



# Insights Into Multicultural Mediation

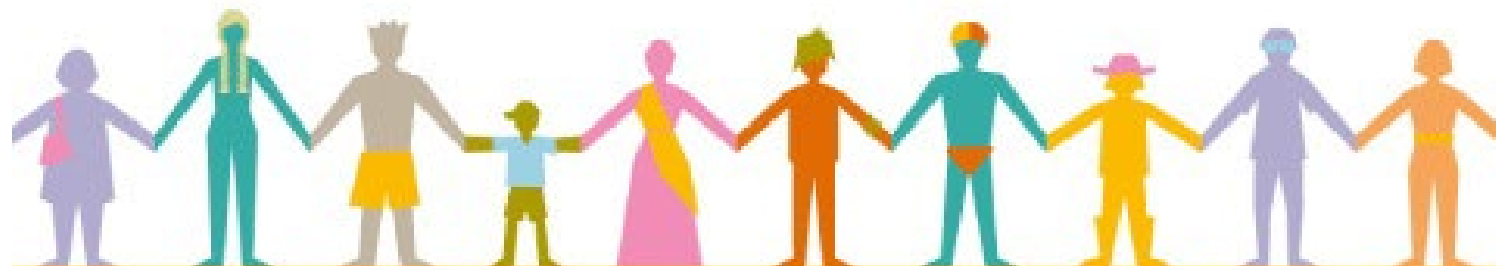
**MR Amiel Nubaha, Principal Mediator**

Comprehensive Mediation Services



## *Acknowledgement of Country*

We acknowledge the Aboriginal people  
as the Traditional Owners of this land  
and we pay our respects to Elders  
past and present.



# HARMONY WEEK

**Let's come together to celebrate  
our cultural diversity.**

# From a refugee camp to a mediation business owner



# SERVICES

- Family Dispute Resolution Services
- Workplace Mediation
- General Dispute Resolution
- Advocacy and Training

Website:

[www.comprehensivemediation.com](http://www.comprehensivemediation.com)





# Cultural Diversity in Australia



## Insights Into Multiculturalism

**Migrant**

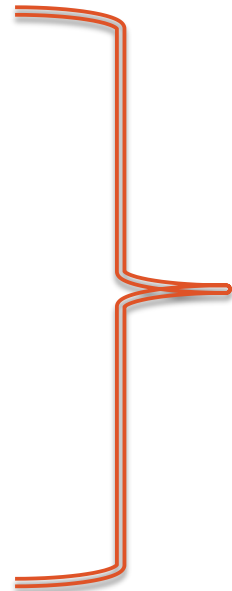
**Asylum Seeker**

**Refugee**

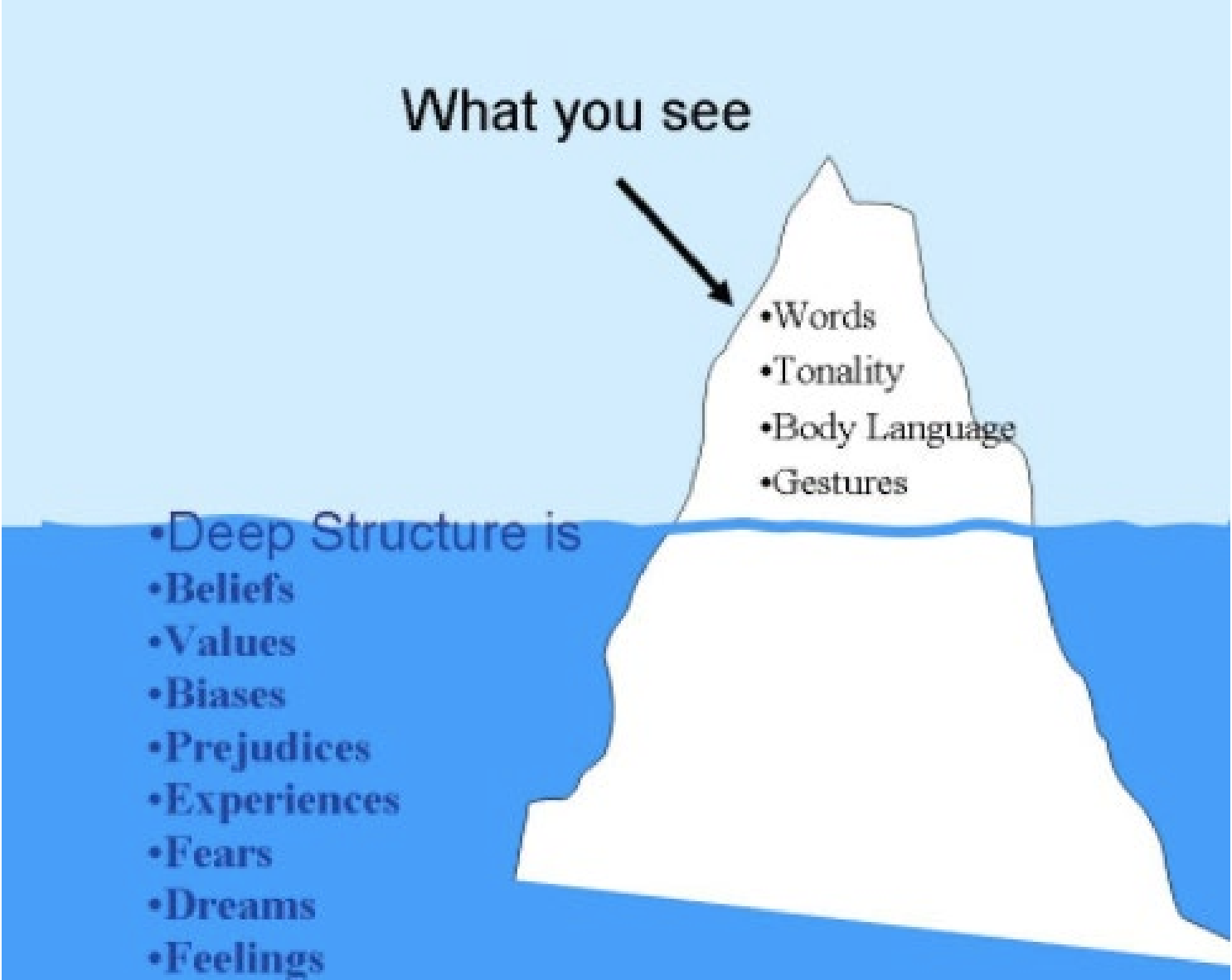
**Migrant**

**Asylum Seeker**

**Refugee**



**What you see**

- 
- Words
  - Tonality
  - Body Language
  - Gestures

- Deep Structure is**
- Beliefs
  - Values
  - Biases
  - Prejudices
  - Experiences
  - Fears
  - Dreams
  - Feelings



# Culture

*“Culture refers to the cumulative deposit of knowledge, experience, beliefs, values, attitudes, meanings, hierarchies, religion, notions of time, roles, spatial relations, concepts of the universe, and material objects and possessions acquired by a group of people in the course of generations through individual and group striving”*

*(Texas A&M University)*

If culture exerts such a profound influence on their daily lives, how much more significant would its impact be on individuals navigating conflicts?

# Practice Framework

**Cultural Dominance**

**Cultural Avoidance**

**Cultural Accommodation**

**Cultural Compromise**

**Cultural Synergy**

# Case Study

- How could he have treated me like this, especially when back home, it would have been unthinkable?
- Why does Australia feel so different from what I had imagined?
- How do I even begin to reclaim my dowry? this feels like a betrayal beyond measure.
- Back home, he wouldn't have dared treat me with such disrespect. why here?
- Why does it seem like the Australian system always favours women? it feels unjust and hopeless.
- This situation is unbearable. can you please join me in prayer? we need strength to endure

# Case Study



# Some Take Aways

- Educate yourself about the cultural backgrounds of the partners
- Approach each party with respect for their cultural identity
- Practice listening to understand
- Create neutral ground
- Be flexible in your approach
- Built Trust
- Invest in continuous learning

**Please contact Amiel for a chat 😊**

Mediation Services/Training

One-on-One Coaching

Group Coaching

Supervision

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