



Dr. Debra Dupree

PsyD, LMFT #23250

Certified Professional Disability Management
Certified Vocational Rehabilitation Counselor
Certified Case Manager

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Expert Witness Services

- Personal Injury
- Wage-earning capacity
- Vocational Evaluation
- Life Care Planning Child
- Custody Evaluations
- Spousal Support in Dissolution

Additional Services Available:

Dispute Resolution Services

- Business-Partner disputes
- Workplace relational conflicts
- Family-based conflicts
- Parenting Plans for Two Households
- Parent-Child Relations

1:1 Conflict Coaching

- Getting Ready for Mediation
- Preparing for Negotiation
- Leadership Toxic Workplace Issues
- Building Conflict Competent Teams

Training

- Behavioral Strategies for Lawyers & Mediators
- Emotional Intelligence for Today's Leaders
- Building Team Conflict Competency
- Cultural Competency
- Coaching & Feedback

Workplace Interventions:

- Workplace Climate Studies
- Hostile Workplace Evaluations
- Redirecting 'Bad Bossing' & 'Bullying'



CURRICULUM VITAE

Hi, I'm Dr. Debra Dupree.

Thank you for your interest in using my professional services. I am honored and delighted.

The following is intended to highlight key accomplishments achieved throughout my professional career, starting in 1982 when I first graduated with my master's degree in Counseling Psychology, specializing in Career & Vocational Counseling.

I've been extremely fortunate to follow my passions and my interests, working in some wonderfully specialized disciplines, with incredible professionals, and through amazingly interesting cases.

It's been a learning, living, and growing professional experience.

What I love about being an Expert Witness is that it truly provides an opportunity to bring together my diverse experiences, education, and insights in research and analysis, human and work dynamics, medical factors in the world of work, public speaking, and writing, all within the legal and business worlds.

I look forward to serving you.

AN INTRODUCTION TO THE BUSINESS SIDE OF THINGS:

Relationships at Work, Inc. is a **boutique firm developed in 2011**, specializing in expert witness services, dispute resolution and conflict interventions, training, and leadership coaching.

Prior to incorporation, Dr. D operated as a sole proprietor of Relationships That Matter, founded in 2005, specializing in behavioral health therapy, higher education educator and professor, family/divorce coach and mediator. Prior to 2004, Debra's sole focus was on vocational rehabilitation of adults disabled through injury, illness, or accidents along with disability and case management services for return-to-work efforts or life care planning when unable to work.

CEO | Founder, Relationships-at-Work, Incorporated, 2011-Present

Faculty, American Arbitration Association, 2021-Present

Owner | Founder, Relationships That Matter, 2005-2011

Consultant | Senior Mediator, Peninsula Mediation | Department of Navy, 2000-2020

Director of Training, Mediation Training Institute (MTI), 2000-2005

Owner | Founder, Vitali Rehabilitation Consultants, 1988-2005

Principal, Casserly Vocational Rehabilitation Consultants, 1982-1988

AN INTRODUCTION TO DR. D, THE MINDSET DOC

Dr. Debra **leverages her own unique life experiences**, coming from a family of nine siblings, a family-owned business environment, with her own father disabled due to working conditions impacting their financial livelihood. These experiences helped shape her passion along with years of education and multiple certifications (because she loves learning and sharing what she gains) - to bring **proven strategies to restore people's livelihoods for creating long-lasting change** and healthy outcomes, whenever possible.

Delving into the world of psychology through her educational degrees deepened her understanding of people in conflict from an **emotional, behavioral, and neuroscientific perspective**. Yet, it was through her training in mediation that really shifted her mindset and understanding about what drove people into conflict and despair, emotionally, financially, and physically. Her supporting business and legal education helped shore up a deep understanding of the complex and interwoven worlds of disability, medicine, law, and business while dealing with the psychology of human behavior. Her desire to understand the behaviors and emotions behind broken hearts, dashed dreams, and damaged relationships, when unable to work has been her passion for specializing in Expert Witness Evaluations.

Dr. D's EDUCATION

- Dr. D holds a **master's degree in education**, customized in three key areas representing her love of life: **organizational psychology, career and vocational counseling, and marriage family counseling**.
- Early in her career, she achieved **national certifications in medical case management (CCM), rehabilitation counseling (CRC), and professional disability management (CPDM)**.
- She holds **certifications in basic and advanced mediation strategies, conflict coaching, specialized training** in EEOC Title VII protections, the **interactive process for the Americans with Disabilities Act (ADA)**, and **Divorce Mediation** for family | business partner dissolution practices, and the SEDEC Method for **Evaluating Diminished Earnings Capacity**.

- Additional training includes **Collaborative Law Mediation, facilitative | transformative | evaluative mediation** with numerous workshops and conferences attended throughout her 30+ years' experience. She is a frequent speaker and workshop facilitator at many legal, psychological, and family mediation conferences.
- But she did not stop there. She went on to complete her **doctoral degree in psychology** in 2012 to deepen her understanding of people in conflict and distress, gaining the latest in the neuroscience of human behavior and the complex interplay between the brain and body, and applying social psychology and behavioral science to dispute resolution strategies and redirecting lives in trouble. All to strengthen her status as an Expert Witness in disability-related matters.

Dr. D's EXPERIENCE

Dr. D has always held a passion for teaching.

Early on, she became a Mentor Mediator in 2000 for the Department of Navy's Mentor Mediator program where she trained and supervised mediation professionals over the last 20 years throughout the United States. This expanded to the Federal Executive Board (FEB) – Los Angeles, training and supervising federal government employees in their professional development as mediators to manage workplace issues.

Her work with the Navy continues as she develops workshops to train EEOC professionals as first-line responders to better manage mental health issues in the workplace.

Turning to higher education, she became a **professor in dispute resolution** for **National University** from 2007-2011 and **California Western School of Law** from 2008-2012.

She then served as a **professor** at her alma mater, **Ryokan College**, teaching students **at the master's and Doctoral levels** in psychology from 2013-2015. She now teaches for **California State University, San Marcos** in their certificate program for new supervisors, emphasizing 'Cultural Competency in Today's Workplace' and 'Coaching Feedback Forward.'

She is also on the faculty with the **American Arbitration Association**, teaching basic and advanced dispute resolution topics, and regularly speaks and teaches for the **American Bar Association**. And she is a qualified Member of the AAA Employment Mediation Panel.

She was voted among the **top ten corporate trainers** throughout the world by **SkillPath Corporate Strategies**, nominated among the **top ten influential women leaders** by **San Diego Business Journal**, and one of the **top ten psychotherapists** in San Diego by **NEWSWEEK** magazine.

Her career experience includes selection as an '**Expert**' in **Civil Court, Family Court, and Workers' Compensation** hearings and trials, appearing in court and deposed numerous times in conflict situations.

Throughout her career, Debra has always taken an active role in leadership and serving her communities.

She was **President** and on the Board of Directors for the **California Association for Rehabilitation Professionals** in the 1990's as the ADA passed and was integral in training employers and lawyers on its implications for managing workplace injuries and medical conditions. She later served as the **national Co-Chair** and **Newsletter Editor** for the Workplace Division for the **Association for Conflict Resolution**. Locally, she served as **President** for **ADR-San Diego**. She currently serves as a **member** of the **Board** for the **Southern California Mediation Association** and actively participates in the planning committees for the Employment Mediation Institute (EMI) and Family Mediation Institute (FMI).

WHAT DOES DR. D DO TODAY?

With this collection of experiences around her passion for people in conflict and get on with their lives, she designed and developed a unique six-part series on **'Behavioral Strategies for Lawyers and Mediators'** to address the 'emotional' case behind the 'facts' of legal disputes, launched in 2020 for the Hong Kong Institute of Mediation (HKIM) serving legal representatives throughout the Pacific Rim.

She gained a reputation as an **international speaker** and trainer for the Nationally Acclaimed Dispute Neutrals (NADN), **Hong Kong Institute of Mediation (HKIM)**, **Mediation Steadfast** in Australia, a faculty member with the **American Arbitration Association – Mediation.org (AAA-ICDR)**, and on the planning committee for the **American Bar Association** Dispute Resolution Section.

Dr. D is the founder and host of the popular **'Decoding the Conflict Mindset'** podcast available on YouTube where leaders, lawyers and mediators appear as guests to share their messages on working with people in conflict.

She is also an **author** and **creator | designer** of special programs to guide professionals in achieving the **'MINDSET Shift'** for alternative approaches to litigation and the disruption it causes (for the professionals as well as their clients served). Her latest development is 'The **AGILE Lawyer | Mediator Interview Series'** – a virtual mentorship subscription series.

Dr. D is the author of [Your Emotional Potential: How You Show Up Matters](#), available on Amazon, along with numerous articles related to human behavior, parents in divorce, and dispute resolution, published routinely on Aurora Training Advantage, Brainz Magazine, and Forbes. She has a strong presence on 'Psychology Today' often addressing high conflict situations and parent-child post-divorce relationship issues.

EDUCATIONAL RECAP

Doctor of Psychology (PsyD) – 2014, Ryokan College, Los Angeles, emphasis on Attachment Theory, Neuroscience, Psychological and Physical Disabilities, and Leadership/Intimate Relationships.

Master's Degree, Education (MA) – 1982, University of California, Santa Barbara, emphasis in Organizational Psychology, Vocational Counseling & Assessment, and Marriage Family Therapy.

Bachelor's Degree, Psychology (BA) – 1979, University of California, Santa Barbara; undergraduate emphasis at the University of Minnesota, Minneapolis, MN included Cross-Cultural Studies (Turkish/Middle Eastern Relations.), Spanish & Special Education (1974-76).

EXPERT EVALUATION AND COURTROOM TESTIMONY:

- Reasonable Accommodation and the Interactive Process
- Employment Discrimination, Retaliation & Hostile Workplace
- FEHA/ADA-Title I and Title III
- Personal Injury Wage Assessment & Wrongful Termination
- Vocational Assessment for Spousal Support
- Longshore & Harbor Workers' Act
- California Workers' Compensation Appeals Board
- U.S. District Court, Southern District of California
- San Diego County Superior Court
- Santa Barbara County Superior Court

Examples of Specialized Training (and there is more):

- 2011: Parent Coordinator Specialist, Alliant University
2010: Certified Conflict Coach (Manager-Employee Relations), CINERGY designation
2010: EEOC Title VII Protections - Advanced
2008: Certified High Conflict Diversion Instructor and Coach, High Conflict designation
2007: New Ways for Families Instructor and Coach, High Conflict Institute designation
2007: Advanced Professional, Family Mediation, Association for Conflict Resolution
2005: Advanced Professional, Workplace Mediation, Association for Conflict Resolution
2005: Certificate of Completion: SEDEC Method for Evaluating Diminished Earnings Capacity, Robert Hall designation
2003: Advanced Workplace Mediation, Mediation Training Institute
2001: EEOC Title VII Protections
1999: 'Manager as Mediator' Trainer, Mediation Training Institute
1997: Certified Professional in Disability Management (CPDM), Life Care Planning, and Wage-Loss Capacity Evaluations
1994: Basic | Advanced Mediator Training
1990: Windmills Certified Professional in Disability Awareness
1990: Certified Case Manager (CCM) for Disability Issues
1990 & 2000: Certified Ergonomic Evaluation Specialist (CEES)
1986: Licensed Marriage & Family Therapist (LMFT)
1986: Certified Rehabilitation Counselor (CRC) for Disability Issues
1982: Community College Teaching Credential

Mediator Training (the last ten years have been more teaching than attending...putting my skills to work):

- 2021: AAA Advanced Mediator Techniques and Managing Impasse
2020: AAA Advanced Mediator Techniques for Employment
2015: Equal Employment Opportunity Commission
(Update -16 hr. Certificate in Title VII Protections)
2013: SCMA Emotional Intelligence and Power of Persuasion in Mediation
2007: United States Postal Service (USPS)
(24 hr. Certificate in Transformative Mediation for Workplace Disputes)
2007: Coast to Coast Mediation Services
(36 hr. Certificate in Business Partner Dissolution / Family & Divorce Mediation)
2005: Equal Employment Opportunity Commission
(8 hr. Certificate Update in Title VII Protections)
2005: Advanced Practitioner in Workplace Mediation, ACR Designation
2004: Mediation Training Institute, Inc.
(40 hr. Certificate in Advanced Workplace Mediation)
2003: Mediation Training Institute, Inc.
(40 hr. Certificate in Basic Workplace Mediation)
2001: Equal Employment Opportunity Commission
(16 hr. Certificate in Title VII Protections)
2001: National Conflict Resolution Center (formerly known as the San Diego Mediation Center)
(40 hr. Credential in Advanced Mediation Techniques)
1999: Mediation Training Institute, Inc.
(16 hr. Certificate in Conflict Management for Managers)
1999: Diversity Training, Champion Services Group / Southern California Edison
(24 hr. Train the Trainers Conference & Certificate of Completion)
1994: San Diego Mediation Center (24 hr. Certificate in Basic Community Mediation)

ORGANIZATIONAL | CUSTOMIZED TEACHING EXPERIENCE:

- **Communication, Negotiation, Mediation & Arbitration**
 - Adjunct Professor:
 - National University
 - California Western School of Law
 - Ryokan College
 - California State University, San Marcos
 - Keynote Speaker | Workshop & Webinar Presenter:
 - American Businesswomen's Association
 - Aurora Training Advantage
 - 90 Minds
 - American Arbitration Association – International Centre for Dispute Resolution
 - American Bar Association - Dispute Resolution Section
 - Aurora Training Advantage
 - California State University, Pomona
 - California State University, Sacramento
 - California State University, San Marcos
 - Chamber of Commerce, San Diego
 - Financial Entrepreneurs Networking Group
 - First Imperial Credit Union
 - High Conflict Diversion Program (HCDP)
 - Hong Kong Institute of Mediation
 - Honor Flight
 - Imperial County of Office of Education
 - Inns of the Court
 - Kids Turn San Diego
 - Mediation Steadfast, Australia
 - National Academy of Distinguished Neutrals
 - Orange County Disability Law Professionals
 - Professionals in Human Resources Association
 - Risk Insurance Management Society
 - Rotary Club International
 - Second Saturday
 - Sharp Community Medical Group
 - SkillPath Corporate Strategies
 - Small Business Training on Demand
 - Southern California Mediation Association
 - SCMA Family Mediation Institute
 - STAR Conferences: Paris, Rome, and New York
 - TedX Taft Avenue
 - Women of Teradata
 - And many more!



To schedule a telephonic consultation with Dr. Debra Dupree, click here:

<https://meetwithDebraDupree.as.me/LetsTalk>

Or visit

<https://relationships-at-work.com/expert/>