

April 9, 2012

The Honorable Patrick J. Leahy, Chairman
United States Senate Committee on the Judiciary
224 Dirksen Senate Office Building
Washington D.C. 20510

The Honorable Charles E. Grassley, Ranking Member
United States Senate Committee on the Judiciary
224 Dirksen Senate Office Building
Washington D.C. 20510

Re: Nomination of Grande Lum to be Director of the Community Relations Service of the
U.S. Department of Justice

Dear Chairman Leahy and Ranking Member Grassley:

We strongly and enthusiastically support the appointment of Grande Lum to be Director of the Community Relations Service of the United States Department of Justice.

We are a group of professional legal scholars and law school teachers specializing in the interdisciplinary field of negotiation, alternative dispute resolution (ADR), mediation, and public policy consensus building. We know Mr. Lum very well from his teaching, facilitation, mediation and writing in the dispute resolution field. Some of us have taught courses with him or alongside him at the University of California Hastings College of the Law, the University of California Berkeley School of Law and Stanford Law School. Others know him from his many years of professional and academic engagement in the years following the rigorous training he received at the Program on Negotiation (PON) at Harvard Law School, including collaborative work with many PON-affiliated faculty. Each of us knows Grande Lum as an immensely thoughtful, innovative, dedicated, careful, hardworking professional, nationally-recognized for his leadership and stature in the dispute resolution field.

We write to attest to the fact that Mr. Lum has had a significant impact on all of the law schools, ADR firms, and community nonprofit organizations in which he has been a leader, and his impact has extended not only to the improvement of organizational success but also to the students, disputants and stakeholders who have personally benefited from having Mr. Lum as a teacher, mediator or facilitator. In addition to affirming his professional knowledge and interpersonal skill, we wish to communicate our respect for Mr. Lum as a person of integrity and honesty, a colleague who upholds the highest standards of professional and personal ethics in all aspects of his life and work.

Mr. Lum was a clinical professor at the University of California Hastings College of the Law and Director of its Center for Negotiation and Dispute Resolution (CNDP) from 2008 to 2010. As Director, Mr. Lum gained a reputation as a thoughtful and collaborative leader dedicated to mentoring students and creating ties with the rest of the law school faculty. Institutionally, he effectively collaborated with U.C. Hastings Law faculty to introduce alternative dispute resolution as a subject in the law school's doctrinal courses. In addition, Mr. Lum was always mindful of the important role that CNDP could play in the larger community, both through programs to develop lawyers' ADR skills and as part of the Tenderloin neighborhood where Hastings is located, and his leadership raised the profile of CNDP nationally.

Mr. Lum also has extensive management and organizational leadership experience in the private and nonprofit sectors. He served as Managing Director of Accordence Inc., a dispute resolution training firm he founded in 2005. Previously he was one of the founders and a principal of ThoughtBridge, a mediation firm, and a partner with the pathbreaking negotiation training and ADR consulting firm Conflict Management Inc. Mr. Lum taught negotiation as an adjunct professor at U.C. Berkeley School of Law and served as co-manager of the ADR externship program at Stanford Law School. He has served on the boards of directors of the Peninsula Conflict Resolution Center and the Center for Asian American Media, and served on the California State Bar Association Committee on Alternative Dispute Resolution.

As you know, the Justice Department's Community Relations Service is the "peacemaker" for community conflicts and tensions arising from differences of race, color, and national origin. Indeed, CRS is the *only* Federal agency dedicated to assist State and local units of government, private and public organizations, and community groups with preventing and resolving racial and ethnic tensions, incidents, and civil disorders, and in restoring racial stability and harmony.

As conflict resolution scholars and teachers, we understand the unique importance of CRS as the sole community mediation agency within the U.S. Federal Government. We recognize the profound impact that CRS leadership and staff mediators can have on disputants, stakeholders and communities in some of the most complex, sensitive and troubling situations confronting citizens throughout our nation. In this context, we are immensely heartened by the nomination of our esteemed colleague Grande Lum as CRS Director, and we are confident of the excellence and depth of directly applicable conflict resolution experience that he brings to this position. Not only does Mr. Lum possess legal, professional and management expertise at the highest level of professional accomplishment, but in addition his legal career has been dedicated to the practice and teaching of negotiation, mediation, and conciliation.

In sum, Mr. Lum brings to this position the optimal professional and intellectual background and record of achievement, along with his nationally-recognized reputation for the highest standards of professional expertise, integrity and interpersonal skills. We therefore urge the Senate to promptly confirm the appointment of Grande Lum as the next Director of the Community Relations Service of the United States Department of Justice.

Respectfully Submitted,

THE FOLLOWING INDIVIDUALS HAVE SIGNED ON TO THIS LETTER IN THEIR INDIVIDUAL CAPACITIES. CURRENT AND PRIOR LISTED AFFILIATIONS ARE SOLEY NOTED FOR PURPOSES OF IDENTIFYING THEIR RELEVANT BACKGROUND OR PROFESSIONAL EXPERIENCE.

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 Chair, AALS Section on ADR 1996-97
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 Director, LLM Program in Dispute Resolution, University of Missouri School of Law, 2000-2001
 Member, Council of the ABA Section of Dispute Resolution, 2004-2010.

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 Chair, Alternative Dispute Resolution Section of the Association of American Law Schools, 2009