

# 2018 CAPDHHE National Conference

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## SPEAKER BIOS

### Official Welcome and Opening

**Denise O'Neil Green, Vice-President, Equity & Inclusion – Ryerson University**

**Denise O'Neil Green's** leadership and advocacy have helped to establish Ryerson's reputation for excellence in equity, diversity and inclusion (EDI), having been appointed the university's first Vice-President, Equity and Community Inclusion.



Reporting to the President, this new position is a natural step rooted in Ryerson's deep commitment to inclusion and systemic change, and brings to the university's executive group strategic leadership and support for our EDI goals and objectives.

When Denise joined Ryerson as the inaugural assistant vice-president/vice-provost equity, diversity and inclusion (AVP/VP EDI), she brought an extensive body of academic and administrative experience, including two decades of championing systemic change in the areas of EDI in higher education.

She came to Ryerson from Central Michigan University (CMU) where she was the associate vice-president for institutional diversity. She advanced diversity courses, spearheaded strategic diversity initiatives and secured funding to serve first-generation students, and worked with community groups, including the Saginaw Chippewa Indian Tribe of Michigan, on local equity initiatives.

Prior to CMU, she was a faculty member at the University of Illinois, Urbana-Champaign and University of Nebraska – Lincoln. Her scholarship focused on race-conscious policies in higher education, access for underrepresented students and qualitative research methodologies. She was also a program director for the University of Michigan's Pathways to Student Success and Excellence Program.

With a passion for advancing inclusive excellence, drawing on her teaching, scholarly and leadership background, Denise is experienced at establishing new and innovative pedagogical initiatives and programs, and is highly skilled at building rapport, effective collaborations and networks with diverse stakeholders both inside and outside the university.

## **Tanya (Toni) De Mello, CAPDHHE Conference Chair and Director of Human Rights, Office of Equity, Diversity and Inclusion – Ryerson University**

**Tanya De Mello** (known to most as “Toni”) is the 2018 CAPDHHE Conference Chair. Toni is a human rights lawyer and currently serves as the Director of Human Rights in the Office of Equity, Diversity and Inclusion at Ryerson University in Toronto. She was previously the Equity and Diversity Officer at the University of Toronto, Scarborough Campus, where she was responsible for managing human rights issues and creating a culture of respect and inclusion. Toni is a dynamic speaker who has delivered more than 500 training sessions on equity and inclusion issues.



Toni has both domestic and international human rights experience, having worked for the United Nations High Commission for Refugees in lobbying for government aid for 60,000 displaced people in Colombia and engaging in fundraising for humanitarian programming in Senegal under the United Nations World Food Program. In addition to civil and common law degrees from McGill University, along with a master’s degree in urban planning from Princeton University, she is completing a Ph.D. in Social Justice at the Ontario Institute for Studies in Education.

## **Milé Komlen, CAPDHHE President and Acting Senior Advisor, Human Rights and Equity – Brock University**



**Milé Komlen** has recently been retained as the Acting Senior Advisor on Human Rights and Equity at Brock University, where he is tasked with rebuilding the University’s infrastructure on human rights, equity programming and complaint resolution functions.

He is also the Managing Director of the Colleges and Universities Complaint Resolution & Investigations Unit, a consortium among academic institutions, managed by Ethical Associates Inc. In this role, he advises institutional clients on conflict resolution strategies and maintains a roster of skilled mediators, adjudicators, and investigators to facilitate resolution services. He provides expertise on “deep conflict” in academic settings through his mediation and investigation

practice, and regularly advises colleges and universities on their human rights policy frameworks.

Milé is formerly the Director of Human Rights & Equity Services at McMaster University where he served for eight years as a member of the University’s Senior Management Team, providing strategic advice and guidance on human rights and equity matters to the University Administration and various stakeholders on campus. During his term at McMaster, Milé engaged in the resolution of hundreds of cases involving discrimination, harassment, sexual harassment, accommodation, and general conflict, and cultivated resolutions on numerous disputes involving faculty, students and staff.

In his other public roles, Milé is the President of the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education (CAPDHHE). He is also the Chair of the Governing Council of the Hamilton Centre for Civic Inclusion and was involved in the recent formation of the Hamilton Anti-Racism Resource Centre. He has previously served as the Chair of the Equity Advisory Group for the Law Society of Upper Canada and as the Chair of Sexual Orientation and Gender Identity Caucus (SOGIC) of the Ontario Bar Association. He has also served on the Chief Justice of Ontario’s Advisory Committee on Professionalism.

## Arig al Shaibah, Vice Provost, Equity & Inclusion – McMaster University



**Arig al Shaibah** was appointed last August as McMaster University’s first Associate Vice-President and Vice Provost of Equity & Inclusion. When she heard that McMaster was searching for someone to fill this new role, she knew she had to apply, since such roles don’t come up very often.

Previously the vice-provost (Student Affairs) and acting executive director (Human Rights and Equity Services) at Dalhousie University, Arig spent many years at Queen’s where she held a variety of positions, including assistant dean, Student Affairs (Student life and Learning) and (Resident, Diversity and Community Development). She holds a PhD in Cultural and Policy Studies from Queen’s and held adjunct academic appointments at both Queen’s and Dalhousie.

A selection committee led a national search to fill the AVP Equity and Inclusion role and in a unanimous recommendation for her appointment highlighted, “Her obvious commitment to supporting, nurturing and giving voice to marginalized communities, her collegial and collaborative approach to decision-making, and her commitment to advancing issues and ensuring thoughtful and ongoing communication with members of the campus community.”

The new role reports to the University’s Provost and Vice-President (Academic) David Farrar, who says of Arig that “the work we do across the University benefits from her balanced approach and insight into how best to help our community continue to strengthen its culture and ethos of equity and inclusion.”

## Anti-Racism Plenary Sessions

### Nancy Simms, Director, Centre for Human Rights, Equity and Diversity – Humber College

**Nancy Simms** has served as the Director of the Centre for Human Rights, Equity and Diversity at Humber College in Toronto, where her principal task is to weave human rights and equity into the fabric of the college community at the individual, interpersonal, organizational and administrative levels. Nancy first joined Humber to manage their Human Rights, Equity & Diversity program and under her leadership the program evolved into the Centre for human Rights, Equity & Diversity. Her portfolio includes overseeing a robust human rights and equity training program; ensuring Humber’s legislative compliance, primarily the Ontario Human Rights Code, AODA and the Employment Equity Act; the provision of leadership, information, coordination and assistance to all schools and departments at Humber and Guelph Humber; alongside building strong relationships with local, national and international communities.



Nancy has been a longstanding member of the CAPDHHE executive and has embodied the values and practice standards of our national organization. She was the conference chair for the CAPDHHE Conference in Toronto in 2015 and has served in various roles on the CAPDHHE executive, including her current role as Communications Coordinator and publishing the CAPDHHE newsletter. Nancy has continued to mentor newer equity practitioners and makes herself available despite her busy schedule to respond to EDI related questions and challenges.

## **Jodie Glean, Manager, Centre for Human Rights, Equity & Diversity – Humber College**



**Jodie Glean** is currently the Manager in the Centre for Human Rights, Equity & Diversity at Humber College in Toronto. In her role, Jodie investigates human rights complaints, provides human rights education and enables Humber’s compliance with human rights related legislation including the *Accessibility for Ontarians with Disabilities Act*. Presently, Jodie is a member of the Ontario Postsecondary Education Standards Development Committee; a provincial committee tasked with providing recommendations for an AODA Education Standard.

Jodie was previously the Advisor of Education & Communication in the Centre for Human Rights at York University in Toronto, where she assisted individuals and groups to address and resolve allegations of discrimination and harassment as defined by the Ontario Human Rights Code. As part of York’s educational mandate, Jodie liaised with human rights groups/committees/associations both within the University and in the broader community. Jodie led the establishment of York’s first pan-university committee on race inclusion, developed education programming and provided consultations in the areas of employment equity, sexual violence prevention and mental health initiatives.

Jodie has a solid background working in the area of Human Rights. She holds an M.A. in Educational Studies from Concordia University and her research focus has been on advancing Antiracism education and policies in Postsecondary Institutions. She is currently completing her PhD studies in Education at York University.

## **Kaye Johnson, Director, Office of Human Rights, Equity & Accessibility, University of Windsor**

**Kaye Johnson** became involved in organizing and presenting workshops on anti-racism and social justice in the 1980s. This work recently led her to become the Director of the new Office of Human Rights, Equity, and Accessibility (OHREA) for the University of Windsor. Previously she was the Coordinator of Race Relations, Cross Cultural Understanding and Human Rights (RCH), for the Annapolis Valley Regional School Board; and from 1995-98, was the Regional Educator for Southwest Nova Scotia, for the Black Learners Advisory Committee of the Black Educators’ Association.



Kaye spent 17 years in the Air Force Reserves; served in the Honour Guard of the Canada Remembers Unit (Belgium, France, Netherlands, UK, 1994); Multicultural Education Council, Nova Scotia; and is a founding member, Camp Kujichagulia.

# Student Activism Panel

## Nana Frimpong, Vice-President Equity, Scarborough Campus Students' Union – University of Toronto, Scarborough Campus



**Nana Frimpong** is the Vice-President Equity of the Scarborough Campus Students' Union at the University of Toronto. The Scarborough Campus Students' Union democratically unites the diverse student body of the University of Toronto at Scarborough to advocate and advance student interests. Our efforts focus to improve the experience of every student through the following means: - offering quality services and activities to fulfill student needs -providing meaningful opportunities for personal growth - ensuring equity in all respects of university life - working towards a system of post-secondary education which is accessible and of the highest quality - actively participating in the university community, in all processes and decision making bodies that concern students.

## Tai Jacob, Master's Student – McGill University

**Tai Jacob** is a Master's student in Human Geography at McGill University, studying trans diasporic imaginings of home and nation. They are an editor at their school newspaper, *The McGill Daily*, and they host and produce the podcast *Gender Blender*. In their free time, they like to make zines, write poetry, and collage. They grew up in Toronto, Ontario with two immigrant parents and identify as a mixed Arab Jew.



## Trina James, Treasurer – Canadian Federation of Students



**Trina James** is the Treasurer-Elect for the Canadian Federations of Students. She has recently completed a double major in Political Science and Women & Gender Studies at the University of Toronto Scarborough Campus. Her experience within the student movement began in 2015 when she served her first of two terms as the Vice President of Campus Life for Local 99, the Scarborough Campus Students' Union and one term as CFS-Ontario Treasurer. It was through her work that she learned the importance of creating events through an anti-oppressive framework that were accessible, entertaining and empowered our members. In addition to her role at the Ontario component, Trina is the former Chair for the Queer and Trans Constituency for the Canadian Federation of Students. She was also one of the organizers for the first black graduation celebration at UofT. Throughout her work, Trina strives to fight for a post-secondary education system that is accessible to all students.

## Jordan Lentinello, Undergraduate Student – McMaster University

**Jordan Lentinello** is a recent Hons B.A. graduate in Political Science from McMaster University. She is the outgoing co-convenor for the Race, Racism, and Racialization working group for the President's Advisory Council for Building an Inclusive Community (PACBIC) at McMaster University, Hamilton, Ontario. Her research interests involve using post- and de-colonial theory to study gendered diasporic anti-Black oppression.



# Canadian Academic Law Panel

## Njeri Damali Sojourner-Campbell, Associate – Hicks Morley LLP



**Njeri Damali Sojourner-Campbell** is a creative and practical problem solver. She assists employers to proactively reduce exposure to liability through policy design, robust workplace investigations, and employee training. Once a dispute arises, she assist clients as a strong advocate in labour, employment, human rights, education and workplace safety matters.

Prior to her legal career, Njeri was employed as a Human Rights and Diversity Advisor at Humber College. There, she supported workplace investigations, compliance initiatives and delivered human rights and AODA training. Outside of work, Njeri dedicates a significant amount of time to the mentorship of aspiring lawyers, community service and the arts. She was a member of the 2016/2017 teaching team of the Lawyer as Negotiator course at Osgoode Hall Law School; she delivers an annual seminar in the Critical Race Theory Course of Osgoode Hall Law School; and she is part of the teaching team of the Human Rights Certificate Program offered by the Osgoode Law School Human Rights Certificate Program.

## Giselle Basanta, Senior Legal Counsel – Ryerson University

**Giselle (Gigi) Basanta** is Senior Legal Counsel at Ryerson University, providing legal assistance with human rights, administrative law matters, and other legal matters. Since 2013, she has held the position of Director, Academic Integrity Office at the University. Giselle brings over 15 years of experience in the areas of administrative and education law, management, privacy, and governance. Giselle has held positions in a number of public sector organizations including Associate Legal Counsel and Senior Manager (Board Services) with the Toronto District School Board and Legal Counsel with the Organizing Committee for the 2015 Toronto Pan American and Parapan American Games. She also has experience as a Labour Relations Officer with the Ontario Public Service and Mediator with the Office of the Information and Privacy Commissioner (Ontario). Giselle obtained her BA from Queen's University and her LLB from the University of Windsor. She was admitted to the Bar in Ontario in 2008.



## Michael Charles, Executive Director, Centre for Human Rights – York University



Michael Charles has been appointed as the Executive Director, Centre for Human Rights (CHR), at York University. Prior to this appointment, he was an advisor on case resolution at the Centre for nearly three years. During this time, he provided CHR with valuable guidance on a number of initiatives and priorities.

A graduate of Osgoode Hall Law School, Michael has worked actively as a consultant on issues of inclusion, human rights and diversity for a number of years. These advisory skills were first amplified in private legal practice, and subsequently, as the principal of a management consultancy firm providing diversity, inclusion and organization development services to a range of organizations including the Toronto Symphony Orchestra, Public Safety Canada and RBC. Michael is an Executive Committee member of Human Rights Watch (Canada), and a member of the Law Society of Upper Canada.

## **Ena Chadha, Human Rights & Conflict Resolution Lawyer and Chair, Ontario Human Rights Legal Support Centre**

Ena Chadha is an experienced human rights lawyer, advocate and mediator. She is an adjunct lecturer at the Schulich School of Business (York University) teaching Power & Politics and Negotiations. She is passionate about working with leaders in the areas of conflict resolution and human rights.

Ena Chadha served as Vice-Chair with the Human Rights Tribunal of Ontario from 2007 to 2015. In this capacity, she sat as an Adjudicator and Mediator. Prior to her Tribunal appointment, Ena litigated before various trial and appellate courts, including prominent Constitutional challenges before the Supreme Court of Canada, in the areas of equality rights, employment and immigration and refugee law.



From 1999 to 2007, Ena Chadha was Director of Litigation with ARCH Disability Law Centre, a test case clinic specializing in disability and equality rights issues. Previously, she served as counsel to the Ontario Human Rights Commission. Ena has taught Administrative Law as an adjunct lecturer with Osgoode Hall Law School. She has spoken widely on human rights issues and has participated in numerous legal education programs, including as a speaker for the National Judicial Institute. In February 2018, Ena was appointed as Chair of the Board of Directors of the Human Rights Legal Support Centre.

## **Indigenization of the Academy Panel**

### **Marisha Roman, Human Rights Lawyer, Adjudicator and Workplace Investigator**



**Marisha Roman** is a lawyer, adjudicator, and a workplace investigator with a private practice focused on investigating complaints in the post-secondary sector. She was appointed as an adjudicator with the Child and Family Services Review Board in 2016. As part of this role, she is developing an Indigenous Engagement Strategy for the Social Justice Tribunals of Ontario.

Marisha is also the Academic Practice Lead for the Colleges and Universities Complaints Resolution Unit (CUCRU), a consortium of legal practitioners in higher education, dedicated to providing practical and cost-effective complaint resolution services to post-secondary institutions.

From 2004 to 2016, Marisha was the Aboriginal Initiatives and Policy Counsel for the Law Society of Upper Canada, the regulator for lawyers and paralegals in Ontario, where she developed and implemented the Law Society's first Aboriginal initiatives strategy to enhance entry and retention of Indigenous peoples in the legal profession. Before that, she managed her own legal research practice and served as the Director for the Blueprint for the Future Program at the National Aboriginal Achievement Foundation.

As a member of the Wikwemikong First Nation, Marisha is an active volunteer in the Indigenous community, having served on a variety of boards and committees, including the Board of Directors of Aboriginal Legal Services for more than 20 years.

## **Amy Desjarlais, Traditional Knowledge Keeper and Program Coordinator, First Nations Technical Institute, School of Social Work – York University**



**Amy Desjarlais** is Ojibway/Potowotomi from Wasauksing First Nation. A community organizer, and Traditional Knowledge Keeper, Amy currently works at Ryerson University in the School of Social Work as the First Nations Technical Institute (FNTI) Program Coordinator, and at York University as Indigenous Knowledge Keeper. In 2003, Amy founded EarthTALKER, a magazine focused on women and families. In 2008, Amy was the recipient of the FNTI/Ryerson University Practicum Award for Theory of Interconnectedness - An Indigenous perspective on political decision-making. Amy has an MA in Culture & History; her thesis, Emptying the Cup: Healing Fragmented Identity, explores an Anishinawbekwe (female)

perspective on historical trauma and culturally appropriate consultation and is published by the Centre for World Indigenous Studies' Fourth World Journal. Amy recently published her first non-fiction full-length book, Starblanket – A mother's gift to her son. When she is not writing, Amy facilitates cultural workshops and drum circles. Amy is also a hand drummer and singer.

## **Celeste Smith, Program Director, Niagara Regional Indian Centre and Indigenous Knowledge Instructor – Niagara College**

**Celeste Smith** is Haudenosaunee, Oneida of the Six Nations of the Grand River Territory. She is the Director of the Three Fires Community Justice Program, a diversion program that is based on Indigenous holistic principals. Celeste is an Indigenous Human Rights activist who is involved in multiple community projects and is currently studying at Brock University. Celeste is also the co-founder and co-chair of the Indigenous Solidarity Coalition @ Brock. Her passion and experience in the Indigenous community has most recently led her to Columbia University (NYC) to take part in the Indigenous Studies Summer Program on Indigenous Human Rights and Policy.



## **Donna Gerber, Manager, Indigenous Education – Niagara College**



**Donna Gerber** is the Manager of Indigenous Education at Niagara College, having previously served as the College's FNMI Student Services Manager and Aboriginal liaison and recruitment manager. A graduate of Brock University, Donna has significant experience in the implementation and delivery of Indigenous student services and equity programs within the post-secondary (Niagara College) and secondary school (Upper Grand District School Board) environments. Donna was employed by the Upper Grand District School Board as the lead for First Nation, Métis, and Inuit education and Equity and Inclusion. Prior to this role, Donna served as executive director of Anishnabeg Outreach, and has also coordinated the Native Literacy Program for the Niagara Regional Native Centre, as well as their Aboriginal Head Start program. Donna holds a Master of Education degree and a Bachelor's degree in Aboriginal Adult Education, both from Brock University. She also completed a Bachelor of Arts degree at Wilfrid Laurier University.



# Sexual Violence Investigations Panel

## Cory Boyd, Partner and Workplace Investigator – Rubin Thomlinson LLP

Since beginning his career, **Cory Boyd** has worked with the Ontario Human Rights Commission, the Ministry of Community Safety and Correctional Services, and Toronto Community Housing as an in-house investigator and human rights consultant. At Rubin Thomlinson, he continues to apply his analytical skills to conducting workplace investigations and preparing thorough reports. In addition, Cory assists employers in developing systems to ensure compliance with legal and ethical obligations, creating effective workplace policies and procedures and delivering training to staff at all levels on their roles within the process. He also works with clients prior to, or following, a complaint in order to identify individual and systemic issues within the organization and to create a plan to restore the workplace and allow employees to move forward. Cory regularly presents at conferences and writes on the subjects of workplace investigations, workplace restorations, bullying and harassment, human rights developments and the Accessibility for Ontarians with Disabilities Act. He is a trained mediator and investigator, and is a Certified Compliance and Ethics Professional.



## Megan Forward, Workplace Investigation and Training Associate – Rubin Thomlinson LLP



At Rubin Thomlinson, **Megan Forward** develops and delivers training to ensure that clients have accurate, up-to-date information about their legal obligations and options so that they can make smart decisions about their workplaces. Megan also conducts investigations and workplace assessments to help employers improve workplace dynamics and resolve issues related to harassment, poisoned environments and bullying. Megan has spent her career pursuing her passion for creating healthy, inclusive work environments. After articling at a major labour and employment law boutique firm, Megan practiced anti-racism law for a specialty legal aid clinic where, among other things, she appeared before the Human Rights Tribunal of Ontario and the Parliamentary Standing Committee on Justice and Human Rights. Megan developed an interest in investigations while working at the Ontario Human Rights Commission. At the Commission, she conducted inquiries into systemic human rights issues with public interest implications, including a survey to determine whether new immigrants were being kept out of the workforce by the requirement that they have prior Canadian experience. Her work on this issue resulted in the award-winning Policy on Removing the “Canadian experience” Barrier. Prior to her arrival at RT, Megan was involved in a significant human rights organizational change initiative intended to improve the service delivery and employment environments within the provincial correctional system. Megan co-led the development of Ontario’s Correctional Services’ policy for the Admission, Classification and Placement of Trans Inmates.

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