Motion of Regional Designations Standing Committee
for
ADR Institute of Alberta

To ADR Institute of Alberta, Board of Directors,

Attention: Wendy Hassen, Board of Directors and Erika Deines, Executive Director
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The ADR Institute of Alberta, Regional Designations Committee wishes to put forward the following motion to amend the Qualified Mediator (Q.Med.) standard for designation within the Alberta Region.

The present Standard is:

Qualified Mediator Criteria

The new Qualified Mediator Q.Med., designation is to recognize members who have completed sufficient mediation and related dispute resolution training to be qualified to practice as mediators. It is an intermediate step for mediators working to receive their Chartered Mediator designation.

The credential will assist the public to select a mediator who has been reviewed to determine if that mediator is qualified by training to conduct mediations.

To achieve a Q.Med., a mediator must fulfill all of the following requirements.

A. Membership

The applicant must be a member in good standing of the participating Regional Affiliate and National Institute.

B. Education

The applicant must have completed a minimum of 10 days of Conflict Resolution Training, broken down as follows:

1. Basic Mediation Training

The applicant must have completed a basic mediation course or courses totaling a minimum of 5 full days (approximately 40 hours). It is expected that this training will be comprised of either one or two courses spanning the 5 days, and not 5 separate, individual workshops. The 5 days of training must cover ALL of the following areas:

- Interest-based Mediation Process and Skills
- Conflict Resolution
- Negotiation
- Communication Skills

2. Specialized Mediation and Related Training

The applicant must have completed an additional 5 days (40 hours) of training covering appropriate topics as set out below. This training may comprise smaller, more specialized days of training of any reasonable and appropriate length. Examples of such training include the following list of advanced and elective courses. Candidates are welcome to submit details of relevant training that may not be included in this list.

- Advanced Mediation
- Ethics in Dispute Resolution
- Multiparty Negotiation Strategies
- How to start a Mediation Business
- Designing Systems for Conflict Management in Organizations
- Arb/Med – Med/Arb: When and How to Use Them
- Mediation: Case Development
- Influence of Culture on Conflict Resolution Approaches
- Resolving Difficult Workplace Issues

C. Practical Experience

1. To qualify for the designation, applicants must have conducted 2 supervised and assessed practice mediations, or two actual mediations, paid or unpaid. If supervised and assessed practice mediations are used in the application, the assessor must complete the Standard Supervised Practice Assessment form.

2. The applicant must complete and provide documentation of 3 actual mediations, paid or unpaid, either solo or co-mediated, within 3 years of the designation being awarded.

D. Ongoing Education and Engagement

The applicant must accumulate 60 points for Continuing Education and Engagement in three years. A total of 20 points can be carried over to the next Continuing Education period. Q. Meds use the approved Chartered Mediator Continuing Education point system.

E. Professional Liability Insurance

All self employed Q. Med. candidates are strongly encouraged to submit evidence of applicable professional liability insurance coverage. A Q. Med.'s insurance status will be shown on the ADRIC website.

F. Fees

Each Regional Affiliate sets the fee for the application. Annual fees for maintaining the designation will be $90 per year in addition to membership dues.

Motion to Amend Standards for Qualified Mediator (Q. Med) Designation

As Chair, on behalf of the Designations Committee, ***I make a motion that the following standard for the Q. Med Designation under section*** **C. Practical Experience be as follows:**

1. To qualify for the designation, under Section C, the Applicant's **Practical Experience for the Q. Med designation** must include minimum experience in conducting 2 (two) actual mediations, sole or co-mediation, assessed or non-assessed, and one must have been paid. Only one of the actual mediations can be a co-mediation and, if used, the Applicant must have been the lead mediator. Role-plays are not accepted evidence of practical experience.

2. The documentation required in support of each actual mediation submitted must include:
    a) a 300 word reflection. The reflection must include explanation of: the type of mediation, if sole or co-mediation, paid or

voluntary, the issues, what worked, what you would do more effectively in the future, and the overall outcome; or

b) a Standard Practice Assessment Form completed by a Chartered Mediator (C. Med.) of an actual mediation, if the meditation was observed or co-mediated. The Applicant must have been the lead or chair

When clarity is needed, the committee may also request an interview with the Applicant.

3. To maintain the designation, the applicant must complete and provide documentation of 3 actual mediations, one paid, either solo or co-mediated. One of the three mediations must be a solo mediation. If co-mediations are being used as experience for maintaining qualifications, the Applicant must have been the lead or chair mediator in these mediations, all held within 3 years of the designation being awarded.

   The applicant must also accumulate 60 points for Continuing Education and Engagement along with the practical experience within the three year period to maintain the Q. Meds Designation and use the approved Chartered Mediator Continuing Education point system.

As a Committee, we put forward the motion for the following reasons:

1. *To be at par with other Regions in Canada, such as Ontario and British Columbia*
2. *To ensure that those being given the designation have real field experience, so they have had to consider all aspects of working with clients in real situations, including preliminary and post work, discussing billing, and anything else that may be necessary.*
3. *To ensure that when the designation is awarded that integration is beyond the academic requirements in a classroom.*
4. *To ensure the Q. Med designation means something to the person achieving the designation*
5. *To create opportunities for the student to build confidence in their experience, that is beyond the classroom, hence will feel more worthy of a designation.*

6. *To ensure that people who wish to receive the designation are out in the community promoting the practice in order to get some experience, hence they will be contributing to the field.*
7. *To ensure to public that when someone holds the designation, they have had some real experience, not just classroom.*
8. *To make the designation something worth achieving from a practical standpoint.*
9. *To protect the client, who is looking for someone with a designation, knowing they have some real experience if they hold a designation, as required in other most professions.*
10. *To uphold the reputation of the Regional and National Organizations as we hand out a designation, knowing if people holding the designation have some real experience, there is less risk for the negative impact on the reputation of the profession and organizations handing out the designation.*
11. *In a small way minimize the risk of insurance claims, as experience can decreases the risk of claims, which if they hold the designation ,may reflect negatively upon the rates for others seeking insurance in the profession.*
12. *In many cases, situations are very serious and to go in cold with no real experience puts the reputation of the Mediator and the Institute at risk.*

It is moved to adopt the recommendation, just read. Yes ____ or No_____

Is there debate?" Yes____, No_____

Show of hands for those in favor? majority ____or unanimous _____

Those opposed say "No"_____

The motion passes Yes_____ fails No _____or is amended _____ and the recommendation is adopted as read Yes_____or No _____ not adopted.

Thank you _____

Sincerely,

John Souman, Chair on behalf of Regional Designations Committee, ADR Institute of Alberta.