producer mining ministries worked across five languages.
 - Designed, delivered and moderated a training webinar in 2019: [Gender Gaps and Mining: Women's Participation and Voice about decision making about mining – cases from Colombia](#)

Project Consultant

February 2018 – 2021

Gwich'in Tribal Council

- Established in 1992, the Gwich'in Tribal Council (GTC) is an Indigenous organization that represents Gwich'in participants in the Mackenzie-Delta of Canada.
- As consultant to the GTC, our team collaborated on three policy deliverables, collaboratively with community leadership from four Gwich'in communities:
- Facilitated the process to develop, and draft the [GTC's Mining and Minerals Strategy](#) – as a tool to raise awareness amongst industry and potential proponents regarding the GTC's approach towards mining development, setting appropriate expectations for future proponents;
- Facilitated the process to develop, and draft the [Gwich'in Communities Infrastructure Strategy](#), as a tool to towards prioritizing, and filling significant infrastructure gaps. This strategy aims to use infrastructure funds to most effectively meet the needs of Gwich'in Participants, towards achieving community well being in a region heavily affected by climate change.
- Delivery of an Indigenous Development Corporation Study to the GTC and Gwich'in Development Corporation – this study benchmarked eleven different Indigenous Development Corporations and their governance, comparing them to help inform the Gwich'in about relevant options for decision making on the Gwich'in business structure.

Program Manager

September 2015 – July 2016

ACCESS Facility

- ACCESS Facility is an international multi-stakeholder platform helping companies, communities and governments find better ways of working together to prevent and resolve conflict, based in The Hague, the Netherlands.
- Collaborated with partners to initiate and deliver training on company-community problem solving skills, including a pilot of a multi-stakeholder dialogue training in Colombia.
- As part of an international team of mediators, advised mining companies in Brazil on the design of a dispute resolution system and ombudsbody as part of a crisis response; facilitated an assessment to design the workshop.

Project Consultant

June 2015 – April 2016

Consensus Building Institute

- The Consensus Building Institute (CBI) empowers leaders around the world to collaborate, negotiate, and resolve conflict (<http://www.cbuilding.org>).

- Consulted for CBI on a project, under director Patrick Field, to understand how the Extractive Industry Transparency Initiative can be a tool for Indigenous organizations globally towards good governance and participation in decision making for natural resources, co-authored the resulting report.

Mediator / Project Consultant

November 2014 – March 2015

RESOLVE

- Consultant for independent non-profit, RESOLVE, on projects addressing conflict and collaboration in natural resources.
- Co-facilitated a multi-stakeholder dialogue process, involving thought leaders from industry, indigenous organizations, academia and NGOs to examine watershed and mining governance following the Mt. Polley mine tailings spill in British Columbia.
- Mobilized strategy and research for RESOLVE's Free Prior and Informed Consent initiative.

Additional Experience

Board Member

June 2018 – 2023

Nordiq Canada (Governing Federation for Cross Country Skiing)

- Drafted updated organizational policy on bullying, harassment and discipline procedures to align with national best practices;

Mediator

May 2017 – present

Sports Dispute Resolution Centre of Canada

- Roster mediator for sports disputes at the national level in Canada, commenced in 2017; have provided mediation services for multiple national sport organizations.
- Roster mediator for Safeguarding cases – for mediation cases in sport that involve maltreatment per the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS).

Program Consultant / Negotiator

June 2014 – September 2015

Government of the Northwest Territories, Health and Social Services

- Lead the Department's multi party negotiations with five agencies in the Government of Alberta, towards collaborating on the territory's first organ and tissue donor registry;

Action Canada Fellow

May 2013 – May 2014

Action Canada

- Action Canada is Canada's première national fellowship program for outstanding young leaders; 17 promising young Canadian professionals are selected each year.
- Undertook a team public policy initiative on how extractive revenues can improve citizen well being in Canada's North, through good governance of a natural resource wealth fund. This included facilitating roundtables with government, legislators and Indigenous organizations.
- Volunteered as Action Canada Advisory council member for current fellows 2024-2025.

Research & Program Evaluation Consultant

Sept. 2012 – June 2014

Government of the Northwest Territories and Nunavut, Departments of Education

- Led a collaborative evaluation to assess the extent to which a new peace building education curriculum on the difficult history of assimilation policies and residential schools in Canada can nurture critical thinking, reconciliation and civic engagement amongst high school students.
- Facilitated focus groups amongst 200 students and teachers in eight regions across two territories, analyzed data and findings.
- Findings informed government decision makers, shaping the teaching and learning materials for a 10-year reconciliation based curriculum for all grade 10 students in the NWT and Nunavut.

Mediator

October 2012 – April 2013

Mediate British Columbia Small Claims Court

- Co-mediated cases in designated provincial court small claims registries in British Columbia.
- Mediations resulted in agreements - parties elect to avoid continuing to provincial court trial.

Leadership Trainer, Fund Developer, Program Developer

2009-2012

Fast and Female Supporting Women in Sport

- Developed and facilitated a national leadership development training program for youth.
- Founded, fund developed and managed a leadership development project over three years, the Northern Youth Empowerment Program for Indigenous youth; led and facilitated the program.

Canadian National Cross Country Ski Team Athlete

2005 – 2010

- Represented Canada internationally in ten countries, including 2008 World Cup tour, 2007 Nordic World Championships in Japan; 2003 Under 23 Worlds and 1999 World Juniors.
- Overall 2006-2007 Canadian Sprint Series Champion; 19th place in 2008 World Cup.
- 8-time winner of the Mary Beth Miller Award for NWT Senior Female Athlete of the Year.
- 2016 Inductee into NWT Sport Hall of Fame.

Volunteer Initiatives & Select Publications

- Awarded Queen Elizabeth II Diamond Jubilee Medal, for achievement by Canadians (2013).
- Volunteer member of Mediators Beyond Borders with the Sierra Leone Project team, focused on empowering civil society leaders with conflict transformation and facilitation training.
- Publications: in *National Post*, "Exposing the Dark Legacy of Residential Schools" Jan. 20th, 2014.
- Publication, Honey-Rosés, Jordi; Canessa, Mitzy; Daitch, Sarah; Gomes, Bruno; García, Javier; Xavier, André and Zapata, Oscar. (2020). "Comparing Structured and Unstructured Facilitation Approaches in Consultation Workshops: A Field Experiment." *Group Decision and Negotiation*.

References Available Upon Request