



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"> <input type="checkbox"/> Depending on the matter: parents, grandparents, youth, adoptive parents <input type="checkbox"/> Referring CAS worker and manager/ supervisor <input type="checkbox"/> Parties legal counsel, if all agree to participate <input type="checkbox"/> Child's counsel (OCL), if represented <input type="checkbox"/> Service providers in a supportive role, if requested 	<ul style="list-style-type: none"> <input type="checkbox"/> Parents <input type="checkbox"/> Kith and Kin (extended family & close friends) <input type="checkbox"/> Children (child care provided) <input type="checkbox"/> Referring CAS worker and manager/ supervisor <input type="checkbox"/> Service providers (e.g., teacher, coach, pastor, etc) (generally, not in private time) <input type="checkbox"/> Child's counsel (OCL), if represented <input type="checkbox"/> Parties legal counsel DO NOT attend 	<ul style="list-style-type: none"> <input type="checkbox"/> Parents <input type="checkbox"/> Referring CAS worker and manager/ supervisor <input type="checkbox"/> Extended family, friends, children <input type="checkbox"/> Service Providers (e.g., teacher, coach, pastor, etc) <input type="checkbox"/> Band Reps, Elders and other invited guests <input type="checkbox"/> Representatives of on-reserve child welfare or prevention agencies <input type="checkbox"/> Child's counsel (OCL), if represented
Focus	<ul style="list-style-type: none"> <input type="checkbox"/> Generally seen as a personal matter <input type="checkbox"/> Custody and access: parenting plans in high conflict separation or divorce <input type="checkbox"/> Agreements in regards to adoption openness <input type="checkbox"/> Conflict resolution re: VYSA <input type="checkbox"/> Wording on a Supervision Order <input type="checkbox"/> Breakdown in communication between CAS and parent(s) <input type="checkbox"/> Other issues related to addressing dispute(s)/conflict 	<ul style="list-style-type: none"> <input type="checkbox"/> Generally seen as larger family matter <input type="checkbox"/> Plans to support parent in role as caregiver <input type="checkbox"/> Plan for safety and permanency of the child <input type="checkbox"/> Reconnecting youth to birth family <input type="checkbox"/> Re-integration to family for a child after foster care <input type="checkbox"/> Development of family plan for supervision of access 	<ul style="list-style-type: none"> <input type="checkbox"/> Generally seen as a community matter <input type="checkbox"/> Plans for a customary care arrangement <input type="checkbox"/> Plans to re-integrate a child who has been in foster care off-reserve into the community <input type="checkbox"/> Cultural Misunderstanding <input type="checkbox"/> Addressing communication between CAS and parent(s) <input type="checkbox"/> Plan for safety and permanency of the child <input type="checkbox"/> Details around adoption openness order
Facilitator	<ul style="list-style-type: none"> <input type="checkbox"/> Roster member of the Child Protection Mediation Roster maintained by the Ontario Association of Family Mediators <input type="checkbox"/> Independent of decision making <input type="checkbox"/> No prior involvement with case/family 	<ul style="list-style-type: none"> <input type="checkbox"/> Roster member of the Family Group Conference Coordinator Roster maintained by the George Hull Centre <input type="checkbox"/> Independent of decision making <input type="checkbox"/> No prior involvement with case/family 	<ul style="list-style-type: none"> <input type="checkbox"/> ODR practitioner as endorsed by the community. <input type="checkbox"/> May also be trained in Family Group Conferencing, Talking Circles, Mediation or other professional with specialized cultural training <input type="checkbox"/> Independent of decision making
Process	<ul style="list-style-type: none"> <input type="checkbox"/> Mediator meets privately with parties for individual intake sessions; during the intakes screening occurs for domestic violence <input type="checkbox"/> Process is voluntary <input type="checkbox"/> Mediator coordinates and organizes the mediation process <input type="checkbox"/> Takes an active role in facilitating communication during the process <input type="checkbox"/> Ensures safety of participants <input type="checkbox"/> Ensures that CAS protection concerns are met <input type="checkbox"/> Once an agreement is reached, the mediator drafts a memorandum of understanding (MOU) which is shared with all parties & legal counsel, if represented <input type="checkbox"/> Parties do not sign the MOU with the mediator 	<ul style="list-style-type: none"> <input type="checkbox"/> Coordinator meets with family members; works toward widening the family circle and informal support network <input type="checkbox"/> Process is voluntary <input type="checkbox"/> Prepares all participants for what will take place at the conference and ensures safety of all participants <input type="checkbox"/> Advises family of the bottom lines <input type="checkbox"/> Coordinator organizes the conference day. Organizes child care, facility, food etc. <input type="checkbox"/> Conference is 3 parts: Information Sharing, Private Family Time, Review and Acceptance of Plan <input type="checkbox"/> During private family time, the family group drafts an initial plan <input type="checkbox"/> Plan is then reviewed by all and CAS accepts the plan if it meets bottom lines <input type="checkbox"/> May be a re-conference, if requested 	<ul style="list-style-type: none"> <input type="checkbox"/> 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 <input type="checkbox"/> In the region, First Nations, Band Representatives or other Indigenous organizations may make the initial referral for ADR. <input type="checkbox"/> Process is voluntary <input type="checkbox"/> Facilitator will incorporate traditions and ceremonies according to family preferences and community practices. <input type="checkbox"/> 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"> <input type="checkbox"/> Individual intake appointments <input type="checkbox"/> 2 – 3 joint sessions over a period of several weeks or months 	<ul style="list-style-type: none"> <input type="checkbox"/> Preparation of participants over a period of many weeks (usually 6 – 8 weeks) <input type="checkbox"/> 1 day of conference 	<ul style="list-style-type: none"> <input type="checkbox"/> 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

Updated by Louise Vandenbosch, February 11, 2019