ADRIA Mediation Advocacy Action Plan - September Board Report

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The ADRIA Task Force was established in April 2014 to examine how mediators are compensated and to produce a white paper to document its findings and make recommendations.
The task force explored and researched mediator compensation, how it relates to pro bono activities, and its impact on the mediation profession and practices by:

- examining the value of mediation services by reviewing government, regulatory, and community programs, mediation rosters, and private organizations.
- reviewing relevant studies
- surveying members of ADRIA and the ADR Institute of Canada, and other professional organizations

Following the finalization and presentation of the Mediation Advocacy Task Force White Paper to the ADRIA Board of Directors in March 2016, and reflective of the Task Force's primary recommendations for outreach and collaboration, a three-phase Communications Strategy was adopted by the Board as the preliminary step in creating a multi-year ADRIA action plan:

Phase 1: Consultation: **April 1 – Sept 15**
This involved:

- Developing stakeholder list and communications sequencing
- Determining type, level and method of communication for each stakeholder type
- Having the Paper professionally designed for circulation/posting on web
- Sending the communications out
- Presentations and meetings as applicable
- Consolidation by a Board Working Group

WE ARE HERE - SEPT BOARD MTG

Phase 2: Board review and response to recommendations Sept 15, 2016 – January 15, 2017
This will involve:

- Board review of input from stakeholders including identifying areas partners would like to collaborate
- Board determining response to each recommendation (accept in whole or part; reject; or review at some point in future)
- Board determines directions for moving forward including short-, medium- and long-term initiatives

Phase 3: Implement and Monitor Actions - January 15, 2017 onward

NOVEMBER & JANUARY BOARD MEETINGS

Summary of activities to date:

The White Paper was reformatted and featured on the website, and in multiple ADRIA communications with membership. Stakeholder lists were created and later expanded. Template letters were drafted and customized for each recipient. Close to 100 personalized letters were dispatched, and even now some additional letters are being customized and sent. Executive summaries were printed and enclosed with each letter. Feedback was catalogued and shared (selectively). An opportunity to meet with the Minister of Justice was taken up and reported to the membership. Member consultation sessions were announced for September 13th (Calgary) and 22nd (Edm). Consolidation efforts have begun with the aim of identifying immediate action items and a draft multi-year action plan for Board review in November.

Summary of feedback to date:

Most feedback to date has been positive and supportive of ADRIA's aims and objectives, albeit very general in nature. In some cases, there has been a defensive or guarded tone, or perspectives that are not entirely aligned with ADRIA's preferred outcomes. While the meeting with the Minister of Justice was certainly positive, and achieved our primary aim of introducing ADRIA as as a constructive and collaborative partner, it must be acknowledged that the province's economic circumstances will likely preclude any immediate changes to the mediation roster compensation levels.

In addition to the Minister of Justice, we have also had responses from:

- Robert Wanner, Speaker of the Legislative Assembly
- John Rooke, Associate Chief Justice
- Lillian McLellan, Deputy Chief Judge
- Lynn Varty, Assistant Deputy Minister
- Danielle Larivee, Minister of Municipal Affairs
- Stepanie McLean, Minister of Service Alberta
- Christina Gray, Minister of Labour
- RCMP, NEB, Health Canada, Law Society, BBB, etc.

September recommendations to the Board:

- Encourage participation, and personally attend the Sept membership feedback sessions
- Actively respond to and follow up on some of the responses received to date
- Encourage responses from key stakeholders that we have not yet heard from
- Consider strategies now to influence reinstating the Rules of the Court regarding ADR
- Augmentation to the Mediation Advocacy Working Group (Board, staff and members)
- Phase 2 development of DRAFT Action plan recommendations for Nov Board meeting