From: Paul Conway [mailto:paul@adralberta.com] **4.3.1**
Sent: March-15-17 11:13 AM
To: 'Barrie Marshall' <Barrie.marshall@gowlings.com>; 'Dolores Herman' <dherman2010@gmail.com>; 'Dolores Herman' <dolores.herman@neb-one.gc.ca>; 'Gayle Desmeules' <circle.dialogue@gmail.com>; Jeff Jessamine <jeff@federationcorp.com>; 'Joanne Munro' <joannepmunro@gmail.com>; 'John Welbourn' <jhw@macwel.ca>; 'Kevin Kelly' <kkelly@kpkellylaw.com>; 'Michelle Simpson' <michelle@simpsonlaw.ca>; Paul Conway <paul@adralberta.com>; Stan Galbraith <stan@galbraith.ab.ca>; Wendy Hassen <wendy@wendyhassen.ca>
Cc: 'Alasdair MacKinnon' <Alasdairmackinnon7@gmail.com>; 'Truus Souman' <membership@adralberta.com>
Subject: White Paper Action Plan
Importance: High

In consultation with Alasdair & Dolores, this latest **DRAFT** of the White Paper Action Plan is being sent to the Board and posted on the Board website as a priority agenda item for this Saturday's Board meeting. This document has been refined with feedback from the January Board meeting, and the February video/teleconference. Appropriate time will be allocated on Saturday for a structured discussion, and the sequence of discussion will be as follows:

STEP 1 - Approve a **short succinct** **Board Response to the White Paper** (see updated draft below, or in the attachment)

- This formal "response" to the White Paper follows our outreach campaign to promulgate the White Paper and solicit feedback, consultation with our membership, and internal discussion within the Board. These become the "key messages" that the Board conveys to its membership, stakeholders and partners as we move forward, and will be highlighted in our AGM presentation this May.

STEP 2 - Further discussion and finalization of the accompanying matrix (while recognizing that the matrix will be maintained and references as a living document); and

STEP 3 - a separate discussion in the afternoon of current or immediate Board Mediation Advocacy activities, under the heading of a regular Board agenda item (Advocacy & Outreach), all with reference to the finalized action plan and accompanying matrix

- Based on approval of the Board Response (Step 1), this will become a regular agenda item for the Board. Current and projected short-term advocacy activities were captured in a January email, and is again posted on the Board website for Board discussion on Saturday afternoon.

Paul Conway | ***Executive Director***
ADR Institute of Alberta

DRAFT - BOARD OF DIRECTORS RESPONSE TO THE WHITE PAPER RECOMMENDATIONS DRAFT

The White Paper's recommended overarching recommendations and actions have been formally endorsed by the ADRIA Board following extensive consultation with stakeholders and members. These have been further detailed and structured into short-term and long-term activities in the table below.

The Board commits to advancing the viability of mediation as a recognized skill, and enhancing the potential for professional levels of compensation. The Board recognizes the generous nature of its membership, and the social value of pro-bono and low-bono mediation activities. The Board will, however, strive to promote the long-term sustainability of the profession by seeking enhancements to compensation mechanisms that undervalue the skills and requisite training.

The Board recognizes that it lacks the resources to achieve these objectives alone, and must look to its membership, stakeholders and collaborative partners to achieve the desired outcomes. To this end, the action plan below is organized by stakeholder communities.

The ADRIA Board of Directors will add Advocacy as a regular agenda item to their Board meetings, assess changing circumstances and opportunities as they arise, monitor progress, select or sustain appropriate advocacy action items, identify collaborative partners, and take concrete actions as a Board to advance the practice and profession of mediation.

The Board has adopted an approach to mediation advocacy that will be strategic and forceful. The Board will embrace new opportunities as they arise, be mindful of changing circumstances in government and/or the economy, and be willing to move in new and appropriate directions as circumstances permit over the next several years.

The Board is committed to recording and sharing its successes, challenges and failures with the ADRIA membership and our collaborative partners in a meaningful and ongoing fashion.