From: Paul Conway [mailto:paul@adralberta.com]
Sent: March-13-17 3:50 AM
To: 'Barbara Bishop'
Subject: Designation & Training standards

Well Barbara, I know Tammy would be disappointed to hear that perspective, especially given the long hours she puts into ensuring that the ADRIA courses are of the highest quality, and are delivered by the best instructors and coaches. Certainly we are bound by the content of the "national" courses, but only here in Alberta do we require 40 hours of pre-requisite training before taking the national mediation course. We are probably the only province that regularly fails course candidates. We work hard to ensure that ADRIC is reinvesting in the standardized courses and, next month, we will pilot the updated national arbitration course. We are also bound by the national designation standards, and our designation committees work hard to ensure that these standards are fully met. We have nominated no less than four (4) experienced ADRIA members to the national training committees - but change takes time. The ADRIA Board has adopted two relevant strategies in regard to promoting the national designations - one that seeks to have more lawyers, HR practitioners, engineers, etc . obtain their Q designations as a valuable secondary qualification to augment their primary profession, and second - to encourage practicing Q-qualified members to work towards Chartered status. The introduction of solo mediation opportunities to the Civil Claims mediation program has been an important development in this regard, but there is much work still to be done.

Barbara - your decision to give up your C.Med designation and voice your concerns is, of course, respected. Yours is an experienced voice, and the concerns you raise are echoed by others, including within the ADRIA staff and Board. Should you wish an opportunity to work from within and be part of efforts to reform or rethink some of the directions taken by ADRIA and ADRIC, well .... that's why we remain a membership-driven organization. I sincerely hope you stay connected to ADRIA, even if only as an Associate member. I've added your notes to this weekend's Board agenda, as they have indicated a wish to discuss the training and Q designation standards in depth. Your past and continued support of mediators that are seeking practical experience and mentorship is greatly appreciated and acknowledged. Should you wish to remain an active voice and contribute to the ongoing ADRIA/ADRIC dialogue surrounding designations and training standards, I would welcome your engagement.

Yours in ADR,

Paul Conway | ***Executive Director***

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From: Barbara Bishop [mailto:barbara.bishop@just.gov.ab.ca]
Sent: March-10-17 12:41 PM

To: Paul Conway
Subject: RE: Second Notice - ADRIC Annual Designation Fees Due

Good Afternoon, Paul,
I hope all is well in your world. Thank you for your thoughts regarding the Mediation Designation Committee, however that would not address my concerns
I think ADRIA is not focused on excellence in training and there are other training institutes that will more than likely benefit from ADRIA's direction, especially if students are wanting to have a career in ADR,, not just a quick designation to add to their business card.
I am not trying to be a pain but have a concern regarding succession planning for the future of competent mediators; RS will make every effort to offer mentorships as much as we can, however we need candidates with a higher skill level and initiative to access some form of learning through practice and that is where role plays become important. Interest based mediators need to understand and know what an interest is prior to working with "real people in conflict". Harm can be done and they will not even know it. (code of ethics?)
I appreciate all your efforts and will continue to support mediators who are interested in gaining experience.
Thank you for your consideration and thoughts.
Have a great weekend,
Barbara

Barbara Bishop C. Med. R.F.M
Mediation Team Lead, Edmonton
Resolution and Court Administration Services
780-427-8330
Barbara.Bishop@gov.ab.ca

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>>> "Paul Conway" <paul@adralberta.com> 3/9/2017 2:57 PM >>>
I`m thinking out loud now Barbara .....

We need new blood and strong voices on our Mediation Designation Committee. The work is not onerous (focussed in April and October annually), but it is a Board-appointed committee with access to the ADRIA Board of Directors AND the ADRIC national committee. This might look like a play to retain you as a C.Med Full member, but the suggestion is quite sincere. I`ve attached the Terms of Reference. Let me know.

Paul Conway | ***Executive Director***

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From: Paul Conway [mailto:paul@adralberta.com]
Sent: March-07-17 3:00 PM
To: 'Dolores Herman' <dherman2010@gmail.com>; 'Dolores Herman' <Dolores.Herman@neb-one.gc.ca>; 'Marshall, Barrie' <Barrie.Marshall@gowlingwlg.com>
Cc: 'Tammy Borowiecki' <tammy@adralberta.com>; 'Truus Souman' <membership@adralberta.com>; Stan Galbraith <stan@galbraith.ab.ca>; 'John Souman' <john@caneurope.ca>; 'Wendy Hassen' <wendy@wendyhassen.ca>; 'Joanne Munro' <joannepmunro@gmail.com>
Subject: Board discussion of ADRIA training and ADRIC designation criteria

At Stan's suggestion, I will include Barbara Bishop's concerns, as expressed below, as part of the Board agenda for March 18th, ... and as the requested continuance of the Board's discussion of student feedback - specifically the documents shared at the January meeting. As per our January meeting, I have asked Tammy to attend this Board discussion, which also meshes with the Board's ongoing concerns regarding the term "Qualified" in ADRIC's Q.Med and Q.Arb designations.

It is worth noting that ADRIA remains the only Affiliate to require 40-hours of pre-requisite interest-based ADR training BEFORE being allowed to take the ADRIC National Introductory Mediation Course.

Paul Conway | ***Executive Director***

ADR Institute of Alberta

THE EMAIL ABOVE WAS INSERTED INTO THIS CHAIN FOR BOARD INFO ONLY, AND NOT SENT TO MS. BISHOP

From: Barbara Bishop [mailto:barbara.bishop@just.gov.ab.ca]
Sent: March-07-17 2:41 PM
To: Paul Conway; Barbara Bishop
Cc: membership@adralberta.com; McKay' 'ADRIC - Janet
Subject: RE: Second Notice - ADRIC Annual Designation Fees Due

Thanks Paul, I will consider that membership option and appreciate the suggestion.
However, my issue stems from being very discouraged with efforts to hire a new family mediator only to discover Q.Meds. and even a C. Med., who, when asked did not know what an "interest" was and were not well equipped to display any kind of skill competency in the interest based model.

My training from AAMS was over 200 hours with role play practice, weekly, over a 2 year time frame and I think this is where the concern lies.
We can definitely mentor mediators, however I don't want to have to train mediators in the mediation model with candidates who don't know what they don't know and that comes from the training and practice as in role plays.
The public's perspective is whatever their experience has been, or word of mouth, and if they had a not so great mediation experience it paints all of us with the same brush.
ADRIA (AAMS) was always known for the excellence of their training and I am disappointed the bar has been lowered due to variables that are counter productive to ensuring mediation is a respected profession, not just in the specialized area of family.
Again, thank you for allowing me to give my two bits worth.
Warm regards,
Barbara

Barbara Bishop
Mediation Team Lead, Edmonton
Resolution and Court Administration Services
780-427-8330
Barbara.Bishop@gov.ab.ca

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>>> "Paul Conway" <paul@adralberta.com> 3/3/2017 4:39 PM >>>
>
Barbara - I'm am disappointed to hear of these concerns, and would certainly welcome hearing more from you about them, and any suggestions you might offer. I've made no secret of how much we've appreciated your long-standing patronage and support, most recently with respect to new policies and practices within the GOA's Resolution Services.

While ADRIA shares your concerns regarding the semantic choice of the word "Qualified" in the Q.Med, ADRIA does remain supportive of having an entry level designation for those aspiring to achieve C.Med status, AND for those wishing to add mediation skills as a secondary qualification to their primary profession (Law, Social Work, HR, Engineering, etc). The trick, as you've pointed out, is to better educate the public as to what these designations truly represent. This is an ongoing priority for the ADRIA Board of Directors, and a discussion to which you could add value.

Regulating the profession also remains an ongoing discussion, most recently highlighted in the ADRIA Mediation Advocacy Task Force White Paper, and now being explored by the Board of Directors. Perhaps we could grab a coffee sometime soon to discuss these issues further.

In the short-term, if you're not maintaining your designation or ADRIC membership, do you wish to remain connected to Alberta's ADR community through an Associate membership? Let Truus or I know if that's the case, and we'll certainly facilitate the transfer.

Paul Conway | ***Executive Director***

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From: ADRIC - Janet McKay [mailto:janetmckay@adric.ca]
Sent: March-03-17 4:08 PM
To: barbara.bishop@just.gov.ab.ca
Cc: Paul Conway
Subject: RE: Second Notice - ADRIC Annual Designation Fees Due

Dear Barbara,

Thank you for your feedback. I am sorry to hear that you will not be renewing your membership and designation.

As mentioned in my message, I would be pleased to chat with you further about your feedback.

Best regards,
Janet

Janet McKay
Executive Director / Directrice générale

ADR Institute of Canada
Institut d'arbitrage et de médiation du Canada ™/MC

WE'VE MOVED! New **ADRIC Suite #407** and new **Fax #416-901-4736** effective immediately.
(Our phone numbers remain unchanged and ADRIO remains in Suite 405.)

407 - 234 Eglinton Avenue East
Toronto, ON, Canada M4P 1K5
416-487-4733 • 1-877-475-4353 #105
fax/télécopieur: 416-901-4736
janetmckay@adric.ca ADRIC.ca
@ADRCanada #ADRIC
unsubscribe/*désabonner*

MARK YOUR CALENDAR:

From: Barbara Bishop [mailto:barbara.bishop@just.gov.ab.ca]
Sent: Friday, February 17, 2017 5:48 PM
To: admin@adric.ca
Subject: Re: Second Notice - ADRIC Annual Designation Fees Due

Hi,
I am choosing to not renew my membership, even though I have been a member for approximately 20 years, along with my Chartered designation. (16 yrs)?
I am disappointed in the 'watering down" of the training, with a lack of public advocacy for mediation. I would be more supportive if the direction was to create a disciplinary professional body, requiring a level of expertise or education for mediators. The influence of lawyers, social workers, and other professionals who are resistant to training or developing as mediators seems to be supported and the publics valuing of the services of mediators is still very low. The option of anyone calling themselves a mediator without training is available to all.
I am also concerned regarding the Chartered Designation having no real meaning to the public, especially since the Q.Med. designation was created; seems to be more of a "money grab" than any other real purpose.
I have been fully employed as a mediator for the past 17 + years, working in different areas, both privately and with the government, mainly in the area of family.
So, I am still hopeful that the good work that everyone does and has done will eventually be valued as it is with other professionals.
Thank you for your consideration of my comments and enjoy the weekend,
Barbara Bishop

Barbara Bishop
Mediation Team Lead, Edmonton
Resolution and Court Administration Services
780-427-8330
Barbara.Bishop@gov.ab.ca

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action relying on it. Any communication received in error, or subsequent reply, should be deleted or destroyed."

>>> <admin@adric.ca> 2/17/2017 11:27 AM >>>

ADRIC Annual Designation Fees Now Due

Dear Barbara,

Payment for the annual Designation(s) fees was due January 1st. If you have not already renewed and paid your 2017 designation fees, please go to your Member Portal now to renew. Deadline was January 31st.

MEMBER PORTAL: http://mbr.adric.ca/ADRIA

By renewing in a timely manner, you support initiatives to move ADRIC, ADRIA and ADR promotion forward for all members.

Please note that the annual Designation renewal fee is separate from and does not include your Regional Affiliate membership dues, which are collected by your Regional Affiliate.

Note; **after you click "Pay now", please click on your shopping cart** to enter your credit card information. A confirmation e-mail/receipt showing the breakdown of costs will be automatically sent via email after the batch has been confirmed by our office.

Thank you for your prompt attention.

If you have already renewed, thank you.

If you need assistance with your Member Portal or if you have any questions about your designation, please contact ADRIC: admin@adric.ca / 416-487-4733 / 1-877-475-4353.

Sincerely,

Janet McKay
Executive Director

ADR Institute of Canada
407 - 234 Eglinton Avenue East
Toronto, ON, Canada, M4P 1K5
Tel: 416-487-4733 • 1-877-475-4353
www.adric.ca

p.s. Are you fully retiring from the workforce? ADRIC and the Affiliates offer retired members the opportunity to hold their designation(s) at no annual fee provided that they are fully retired from the workplace and maintain at least a retired membership category with the provincial or regional affiliate. In such cases, the designation would be modified as follows: C.Med (Ret); Q.Med (Ret); C.Arb (Ret); Q.Arb (Ret). This is ADRIC's way of honouring our long-term designated members. You need not do anything to renew your designation, but you must maintain membership with your regional affiliate. This retired designation category is not available to members who are not currently practicing or are inactive in ADR for other reasons.