

**A. OVERVIEW**

I have been recognized as being:

- A successful and sought-after labour arbitrator and mediator.
- A highly respected Human Rights and Labour lawyer.
- Knowledgeable and skilled in litigation, interviewing, investigation, conciliation, training, and facilitation.
- A frequent and engaging speaker on labour, employment, equity and human rights at legal and social justice events.

**B. PROFESSIONAL ENGAGEMENT**

- Current and previous volunteer and membership activities 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, Black Female Lawyers' Network, 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 (Board Chair and Legal Team member), and the Canadian Bar Association*
- Member of the Executive Committee of the Ontario Labour Management Arbitrators 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
- One of the annual Coaches for the Society of Ontario Adjudicators and Regulators (SOAR) and Osgoode Professional Development (OPD) Certificate in Adjudication
- Served as a judge for law student moot competitions
- 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*

**C. EMPLOYMENT HISTORY**

**1. Labour Arbitrator and Mediator (2015 to present)**

I am an adjudicator who arbitrates and mediates in both the public and private sectors. I am on the list of approved grievance arbitrators on the Ministry of Labour's list. I am frequently requested to speak, participate and/or make presentations at conferences, law

schools, and legal and social service organizations.

2. Appointments: **Grievance Settlement Board** (GSB, 2021 to present);  
**Human Rights Tribunal** (HRTO, 2014 – 2021)

I also adjudicate as a part-time member of the GSB and have previously been a part-time member of the HRTO. In both capacities I have adjudicated and mediated disputes.

3. **Grant & Bernhardt** (April 2001 to 2015)

As a lawyer in private practice, I was a sole practitioner who worked in association with Yola Grant. I specialized in labour, employment, human rights, administrative, and constitutional law. Besides representing individual clients, I served as a labour arbitration nominee (union side), and conducted human rights investigations, workshops, facilitations and private mediations dealing with employment disputes.

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

**Responsibilities:**

During my employment at ONA, I held three positions, some 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 coordination 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
- preparing and presenting submissions, workshops and policies on ONA's behalf regarding human rights and equity
- 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)  
Dubai Women's College  
Higher Colleges of Technology  
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. Curriculum Writer** (contract position - December 1989 to April 1990)  
Higher Colleges of Technology  
United Arab Emirates

**Responsibilities:**

- researched resource material and prepared the curriculum for a course entitled Supervisory Techniques and Practices

- 6. Articling Law Student** (1988 to 1989)  
Cavalluzzo, Hayes & Lennon - Barristers & Solicitors

- 7. Human Rights Officer** (1978 to 1984)  
Ontario Human Rights Commission (OHRC)

**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)
- 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)

**Responsibilities:**

- acted as an information source and consultant for the community on matters relating to multiculturalism and community social support
- worked with directors, principals, staff, and students of the Etobicoke Board of Education
- acted as Coordinator for the multicultural festival, "Faces/Etobicoke"
- acted as Staff Coordinator for the 23 Division Pilot Committee of Law Enforcement and Race Relations
- acted as a committee member on the Rexdale Immigrant Women's Group project

I have also worked as a consultant on Human Rights issues (presenting seminars to management groups), a summer student at the Ontario Human Rights Commission, a Residence Assistant (counselling) in a university residence, a cashier at Dominion Stores Ltd., a general helper at Beaver Lumber, and as an attendant at a C.N.E. pizza booth.

**D. 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.

Other courses and training seminars include the Arbitrator Development Program, adult education, negotiation and mediation, teacher training, public speaking, and introductory Arabic.