

May 1, 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 for the Community Relations
Service of the Department of Justice

Dear Chairman Leahy and Ranking Member Grassley:

We write in enthusiastic support of the appointment of Grande Lum to be Director for Community Relations Service of the Department of Justice. We write as dispute resolution practitioners deeply familiar with the exemplary career, personal integrity, work ethic, reputation and character of Grande Lum. Some of us have worked jointly with him in conflict management situations, some of us have worked with or collaborated with him in the different dispute resolution organizations in which he has worked, and some of us have participated alongside him in professional associations.

The Community Relations Service (CRS) is the only federal agency dedicated to assisting local and state units of government, private and public organizations, and community groups with preventing and resolving racial and ethnic conflicts; and in restoring community stability and harmony. CRS also works with communities to prevent and respond to alleged violent hate crimes committed on the basis of actual or perceived race, color, national origin, gender, gender identity, sexual orientation, religion and disability. Grande Lum has more than twenty years of experience in conflict resolution. He has deep knowledge and understanding of mediation and conflict management procedures. Mr. Lum knows, understands and respects the history and traditions of the Community Relations Service. With his long and distinguished career in dispute resolution, he is ideally suited to the work for which CRS is responsible.

For CRS to be successful, it requires leadership and an understanding of the importance and usefulness of dispute resolution in serving communities throughout the United States. Every year CRS' highly skilled conciliators bring hundreds of community-wide conflicts to peaceful closure in every State, the Commonwealth of Puerto Rico, and the U.S. territories. Mr. Lum has experience and insight with a variety of skills and intervention tools that help parties find common ground and agreement including mediation, negotiation, facilitation, conciliation and training.

Mr. Lum is a practitioner of the highest caliber. Conflict resolution requires excellent listening skills and an ability to lead groups. It also requires both analytical and problem

solving skills to deal with complex and intractable issues. He is a careful listener, open-minded and able to manage small as well as large groups. He is a quick study and has dealt with an array of conflict situations arising from difficult and technical issues.

Lastly, we highlight Mr. Lum's long-term efforts and strong commitment to dispute resolution by noting his record of contribution to the field of dispute resolution as a whole. He has regularly written about dispute resolution, has participated consistently in professional organizations and conferences. Mr. Lum has been a partner in Conflict Management, Inc. one of the leading negotiation consulting firms of its time; founder or co-founder of two other dispute resolution organizations; as well as director and clinical professor of one of the country's leading law school dispute resolution programs at UC Hastings School of Law.

We anticipate that the Senate, after full inquiry, will see all the virtues that Mr. Lum possesses which we know and appreciate from our firsthand experience. He is the consummate professional with a stellar personal and professional reputation. We urge the Senate to promptly confirm the appointment of Grande Lum to serve as the next Director for the Community Relations Service.

Respectfully Submitted,

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

Terry Barnett

Present Positions:

President, CMI Washington/Carolina, 1997-2012

Past Positions:

Founding Chair, Conflict Management, Inc. 1984-97

Visiting Scholar leading graduate-level courses on International Conflict Management,
University of North Carolina, 2002-2009

Norma Darshan Brach

Present Positions:

Adjunct Professor, University of California Berkeley School of Law (Boalt Hall),

Mediation Course

Past Positions:

Mediation Clinic Coordinator and Lecturer in Law, University of California, Hastings
College of the Law, 2008 – 2011

Training Director, Metropolitan Mediation Services, 1998 - 2004

Arlene Brock

Present Positions:

Ombudsman for Bermuda

Vice-President, Caribbean & Latin American region, International Ombudsman Institute
Chartered Institute of Arbitrators (London)

Past Positions:

Consultant, Conflict Management Inc. 1994-98

Russell Brunson

Present Positions:

Director of Operations and Finance, Peninsula Conflict Resolution Center

Past Positions:

Adjunct Professor, University of California Hastings College of Law, 2008 - 2010

Adjunct Professor, Notre Dame de Namur University, 2008

Development Director, National Center for Conflict Resolution Education, 1997 - 1999

Virginia Carson

Present Positions:

Independent Mediator and Arbitrator

Past Positions:

Director Campus Y University of North Carolina Chapel Hill, 2000 - 2009

Eric Davis Collins

Present Positions:

COO Mobile Posse

Past Positions:

Conflict Management Inc. Partner 1997-1998

ThoughtBridge Partner 1998-2002

Wayne H. Davis

Present Positions:

Co-Founder and Vice President, Government Affairs, Harvest Power, Inc.

Past Positions:

Co-Founder and General Counsel, Backyard Farms, LLC.

Chief Ethics Officer, Fidelity Investments

Chief Compliance Officer, Fidelity Brokerage Co.

Partner, Conflict Management, Inc.

Associate Director, Harvard Negotiation Project

Robert N. Dobbins

Present Positions:

Full time mediator

Adjunct Professor at University of California Hastings College of the Law

Adjunct Professor at Pepperdine Law's Straus Institute for Dispute Resolution

Past Positions:

LL.M. with emphasis in mediation and international, 2003

Danny Ertel

Present Positions:

Partner, Vantage Partners LLC

Past Positions:

Conflict Management Inc. Partner, 1993-1997

Harvard Negotiation Project Senior Researcher, 1989-1992

Maria Choi Fernandopulle

Present Positions:

Consultant in Mediation and Negotiation

Past Positions:

Conflict Management Inc., Consultant, 1996-1998

Visiting JD Advisor, Harvard Law School, 2007-2010

Keith M. Fitzgerald

Present Positions:

Sea-Change Partners Managing Director & Director of Negotiation, Conflict Management, & Crisis Leadership Team, 2000 – Present

Past Positions:

Conflict Management Group Project Assistant, Project Director, 1991-1999

Harvard Negotiation Project Special Assistant to the Director, Associate, Teaching Fellow, 1992-2000

Harvard University Kennedy School of Government Teaching Fellow, International Mediation & Conflict Resolution, 1998 – 2000

National University of Singapore Visiting Lecturer, International Negotiation & Conflict Management, 1999 – 2000

Asian Programme on Negotiation & Conflict Management Director, 2002 – 2007

Asian Development Bank Senior Conflict Advisor, 2008 – 2011

Robert Fries

Present Positions:

Attorney/Mediator

Past Positions:

President, The Mediation Society 2010

Adjunct Professor of Law, University of California Hastings College of Law (CNDL)

Ruth V. Glick

Present Positions:

Neutral Mediator and Arbitrator

Secretary of the Dispute Resolution Section of the ABA

Past Positions:

President, The Mediation Society of San Francisco, 2006-2007

Adjunct Professor of Arbitration Law, University of California, Hastings College of the Law 1995-2005

President, California Dispute Resolution Council, 2002

Jeffrey H. Goldfien

Present Positions:

HealthCare Ombudsman/Mediator, Kaiser Permanente

Past Positions:

Adjunct Professor of Law, University of California Hastings College of the Law, 2005-2010

Board of Directors, Association for Dispute Resolution of Northern California, 2008-2010

Mark N Gordon

Present Positions:

Managing Partner, Vantage Partners LLC

Senior Advisor, Harvard Negotiation Project

Member Board of Directors, Mercy Corps

Past Positions:

Conflict Management Inc., President and CEO, 1993-1997

Conflict Management Inc., Co-Founder, Partner, and Director, 1984-1997

Conflict Management Group, Co-Founder and Board Member, 1984-2004

Harvard Negotiation Project Teaching Assistant and Senior Researcher, 1980-1982

Sheila Heen

Present positions:

Founder and Principal, Triad Consulting

Senior Affiliate, Harvard Negotiation Project

Past Positions:

Lecturer on Law, Harvard Law School, 1995-2010

Associate, Harvard Negotiation Project, 1993-2000

Conflict Management Group, Consultant, 1992-1999

Heather J. Meeker Green

Present Positions:

Managing Director of Accordence, Inc.

Past Positions:

ThoughtBridge Operations Manager and COO, 1997-2004

Conflict Management, Inc. Associate, 1990-1997

Howard Herman

Present Positions:

Director, ADR Program, U.S. District Court, Northern District of California

Adjunct Professor, University of California Hastings College of the Law

CLE Officer and Member of Executive Committee, ABA Section of Dispute Resolution

Past Positions:

Director of ADR Programs, Contra Costa County Superior Court, 1993-1997

Pre-Briefing Settlement Conference Attorney, U.S. Court of Appeals
for the Ninth Circuit, 1985-1989

Jason Meek

Present Positions:

CEO of The iDeal World

Fellow, Chartered Institute of Arbitrators, UK

Member, Practices & Standards in Mediation Subcommittee, Chartered Institute of
Arbitrators, UK

Adjunct Professor, University of California Hastings College of the Law

Adjunct Professor, University of California Berkeley Law School

Sadhana Narayan

Present Positions:

Adjunct Professor, University of California Hastings College of the Law, "Settlement &
Negotiation".

Mediator & Arbitrator

San Francisco Bay Area Federal and California State Courts.

Board of Directors San Mateo County Bar Association

Past Position:

Board of Directors Peninsula Conflict Resolution Center, 2009-2010

Jessica Notini

Present Positions:

Principal, Notini Mediation & Facilitation Services

Mediator, Say Area Federal and State Courts

Lecturer or Adjunct Professor, Stanford Law Schools, University of California Berkeley
Law, University of California Hastings College of Law and Mills Women's Business
School

Consultant for Accordence, Integrated Management Associates and Lax & Sebenius

Past Positions:

Past Chair, California State Bar ADR Executive Committee, 2007-2008

Past President, Northern California Mediation Association (now “ADRNC”), 2000-2003

Sheila Purcell

Present Position: Appropriate Dispute Resolution Director, San Mateo Superior Court,
1996-present

Past Positions:

Adjunct Professor, University of California Hastings College of Law

Adjunct Professor University of California Berkeley Law School

ADR Program Developer, State Bar of California 1990-1995

Scott William Roberts

Present Positions:

President, OTP, LLC

Past Positions:

Senior Vice President, Strategic Development, Wright Express (Public Company), 2002-2005

President, CommTel, Inc (Public Company) 1998-2002

Corporate Counsel, IDEXX Laboratories, Inc, 1995-1998

Attorney, Skadden, Arps, Slate, Meagher and Flom, 1992-1995

Irma Tyler-Wood

Present Positions:

KiThoughtBridge Co-Founder and Partner

Past Positions:

Conflict Management Inc. Partner 1988-1996

ThoughtBridge Co-Founder and Partner 1996-2006

Frank Vargas

Present Positions:

CMI New Frontiers Founder, Managing Director

Conflict Management Inc. Partner and Director

Princeton University Woodrow Wilson School of Public and International Affairs,

Graduate Program Lecturer of Public and International Affairs

Past Positions:

Harvard Medical School Department of Medical Education Guest Lecturer, 1993-1995