

Maryland Mediation **and** Conflict Resolution Office

MACRO Progress Report: 10 years of achievement



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Judge, District Court of Maryland

Professor Roger Wolf, Director
Center for Dispute Resolution at the
University of Maryland School of Law (C-DRUM)



Dear Fellow Marylanders:

I am pleased to present this progress report on the work of the Maryland Judiciary's Mediation and Conflict Resolution Office (MACRO). Highlights of MACRO's activities over the past several years include:

- ◆ major innovations in mediator quality assurance, public awareness, and evaluation;
- ◆ continued success expanding and supporting conflict resolution education and services in courts, communities, schools and universities, state and local government agencies, criminal and juvenile justice programs, and family services statewide;
- ◆ playing an important role in the Maryland Judiciary's efforts to increase the public's access to justice and to make the courts more efficient and user-friendly; and
- ◆ celebrating the 10-year anniversary of the establishment of the ADR Commission, and commemorating 10 years of achievements that served the courts and the public.

Maryland courts do an exceptional job handling the cases that ought to be in court, such as those that involve significant legal questions, allegations of serious crime, a need for precedent, a desire for a public airing, and those that just will not settle. We in the Judiciary, however, also recognize that many matters coming before the court could be more effectively resolved without trial. With this in mind, we are increasingly encouraging people to try mediation and other alternative dispute resolution processes before pursuing trial in court. More often than not, with the help of a trained impartial person, people in a dispute are able to communicate with one another, understand each other's needs, and reach mutually satisfying resolutions.

Recognizing that courts should be a place of last resort for dispute resolution, the Judiciary depends on MACRO's work to advance the appropriate use of mediation and other dispute resolution methods. This report describes our efforts to increase the use of alternative dispute resolution statewide, highlighting recent accomplishments as well as the history of our work in this area, dating back to the efforts of the Maryland ADR Commission, which I created and chaired in 1998. For more information about MACRO, please visit us online at www.marylandmacro.org or call 410-260-3540.

Sincerely,

The Honorable Robert M. Bell
Chief Judge, Maryland Court of Appeals

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Introduction

On May 12, 2008, the Maryland Mediation and Conflict Resolution Office (MACRO) celebrated 10 years of achievement. MACRO is a court-related agency created and chaired by the Honorable Robert M. Bell, Chief Judge of the Court of Appeals of Maryland.

- ◆ MACRO serves as an alternative dispute resolution (ADR) resource for the state and provides information to the public about non-violent ways to resolve conflict without going to trial.
- ◆ MACRO collaborates with stakeholders to help develop, advance, evaluate, and support conflict resolution services in courts, communities, schools, state and local government agencies, criminal and juvenile justice programs, family service programs, and the business community.
- ◆ MACRO increases access to justice, reduces backlogs, and helps courts to be more user friendly and efficient.

A Brief History

MACRO is the successor to the Maryland ADR Commission, which Chief Judge Bell created and chaired in 1998. The commission worked collaboratively with more than 700 stakeholders to develop and begin implementing a statewide consensus-based action plan called *Join the Resolution*. The plan was published in 1999, and MACRO was created to implement the plan. *Join the Resolution* has served as MACRO's strategic blueprint for advancing mediation and other conflict resolution processes statewide.

Since *Join the Resolution* was published in 1999, ADR programs and services have flourished in Maryland. MACRO has played an instrumental role in advancing appropriate

uses of ADR and helping to establish and expand programs in courts, communities, schools and universities, state and local government agencies, criminal and juvenile justice programs, and family service programs throughout Maryland.

In 2006, having achieved almost all of the goals outlined in the ADR Commission's action plan, MACRO collaborated with advisory board members and other important stakeholders to build consensus on new strategic goals and to assess achievements to date. The resulting MACRO Five-Year Plan set new targets for

- ◆ advancing the appropriate use of ADR statewide;
- ◆ setting a new standard for mediator excellence;
- ◆ increasing public awareness of ADR and its benefits; and
- ◆ launching a comprehensive, web-based, court ADR program assessment, improvement, and evaluation system.



Ten Years of Achievement

On May 12, 2008, at the 10-year Anniversary of the ADR Commission, many people came together to celebrate Ten Years of Progress. The following are major milestones in the advancement of ADR in Maryland:

1998

- Chief Judge Bell convenes the Maryland ADR Commission

1999

- *Join the Resolution, The Maryland ADR Commission's Practical Action Plan*, sets a course for the future of ADR in MD
- District Court ADR Office is created

2000

- ADR Commission wins CPR Institute for Dispute Resolution's prestigious Significant Practical Achievement Award
- Chief Judge Bell creates MACRO, a court-related agency, as the ADR Commission's successor with a diverse multi-disciplinary advisory board to support programs statewide
- Maryland Association of Community Mediation Centers is established

2001

- William and Flora Hewlett Foundation provides 4 years of grant support for MACRO's work at the national level
- Rachel Wohl, Esq., MACRO's Executive Director, receives the Association for Conflict Resolution's Mary Parker Follett Award for innovation in ADR
- First issue of MACROscope newsletter is published
- MACRO creates performance-based funding formula for Community Mediation centers

2002

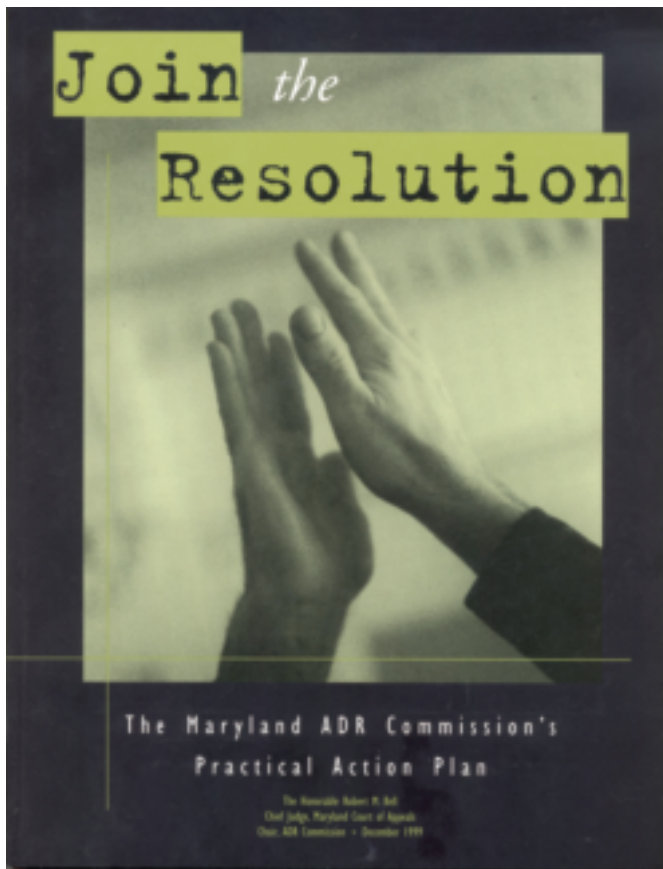
- Mediator Quality Assurance Committee, a collaborative group convened by MACRO, issues a report recommending a quality assistance approach for Maryland
- MACRO produces two videos: *Connections* and *Revolutionary People*

2003

- Chief Judge Bell receives ABA's prestigious D'Alemberte-Raven Award for outstanding leadership in ADR
- MACRO hosts first Maryland Mediators Convention
- Scottish Mediation Study Visit – 14-member delegation sponsored by the Scottish Consumers Council comes to Maryland to learn about MACRO projects

2004

- MACRO convenes 64 stakeholders for a 3-day Future Search collaboration on Mediator Quality
- Scottish Mediation Network hosts first ever Scottish Mediation Conference featuring keynote remarks from Chief Judge Bell and workshops by Rachel Wohl and Lou Gieszl, sponsored by the Scottish Consumers Council
- MACRO forms partnership with the Maryland State Department of Education (MSDE) and the Center for Dispute Resolution of the University of Maryland Law School (C-DRUM) to award grants to assist school conflict resolution programs



2005

- MACRO reports achievement of ADR Commission Goals – Collaborates on new Five-Year Plan
- Mediation: It's Your Solution poster campaign is launched

2006

- Maryland Program for Mediator Excellence (MPME) is created
- Lou Gieszl, MACRO's Deputy Executive Director, is elected to sit on the Board of the Association for Conflict Resolution, a major national ADR practitioner organization
- Rachel Wohl, Esq., MACRO's Executive Director, co-chairs the American Bar Association Dispute Resolution Section's Task Force on Improving Mediation Quality
- MACRO produces a video titled *How Do We Mediate Thee? Let Us Count the Ways*

2007

- MACRO creates Public Policy ADR Fellows Program in cooperation with the Center for Dispute Resolution at the University of Maryland
- MACRO sponsors 5 regional 2-day trainings in collaborative problem solving for local government officials and mediators

2008

- MACRO celebrates 10-year anniversary of the ADR Commission; calls for renewed collaboration on the future of ADR in Maryland
- MACRO receives State Justice Institute grant to develop a web-based data collection, analysis, and reporting system to help Circuit Court and District Court ADR program coordinators evaluate and improve their ADR programs
- MACRO launches the Maryland Program for Mediator Excellence website, www.mpmeonline.org, containing a searchable directory of Maryland mediators
- MACRO launches its "Evening With" series, bringing national ADR thought leaders to Maryland to give presentations to and have discussions with Maryland mediators
- Cheryl Jamison, Esq., MACRO's Quality Assistance Director, chairs the American Bar Association Dispute Resolution Section's Court Subcommittee on Mediator Excellence
- MACRO has helped train workplace mediators in 5 state government agencies and is working with them to launch a state government shared neutrals program
- MACRO launches a 2-year contract to provide facilitators to help resolve public policy disputes collaboratively
- Ramona Buck, MACRO's Public Policy Director, receives the Robert M. Bell award from the Maryland State Bar Association's ADR Section for outstanding contributions to alternative dispute resolution in Maryland

MACRO'S National Contributions

Because of Chief Judge Bell's leadership and vision, MACRO has established Maryland as one of the national leaders in the field of conflict resolution, and it has developed ADR programs used by several other states and foreign governments. With funding support from the William and Flora Hewlett Foundation, MACRO has remained highly active within the conflict resolution community at the national level.

MACRO's work has been prominently featured at major conferences and events sponsored by national organizations including:

- ◆ the American Arbitration Association;
- ◆ the American Bar Association (ABA);
- ◆ the Association for Conflict Resolution (ACR);
- ◆ the Association for Family Conciliation Courts;
- ◆ the Council of State Governments;
- ◆ the CPR Institute for Dispute Resolution; and
- ◆ the Policy Consensus Initiative.

The ADR Commission used a collaborative process, involving approximately 700 people around the state, to produce a consensus-based practical action plan. The process, which used ADR successfully to advance ADR statewide, has been recognized nationally as an innovative method for advancing large-scale social change. A grant from the William and Flora Hewlett Foundation enabled MACRO to help other states use this method.

MACRO has produced a series of engaging posters, in English and Spanish, using the theme "Mediation: It's Your Solution" (see

details under Public Awareness). The posters are being widely used in Maryland and in states across the country to promote the use of mediation, and they have been made into bus signs and movie theater ads.

MACRO's work on the issue of mediator quality assurance in particular has been highlighted at the national level and is being adapted for use by other states. In recent years, the ABA and ACR abandoned the notion of establishing a national certification system for mediators. As a result, there has been a renewed interest in

state-level efforts, and the Maryland Program for Mediator Excellence (MPME) has been identified as a promising and innovative alternative approach. The MPME places a high value on performance-based reviews and continuous improvement as opposed to credentials and other paper-based certification processes. MACRO is currently assisting Colorado's efforts to adapt the MPME for use by Colorado mediators.

MACRO has also positioned itself to lead in the area of court ADR program evaluation. Maryland court ADR program coordinators have collaborated on plans for a comprehensive web-based assessment, improvement, and evaluation system, which will be the first in the nation to link mediation performance indicators with judicial information system case flow data. The results will provide ongoing, real time, performance information and evaluation, both statewide and at the individual court level.



Maryland Program for Mediator Excellence

August 25, 2006, was an important date in Maryland mediation history. After more than five years of collaborative consensus-building involving hundreds of mediators, judges, consumers, and other interested individuals, MACRO launched the Maryland Program for Mediator Excellence (MPME) to promote high quality practice and create opportunities for all Maryland mediators to improve their skills continually and gain recognition for their accomplishments.

Now building membership and operating programs, the MPME is governed collaboratively by a statewide Mediator Excellence Council. Symbolized by a tree with many roots and branches, the MPME integrates voluntary approaches for enhancing mediators' skills and abilities.

In 2008, the MPME launched an innovative interactive website, www.mpmeonline.org. The website contains a searchable database of Maryland mediators to help consumers find the mediators they need. The MPME has over 500 mediator members. It gives workshops on mediator ethics and diversity around the state, and it coordinates mentoring programs for several organizations.



Public Awareness

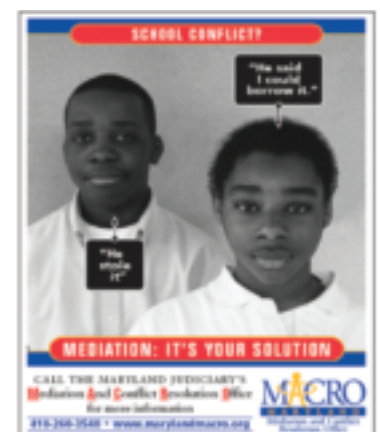
www.mpmeonline.org

www.marylandmacro.org

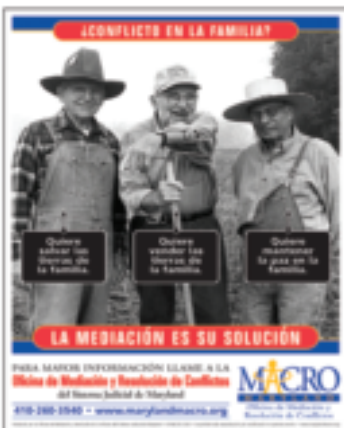
Despite success advancing ADR statewide, mediation and other alternative conflict resolution processes are still not commonly understood or used. Thus, a major priority for MACRO has been to help raise awareness of ADR programs and services.

- ◆ MACRO launched a statewide public awareness campaign, which is now taking on national momentum. Under the theme “Mediation: It’s Your Solution,” MACRO produced 24 creative posters depicting people experiencing and resolving a wide variety of everyday interpersonal conflicts. Already featured at many state and national events, the posters are popping up in prominent Maryland locations and in several other states. They have also been adapted for bus signs and movie theater advertising. Available in English and Spanish, the posters are free in Maryland and may be purchased at-cost nationally. The posters can now be ordered online at www.marylandmacro.org and may be customized to replace MACRO’s information at the bottom of the posters with local contact information for courts, government agencies, schools and universities, community mediation programs, and dispute resolution practitioner organizations.

- ◆ MACRO has also released an expanded and updated *Consumers’ Guide to Mediation and Conflict Resolution Services in Maryland*, which identifies and describes specific dispute resolution programs operating in each county and statewide, within and outside of the courts. The new guide, available online at MACRO’s website, features detailed information about mediation, settlement conferences, community conferencing, and restorative justice programs statewide. It also provides information about what to expect from mediation, how it works, how to find and select a mediator, and when to consider mediation use.
- ◆ The Maryland Program for Mediator Excellence (MPME) has a website containing a searchable directory of Maryland mediators. It offers a consumer-friendly approach to finding mediators. You can find the Mediators Directory on the MPME website, www.mpmeonline.org.
- ◆ MACRO’s e-mail listserv keeps the ADR practitioner community abreast of its work while also publicizing job and training opportunities, conferences, and other events and information that help advance the dispute resolution field in Maryland. Call MACRO on 410-260-3540 to be added to the listserv.



- ◆ The MACROScope newsletter also highlights the uses of ADR in the courts and in other areas, as well as various approaches to mediation, mediation quality, ethical issues, restorative justice, and much more. MACROScope features guest editorials to advance discourse on issues of interest to the dispute resolution community.
- ◆ MACRO continues to distribute ADR video tapes and DVDs it has produced. One popular DVD is *Connections*, a half-hour documentary that follows students at Frederick High School for several years as they develop the Connections Program to change the culture and reduce conflict in their school. By far, the most requested is *Revolutionary People*, a half-hour documentary showing mediation in five settings, intertwined with interviews with prominent Maryland mediators. More recently, MACRO released *How Do We Mediate Thee*, an educational montage showing short scenes of the same conflict being mediated in eight different ways. Contact MACRO for DVDs or for other public awareness materials.
- ◆ MACRO is completing two short videos, one describing its work and the other explaining how to conduct successful large-scale collaborative processes for social change. It is also working on an updated version of the *Connections* video that incorporates a reunion of graduates from the program, who were in the original video, describing the impact the program has had on their lives.



Improving Court ADR Programs with ADDRESS

MACRO is developing a statewide ADR Evaluation Support System (ADDRESS) for court ADR programs. When implemented, this system will yield more comprehensive program evaluation data about court ADR programs than has ever been available in Maryland or any other state.

Developed collaboratively with court ADR program coordinators, administrators, and other court personnel from Circuit and District Court locations statewide, system components include:

- ◆ refined exit survey tools that will serve as indicators to describe programs and measure program success;
- ◆ a web-based data collection system that will integrate Judicial Information System (JIS) case management data with data on court ADR program management, process evaluations, and ADR practitioner evaluations; and
- ◆ equipment at the individual court level to scan exit survey data into the web-based system, eliminating the need for manual data entry.

Once data is in the system, each ADR program coordinator will be able to create individualized reports about their court's ADR programs. With that information, program coordinators will be able to develop and implement system and quality improvements while increasing their ability to describe and quantify their programs' benefits. MACRO is initiating a four-court pilot program to test this system before offering it for use statewide and nationally.

MACRO received a 2008 State Justice Institute matching grant to construct the four-court pilot program in the circuit courts for Baltimore City, Baltimore County, and Worcester County as well as in the central District Court ADR Office. It is our hope that the pilot program will help fine-tune the system and demonstrate its value to all of the courts as well as the public.



Fellows Program

In 2007 MACRO, in partnership with the Center for Dispute Resolution at the University of Maryland (C-DRUM), began a Public Policy Conflict Resolution Fellows program. The program is creating a network of public, private, and nonprofit sector leaders who, as Fellows, learn advanced conflict resolution and collaborative problem solving skills.



2007 Class

Art Abramson – Executive Director, Baltimore Jewish Council

William Parr Baker – Executive Director, Chesapeake Bay Foundation

The Honorable David R. Brinkley – Senator, Maryland General Assembly

John M. Colmers – Secretary, Maryland Department of Health and Mental Hygiene

T. Eloise Foster – Secretary, Maryland Department of Budget and Management

John R. Griffin – Secretary, Maryland Department of Natural Resources

Diane Hoffmann – Associate Dean for Academic Programs, University of Maryland School of Law

John B. Howard, Jr. – Deputy Director, Maryland Office of the Attorney General

The Honorable Anthony J. O'Donnell – Delegate, Maryland General Assembly

Thomas E. Perez – Secretary, Maryland Department of Labor, Licensing & Regulation

Harold A. Smith – Executive Director, Catholic Charities of the Archdiocese of Baltimore

Stephen M. Spahr – Chief of Staff/Vice President, Frostburg State University

Gustavo Torres – Executive Director, CASA of Maryland

Y. Maria Welch – President, Respira Medical

2008 Class

The Honorable Elizabeth Bobo – Delegate, Maryland General Assembly

The Honorable Ben Clyburn – Chief Judge, District Court of Maryland

The Honorable Brian E. Frosh – Senator, Maryland General Assembly

Richard E. Hall – Secretary, Maryland Department of Planning

John K. Jenkins, Sr. – Pastor, First Baptist Church of Glenarden

The Honorable Allan H. Kittleman – Senator, Maryland General Assembly

Diane Bell McCoy – Executive Director, Associated Black Charities

The Honorable Joseline Pena-Melnyk – Delegate, Maryland General Assembly

Tyrone Powers – Director, Institute for Criminal Justice, Anne Arundel Community College

Roger L. Richardson – Secretary, Maryland Department of Agriculture

Bill Satterfield – Executive Director, Delmarva Poultry Industry

Dru Schmidt-Perkins – Executive Director, 1000 Friends of Maryland

The Honorable Charles Strong, Jr. – State's Attorney, Kent County, Maryland

Shari Wilson – Secretary, Maryland Department of the Environment

The Maryland Public Policy Conflict Resolution Fellows Program, 2008

Left to Right:

Row 1: Shari Wilson, Tyrone Powers, Diane Bell McKoy, Allan Kittleman

Row 2: Bill Satterfield, Brian Frosh, Elizabeth Bobo, Charles Strong, Dru Schmidt-Perkins, Ben Clyburn, Joseline Pena-Melnyk, Richard Hall, Roger Richardson.

Not Pictured: John K. Jenkins, Sr.



Strengthening Skills, Building Connections:

A part of MACRO's mission is to help build a strong and collegial dispute resolution community in Maryland. One way this is accomplished is by bringing together Maryland mediators for events and conferences, with the most highly visible being the biennial Maryland Mediators Conventions.

2006 Mediators Convention

At the third Mediators Convention, held in December 2006, more than 400 mediators came together, creating connections, improving their skills, and representing the vitality and the diversity of the Maryland mediation community. That convention also included a premiere of MACRO's newest video, *How Do We Mediate Thee, Let Us Count the Ways*, which highlighted various mediation approaches being applied to the same dispute.

For their willingness to participate and to demonstrate their craft on camera, MACRO is grateful to the mediators featured in *How Do We Mediate Thee*:

John Bickerman	Martin Kranitz
Erricka Bridgeford	Joyce Mitchell
Lorig Charkoudian	Sharon Pickett
Nancy Hirshman	Carl Schneider
Ellen Kandell	Louise Phipps Senft

... as well as actors Allison Lamb and Bruce Nelson.

2008 Mediators Convention

The fourth convention opened with a dramatic rendition by the Maryland Shakespeare Festival of a scene from King Lear, which the audience considered from a mediator's point of view. The 400 mediators who converged on the Maryland Maritime Institute Conference Center in Linthicum then had a choice of 32 different sessions to attend. The convention offered roundtable discussions, skill-building sessions, experiential workshops, and thought-provoking debates, all by and for Maryland mediators.

Thanks to volunteer assistance from the Anne Arundel Community College's film and video program, MACRO videotaped interviews with attendees as they arrived at the convention. This video conveys the interest, enthusiasm, and diversity of the state's mediator community. The next Maryland Mediators Convention will be held in December 2010.



“The video was exemplary and [one of the sessions] gave me real direction to decide what I would like to do.”

“[I liked the] networking, meeting others with similar interests, and great topics.”

Conferences and Workshops

Other Conferences and Events

MACRO has also convened mediators and supported conferences and events around such topics as:

- ◆ Business ADR;
- ◆ Court ADR;
- ◆ Mindfulness;
- ◆ Workplace Disputes;
- ◆ Government and Public Policy ADR;
- ◆ Mediator Quality Assurance;
- ◆ Ethics;
- ◆ Community Mediation;
- ◆ Multi-Culturalism; and
- ◆ Rethinking Conflict

Lunchtime Teleconferences

MACRO's Lunchtime Teleconference series provides a forum for outstanding Maryland mediators to talk with listeners across the state. In 2008, we heard valuable presentations from Louise Phipps Senft on the enneagram and its application to mediation, John Bickerman on commercial mediation, and Marvin Johnson on diversity. Presenters in 2009 include Homer LaRue on the art of arbitrating and mediating, Jean Baker on the Fairness in Arbitration Act, Lorig Charkoudian on community mediation, and Carl Schneider on apology and mediation. MACRO has received great feedback on the teleconference series, especially from mediators grateful to hear terrific speakers without having to travel.

Evening Discussions

MACRO's Evening With discussion series brings nationally renowned ADR thinkers and innovators to Maryland. In 2008, in partnership with the University of Baltimore's Negotiation and Conflict Management Program, MACRO presented evenings with Baruch Bush, the co-founder of the transformative approach to mediation; Larry Susskind, an MIT professor who is a trailblazer in the process of consensus building; and Pauline Tesler, co-founder of the field of collaborative law. 2009 includes evenings with Bernard Mayer, a mediator, trainer, and author of *Staying with Conflict*; Leonard Riskin, an expert on mindfulness meditation; and Zena Zumeta, known as the grandmother of divorce mediation. This series is proving to be very intellectually stimulating for Maryland mediators, educators, students, and citizens.

For more information or to request a copy of a video or audio recording of these presentations, call MACRO at 410-260-3540.



Advancing Conflict Resolution in Maryland

MACRO's core mission is to collaborate with stakeholders to help create, expand, support, and evaluate vital conflict resolution programs, services, and education statewide. MACRO's collaborative work with its partners across the state has positively influenced the lives of countless Marylanders. Since 1998, ADR programs have flourished throughout the state, and MACRO is proud to have helped that happen.

ADR Programs Available in 1998



ADR Programs Available in 2008



Circuit Court ADR Programs

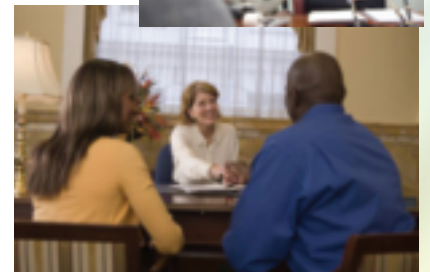
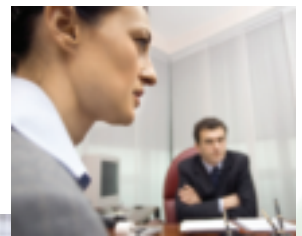
MACRO provides assistance and support for expanding ADR projects in circuit courts throughout Maryland and works with circuit courts statewide to expand ADR offerings in civil, family, and juvenile divisions.

- ✦ MACRO works closely with the Administrative Office of the Courts Department of Family Administration to support family mediation in the circuit courts, where all contested child access (custody/visitation) cases statewide (except those in which there are allegations of domestic violence) are referred to mediation.
- ✦ MACRO is piloting the ADR Evaluation Support System (ADRESS) in three Circuit Courts and the District Court to help ADR program coordinators improve and capture the benefits of their programs.
- ✦ MACRO provides new and continuing support to circuit courts developing and expanding child in need of assistance (CINA) and termination of parental rights (TPR) mediation programs.
- ✦ MACRO provides support for the Orphans Courts in Baltimore City and Baltimore County to conduct mediations in contested estates and trust probate disputes, which can help preserve family relationships, decrease litigation, and maximize the courts' efficiency.

District Court ADR Programs

The District Court ADR Office runs 39 ADR programs in 19 counties around the State of Maryland. With the support of the Chief Judge of the District Court, the Honorable Ben Clyburn, the ADR Office promotes the appropriate and efficient use of mediation and settlement conferences for small and large claims in cases involving claims for breach of contract, negligence, return of personal property, landlord-tenant matters, collections, and peace order matters.

- ◆ **MACRO** serves as a resource to the District Court to support its efforts to expand and improve its programs and increase accessibility to ADR services statewide.
- ◆ With an active volunteer roster of more than 300 mediators and settlement conference practitioners and partnerships with 11 of Maryland's community mediation centers, the ADR Office is well positioned to provide access to high quality ADR services to many citizens involved in the legal system.
- ◆ ADR services in the District Court are offered free of charge to litigants, and services are provided by a diverse pool of volunteers from a wide variety of backgrounds, including lawyers, community mediation centers, and many others.
- ◆ District Court ADR services include both mediation and settlement conferences, and they may be offered either pre-trial or on the day of trial.
- ◆ Volunteer mediators must have beginning mediation training, complete an application, join the MPME (free), attend a program orientation, complete the apprentice process, and once active, complete continuing education activities on an annual basis.



Community Mediation Programs

Community mediation is an important resource for the court, providing free conflict resolution services to the District Court, State's Attorneys' Offices, police, schools, government agencies, and others. Community mediation centers resolve neighborhood and other disputes that prevent violence, prevent cases from being filed in court, and address the underlying causes of conflict in a manner that cannot be achieved in a courtroom.

- ◆ Research has shown that referring neighbors and families who live in houses that generate repeat police calls to mediation saves the police time and money. Some unmediated neighbor rage cases escalate into violence and even murder, so the research implies that community mediation prevents some violence and even murder.
- ◆ MACRO helps support the work of the non-profit Community Mediation Maryland, an association of the state's community mediation centers, which is instrumental in strengthening the existing centers, providing support for new centers, and coordinating statewide projects.
- ◆ MACRO operates an innovative performance-based funding model that ties grant awards to mediation caseloads and to progress with respect to a detailed, 10-point, grassroots mediation service delivery model.
- ◆ MACRO provides start-up support to help create new centers in areas not yet served by community mediation.
- ◆ Community mediation services have increased dramatically, with statewide performance measures more than doubling in recent years, and almost every Maryland jurisdiction is now served by a community mediation program.
- ◆ Having phased-in matching grant requirements, MACRO continually encourages and supports community mediation programs in their efforts to diversify their funding sources, generating additional support through grants, contracts, private foundations, and individual donors.

¿CONFLICTO EN LA COMUNIDAD?

No se ponen de acuerdo sobre el uso del camino para bicicletas.

LA MEDIACIÓN ES SU SOLUCIÓN

PARA MAYOR INFORMACIÓN LLAME A LA
Oficina de Mediación y Resolución de Conflictos
del Sistema Judicial de Maryland

MACRO
Maryland
Oficina de Mediación y
Resolución de Conflictos

410-260-3540 • www.marylandmacro.org

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Criminal and Juvenile Justice Programs

Mediation and other dispute resolution processes in the areas of criminal and juvenile justice help address underlying conflicts and prevent disputes from escalating and recurring. MACRO works closely with the State's Attorneys' Offices, community conferencing programs, and criminal and juvenile justice facilities to develop effective programs.

- ◆ MACRO supports a wide range of misdemeanor mediation programs within State's Attorneys' Offices in rural, urban, and suburban jurisdictions, all of which help build mediation into their case processing using in-house mediators and/or mediation screeners and referrals to community mediation centers.
- ◆ MACRO coordinates a statewide network of State's Attorney's Office mediation programs and is working with this network to create videos for attorneys and clients about the value of mediating appropriate criminal complaints.
- ◆ Criminal case mediation programs generally focus on diverting citizens' complaints into mediation, with a special emphasis on cases with cross-filed charges and ongoing interpersonal relationships.
- ◆ MACRO supports the work of the community conferencing programs statewide, which resolve juvenile justice matters, school-based violence, and multi-party conflicts. Community conferencing services bring together everyone affected by an incident to hear about the incident, to discuss its effects on each person and to decide how best to repair the harm and prevent future occurrences. The process holds juveniles accountable for their behavior and helps them get back on the right path.
- ◆ MACRO also provides support at the institutional level, helping to provide access to much needed dispute resolution and conflict management services within criminal and juvenile justice facilities. Such services include post-conviction victim-offender conferences, mediation for detained juveniles, pre-release family mediation for inmates with children, and ongoing conflict resolution skills training for incarcerated men and women.



My son got into a fight over a ball at the playground. Can you believe something like that almost ended up in court?

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"But you know how it goes. Kids run home to tell their parents, people start threatening each other – the next thing you know, you've got a whole bunch of people standing in the street, and now the police have to get involved. If this whole mess ended up in court, we'd spend four or five months sorting it all out. But in a couple of hours at one Community Conference, we talked it all out. And it really is over now."

COMMUNITY CONFERENCE CENTER
Be part of the solution.

Call 430.889.7400 or visit www.communityconferencing.org

State and Local Government Programs

MACRO works closely with the Attorney General's Office, state agencies, and local government officials to support the use of appropriate conflict resolution in government workplaces and for public policy disputes. MACRO consults with an advisory group of county and state government representatives, academicians, and ADR practitioners to help meet public sector dispute resolution and collaborative problem solving needs.



- ◆ Recognizing that few dispute resolution practitioners in Maryland have extensive experience with complex, multi-party, public policy cases, MACRO sponsors training, mentoring, and workshops for mediators and public officials in partnership with the Maryland Association of Counties and the Maryland Municipal League.
- ◆ In addition to its work with individual state agencies, MACRO sponsors mediation training and mentoring at the Maryland Office of Administrative Hearings for administrative law judges and executive branch employees.
- ◆ MACRO is working with multiple agencies to develop a shared neutrals program for the resolution of workplace disputes.
- ◆ MACRO held a series of community solutions forums around the state with local government officials, community mediators, and private practice mediators to build connections and improve the facilitation skills needed to handle public policy disputes.
- ◆ MACRO collaborates with a network of mediation roster managers in executive and judicial agencies to help meet their needs and advance quality assurance efforts.



School and University Programs

MACRO supports the development and expansion of peer mediation and conflict resolution education in schools and universities, helping students recognize problem solving and conflict management as essential life skills that will help them grow up as citizens able to resolve their disputes without court intervention.

- ◆ MACRO works in conjunction with the Center for Dispute Resolution at the University of Maryland School of Law (C-DRUM) and the Maryland State Department of Education (MSDE) to sponsor an annual school conflict management grant program, supporting team driven projects at the individual K-12 school level.
- ◆ MACRO also provides support at the county level for system-wide projects involving multiple schools. Recent grants included projects in peer mediation, anti-bullying initiatives, conflict resolution training, and anti-violence lessons.
- ◆ In higher education, MACRO provides support for a wide variety of activities, including academic research, dispute resolution program development, and direct service projects.
- ◆ MACRO produced a documentary about a high school conflict resolution program that it helped initiate in FY 2000, which is still going strong. *Connections* documents the power of programs that help young people connect across boundaries of race, ethnicity, and culture.

MACRO operates a summer internship program for graduate and undergraduate students who work collaboratively and also complete independent projects. MACRO interns conduct evaluations and gather “lessons learned” from MACRO’s grantees and partners statewide. MACRO interns have also assisted with evaluation survey design and provided other direct support to MACRO grantees. Many of MACRO’s interns have received mediation training as part of their internship.



Projects and Programs Supported by MACRO

Circuit Courts Initiatives

Circuit Court for Allegany County	FY06	Circuit Court for Prince George's County	FY05
To provide continued staff support for the non-family civil ADR program.		To purchase equipment for use by mediators within the Dependency Mediation Program.	
Circuit Court for Anne Arundel County	FY06	Circuit Court for Prince George's County	FY06
To provide continued staff support for the civil and family ADR programs.		To provide support for a part-time Coordinator position and mediation fees for the Dependency Mediation Program.	
Circuit Court for Anne Arundel County	FY07	Circuit Court for Prince George's County	FY08
To continue and expand the court's ADR efforts in civil and family law cases.		To send one staff member to the Think Tank on Child Welfare Mediation in Columbus, Ohio, on September 25-26, 2007.	
Circuit Court for Baltimore City	FY06	Circuit Court for Somerset County	FY07
To provide continued staff support for the Mediation Program at the Circuit Court for Baltimore City and to hire technical assistance to improve or replace the data tracking system used by the Mediation Program.		To further develop the ADR programs for mediation in CINA and TPR cases.	
Circuit Court for Baltimore City	FY07	Circuit Court for St. Mary's County	FY05
To support the development of a CINA/TPR mediation program within the Circuit Court for Baltimore City.		To support the growth of the dependency mediation program.	
Circuit Court for Baltimore City Civil Mediation Program	FY08	Circuit Court for Worcester County	FY08
To provide continued support for the Coordinator position and to develop a database for tracking and assessing the Mediation Program.		To conduct a comprehensive evaluation of the Domestic and Non-Domestic Mediation Programs.	
Circuit Court for Baltimore County	FY08	Legal Aid Bureau, Inc.	FY05
To provide support for the re-implementation of the Pre-Hearing Contempt Conference program.		To further develop, in partnership with the Pro Bono Resource Center, the mediation program at the Legal Aid Bureau.	
Circuit Court for Calvert County	FY05	Legal Aid Bureau, Inc.	FY06
To provide support for a part-time position to screen cases and coordinate the CINA/TPR mediation program.		To provide continued support for the mediation program housed at the Legal Aid Bureau and jointly supported by the Pro Bono Resource Center.	
Circuit Court for Carroll County	FY05	National Family Resiliency Center, Inc.	FY06
To establish a CINA/TPR mediation program.		To develop a six hour parent education program in Spanish to help reduce the fear of attendance by educating parents about the benefits of the seminars on co-parenting and mediation prep offered by the Circuit Court for Prince George's County.	
Circuit Court for Carroll County	FY05	National Family Resiliency Center, Inc.	FY08
To provide support for a Mediation Coordinator to handle all family and CINA/TPR mediation matters.		To continue the Spanish language co-parenting and mediation preparation trainings in connection with the Circuit Court for Prince George's County.	
Circuit Court for Carroll County	FY07	Orphans' Court for Baltimore City	FY05
To provide continued support for the Mediation Coordinator to coordinate all family and CINA/TPR mediation matters.		To continue the pilot mediation program within the Orphans' Court.	
Circuit Court for Cecil County	FY06	Orphans' Court for Baltimore County	FY05
To create a pilot mediation program for family law litigants.		To create a pilot mediation program for the Orphans' Court.	
Circuit Court for Frederick County	FY05	Orphan's Court for Baltimore County	FY07
To cover mediator training-related costs for the new child dependency mediation program.		To support the continuation of the mediation pilot.	
Circuit Court for Howard County	FY05		
To provide support for a Coordinator for the Civil ADR Program.			
Circuit Court for Howard County	FY08		
To provide continued support for the ADR Coordinator position.			
Circuit Court for Kent County	FY05		
To establish a Day of Court Access Mediation program.			
Circuit Court for Montgomery County	FY08		
To support four projects involving facilitation, training, and purchasing computer equipment to benefit the Dependency Mediation Programs at the Circuit Courts of Montgomery, Frederick, and Howard Counties.			

District Court Initiatives

District Court of Maryland ADR Office	FY07
To support the continuing education and development opportunities of the District Court ADR Office employees.	
District Court of Maryland ADR Office	FY07
To support the continuing professional education of District Court ADR employees.	
District Court of Maryland ADR Office	FY08
To continue professional development and educational resources for the department's staff.	

Community Mediation Initiatives

Allegany Conflict Resolution Center Start-up Community Mediation grant funds for this center.	FY06
Anne Arundel Conflict Resolution Center Performance-based support for this community mediation program.	FY05-08
CALM, Inc., The Frederick County Community To conduct a series of events aimed at raising awareness and use of Mediation & Conflict Resolution Center mediation in Maryland's Latino/a communities.	FY06
CALM, Inc., The Frederick County Community Performance-based support for this community mediation program Mediation & Conflict Resolution Center.	FY05-08
Carroll County Youth Service Bureau Performance-based support for this community mediation center Family and Community Mediation.	FY05-08
Center for Conflict Resolution, Salisbury University Performance-based support for this community mediation initiative serving Wicomico County and the lower Eastern Shore.	FY05-08
Charles County Mediation Center Start-up funds to initiate a community mediation center.	FY08
College of Southern Maryland To develop a mediation referral partnership with the Community Mediation Center of St. Mary's County.	FY06
Community Mediation Center of Calvert Start-up funding to initiate a community mediation center.	FY06
Community Mediation Center of Calvert Performance-based support for this community mediation center.	FY07-08
Community Mediation Center of St. Mary's County Performance-based support for this community mediation program.	FY05-08
Community Mediation Maryland Support for the work of Community Mediation Maryland in supporting and expanding community mediation centers statewide.	FY05-08
Community Mediation Maryland Grant funds to undertake a community organizing project with the goal of identifying appropriate individuals and partner organizations to launch a new community mediation program in Baltimore County.	FY08
Community Mediation Program Performance-based support for this community mediation program serving Baltimore City.	FY05-08
Community Mediation Program Grant funds to build the center's capacity for increased mediations with youth mediators; provide a refresher course for current youth mediators; put together a plan for expanding training and mediation with the Baltimore City Public School System; evaluate the center's training work; and conduct an operational assessment.	FY08
Community Mediation Upper Shore, Inc. Performance-based support for this community mediation center serving Kent, Cecil, and Queen Anne's Counties.	FY05-08
Conflict Resolution Center of Montgomery County To support the expansion of the Spanish-language conflict resolution services offered by the Conflict Resolution Center of Montgomery County.	FY05-06
Conflict Resolution Center of Montgomery County Performance-based support for this community mediation center.	FY05-08

Conflict Resolution Center of Montgomery County Creation of a statewide Spanish mediation referral network among community mediation centers in Maryland.	FY08
Harford County Community Mediation Program To provide performance-based operational support for this community mediation program.	FY05-08
Mediation and Dispute Resolution Center of Baltimore County Performance-based operational support for this community mediation center.	FY05-06
Mid-Shore Community Mediation Center Start-up funds for a community mediation center serving Talbot, Caroline, and Dorchester Counties.	FY05
Mid-Shore Community Mediation Center Performance-based funding for this community mediation center serving Caroline, Dorchester, and Talbot Counties.	FY06-08
Prince George's County Office of Community Relations Performance-based funding for this community mediation center.	FY05-08
Washington County Community Mediation Center Performance-based support for this community mediation center.	FY05-08

Criminal/Juvenile Justice Initiatives

American Friends Service Committee Support for the VetNet program offering conflict resolution and personal development skills at the Maryland House of Corrections.	FY05-07
American Friends Service Committee Support for the Maryland Peace with Justice Program at the Maryland Correctional Training Center and the Women's Correctional Institute.	FY08
Baltimore City Mayor's Office of Employment Development To support staff and client development in conflict resolution skills at the Westside Youth Opportunities Center.	FY07
Baltimore City Police Department To pilot the placement of mediation liaisons in the Northern and Southwestern Districts to collaborate with officers in neighborhood conflict resolutions and make referrals to community mediation.	FY08
Baltimore County Department of Health For the Bureau of Mental Health, to establish a Community Conferencing Program as a resource for Baltimore County adolescents.	FY-06-08
Community Conferencing Center To provide community conferencing services in Baltimore City and support the statewide community conferencing network.	FY05-08
Community Mediation Program Support for the Baltimore City State's Attorney's Office Mediation Liaison project.	FY05-06
Conflict Resolution Center of Montgomery County To support for the county's Community Conferencing Initiative.	FY05
Fusion Partnerships - Power Inside Project To launch and support the Keeping It Real Program at the Maryland Correctional Institute for Women to help young incarcerated women develop conflict resolution, violence prevention, critical thinking, communication, and negotiation skills.	FY05-08
Junction, Inc. To initiate and support a community conferencing program serving Carroll County.	FY06-08
Kids on the Hill, Inc. To support a youth project exploring ways to address the strained relations between Baltimore City youth and law enforcement officials.	FY05

Kids on the Hill, Inc. To create a training video for police officers, to teach teens how to avoid harassment, and to build relationships and understanding among youth and police officers in Baltimore City.	FY08	Maryland Commission on Human Relations Support the continuing education of one staff member through attendance at the 2006 Association for Conflict Resolution Conference.	FY07
Maryland Department of Juvenile Services To train youth and direct care staff at the Baltimore City Juvenile Justice Center in mediation and conflict resolution skills.	FY06	Maryland Commission on Human Relations To purchase an LCD projector for use by the Mediation Unit for mediator trainings and education outreach.	FY08
Maryland Department of Juvenile Services Support for a revised mediation project at the Baltimore City Juvenile Justice Center.	FY08	Maryland Department of Aging To establish and support a Maryland Senior Citizen Mediation Program.	FY05-07
Office of the Public Defender To develop and expand the conflict resolution services available to clients, employees, and the Maryland community.	FY07	Maryland Department of Human Resources To conduct a 40-hour mediation training to support expansion of the workplace mediation program.	FY05
St. Vincent's Center To train center staff and youth in conflict resolution skills.	FY06	Maryland Department of Labor Licensing and Regulation To initiate a comprehensive ADR program within DLLR that incorporates ADR into department processes, trains key staff, and resolves existing conflicts.	FY08
State's Attorney's Office for Allegany County Support to hire a part-time Mediation Case Screener.	FY08	Maryland Department of Natural Resources Support for the DNR Workplace Mediation Program.	FY06-08
State's Attorney's Office for Cecil County To support a coordinator to implement a mediation and conflict resolution program.	FY05-08	Maryland Department of Planning To conduct a facilitated process to assist the Maryland Department of Planning and the Patuxent River Commission on a controversial proposal to consider pursuing the designation of a "Wild and Scenic River" under Federal law.	FY05
State's Attorney's Office for Dorchester County Support for the Criminal Mediation Program.	FY05-07	Maryland Department of Planning To provide facilitation and consensus building assistance to the Workforce Housing Task Force studying the problem of affordable housing for moderate-income residents in Maryland.	FY06
State's Attorney's Office for Montgomery County To hire a Mediation Services Assistant.	FY08	Maryland Department of the Environment To pilot the use of mediation in two complex environmental disputes.	FY05
State's Attorney's Office for Prince George's County Support for the mediation and conflict resolution coordinator position.	FY05-06	Maryland Department of the Environment To provide specialized training in conflict management and facilitation skills for MDE staff who are called on to facilitate public hearings.	FY07
State's Attorney's Office for Worcester County Support for the mediation program.	FY05-08	Maryland Department of the Environment To enable MDE to offer ADR to help resolve appropriate environmental conflicts in Maryland.	FY08
University of Maryland Baltimore County - Choice Program To provide conflict resolution training for Choice Program staff and offer conflict resolution workshops for youth and families who are in need of the Choice Program's supportive services.	FY05	Maryland Department of Transportation To support a 40-hour mediation training to help launch a shared-neutrals workplace mediation program.	FY05
Washington County Community Mediation Center To initiate a Washington County State's Attorney's Office liaison project.	FY08	Maryland Department of Transportation To support training for staff in how to handle conflict and facilitate difficult public meetings.	FY07
Wicomico Partnerships for Families and Children To develop a mediation program as part of projects Staying in Touch (SIT) and Staying in Touch with Teens (SITT), which are support programs for children of prisoners and their care givers through the Wicomico County Department of Corrections.	FY05	Maryland Farm Bureau, Inc. To develop, print, and distribute materials for farmers and non-farmers on preventing and handling conflicts between the two groups.	FY06
Government/ Public Policy Initiatives		Maryland Municipal League To create a pilot mediation program serving cities and towns in Maryland.	FY06
AFSCME Council 92 To conduct a one-day training for union representatives on the mediation process and representation in mediation.	FY06	Maryland Office of Administrative Hearings To hold two 40-hour basic mediation trainings for Administrative Law Judges, OAH Staff, Assistant Attorneys General, and other government employees.	FY05-08
Carroll County Health Department Provide conflict resolution skills training for staff of the Bureau of Environmental Health.	FY07	Maryland State Highway Administration To conduct an evaluation of the Partnering program and to create a best practices partnering manual.	FY05
Charles County Department of Health To offer conflict resolution skills training and a 40-hour basic mediation training for select Department of Health staff from the five southern Maryland counties.	FY08	Maryland State Highway Administration Support for the design and delivery of a Partnering Training Program for the State Highway Administration and other state agencies.	FY08
City of Frederick To provide support for the city's Citizen Advocate/Ombuds position.	FY05		

Maryland-National Capital Park and Planning Commission	FY07	Kent County Board of Education	FY05
To hire an outside facilitator for the discussion of a re-design of the development review process for requests to the planning board in Prince George's County.		To provide mediation services to assist board members in communicating, problem solving, and reaching consensus.	
Office of the Attorney General	FY05	Montgomery County Public Schools	FY08
To conduct an urgent, high-level, confidential mediation of an employment dispute.		To develop conflict resolution programs in two Magruder clusters schools and to assess the existence of, and offer assistance to, dispute resolution programs at other public schools in the county.	
Office of the Labor Commissioner, Baltimore City	FY05	North Baltimore Center Mediation	FY07
To hold a 40-hour mediation training and create a Baltimore City workplace mediation service for non-grievable disputes.		Grant funds to support staff attendance at the Inter-American Educational Programs - Sheppard Pratt Summit on Conflict Resolution Education in Ohio, March 14-15, 2007.	
Prince George's County Human Relations Commission	FY05	Redland Middle School	FY07
To provide support for the ADR Program for disputes.		Grant funds to send one teacher to the Inter-American Summit on Conflict Resolution Education in Cleveland, OH, March 14-15, 2007.	

Schools/Education Initiatives

American Friends Service Committee	FY05	RICA-Baltimore/Catonsville Educational Center	FY06
To conduct a professional evaluation of the HIPP conflict resolution training program for schools.		To develop and implement a multi-layered conflict prevention and resolution program.	
Baltimore City Public School System	FY06	Talbot County Public Schools	FY05
To create a series of "Peer Pressure" videos and complementary website for use in teaching conflict resolution skills and promoting positive behavior within Baltimore City and Maryland public schools.		To support the Checkmate alternative to suspension program.	
Baltimore City Public Schools - School Police Force	FY05	University of Baltimore - CNCM	FY07-08
To allow the Baltimore School Police Force to conduct a pilot training program in reducing conflict and disruptive behavior for teachers and other school staff at five Baltimore City middle schools.		To expand the capacity of the Center for Negotiations and Conflict Management to provide conflict resolution services.	
Carroll County Public Schools	FY05	University of Baltimore, School of Law	FY08
To provide partial support for the 2005 Western Maryland Guidance Conference focused on conflict resolution in the schools.		To support the growth and expansion of the Family Mediation Clinic.	
Center for Alternative Dispute Resolution	FY05	University of Maryland, Baltimore	FY05-07
To support the Second Conference on the Spectrum of Conflict Resolution Programs in K-12 Education.		Support to establish and grow the Center for Mediation and County Conflict Resolution.	
Center for Alternative Dispute Resolution	FY07	University of Maryland School of Law	FY05-08
To provide 40 need-based scholarships for individuals to attend the Center's 20th ADR Conference in Greenbelt, June 2007.		To support and administer the collaborative school conflict (C-DRUM) resolution grants program. Activities include awarding mini-grants, holding grantee trainings, and producing a monograph.	
Center for Conflict Resolution at Salisbury University	FY07-08	University of Maryland School of Law	FY07-08
To create a Clinical Program Coordinator position to support the new joint Master's Degree program between the Center for Conflict Resolution and Salisbury University.		To support the Fellows Programs on Alternative Dispute Resolution for Maryland leaders at the University of Maryland School of Law - Center for Dispute Resolution (C-DRUM)	
College of Southern Maryland	FY07	University of Maryland, College Park	FY08
To allow one faculty member to attend the Inter-American Summit on Conflict Resolution Education in Cleveland, March 2007.		Support for the 2008 Peer Mediation Institute, a project involving students from 10 Prince George's County high schools.	
Community Mediation Maryland	FY07	Washington County Public Schools	FY08
To support the IEP facilitation partnership being piloted with the Maryland State Department of Education, Division of Special Education.		Support for the 2007 Western Maryland Guidance conference.	
Dumbarton Middle School	FY07	Wicomico County Board of Education	FY08
Support to send one staff member to the Inter-American Summit on Conflict Resolution Education in Ohio on March 14 and 15, 2007.		Support for the 2nd Annual Peaceable Communities Fair.	
Frederick High School	FY08		
Support for the Connections! Reunion and longitudinal analysis of the effectiveness of the Connections! Program.			
Howard Community College	FY08		
To create a campus mediation program.			
Judith P. Hoyer Early Childhood Center	FY05		
To continue the school-wide implementation of the Second Step Social Skills program within the center and to extend it to include parents.			

Public Awareness/ Targeted Education Initiatives

Maryland Council for Dispute Resolution	FY06
To hold a juried art exhibit featuring works on the theme of conflict and conflict resolution to promote public awareness of ADR in Maryland.	
Maryland Department of Agriculture	FY07
To support the education of the Maryland legal community about the Maryland Agricultural Conflict Resolution Service.	
American Visionary Arts Museum	FY05
To support AVAM hosting, in collaboration with the International Youth Foundation, a day-long dialogue on peaceful youth leadership, conflict resolution, and character in Baltimore in November 2005.	

American Visionary Arts Museum To support a Community Dialogue Project between Muslims and non-Muslims in Baltimore on National Conflict Resolution Day.	FY06	House of Ruth Maryland, Inc. To initiate ConverSAYtion PEACE, a conflict resolution program for residents of a battered women's shelter.	FY08
Annapolis Friends Meeting To support a Help Increase the Peace training during a summer youth program in Annapolis, Maryland.	FY08	Life Community Development Center To teach conflict resolution skills to youth between 14-16 years of age at the Madison Square Recreation Center.	FY06
Association for Conflict Resolution - Education Section Grant to support need-based scholarships for 12-15 Maryland residents or students to attend the ACR Education Section's Annual Conference.	FY08	Maryland Chapter of the Association for Conflict Resolution To provide 50 scholarships for individuals to attend the First Restorative Justice Conference in Columbia, Maryland.	FY07
Association for Conflict Resolution - Spirituality Section Support to offer 20-40 need-based scholarships for Maryland students and residents to attend the ACR Spirituality and Workplace Sections' meeting titled, The Chronic Sources of Workplace Conflict.	FY07	Maryland State Bar Association - ADR Section Support for video recording the "ADR - Get to Know Me" presentation at the 2007 MSBA Annual Meeting.	FY07
Baltimore Urban Debate League To implement a theme of nonviolent conflict resolution throughout BUDL's summer camp, showing students that listening and other debate skills can be used for collaboration as well as competition and help students avoid violence.	FY06	Patterson Park Public Charter School Grant to support scholarships for the Kids for Peace Camp.	FY08
Baltimore Urban League To support the Teen Conflict Resolution portion of the Baltimore Urban League's six week summer day camp for inner city youth.	FY05	Senior Mediation and Decision-Making, Inc. Grant funds to implement and expand the Maryland Senior Mediation Project.	FY08
CALM, The Frederick Mediation Center Support for a two-week summer Leadership Camp for students in the Brunswick area.	FY08	The Center for Conflict Resolution, Inc. Funding to support bringing former South African President F. W. de Klerk to Salisbury University for the One Person Can Make a Difference speakers series.	FY07
CASA of Maryland, Inc. Grant funds to implement a training program for staff, volunteers, community members, and key stakeholders involving conflict management skills and diversity awareness.	FY08	University of Maryland, Baltimore County - Choice Program Scholarship funds to send one staff member to the Inter-American Summit on Conflict Resolution Education in Ohio, March 14-15, 2007.	FY07
Community Mediation Program Grant funds to support the Youth Mediator Summer Academy and year-long follow-up activities.	FY08	University of Maryland School of Law Grant funds to support scholarships for community members to attend the university's Community Justice Symposium.	FY07
Emmanuel's Rock Grant funds to support the Peace in the Park event at Roosevelt Park in Baltimore City on June 21, 2008.	FY08	University of Maryland School of Law (C-DRUM) To provide partial funding for a two-day conference on medical malpractice in Maryland.	FY06
		University of Maryland School of Social Work To assist the Patterson Park community in dealing more effectively with the challenges of cultural diversity and change through the use of training in community problem solving skills and conflict resolution methods.	FY05

Thank You

Maryland stands at the forefront of the field of conflict resolution thanks to dedicated leaders in the courts, the legislature, the executive branch, and the community who support and encourage MACRO's efforts. Likewise, the many practitioners who share their talents, energy, creativity, and unflagging enthusiasm have been equally vital to developing the strong, resilient, and dynamic culture of dispute resolution in the state. Only through the dedicated efforts of so many have we been able to advance the use of ADR statewide and promote a more civil and peaceful society in Maryland.

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