

Abbey Bowman

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Professional Summary

Experienced mediator, program coordinator and leader with a strong background in equity-informed conflict resolution, program development, and community engagement. Skilled in managing large teams, developing sustainable programs, and fostering collaborative relationships across diverse populations and systems. Over a decade of mediation experience with a focus on culturally responsive practices and systems-level impact.

Professional Experience

Clackamas County Resolution Services — *Resolution Services Manager*

July 2023 – June 2026

- Plan, organize, and manage multiple mediation programs, including family law and community-based services
- Lead long-range strategic planning, program development, and evaluation efforts
- Develop, implement, and oversee program policies, procedures, and quality assurance standards
- Supervise staff and coordinate recruitment, training, and oversight of volunteer mediators
- Provide leadership on complex, sensitive, and multi-party mediation cases
- Develop and maintain sustainable funding streams, including grant writing, contract negotiation, and budget oversight
- Monitor program effectiveness and implement continuous improvement processes
- Build and maintain strong partnerships with courts, government agencies, and community organizations
- Represent programs at local, state, and national mediation networks and associations
- Design and deliver trainings in mediation, communication, and conflict resolution
- Lead outreach, public relations, and community engagement strategies

- Advocate for program sustainability and cross-system collaboration
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Clackamas County Resolution Services — *Mediator 1 / Program Coordinator*

March 2019 – July 2023

- Managed operations and activities of multiple mediation programs
 - Secured sustainable funding streams and supported grant development
 - Developed program policies and procedures
 - Recruited, trained, and supervised 25+ mediators at any given time
 - Created and implemented equity-focused initiatives
 - Maintained strong relationships with courts and justice system partners
 - Represented programs within mediation networks and associations
 - Led long-term planning and program visioning
 - Managed budgets and produced program reports
 - Utilized Microsoft Office Suite and Clio Management software
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Resolutions Northwest — *Mediator, Trainer*

January 2018 – July 2019

- Applied strong equity framework in mediation and program work
 - Built relationships with diverse communities and stakeholders
 - Supported development of a diverse workforce
 - Conducted culturally responsive outreach
 - Co-developed “Equity Informed Mediation” training materials
 - Trained, mentored, and supervised mediators
 - Delivered client- and community-centered services
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Private Practice Mediator — *Co-Owner (Peacemakers PDX & The Mediator’s Collective)*

July 2016 – July 2023

- Mediation and Facilitation
- Developed policies and procedures aligned with Oregon law and mediation standards
- Led marketing, outreach, and networking efforts
- Designed and facilitated workshops and trainings
- Evaluated business effectiveness and program outcomes

Portland Area Dispute Resolution Centers — Mediator

November 2014 – January 2018

- Completed 2,000+ mediation hours across diverse case types
- Achieved Lead Mediator status and served as court-connected mediator
- Built extensive professional network within the mediation field
- Provided client-centered, empathetic communication

Centerpoint Mediation — Mediator Assistant (Family Mediation Private Practice)

January 2014 – January 2018

- Supported preparation of mediated agreements, including parenting plans
- Managed multiple cases simultaneously
- Maintained and updated policies and procedures
- Communicated effectively with mediation participants
- Developed and implemented marketing strategies
- Managed administrative and operational functions

Portland Police Review Board — Project-Based Administrative Assistant

November 2013 – May 2015

- Recorded and maintained meeting minutes for facilitation sessions

Oregon Solutions / Oregon Consensus — Undergraduate Intern

July 2012 – June 2013

- Provided process support for community conferences and statewide initiatives

Education

Portland State University — Bachelor of Science in Philosophy and Communication

June 2013

- GPA: 3.9, President's List
- Tau Sigma National Honor Society

- Coursework in behavioral science and conflict resolution
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Training

- Restorative Dialogue Training; Equity Informed Basic Mediation Training (Resolutions Northwest)
 - Basic (Plus) Mediation Training (Confluence Center for Mediation and Training)
 - OMA Conference: S.C.A.M.P.E.R., Embodied Conflict, Decisions for Mediators, Role Play Coaching
 - Clackamas County: Case Development, Court Systems, Implicit Bias Training
 - Multnomah County: Small Claims Court Procedures, Clean Language, Improvisation in Mediation, Trauma-Centered Mediation
 - Additional: Integrative Facilitation Training, Conflict Coaching, Portland Police Bureau Facilitation Training, Mediation Coach (East Metro Mediation)
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Core Skills

- Equity-informed mediation and facilitation
- Program leadership and organizational management
- Strategic planning and systems development
- Staff supervision and team development
- Grant writing, budgeting, and funding development
- Policy and procedure design
- Community engagement and cross-sector collaboration
- Conflict resolution and coaching
- Training design and facilitation
- Cross-cultural communication