

KIM S. BERNHARDT
P.O. Box 84033, Trafalgar P.O.
Oakville ON L6H 5V7
Phone: (905) 338-1333; Fax : 905-338-0444
email:kim@kimbernhardt.ca

A. EMPLOYMENT HISTORY

1. Grant & Bernhardt (April 2001 to 2013)

As a lawyer in private practice I was a sole practitioner who worked in association with Yola Grant. The practice was restricted to labour, employment, human rights, professional regulation, administrative, and constitutional law. I served as a labour arbitration nominee and conducted human rights investigations, workshops, facilitations and private mediations dealing with employment disputes. I am frequently requested to speak, participate and/or make presentations at conferences.

2. Ontario Nurses' Association (April 1993 to April 2001)

Responsibilities:

During my employment at ONA I held three positions, several of which overlapped: Research Officer, Human Rights/Equity (1993 - 1998); Acting Co-ordinator, Arbitration Department (November 1997 - June 1998); and Labour Relations Officer (1998 - 2001).

Labour Relations Officer duties included:

- the preparation and presentation of cases before arbitration boards and the Ontario Labour Relations Board, including the (formal and informal) mediation of disputes
- the negotiation of collective agreements and responsibility for the maintenance of the collective agreements on behalf of five bargaining units

Acting Co-ordinator, Arbitration Department duties included:

- maintaining the management functions and leadership of the department during a period of organizational change, including the co-ordination of staffing functions, departmental reports, and as the primary liaison between the department, other areas within ONA, and external contacts

Research Officer, Human Rights/Equity duties included:

- acting as the primary resource person for ONA staff, management, Board of Directors, and members on human rights and equity issues
- acted on behalf of ONA members before Hearings Officers of the Workers' Compensation Board and Panels of the Workers' Compensation Appeals Tribunal
- participated in the settlement of human rights and arbitration cases

3. Member, Public Service Grievance Board (PSGB) and the Board of Inquiry (BOI) under the *Human Rights Code* (December 1994 to 1998)

I served as a part time member on these two panels which adjudicated disputes involving employment grievances for members of the public service who were not unionized (PSGB), and complaints alleging discrimination (BOI). I was not involved in any hearings while a member of the BOI as there were few cases referred to be heard.

4. Faculty member, Business (2 year teaching contract - August, 1990 to August, 1992)
Higher Colleges of Technology (011-971-2) 341153
Dubai Women's College
United Arab Emirates

Responsibilities:

- classroom and administrative responsibilities for delivering business management courses to postsecondary students training to enter the workforce
- courses taught: Introduction to Business, Organizational Behaviour, and Human Resources Management

5. Articling Law Student (1988 to 1989)
Cavalluzzo, Hayes & Lennon - Barristers & Solicitors (416) 964-1115
43 Madison Ave., Toronto, Ontario M5R 2S2

6. Human Rights Officer (1978 to 1984)
Ontario Human Rights Commission (OHRC) (416) 314-4500
180 Dundas Street W., 8th Floor,
Toronto, Ontario M5G 1Z8

Responsibilities:

- investigated and conciliated complaints of discrimination filed under the Ontario Human Rights Code
- planned, implemented, and participated in public education projects (such as speeches and seminars) concerning the application and intent of human rights legislation and personnel management
- designed programs to help alleviate cases of systemic discrimination and provided advice concerning the implementation of these programs

8. Community Multicultural Worker (1977 to 1978)
Thistletown Community Services Unit (TCSU) (416) 745-2822
244 Jamestown Crescent, Rexdale M9V 3M8

I have also worked as a consultant on Human Rights issues, a summer student at the Ontario Human Rights Commission, a Residence Assistant in a university residence, a cashier at Dominion Stores Ltd., at Beaver Lumber, and as an attendant at a C.N.E. pizza booth.

C. EDUCATION

LLM (Admin. Law) 1999 Osgoode Hall Law School (Part-time studies)

Bar Admission Course Called to the Bar in February 1993

LLB 1988 Osgoode Hall Law School
Areas of focus included labour and administrative law.

BA (Honours) 1977 University of Toronto (Political Science and History). The first two years were completed at the University of Guelph.

I have also taken three courses towards a Master of Education (in Adult Education) at the Ontario Institute for Studies in Education (OISE). Other courses and training seminars include negotiation and mediation, teacher training, public speaking and introductory Arabic.

D. SKILLS, ACTIVITIES, AND INTERESTS

- current and previous memberships include: *Association of Human Rights Lawyers, Alliance for Employment Equity, Women's Coalition for Employment Equity, Women's Legal Education and Action Fund (member of the National Legal Committee), Ontario Black History Society, Canadian Civil Liberties Association, Association of Black Women, Amnesty International, Advisory Committee of the York Region Cross-Cultural Project, National Association of Women and the Law, Delos Davis Law Guild, Canadian Association of Black Lawyers, Nathaniel Dett Chorale (Co-chair, Board of Directors), the equality effect (Chair), and the Canadian Bar Association*
- Law Society of Upper Canada representative on the Ontario Judicial Council
- member of the Advisory Practice Committee for the Human Rights Tribunal of Ontario
- participant in the *Society of Ontario Adjudicators and Regulators (SOAR)* training programme
- frequent presenter at legal and social justice conferences including Law Society of Upper Canada; Ontario Bar Association; Lancaster House; Centre for Law in the Contemporary Workplace at Queen's University Faculty of Law; Osgoode Law School, York University
- member of the Board of Directors for *Planned Parenthood of Toronto*
- community representative on a subcommittee of the *Halton Board of Education's Equity Committee*
- Co-chairperson of the Education Project of the *Urban Alliance on Race Relations*
- journalist for the University of Guelph's student newspaper
- leisure activities include sports, music, travelling, reading, and active participation in community meetings and conferences