

JOAN COTIE
CCW, BSW, RSW, CRC, Med.

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www.joancotie.com

An accomplished Consultant, with more than twenty-five years experience. Solid background in communication, advocacy, mediation, research, development and writing of proposals and policy. Adept at working with both civil and governmental agencies.

KEY SKILLS AND ATTRIBUTES

- Professional verbal and written communication skills
- Assertive while empathetic, with the ability to provide constructive, honest appraisals
- Effective community counselor in human services known for ability to create workable solutions and inspire harmony
- Identifies impending problems and develops policies and practices to address them
- Experienced mediator in alternative dispute resolution
- Advocate for social justice and human rights issues working within a feminist anti-oppressive analysis
- Experienced facilitator, trainer and group organizer
- Productive and result oriented researcher. Experienced in participatory action research, academic research and in working in community organizations
- Computer and various software knowledge
- Home-based, technologically up-to-date office
- Member of equity groups
- Highly organized with cost-effective time management skills

CAREER HISTORY

January 2000 - Present

Joan Cotie Mediation & Consulting Ltd.

- Mediator - Canadian Human Rights Commission
- Mediation in diverse agencies and situations
- Administration of a provincial non-profit society
- Consulting and conducting policy and program review
- Working within a feminist perspective
- Training development
- Facilitation of groups/committees
- Program review
- Research
- Proposal & policy writing
- Fund raising
- Overseeing accreditation procedure for not for profit agency
- Conducting family access visits
- Writing & delivering training sessions on Alternative Dispute Resolution & Best Practices.

Contracted with the following organizations: Ministry of Child and Family Development; University of Victoria School of Social Work; Joint Task Group on Shelter Planning for the GVRD; Cariboo Friendship Society; Salvation Army Harbour Light; Canadian Human Rights Commission; Individuals/Families re. mediation & access visits; BC Homelessness & Health Research Network; M'Akola Housing Society; University of British Columbia Institute of Health Promotion Research; Shelter Net BC Society; Victoria Cool Aid Society; Greater Victoria Child & Family Counseling Association; South Island Dispute Resolution Centre; Cowichan Women Against Violence Society; Kidney Foundation of Canada – BC Branch; McGuigan & Associates.

February 1999 - November 1999

**Treehouse Recovery Home and
Somenos Transition House**

- Counselor for women in emergency and crisis situations.

May 1989 – May 2002

**Child and Family Counseling Association;
Peninsula Community Association; Ministry
of Children & Families; The Law Centre;
Kiwanis Emergency Youth Shelter; Phoenix
for Young Offenders;
Isumaqsunngettukkuvik Youth Centre;
Elizabeth Fry Society; John Howard Society
and Youth Services Bureau**

- Counselor for adults, youth and families.
- Coordinator of a youth detention center.
- Bachelor of Social Work Practicum student working with Persons with disabilities within the legal system.

1979 – 1989

Various positions in social service agencies

EDUCATION

University of Victoria	Multi-Disciplinary Masters-Masters in Social Work (MSW) Degree
Nanaimo Small Claims Court Mediation Practicum Program	Small Claims Court Mediation Practicum
Institute of Conflict Analysis and Management	Conflict Resolution Certificate
University of Victoria	Bachelor of Social Work Degree (With Distinction)
American Correctional Association	Legal Issues for Probation & Parole Officers Course Certificate
Carleton University	Combined Majors - Law and Women's Studies
Mohawk College A.A.T.	Child Care Worker Diploma (Honours)

PROFESSIONAL AFFILIATIONS

Ministry of Attorney General - B.C. Mediation Roster Society Member
Conflict Resolution Network Canada
South Island Dispute Resolution Centre
British Columbia Arbitration and Mediation Institute
Board of Registration for Social Workers of the Province of B.C.
B.C. Association of Social Workers
B.C. Non Profit Housing Association
Shelter Net BC Society
Dispute Resolution Centre
Mediation Development Association of B.C.
Family Mediation Canada

RELEVANT VOLUNTEER INVOLVEMENT

HRSDC Regional Homelessness Fund Advisory Committee

BC Homelessness & Health Research Network - Advisory Committee
Dispute Resolution Centre - Board of Directors (1997/1998/ President –1999/00)
UVIC – School of Social Work Council and External Circle and UVIC Senator
PSAC - Equal Opportunities Committee National Representative for Lesbians
PSAC - Iqaluit Regional Women’s Committee Vice-president
PSAC - UNW Local X0005 Shop Steward
Kamatsiaqtut Baffin Crisis Line Board Member/Volunteer/Volunteer Trainer

CERTIFICATES AND AWARDS

Masters in Social Work
Enhanced Security Clearance – Canadian Federal Government
Canadian Human Rights Commission Contract Mediation Training Course
Conflict Resolution Certificate
Bachelor of Social Work - With Distinction
Public Service Alliance of Canada(PSAC) Human Rights Training
Canadian Labour Congress Human Rights Training
Train the Trainer I & II Certificate
ACA Legal Issues for Probation & Parole Officers Course Certificate
PSAC Advanced Steward Training
PSAC Women at Work Training
Child Care Worker Diploma – With Honours
Joan Cotie Award