**Boston Teacher's Union (BTU)**
**Internal Mediator (Ad Hoc)**
**Racial Harm Response Program**

## Position Overview

BTU is establishing a cadre of trained internal mediators to support members in addressing incidents of racial harm that occur between/among union members in union-related spaces and activities. This program reflects our commitment to fostering a culture of accountability, respect, and repair.

Internal Mediators will be called upon on an ad hoc basis to facilitate voluntary, confidential mediation and restorative processes designed to address incidents of racial harm, promote understanding, and support constructive resolution.

This is a selective role requiring completion of a comprehensive mediation training program. Participation in training does not guarantee selection or deployment as a mediator.

## Key Responsibilities

Internal BTU Mediators may be called upon to:

- Facilitate mediation sessions between union members involved in incidents of racial harm
- Create and maintain a structured, respectful, and psychologically safe environment for dialogue
- Support participants in identifying concerns, needs, and potential paths toward resolution
- Remain neutral and impartial while guiding the mediation process
- Prepare for mediations, including reviewing intake information and coordinating logistics
- Document outcomes in accordance with program guidelines (while maintaining confidentiality)
- Participate in periodic debriefs, peer consultation, and ongoing skill development
- Uphold all program protocols, ethical standards, and confidentiality requirements

## Training Requirement (Mandatory)

Attend up to 40 hours of Training:

- Sunday, October 4th (full day)
- Saturday and Sunday October 24th and 25th (full days)
- Sunday, November 8th (full day)
- Additional asynchronous work.

Successfully complete a comprehensive mediation training program provided by The Mediation Group (TMG). Successful completion includes:

- Demonstrating understanding of competency in core mediation skills, including communication, neutrality, and process management
- Demonstrating the ability to recognize and thoughtfully navigate the ways issues of race, identity, bias, and lived experience may arise in conflict and impact participants differently

Participants will also receive training in facilitating restorative practices, equipping them with additional tools to support repair, accountability, and community rebuilding.

The entire training program will be grounded in trauma-informed principles, with a focus on understanding the impact of trauma, promoting psychological safety, and supporting participants in ways that avoid re-traumatization.

**Important:**

- Participation in training is not compensated
- The training itself is considered a valuable professional development opportunity, providing transferable conflict resolution and restorative practice skills
- Completion of training does not guarantee selection or deployment as an Internal Mediator

**Selection & Deployment of Mediators**

- Not all individuals who complete the training will be selected to serve as mediators
- Final selection will be based on demonstrated skill, readiness, judgment, and program needs
- Mediators will be engaged on an as-needed (ad hoc) basis, depending on case volume and fit

**Compensation**

- Mediators will be compensated on a per-case basis (minimum of $250 per case that goes to mediation)
- Compensation will vary depending on the complexity of the matter, and may include consideration of:
    - Intake and preparation time
    - Length and number of mediation sessions
    - Follow-up and documentation
- Final compensation structure will be determined by the BTU Secretary Treasurer with input from selected mediators.

**Qualifications**

Required:

- Member in good standing of the BTU or RTC.

Preferred

- Prior mediation, facilitation, or conflict resolution experience is helpful but not required.
- Restorative justice training and implementation practice

Ideal candidates will demonstrate:

- Strong interpersonal and communication skills

- Ability to remain neutral, fair, and grounded in emotionally charged situations
- Capacity to engage constructively across differences, including race, identity, and lived experience
- Sound judgment, discretion, and respect for confidentiality
- Commitment to the BTU's values of equity, accountability, and member support
- Willingness to receive feedback and engage in ongoing learning

**Program Values**

This program is grounded in the belief that:

- Harm can be addressed through processes that center both accountability and dignity
- Members are best served by having access to multiple pathways for addressing conflict
- Early, skillful intervention can prevent escalation and support healthier workplace relationships.
- Thoughtfully addressing incidents of racial harm can strengthen relationships, deepen trust, and reinforce solidarity within the union community.

**How to Apply**

Interested members are invited to submit a brief **Statement of Interest**.

Your statement should include:

- A short description of why you are interested in serving as an Internal Mediator
- The skills, experiences, or personal qualities you bring that would support you in this role
- Any relevant experience with conflict resolution, facilitation, restorative practices, or supporting others through challenging conversations (formal experience is not required)
- A brief reflection on your approach to handling conflict, particularly in situations involving strong emotions or differences in perspective

Statements should be no more than 1–2 pages.

Please submit your Statement of Interest to **this google form** **as soon as possible and no later than September 18th, 2026.**

Selected applicants will be invited to participate in the mediation training program **on a rolling basis**. Final selection for the Internal Mediator roster will occur following successful completion of the training.

With questions or for more information, please contact Lea Serena or Paul Tritter