



Report on Meeting with IMI re: IAM/IMI Collaboration

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On July 7, I met with the Laura Skillen, Executive Director of IMI, to discuss possible collaborative efforts between our two organizations. Our discussions were as follows:

1. **Supporting one another's events, in order to broaden our reach.** This is IMI's current policy on supporting events—we are careful to maintain independence, as discussed.

*We no longer maintain a mediation events calendar, however do post IMI-associated events in our blog and on social media as applicable. If you would like IMI to be a collaborating or supporting organisation for your event, note that it must be related to **knowledge-sharing**, or **international**, or aimed at enhancing the **diversity** of the mediation profession. For example, online or conference events that focus on sharing information, international competitions, or workshops aimed at bringing new and diverse groups to the mediation profession. Typically, where IMI is a collaborating or supporting organisation, IMI's logo should be included in collateral and/or on the event's website; where discounted rates are applicable to an event, IMI Qualified and/or Certified Mediators and Mediation Advocates should be granted a relevant discount; and there may be the possibility of IMI collateral at the event. We do not financially support events or attendance at events, but will promote them to our networks as applicable. Our objective is to promote mediation worldwide—see our [Mission and Vision](#) and 'Initiatives' section for an idea of what we are likely to support.*

2. Exploring some kind of **mutual recognition or information sharing**. For example:
 - a. **IAM members being recognised as IMI Certified.** This would help expand IMI's network in North America, and could be a marketing bonus for IAM membership. I'll need to consider how this would work; we have the precedent of recognising SIMI Certified Mediators, though they of course are assessed against ~the same criteria as IMI Certified Mediators. We could simply have IAM listed as a Qualifying Assessment Program (QAP). Below are the requirements for a QAP—I suspect your vetting process would address all these in either event:
 - i. **Mediator Experience.** The QAP must include a methodology for ensuring that Applicants have demonstrated to the satisfaction of the Program's Assessors a substantial level of experience as a mediator. The QAP must include clearly identified criteria on this requirement. Mediators without 200 hours or 20 mediations are unlikely to be sufficiently experienced.
 - ii. **Mediation Knowledge.** The QAP must include a methodology for determining that Applicants have demonstrated a strong understanding of general mediation theory and practice which may be based on written tests, essays, reports, theses interviews and/or other testing platforms.
 - iii. **Mediator Skills.** The QAP must include a methodology for the evaluation of candidates' performance in terms of the occurrence and effectiveness of

mediation process and mediation techniques, against high competency benchmarks. Because of the wide variety of mediation processes and styles, and to allow for innovation and creativity in the field, Program criteria will vary and consequently the ISC is not establishing fixed competency benchmarks. The Evaluations/Assessments may be based on roleplay or live action assessments, and may include videotaped and online assessments such as web dramas, self-assessments, interviews, peer reviews, user feedback and other in-practice skill evaluations.

- iv. **Program Transparency.** The benchmarks and criteria applied by QAP must be published and be openly accessible on the organization's website. Details of all approved programs will be listed on the IMI web portal www.IMImediation.org and will include a direct link to the credentialing organizations' websites.
 - v. **Program Integrity.** Each Assessor must have substantial experience of assessing the performance of mediators. At least one of the Assessors on each Program must be independent of the QAP.
 - vi. **Ongoing monitoring of Programs.** The QAP must include a process for the ongoing monitoring of the performance and practice of the Assessors. IMI will liaise closely with all recognised program organizers to maintain a sustainable quality control system.
 - vii. **Commitment to Diversity.** The QAP must be accessible on an equal basis to experienced mediators regardless of their professional affiliations, gender, race, ethnicity, age, religion, sexual orientation or other personal characterization.
- b. Exploring **sharing information about 'who is IMI Certified' with IAM**, noting that the experiential requirement for IMI Certification is lower than that for IAM membership, i.e. not all IMI Certified Mediators would be eligible. To sort this out we'd need to think about the privacy implications and how to manage it.
3. **Mentorship program**—IMI have an existing mentorship program (est 2012) under the auspices of its Young Mediators Initiative. This has been re-launched, and IAM would be welcome to leverage IMI's website/infrastructure if desired. Again we'd need to think about data processing and handling, but this could certainly save duplication of efforts. To be eligible to apply for mentorship, mentees must firstly join YMI (free of charge), which requires that they have completed basic training. IAM Mediators who do not have existing IMI profiles (i.e. they are not already Certified, or Reviewers, Mentors, Taskforce members etc etc) can have one set up should they wish to participate as mentors. I can put you in touch with Angela Herberholz to discuss this further if desired; she was also the signee for YMI for the Worldwide Mediation Mentorship Program.