SUBMISSION to the Board of Directors Meeting April 12, 2013:
Q. Med. Designation Requirements

Situation:

The student body of the spring MED350 class requested that the "Supervised and Assessed Practice Mediation" form be completed by their coaches during their final role-play evaluation. The instructor, Sharon Wilson, being a member of the Designations Committee, alerted staff and the ED that this form could not be used during role-play evaluation as this form was intended for applicants for mediation designations which require the completion of ALL stages of mediation. The evaluation at the conclusion of the course does not require the final stage, defining options and writing agreements. Furthermore, Sharon informed us that role-plays as part of the educational component for a certificate in mediation do not qualify for the practical experience component of the application for a designation. In other words, the difficulty arose as a result of a discrepancy in the meaning of a 'practice mediation'. Can a role-play qualify as a practice mediation? That became the key question.

In our endeavor to clarify the meaning and purpose of a 'practice mediation' we consulted with Gary Furlong of the National Standards Committee and Mary Anne Harnick, ED of ADRIC. In a joint tele-conference Gary explained that a practice mediation may be a supervised and assessed role-play as long as

a) it is supervised by a C.Med.

b) it contains all stages in the mediation (from introduction to agreement/no agreement)

c) the form "Supervised and Assessed Practice Mediation" (SAPM) is completed, including a recommendation that the applicant be considered for the desired designation by the assessing C.Med.

Regional affiliates of ADRIC have the option to increase the requirements for applicants beyond ADRIC's minimum requirements. It appears that the Designations Committee of Alberta has interpreted, if not increased, requirements by saying that `practice mediations` must be `real` mediations involving a `real` conflict and `real` parties. This information was not congruent with what was posted on our website. On our website, the term `practice mediation` was adopted from the standards posted on the ADRIC website and there the term `practice mediation` was used interchangeably with role-play. From that perspective a clear definition was not readily accessible when we started to pursue the issue.

Resolution:

While it is recommended that the students caught in this situation be given the opportunity for a full mediation role-play assessment to comply with the `SAPM' form the Designations Committee recommends that Alberta Standards be raised starting this fall (2013). The recommended application form is attached herewith for your information.

I am in agreement with the Committee for the following reasons:

1. ADRIA has a roster of practicum advisors who can offer learners a supervised 'real mediation' experience
2. ADRIA offers a 20-hour practicum program which learners can take in the course of completing their Certificate in Conflict Leadership.
3. The practice experience requirement of the Q.Med. application is an introduction to learners into the field of ADR if they are asked to find opportunities to mediate in their communities, their social and professional circles. They help promote ADR by talking about it in the community and get acquainted with rosters and existing opportunities as well as finding new ones.
4. Beyond the scope of an application for a designation, Supervision ought to be an ongoing requirement for all mediators – being supervised as well as supervising others. Social workers, lawyers, psychologists, medical doctors, all have to work 'under supervision' for a period of time after completing their respective education in one form or another. (Monthly supervision meetings to share and exchange mediation events and creating learning opportunities through discussion and reflection ought to be introduced early in a mediator's career path.)

While a presentation at the Board meeting was requested by a learner of the MED 350 class, the EDs and President's decision to comply with the minimum standards set by ADRIC, and offering learners who wish to apply for Q.Med. designations to participate in a no-cost assessment of a full mediation role-play, assessed by a C.Med., we anticipate that the situation will resolve itself.

Submitted for Information and Acceptance

by Erika Deines, Executive Director Education

New Q.Med. Application Form is attached.