



Peninsula Conflict Resolution Center
1660 So. Amphlett Blvd. #219 San Mateo, CA 94402
T 650.513.0330 F 650.513.0335
www.pcrcweb.org

March 21, 2012

The Honorable Patrick J. Leahy
Chairperson, Committee on the Judiciary
224 Dirksen Senate Office Building
Washington, DC 20510

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

Re: Nomination of Grande Lum to Serve as Director of Community Relations Service.

Dear Chairperson Leahy:

We are pleased to be writing in support of the nomination of Grande Lum to serve as Director of Community Relations Service. We are either current or former Executive Directors of the Peninsula Conflict Resolution Center.

Each of us have had the honor of working with Grande through the Peninsula Conflict Resolution Center (PCRC), a community benefit organization in San Mateo County, CA that provides a variety of well-respected services that include community building, violence prevention and conflict resolution. Grande began volunteering as a mediator with PCRC in 2004. He brought his many years of expertise and his highly developed conflict management skills to every mediation case we assigned to him, no matter the subject or level of complexity. His approach to conflict situations was always thoughtful and creative. He was highly attentive to and respectful of both those he worked with and clients he served. And, Grande's work always demonstrated his high level of dedication and integrity. At PCRC, we considered Grande to be one of our most valuable mediators and we called on him to work on particularly challenging cases.

In one example, Grande worked in partnership with PCRC staff on a multi-party mediation involving a staff team at a school. This team was experiencing a variety of disputes including accusations of harassment and unfair treatment. PCRC was called to help the team members work through their interpersonal disputes, while the school district managed the grievance procedures. Grande developed a conflict assessment and an intervention plan. He had one-on-one conversations with members of the school team and co-led group mediation sessions. This one project involved multiple hours of planning, preparation and mediation time.

In 2006, Grande joined the Board of Directors of PCRC and after 2 years became the Vice-Chair. In this role, he provided leadership in such areas as fund raising and marketing and offered valuable input into strategic planning and program assessment and evaluation. Grande spoke eloquently on behalf of PCRC at several public events. In these

public appearances his passion for collaborative problem solving and his dedication to promoting peaceful community building efforts was obvious.

In all of our experiences with Grande we found him to be a highly intelligent, creative, dedicated professional. He has laudable skills in the areas of conflict resolution, mediation, collaborative problem solving, group decision-making and effective facilitation. In addition, he is an accomplished leader in many different realms. There is no doubt that Grande is exceptionally qualified to be the Director of the Community Relations Mediation Service and the Department of Justice would find him to be a true asset if he is appointed. I hope that you will join us in supporting his nomination.

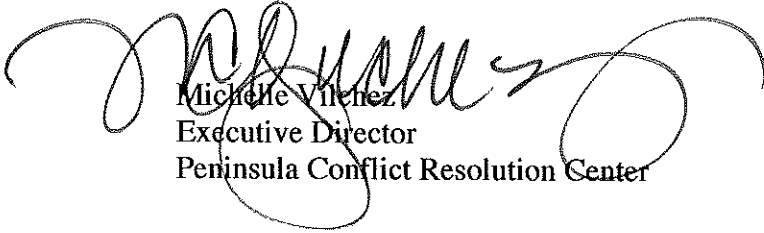
Sincerely,



Jennifer Bullock
Former Executive Director
Peninsula Conflict Resolution Center



Patricia Brown
Former Executive Director
Peninsula Conflict Resolution Center



Michelle Vilchez
Executive Director
Peninsula Conflict Resolution Center