



## Gayle Desmeules M.A.

PO Box 1068  
St. Paul, AB T0A 3A0

Bus. 780-646-9023  
Cell. 780-646-2183

[www.truedialogue.ca](http://www.truedialogue.ca)  
[circle.dialogue@gmail.com](mailto:circle.dialogue@gmail.com)



### Personal Overview

Indigenous mediator, facilitator, and trainer, with thirty years experience designing 1-1 and multi-party dispute resolution and engagement processes where people feel respected, heard, safe and supported to engage in real conversations. Skilled in interest-based mediation, restorative practices and peacemaking circles.

Peacemaking circles are rooted in traditional ways of knowing aimed at building and maintaining healthy relations...central for learning and growth, professional development, organizational and community survival. The notion of a thriving community relates to a Cree word known as *Wahkohtowin*, where everyone has a responsibility and obligation to foster and maintain healthy relationships.

A firm believer that a community's capacity to resolve conflict flows from social capital: levels of trust, mutual understanding, reciprocity, and a shared sense of values to make collaborative action possible. As a Métis person, and child of a residential school survivor, possess unique insight regarding the impact of colonization (intergenerational trauma) on community relations, and practical ways to advance the process of reconciliation to promote community wellness.

Skillful in managing complex issues, and competing/different party interests working in various leadership roles (volunteer, employer, service provider) with municipalities, Government, Indigenous and non-Indigenous agencies. Offer mediation and facilitation services in the following areas: child protection, family law, workplace, education, justice, recreation, culture, sport, agriculture, energy sector, and stakeholder engagement.

### Mediation and Sampling of Related Experience

- Mediate workplace conflicts, formal client grievances, stakeholder engagement issues, school absenteeism and learning engagement issues, family law act matters (separation and divorce), civil matters, child intervention contested court orders, and service plan disputes.
- Co-train with Traditional Elders, i.e. Dispute Resolution Network 2015 Conference, on how to meaningfully engage Aboriginal people in ADR processes.
- Trained over 1000 social-justice-education-energy sector-corporate-first nations, government personnel and community facilitators in Alberta and across Canada in restorative resolution processes that views conflict and wrongdoing principally as harm done to people and relationships. It offers a non-adversarial, non-retributive approach that focuses on meaningful accountability and healing through involvement of affected parties to create healthier, safer communities.

- Sampling of municipal projects: Fort McMurray Safe Visitation Program, Tri-Town amalgamation of Library Boards “City of Cold Lake”, Lac La Biche Swimming Pool development, Smoky Lake re-zoning to allow for Métis Crossing Cultural Interpretive Centre site development, Sexual Assault Response Protocol ((Victim Services, RCMP, and Crown Prosecutor) Bonnyville, St. Paul, Cold Lake and Lac La Biche.
- Facilitate collaborative initiatives and relationship building between Indigenous and non-Indigenous organizations, for example sport organizations working collaboratively with City of Edmonton to offer North American Indigenous Games, Edmonton, 1990.
- Indigenization initiatives: designed Family Group Conference engagement model for North Central Child and Family Services (CFS). This was adopted by many other jurisdictions in Alberta, and across Canada, and published in 2007, Chapter 8, “A Sacred Family Circle: Family Group Conferencing”, in Putting a Human Face on Child Welfare: Voices from the Prairie (<http://cwrp.ca/publications/907>).
- Indigenous Educational Materials – content advisor for 3 educational video’s: Lateral Violence, Elder Abuse, and Family Group Conferencing: BearPaw Media Productions.
- Building Community Capacity Project Examples: a) designed FGC Certificate training offered by Blue Quills University, Dakota Ojibway CFS personnel can now train their own staff in FGC, b) MacEwan University, Portage and Keyano College can train and facilitate restorative conferencing to address academic and non-academic integrity incidents, and c) introductory training provided to Law Society of Alberta tribunal members interested in exploring how to conduct reviews restoratively for members under review.

## **Education and Training**

- Master of Arts in Leadership and Training, with Distinction, Royal Roads University
- Interest-based mediation Training, Alberta Justice and Solicitor General, Dispute Resolution Services
- Peacemaking Training, Native Counselling Services of Alberta, and Kay Pranis
- Introduction to Restorative Practices, Use of Circles, Trauma and Adversity, and Restorative Leadership - International Institute for Restorative Practices
- Facilitation Skills, Public Engagement, Leadership and Community Development, Alberta Community Development
- B.A. Recreation Administration, University of Alberta

## **Professional Associations and Memberships**

- Qualified Mediator designation, ADR Institute of Canada, and Member of ADR Institute of Alberta
- Western Canada Representative and Licensed Trainer, International Institute for Restorative Practices [www.iirp.edu](http://www.iirp.edu)
- Member of the Métis Nation of Alberta
- Member of the Association of Family and Conciliation Courts

**References** Email [circle.dialogue@gmail.com](mailto:circle.dialogue@gmail.com) to request