



# Mediation News

Maryland Commission on Civil Rights Mediation Newsletter

FALL~WINTER 2011

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## WHAT'S IN A NAME?

As of October 1, 2011 the Maryland Commission on Human Relations is now known as the **MARYLAND COMMISSION ON CIVIL RIGHTS (MCCR)**.

Many of you have been asking, after so many years as the Human Relations Commission, why change the Commission's name? The name was changed to more accurately reflect what we do. The change to *civil rights* from human relations now provides a name that is more recognizable and understandable regarding our mission and vision.

The new name change does not impact the services we provide through the Mediation Program and all our program forms will substantially remain the same as before except for the replacement of the phrase "human relations" with "civil rights". You may also notice that we will now abbreviate references to case numbers with the acronym MCCR.

## MCCR Mediation Locations Statewide

Since the Commission serves the public statewide we have worked hard to establish partnerships with other programs and agencies to borrow space and be able to offer mediations to participants in many counties in Maryland. Here is a current list of MCCR mediation locations statewide.

**Please let us know if you are willing to mediate in any of these locations:**

Anne Arundel Co. – MACRO offices or the Maryland Department of Agriculture in Annapolis, MD

Baltimore City – MCCR main office in downtown Baltimore, MD

Calvert County – Community Mediation Center – Calvert in Prince Frederick, MD

Frederick County – CALM – Community Mediation Center in Frederick, MD

Harford County – Harford County Community Mediation Program in Bel Air, MD

Montgomery County – Office of Human Rights in Rockville, MD

St. Mary's County – St. Mary's County Community Mediation Center in Leonardtown, MD

Talbot County – Mid-Shore Community Mediation Center in Easton, MD

Washington County – MCCR office in Hagerstown, MD

Wicomico County – Conflict Resolution Center at Salisbury University and the Salisbury District Court in Salisbury, MD

## What else is new at the Commission?

In recent years the only alternative to traditional investigation of discrimination charges here at the Commission was voluntary mediation. When an agreement is reached through mediation a case can be expedited much more quickly than through a full investigation - saving everyone time and money. Yet, both the Complainant who filed the charge and the Respondent company or organization have to voluntarily agree to try to resolve their dispute through mediation and not all parties are willing to mediate.

In March 2011, the MCCR revived the use of **Fact Finding Conferences** in order to expand the methods available to expedite the processing of complaints. Attendance of the parties at Fact Finding Conferences may be *required* in accordance with MCCR regulations. The conference is conducted by a specially trained investigator to clarify points of dispute in a complaint, receive information relative to the investigation and provide an opportunity to resolve the dispute. The first six months of the program have provided very positive results in both participation levels and resolution rates.



# Mediation News

## **DECEMBER 2011**

Wednesday, 7th  
7pm meeting starts  
(networking 6:30p)

## **JANUARY 2012**

Saturday, 7th  
9a – 1p

## **MARCH 2012**

1 - 4

## **APRIL 2012**

18 - 21

## **SPRING 2012**

### **MCDR (Maryland Council on Dispute Resolution) Quarterly Meeting – Guest Speaker, Lou Geiszl on Current Trends in ADR**

(being held at Georgia Avenue Baptist Church 12525 Georgia Avenue Silver Spring, MD 301-946-1331 or check [www.mcdr.org](http://www.mcdr.org) for more info)

### **MCDR Master Class: A Room With a View – Giving & Getting Mediator Feedback (Co-trainers Toby Treem Guerin & Tara Taylor)**

Location TBA ([www.mcdr.org](http://www.mcdr.org) for details)

### **2012 Mediators Beyond Borders International (MBB) 5th Annual Congress in Baltimore, MD** (see [www.mediatorsbeyondborders.org](http://www.mediatorsbeyondborders.org) for more info)

### **ABA's Section of Dispute Resolution Annual Conference**

(Hyatt Regency Washington, Wash D.C., [www.americanbar.org](http://www.americanbar.org) for more info)

**MCCR in-house mediation skills trainings and workshops** are being planned for the Spring – dates will be announced soon!

\*All MCCR trainings are held at the Baltimore office unless otherwise noted and only open to current MCCR mediators. To register for any MCHR Training contact Tara Taylor.

## **To MCCR Volunteer Mediators.....MCCR May Be Contacting You Very Soon!!**

**PLEASE REMEMBER - One of MCCR's current program requirements is that each of our volunteer mediators be a member of the Maryland Program for Mediator Excellence (MPME).**

**The major goal of the MPME is to assist Maryland mediators in providing high quality mediation services. It's FREE to join and easy to sign-up.**

**To learn more about MPME or if you have not joined and need to fill out an online application, please go to: [www.mpmeonline.org](http://www.mpmeonline.org)**

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