Community Mediation Maryland’s vision is for every Maryland resident to have awareness of and access to affordable, high-quality community mediation services.

Our mission is to advance collaborative conflict resolution in Maryland through educating the public, providing training and quality assurance, conducting research, and creatively applying mediation to social challenges.
Establishing the Commission on the School to Prison pipeline and Restorative Practices

There is growing evidence and understanding that zero tolerance school discipline policies and a heavy reliance on exclusionary discipline (removing children through suspension and expulsion) leads to children being less likely to graduate and more likely to end up in the criminal justice system. This connection is sometimes called the School to Prison Pipeline. There is also considerable evidence that there is a significant racial disparity in the use of exclusionary discipline, with students of color treated more harshly and more likely to be suspended than white students in similar circumstances. Community Mediation Maryland (CMM) and our member centers have long worked on alternatives to zero tolerance exclusionary discipline. CMM centers focus on prevention, through conflict management training. Community mediation centers provide ways for students and schools to identify underlying issues and develop meaningful long term solutions, decreasing violence and supporting children to take responsibility. Centers provide mediation for student-student conflict, mediation to address attendance issues, restorative circles, and other services in schools. CMM was a leader in the effort to establish the Commission on the School to Prison Pipeline and Restorative Practices in the 2017 Legislative Session.

Bre-Onna Hudson, a student at North Dorchester High School, who participated in mediation processes provided by the Mid-Shore Community Mediation Center, testified in Annapolis and below are excerpts from her testimony:

“Before I got involved with the mediation process, I was involved in a lot of drama, not only at school but online and also in my neighborhood. Growing up, I was taught to fight instead of using my words to deal with my problems. The Peace Team sat me and my friend down and they helped us both come to the reality that we had let other people come between our friendship so badly we almost got physical with one another. After that last sit down with the Peace Team, I don’t get in trouble and I don’t come to school with the intentions to start drama in school. My grades and my attitude has changed so much. I have family members, kids in my school even my two best friends tell me constantly that I have changed a lot this school year and that they love the new mature person I have become. I personally love the new mature person I have become. It makes me feel so good to know that I have little girls who look up to me and admire my change. I think the mediation process would be so helpful for kids that are dealing with problems such as bullying to have a positive solution. So please help keep the Peace Team in schools so that other people learn to solve their problems in ways that don’t get them suspended or arrested.”

The Commission began meeting in October 2017. Lorig Charkoudian, CMM Executive Director, is a member of the Commission, and Jennifer Williams, CMM Board President, serves in an advisory capacity to the Commission. We are hopeful that the Commission will establish guidelines and support for the expansion of mediation and other restorative processes in schools in Maryland.

Community Mediation In Schools

Student to Student Mediation

Jessica Bason, a member of Community Mediation Mid Shore’s Peace Team facilitates brainstorming during a student to student mediation

Conflict Management Training

Conflict Management training is provided in elementary and middle schools and features an interactive learning environment for students, encouraging participants to reflect on how they feel about conflict, how they behave in conflict, and how they could address conflict differently. Participants learn listening skills, skills to speak about their own needs, and collaborative problem solving strategies to develop methods so everyone can get their needs met.

Attendance Mediation

Attendance mediation is an early intervention initiative, responding to the increasing evidence that repeated chronic truancy begins during a child’s elementary years and that truancy during one academic year is highly predictive of future attendance problems. During attendance mediation, the mediator works with families and school representatives to identify and address the complex factors that cause truancy for that particular child. In attendance mediation, families and school representatives can create a unique plan to improve attendance and strengthen relationships while building trust between the parent and the school.

IEP Facilitation

Community mediation centers provide independent facilitators to support effective communication in potentially challenging Individualized Education Program (IEP) Meetings. By providing facilitation as an early intervention, this service supports schools and parents to work collaboratively as they build plans for children receiving individualized education services.
Community Mediation Center’s 2017 Results

The 10 Point Community Mediation Model

1. Train community members who reflect the community’s diversity with regard to age, race, gender, ethnicity, income and education to serve as volunteer mediators.
2. Provide mediation services at no cost or on a sliding scale.
3. Hold mediations in neighborhoods where disputes occur.
4. Schedule mediations at a time and place convenient to the participants.
5. Encourage early use of mediation to prevent violence or to reduce the need for court intervention, as well as provide mediation at any stage in a dispute.
6. Mediate community-based disputes that come from referral sources including self-referrals, police, courts, community organizations, civic groups, religious institutions, government agencies and others.
7. Educate community members about conflict resolution and mediation.
8. Maintain high quality mediators by providing intensive, skills-based training, apprenticeships, continuing education and ongoing evaluation of volunteer mediators.
9. Work with the community in governing community mediation programs in a manner that is based on collaborative problem solving among staff, volunteers and community members.
10. Provide mediation, education, and potentially other conflict resolution processes to community members who reflect the community’s diversity with regard to age, race, gender, ethnicity, income, education, and geographic location.

37,314 Volunteers Hours

3,953 Mediation sessions

10 Certified Mediators

10,986 Outreach Hours

313 Volunteer Mediators Trained

608 Community Partners
Leadership Academy

Community Mediation Maryland’s Leadership Academy kicked off in 2016 with the goal of providing an educational opportunity for community mediation centers across the state. Community Mediation Maryland identified six topics; board of director best practices, volunteer engagement, finances and grant writing, center culture, partnership development and maintenance, grassroots fundraising and individual giving. The first two years were a resounding success and the next program will begin in the Spring of 2018.

$1,000 +
Tilden and Mary Edwards
File Family Foundation
Gretchen Hanson
Hannibal Kemmer
Travelers Community Connections

$500 - $999
Community Mediation DC
Community Mediation
Upper Shore
Fair Family Foundation
Grossberg Company, LLP
Margaret Ireland
Stephanie Klein
Mid Shore Community Mediation
Sid & Susan Meier
Katie Nash
Jonathan Rosenthal
Serenity Health LLC
Kathy Stewart
Magdelene M. Vandal
Paul & Laurie Vinler

$200 - $499
Vicki Warren & Costas Arrakiotis
Ramona Back
David Brandon
Deron Charleston
Mary Edwards
Susa Fisher
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Fred Grozinger
Caroline Hadley
Dora Hanna
Barry & Alleen Klein
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Robert Silcox
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Carrie Lynne Stockwell
Korwey Street
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Robin Zell & David Zoll

Up to $199
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Angela Alvarez
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Melody Jackman
Elam Jakabovics
Megan Johnston
Duncan Johnson
Cynthia Juricis
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Harold Kessler
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Aaron & Avigal Kayak
Meredith Kiepker
Karen Kotchka
Jilly Fealey & Kurt Lawton
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Stephanie Lazarus
Jo Anne Mabury Logan
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Sylva Bryant
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Charles County Mediation Center
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Key Bridge Center for Conflict Resolution
Cavanna King
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Michele Love, Owner,
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Mid Shore Community Mediation Center
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Dave Nemizio
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Elaine Phillips
Radisson Baltimore Inner Harbor
Rise Up Coffee Roasters
River & Trail Outfitters
Rocky Gap
Community Mediation
Charles County Mediation Center
Pattie Ryan
Barb and John Soszia
Tyler Smith
Strathmore
Sunnyside Shop
Sunrise Community Mediation
Vacations by the Ocean
Laura Warren
Jennifer Williams
Laurie & Paul Vinler

Legislative Education Day

Community mediators spent the day educating legislators on the benefits and value of mediation for their constituents. They shared the financial benefits of re-entry mediation. Criminal justice research supports the importance of family and pro-social relationships in reducing recidivism. Re-entry Mediation gives families the opportunity to rebuild relationships and allows for collaborative transition planning. The reduction in recidivism saves the state hundreds of thousands of dollars each year.
Thank you for your support!

$260,000  Maryland Judiciary’s Mediation and Conflict Resolution Office (MACRO)

$247,000  Corporation for National Service / Maryland Governor’s Office of Service & Volunteerism (GOSV)

$150,000  Department of Public Safety and Correctional Services (DPSCS)

$65,000  Abell Foundation

$62,473  Governors Office of Crime Control & Prevention: Byrne Memorial Justice Assistance Grant

$62,000  Maryland Judiciary Department of Family Administration

$35,865  Maryland State Department of Education (MSDE)

$20,000  Bob Barker Company Foundation

A special thank you to our hardworking Board of Directors who served between 7/01/2016 and 6/30/2017:

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Congratulations to the 2017 Volunteer of the Year Award Recipients

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