Many of the conflicts CRC is involved in are rooted in racial inequities. Youth of color are involved with police at a much higher rate than students from the dominant culture. The services our mediators provide keep youth from getting a criminal record and students from getting suspended. CRC mediators work with adults in conflict from multiple cultures and backgrounds to help them navigate conflicts with neighbors, landlords and family members.

CRC also works with cities and counties to facilitate public discussions on controversial issues like the location of transit lines, where to build higher density housing and the use of natural resources. Many of these contentious issues are rooted in racial bias as well. Our mediators are skillful at listening and helping opposing parties see each other’s perspective. I am grateful to our wonderful volunteers, staff, Board Members and funders for joining us and supporting us in this work.

M.J. Bauer, Executive Director.
A local non-profit was growing, the needs of their clients and community were changing and staff did not agree on how to respond. CRC developed a facilitation process using World and Pro-action Cafés to create space for staff to talk about how they could positively respond to changing needs. The daylong event resulted in an engaged staff working together to create changes they wanted to see in their organization.

When Ethan’s father was released from prison, they had been estranged for years and re-building their relationship was hard. In Words Can Work circle, Ethan talked about trying to have empathy for his father and not judge him for what had happened in the past. Using “I” statements to share his feelings, he talked to his Dad. When congratulated in circle for his success, he responded “Everything I learned in this circle class helped me”.

When Carol and Lydia met in Harassment Court, both were angry. Though they were neighbors, they had never really spoken. In mediation, they realized that they had gotten off on the wrong foot; they had never gotten the chance to get to know one another. “Why couldn’t we talk earlier?” Their agreement about their expectations as neighbors and how they would communicate about issues in the future gave them a chance to move forward and become better neighbors.