

Since 1997, I have had a mediation and dispute resolution practice specializing in mediating human rights, employment, workplace, commercial and civil disputes.

- Certified as a Chartered Mediator by the ADR Institute of Canada.
- Called to the Ontario Bar 1985.
- Roster Mediator for the Ontario Superior Court of Justice Mandatory Mediation Program (Ottawa and Toronto), The Canadian Human Rights Commission, the Ministry of Natural Resources Resource Stewardship Agreement ADR Program, and the Professional Engineers of Ontario.
- Successfully mediated claims involving employment, insurance, personal injury, motor vehicle accidents, disability insurance, life insurance, professional misconduct, medical malpractice, wrongful dismissal, breach of contract, commercial law, human rights, harassment, libel, banking, estate issues, collective agreement and public policy.
- Facilitated meetings concerning public policy for various government departments.
- Alternate Discrimination and Harassment Counsel for the Law Society of Upper Canada. (since June 2005)
- Counsel for The Men's Project at The Cornwall Public Inquiry into historical sexual abuse. (since October 2005)
- Teach the alternative dispute resolution and negotiation courses for the Law Society of Upper Canada Bar Admission Course. Taught the negotiation and the advanced alternative dispute resolution courses for the Canadian International Institute of Applied Negotiations. Provided dispute resolution training for law students, public school students, a public service union, and community groups.
- Professor for nine years at the University of Ottawa Faculty of Law with responsibility for directing the bilingual legal aid clinical program. Under my direction, the clinic developed new initiatives to deliver legal services to people living with HIV/AIDS, the aboriginal community, and women who were living in abusive relationships. (1988 to 1997)
- Counsel for dozens of human rights and Charter cases, concerning individual and systemic discrimination involving government departments, medical facilities, academic institutions, service providers and private companies. This includes a landmark case, which provided the most comprehensive remedy ever awarded to an individual in a racial discrimination case. Assisted in cases to have sexual orientation included in the Charter, and to have the City of Ottawa proclaim Gay Pride Day. At the legal aid clinic, supervised many human rights cases involving race, disability, sexual orientation and sexual harassment. Chaired HIV and the Law conference.

- Counsel to the Tungavik Federation of Nunavut, (1985 to 1987), which represented the Inuit in Canada's largest land claim. Acted as one of the lead negotiators for this land claims negotiation. Precedent setting agreements were concluded concerning wildlife management, eligibility and enrolment, employment, resource sharing, water rights, and the first draft agreement to divide the Northwest Territories in two, to create Nunavut. Met with representatives of government, including cabinet ministers, to obtain changes in government policy. Participated in the First Ministers Conferences to obtain amendments to the Canadian Constitution concerning the aboriginal right of self-government. Provided legal advice to the TFN Board of Directors.

COMPREHENSIVE TRAINING:

- Extensive mediation and dispute resolution training, including: the Harvard Law School interest based negotiation course. I was also one of twenty selected for the advanced mediation workshop for experienced mediators, at Harvard Law School. Other courses include conflict analysis and system design at the Canadian International Institute of Applied Negotiations, and fundamentals of arbitration at the Arbitration and Mediation Institute of Canada.

OTHER RELATED EXPERIENCE:

- Legal researcher & member of the negotiating team for the Committee for Original Peoples' Entitlement, which represented the Inuvialuit of the Western Arctic in their land claim negotiations. Prepared legal briefs about compensation for loss of subsistence hunting and fishing opportunities, and participation agreements for non-renewable resource exploration and development. Participated in negotiations.
- Legal researcher for the Canadian Arctic Resources Committee. Compiled information and prepared a report which was published concerning the legal difference between "commercial and subsistence use" in relation to hunting and fishing by Canada's Aboriginal Peoples.
- Drafted legal opinion and provided advice to the World Council of Indigenous People for proposed changes to their international charter, which was written in Spanish.
- Provided training for the Ottawa police and for City Living, (non-profit municipal housing), on landlord-tenant and human rights issues.
- Experience working in multicultural settings, including position as a Community Legal Worker at the Centre for Spanish-Speaking Peoples in Toronto, and volunteering at the Centro De Investigacion Y Educacion Popular in Bogota, Colombia. Was involved with the student programme at the Canadian Lawyers Association for International Human Rights, which directed an international student exchange with human rights organizations in Latin America.
- Experience with different cultures, having traveled to many parts of the world including Asia, South Pacific, Africa, South America, Central America, North America, and Europe.