



NADINI SANKAR-PERALTA *(M.Ed, Q. Med, AccFM)*

A multilingual mediator, arbitrator, adjudicator, and negotiator with extensive experience in dispute resolution across tribunals, boards, and complex conflict settings. A seasoned leader with a proven track record of guiding parties toward fair, effective, and lasting resolutions. Passionate about fostering justice, inclusion, understanding and meaningful dialogue, I bring a balanced, insightful, and solution-oriented approach to every case. Committed to making a difference, I approach each dispute with professionalism, integrity, and a genuine dedication to helping others navigate challenges with clarity and confidence.

PROFILE:

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| • Mediation/Negotiation/Arbitration | Policy Coordination/Analysis/Development |
| • Program/Project Management | Stakeholder/Partnership Building |
| • Curriculum Design/Development | Training, Coaching, Mentorship |
| • Board Governance/Strategic Planning | Conflict Resolution/ Labour Relations |
| • Indigenous Affairs Forté | Budget/Financial/Staff Management |

ADJUDICATION/ARBITRATION/MEDIATION/TRIBUNAL & BOARD WORK:

- **Vice President, Education and Outreach** for the national and international **Diverse Dispute Resolution Institute of Canada (DDROIC)**, a national non-profit organization in Canada focused on alternative dispute resolution (ADR) with a niche of diversity, inclusion and access to justice.
- **Chair and Adjudicator, Committee of Adjustments, City of Toronto:** Appointed by Mayor/Council since 2015, exercising independent decision-making authority in adjudicating and rendering decisions on applications for minor variances to the zoning bylaws, community, land, land use and development disputes in a quasi-judicial setting.
- **Mediator, Arbitrator, Med-Arb Neutral, Safe Sport Mediator and Safeguarding Tribunal Arbitrator** within the **Sport Dispute Resolution Centre of Canada (SDRCC, since 2021, Safeguarding Designation)**: provides independent, impartial dispute resolution and adjudication across a full spectrum of sport-related matters, including governances, athlete and organizational disputes, safeguarding and integrity issues, human rights matters, and high-stakes regulatory challenges. Recognized for navigating complex, multi-party conflicts with fairness, procedural rigor and a solutions-oriented approach.
- **Senior Advisor to Government:** Providing strategic leadership on complex, cross-jurisdictional, legislative, and regulatory matters across ministries like social services, energy, environment, education, training, Indigenous relations, and labour portfolios. Advised and briefed Ministers and senior executives on high-impact initiatives; led intergovernmental negotiations and stakeholder engagements, including Indigenous consultations; and authored Cabinet submissions and materials to inform executive decision-making (federal, provincial and municipal experience).

- **Board Director, Alternate Dispute Resolution (ADR) Institute of Ontario (ADRIO):** Board Director, carrying independent governance, oversight, strategic and fiduciary responsibilities. Co-Chair of the Governance Committee, and director member of HR and Nominations Committees. ADRIO is a public, non-profit organization promoting alternate dispute resolution practices across Ontario. (2023-2025).
- **Adjudicator, Property Standards Committee, City of Toronto:** Appointed by Mayor/Council arbitrating on formal appeal hearings related to orders of violations to municipal property standards by-laws in a quasi-judicial setting.
- **Youth Restorative Justice Mediator/Arbitrator:** Funded by the Ministry of the Attorney General, ON, facilitated resolution of youth justice matters (ages 13-17) through structured, community-based processes. Worked with youth, families, and affected parties to address harm, determine appropriate reparative measures, and support fair accountable outcomes aligned with restorative justice principles (2011-2020).
- **Family Mediator, York Mediation, Family Justice:** Facilitated the resolution of complex family law disputes as a Family Mediator, achieving equitable outcomes across parenting, custody, access, property and financial matters.
- **Roster Mediator, Local Integrated Health Networks (LHINs) & Access Care Centers:** Under the Ministry of Health and Long-Term Care (MOHLTC), resolving healthcare disputes between patients and LHINs.
- **Senior Negotiator, Ministry of Health and Long-Term Care (MOHLTC):** Portfolio Lead in government negotiations, negotiation side tables and coordination of the Physician Services Committee (PSC), on sensitive physician contracts and salaries (Physician Services Agreement) with the Ontario Medical Association (OMA).
- **Negotiator, Ministry of Indigenous Affairs Ontario:** Managed complex land claims, sensitive land-related issues and tripartite negotiations involving Ontario First Nations, federal government, other Indigenous communities, and related interest groups on the Mercury Disability Board leading to a ratified agreement in principle.
- **Vice Chair and Director, Board of Directors, Rexdale Community Health Centre:** Carried independent governance, oversight, strategic and fiduciary responsibilities for the organization. Chaired the Governance Committee and served on the Quality and Performance Measurement Committee, addressing political and monetary impacts.
- **Labour Relations Advisor/Employment Mediator:** Represented unionized employees in provincial government grievance and collective agreement disputes, providing expert mediation, negotiation, and labour relations guidance to achieve fair and effective resolutions.

EDUCATION AND PROFESSIONAL TRAINING:

- **Juris Doctor (JD) Law:** Northwestern California University School of Law (1 year completed)
- **Master of Education (M.Ed):** York University, Toronto (Publication: “*Access to Postsecondary Education: A Single-Parent Predicament*”)
- **Bachelor of Arts:** Political Science and French, Carleton University, Ottawa
- **Postgraduate Diploma in Dispute Resolution:** Specializing in community negotiation/mediation, York University
- **Certification in Family Mediation:** University of Waterloo
- **Arbitration Training:** ADR Institute of Canada
- **Negotiation, Mediation Skills & Facilitation Skills:** Provincial Government
- **Competing Human Rights Mediation Training:** Ontario Human Rights Commission (OHRC)
- **Diversity, Equity, Inclusion and Social Responsibility Training:** lived experience and continuous annual training and implementation into policy development in government

- **Ethics and Conflict of Interest Training:** ADR Institute of Ontario
- **Safe Sport and Universal Code of Conduct Training:** Sports Dispute Resolution Centre of Canada (SDRCC), Designation in 2021
- **Safeguarding Training:** Sports Dispute Resolution Centre of Canada (SDRCC), 2021

LANGUAGES & TECHNICAL SKILLS:

- **Languages:**
 - **English:** Fluent
 - **French:** Good reading/listening comprehension
 - **Spanish:** Advanced reading/speaking/writing
 - **English Dialects**
- **Technical Proficiency:**
 - **MS Office Suite:** Word, Excel, PowerPoint, MS Project, Outlook
 - **Online Business Applications:** Expert experience in chairing and conducting work, meetings, hearings, tribunals, etc. online

ACCREDITATIONS:

- Qualified Member (Mediation, Arbitration, Negotiation) in good standing with the ADR Institute of Ontario/Canada (ADRIO/ADRIC) with a *Q.Med* designation. Working towards my *C.Med* and *Q.Arb* designations
- Accredited Family Mediator in good standing with the Ontario Association of Family Mediators (OAFM), *AccFM* designation
- Member in good standing with the Society of Ontario Adjudicators and Regulators (SOAR)
- \$1M professional liability insurance - zero claims to date

NATIONAL/PROVINCIAL KEY SPEAKING ENGAGEMENTS:

- ***Understanding Trauma Informed Justice*** for the Canadian Italian Advocates Organization (CIAO) at Canopy by Hilton in Yorkville, Toronto in 2024.
- ***Writing the Right Way: How to Tackle Sensitive Topics in your Arbitration Awards*** for the Sport Dispute Resolution Centre for Canada in the Saskatchewan 2022 public conference.
- ***Words Matter - Understand the Meaning and the Effect*** at the “Stop Only Picking Dandelion Heads and Get to the Root of the Problem” 2nd Annual Virtual Conference for those suffering with substance abuse, Manitoba, 2023.

INTERPRETATION/APPLICATION OF LEGISLATION & REGULATIONS. I have: Interpretation and Application of Legislation & Regulations

- **Policy Analysis and Advising:** Over 15 years of experience in senior policy analysis, development and advisory roles within various provincial ministries, including Environment, Children, Community & Social Services, Indigenous Affairs, Education & Training, Energy, Infrastructure, and Municipal Affairs.
- **Legal Education:** Completed one year of law school, enhancing my understanding of legal principles and frameworks.
- **Decision Notes and Cabinet Submissions:** Authored decision notes and Cabinet submissions to achieve ministerial consensus on Ministry programs and initiatives. Collaborated with ministry legal teams and drafted documents in plain language for public interpretation for ministerial and executive decision-making.
- **Legislation Interpretation:** Extensive experience in interpreting legislation and regulations across federal, provincial, and municipal governments. This includes the *Freedom of Information and Protection of Privacy Act* (FIPPA) and the *Municipal Freedom of Information and Protection of Privacy Act* (MFIPPA).

- **Cross-Government Collaboration:** Successfully worked with federal counterparts such as Canada Revenue Agency, Environment Canada, Health Canada, and Indigenous Affairs and Northern Development Canada, ensuring consistent application of legislation and regulations.
- **Specific Legislation Expertise:** Interpreted various aspects of the *Personal Health Information Protection Act, 2004* (PHIPA) and the *Child, Youth and Family Services Act, 2017* (CYFSA) in roles within the Ministry of Health and Long-Term Care and the Ministry of Children, Community and Social Services.