



Comparison of ADR Methods in the West Region of Ontario



	Child Protection Mediation (CPMed)	Family Group Conferencing (FGC)	Original Dispute Resolution (ODR)
Participants	<ul style="list-style-type: none"> • Depending on the matter: parents, grandparents, youth, adoptive parents • Referring CAS worker and manager/ supervisor • Parties legal counsel, if all agree to participate • Child's counsel (OCL), if represented • Service providers in a supportive role, if requested 	<ul style="list-style-type: none"> • Parents • Kith and Kin (extended family & close friends) • Children (child care provided) • Referring CAS worker and manager/ supervisor • Service providers (e.g., teacher, coach, pastor, etc) (generally, not in private time) • Child's counsel (OCL), if represented • Parties legal counsel DO NOT attend 	<ul style="list-style-type: none"> • Parents • Referring CAS worker and manager/ supervisor • Extended family, friends, children • Service Providers (e.g., teacher, coach, pastor, etc) • Band Reps, Elders and other invited guests • Representatives of on-reserve child welfare or prevention agencies • Child's counsel (OCL), if represented
Focus	<ul style="list-style-type: none"> • Generally seen as a personal matter • Custody and access: parenting plans in high conflict separation or divorce • Agreements in regard to adoption openness • Conflict resolution re: VYSA • Wording on a Supervision Order • Breakdown in communication between CAS and parent(s) • Other issues related to addressing dispute(s)/conflict 	<ul style="list-style-type: none"> • Generally seen as larger family matter • Plans to support parent in role as caregiver • Plan for safety and permanency of the child • Reconnecting youth to birth family • Re-integration to family for a child after foster care • Development of family plan for supervision of access 	<ul style="list-style-type: none"> • Generally seen as a community matter • Plans for a customary care arrangement • Plans to re-integrate a child who has been in foster care off-reserve into the community • Cultural misunderstanding • Addressing communication between CAS and parent(s) • Plan for safety and permanency of the child • Details around adoption openness order

Facilitator	<ul style="list-style-type: none"> • Roster member of the Child Protection Mediation Roster maintained by the Ontario Association of Family Mediators • Independent of decision making • No prior involvement with case/family 	<ul style="list-style-type: none"> • Roster member of the Family Group Conference Coordinator Roster maintained by the George Hull Centre • Independent of decision making • No prior involvement with case/family 	<ul style="list-style-type: none"> • ODR practitioner as endorsed by the community. • May also be trained in Family Group Conferencing, Talking Circles, Mediation or other professional with specialized cultural training • Independent of decision making
Process	<ul style="list-style-type: none"> • Mediator meets privately with parties for individual intake sessions; during the intakes screening occurs for domestic violence • Process is voluntary • Mediator coordinates and organizes the mediation process • Takes an active role in facilitating communication during the process • Ensures safety of participants • Ensures that CAS protection concerns are met • Once an agreement is reached, the mediator drafts a memorandum of understanding (MOU) which is shared with all parties & legal counsel, if represented • Parties do not sign the MOU with the mediator 	<ul style="list-style-type: none"> • Coordinator meets with family members; works toward widening the family circle and informal support network • Process is voluntary • Prepares all participants for what will take place at the conference and ensures safety of all participants • Advises family of the bottom lines • Coordinator organizes the conference day. Organizes child care, facility, food etc. • Conference is 3 parts: Information Sharing, Private Family Time, Review and Acceptance of Plan • During private family time, the family group drafts an initial plan • Plan is then reviewed by all and CAS accepts the plan if it meets bottom lines • May be a re-conference, if requested 	<ul style="list-style-type: none"> • Process is unique to each community and is typically based on healing circle or talking circle practices and may incorporate elements of other forms of ADR • In the region, First Nations, Band Representatives or other Indigenous organizations may make the initial referral for ADR. • Process is voluntary • Facilitator will incorporate traditions and ceremonies according to family preferences and community practices. • If the plan is within the parameters of the 'bottom lines' of the agency, CAS worker and supervisor will implement the next steps
Time	<ul style="list-style-type: none"> • Individual intake appointments • 2 – 3 joint sessions over a period of several weeks or months 	<ul style="list-style-type: none"> • Preparation of participants over a period of many weeks (usually 6 – 8 weeks) • 1 day of conference 	<ul style="list-style-type: none"> • Process may occur over the course of several weeks or months and is responsive to guidance of community, elders, etc.

Developed at London Family Court Clinic in consultation with Child Protection Mediation Trainers, Maggie Hall and Kathleen Chapman, the George Hull Family Group Conferencing Provincial Resource Group, Family Group Conferencing Trainers, Louise Vandenbosch & CSCN FGC Trainers, and Mnaasged Child and Family Services. April 1, 2010

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