

FAY FARADAY

Curriculum Vitae

**Osgoode Hall Law School
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Fay Faraday is a lawyer, academic, strategic adviser and policy consultant whose work focuses on constitutional and human rights, administrative and public law, transnational migrant workers' rights, labour and pay equity. She is the founder of an independent social justice law and strategic consulting practice in Toronto. Since 1996 she has represented unions, civil society, coalitions and individuals in litigation, and provided complex opinion work, policy and strategic advice. She has represented clients on many leading constitutional and human rights cases at the Supreme Court of Canada and Ontario Court of Appeal. Fay has two decades of experience as a policy consultant conducting commissioned research and policy analysis and researching and writing law reform reports for governments, task forces, and public, private and community-based organizations on issues including constitutional and human rights, access to justice, migrant workers' rights, effective enforcement of labour rights, employment standards and pay equity. She works collaboratively with community organizations and multi-stakeholder coalitions to develop strategic visions and practical action plans to advance human rights and social justice outcomes. As an academic, Fay teaches courses including ethical lawyering, human rights law, appellate advocacy and advanced labour law at Osgoode Hall Law School and teaches courses in transnational labour migration, and social justice and political activism at York University. Fay has published extensively on constitutional law, labour and human rights. She also holds positions as an Innovation Fellow at the Metcalf Foundation, as a Visiting Professor at Osgoode Hall Law School and as the Packer Visiting Chair in Social Justice in the Political Science Department at York University. She also serves as Discrimination and Harassment Counsel for the Law Society of Upper Canada.

Current to June 2018

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I. EDUCATION AND ACADEMIC AWARDS

- 1989 - 1990 **Osgoode Hall Law School, York University:** LL.B.
 1991 - 1993 **Gold Medalist.**
- 1990 - 1991 **University of Toronto:** MA in Legal History.
 Interdisciplinary thesis jointly supervised through the Faculty
 of Law and Department of History. **Thesis:** *The Debate
 About Prostitution: A History of the Formation and Failure of
 Canadian Laws Against the Sex Trade 1867-1917*
- 1985 - 1989 **University of Toronto:** BA First Class Honours,
Gold Medalist.
 Combined Specialist: History, Political Theory.

LAW SCHOOL AWARDS AND SCHOLARSHIPS**Gold Medalist (1993)**

- Christopher Robinson Memorial Scholarship (1993)
 George Graham Sinclair Memorial Award (1993)
 Stringer, Brisbin & Humphrey Essay Prize in Labour Law (1993)
 NAWL Sixth Annual Essay Contest, First Prize and Second Prize (1992)
 York University Faculty Association Undergraduate Scholarship (1992)
 McCarthy Tétrault Prize (1992, 1990)
 Annie Macdonald Langstaff Prize (1992)
 Helen Kinnear Prize in Family Law (1992)
 Clifton H. Lane Memorial Prize (1990)
 Bassel, Sullivan and Leake Award (1990)
 Carswell Co. Prize (1990)
 McMillan Binch Prize in Torts (1990)
 Fogler Rubinoff Prize in Property I and II (1990)

SELECTED LIST OF GRADUATE SCHOOL AWARDS AND SCHOLARSHIPS

- Simcoe Special Fellowship (University of Toronto) (1990)
 Nominated for Mellon Fellowship (1989)

UNDERGRADUATE AWARDS AND SCHOLARSHIPS (continued on next page)**University College Gold Medal for Best Degree (Arts) (1989)**

- Varsity National Admissions Scholarship (1985-1989)
 C.L. Burton Open Scholarship (1989, 1988)
 Faculty Scholar (1989, 1987, 1986)

S.F. Buckland Memorial Scholarship in History (1988)
 M. and E. Woodside Prize for History (1988)
 Dr. W.D. Dunlop Scholarship (1988)

II. TEACHING EXPERIENCE AND ACADEMIC SERVICE

I have experience in formal classroom teaching, experiential learning, curriculum development and public legal education. I have seven years' experience teaching law students in various settings, including large first-year classes, upper year seminars, one-on-one directed reading courses (JD and graduate students) and in experiential learning. I have also taught undergraduate seminars. I have 20 years' experience teaching, mentoring and training summer law students, articling students and associates, providing legal education and skills training to non-lawyers (union representatives and community organizers) and delivering continuing legal education to practising lawyers. My continuing legal education seminars are listed in Part VI of this CV.

A. VISITING PROFESSORSHIPS, FELLOWSHIPS, RESEARCH GRANTS

2010-present	<p>Osgoode Hall Law School 2018- : Assistant Professor 2013-2018: Visiting Professor 2012-2013: Inaugural McMurtry Visiting Clinical Fellowship 2010-2012: Adjunct Professor</p>
2014-present	<p>York University, Department of Political Science Packer Visiting Chair in Social Justice Global Labour Research Centre: Scholar-in-Residence</p>
2011-present	<p>Metcalf Foundation Innovation Fellowship (research fellowship: \$135,800)</p>
2016-2020	<p>Canadian Women's Foundation. Partner in research consortium and Coordinator of 5-year anti-trafficking research and policy/service reform project (\$250,000)</p>

B. FORMAL CLASSROOM TEACHING AND MENTORSHIP

August 2010 to present: **Osgoode Hall Law School and York University**
 I employ a variety of teaching techniques to engage students with different learning styles (formal lectures combined with extended question and answer sessions; flipped classrooms; web-enhanced tools and blended learning; interactive small

group and partner exercises; reflective work; interactive course blogs; collaborative problem-solving). I revise my course materials annually, changing topics and readings, incorporating current events, adopting new teaching methods and inviting guest practitioners with specialized expertise.

2017-2018: Osgoode Hall Law School and York University (Faculty of Liberal Arts and Professional Studies)

- (i) Osgoode first year course: *Ethical Lawyering in a Global Community* Course Director and instructor of Section A (75 students);
- (ii) Osgoode, Appellate Advocacy Seminar (54 students)
- (iii) Osgoode, Advanced Labour Seminar: Precarious Employment
- (iv) York University, Work and Labour Studies Program, 4th year undergraduate seminar: *Legal Regulation of Migrant Workers: Constructed Insecurity and Worker Resistance*; and
- (v) York University, Political Science Department, combined 4th year undergraduate and graduate seminar: *Social Justice and Political Activism*.

2016-2017: Osgoode Hall Law School and York University (Faculty of Liberal Arts and Professional Studies)

- (i) Osgoode first year course: *Ethical Lawyering in a Global Community* Course Director and instructor of Section C (74 students);
- (ii) Osgoode, Appellate Advocacy Seminar;
- (iii) York University, Work and Labour Studies Program, 4th year undergraduate seminar: *Legal Regulation of Migrant Workers: Constructed Insecurity and Worker Resistance*; and
- (iv) York University, Political Science Department, combined 4th year undergraduate and graduate seminar: *Social Justice and Political Activism*.

2015-2016: Osgoode Hall Law School and York University (Faculty of Liberal Arts and Professional Studies)

- (i) Osgoode first year course: *Ethical Lawyering in a Global Community* Course Director and instructor of Section C (74 students);
- (ii) York University, Work and Labour Studies Program, 4th year undergraduate seminar: *Legal Regulation of Migrant Workers: Constructed Insecurity and Worker Resistance*; and
- (iii) York University, Political Science Department, combined 4th year undergraduate and graduate seminar: *Social Justice and Political Activism*.

2014-2015: Osgoode Hall Law School and York University (Faculty of Liberal Arts and Professional Studies)

- (i) Osgoode first year course: *Ethical Lawyering in a Global Community* (Section C) (73 students);
- (ii) Osgoode upper year seminar: *Discrimination and the Law* (14 students, including 1 student who audited the course);
- (iii) Osgoode upper year seminar: *Legal Values: Legal Ethics* (Winter 2015, 12 students registered);
- (iv) Osgoode *Directed Reading Course* in constitutional and human rights law (1 graduate student);
- (v) York University, Work and Labour Studies Program, 4th year undergraduate seminar: *Legal Regulation of Migrant Workers: Constructed Insecurity and Worker Resistance* (10 students); and
- (vi) York University, Political Science Department, combined 4th year undergraduate and graduate seminar: *Social Justice and Political Activism* (Winter 2015, 20 undergraduate, 4 graduate students).

2013-2014: Osgoode Hall Law School

- (i) First year course: *Ethical Lawyering in a Global Community* (Section C) (75 students);
- (ii) Upper year seminar in *Discrimination and the Law* (12 students); and
- (iii) *Directed Reading Course* in constitutional and human rights law (1 JD student)

2012-2013: Osgoode Hall Law School

- (i) First year course: *Ethical Lawyering in a Global Community* (Section D) (72 students); and
- (ii) Upper year seminar: *Discrimination and the Law* (11 JD students; 1 graduate student)

2011-2012: Osgoode Hall Law School

- (i) First year course in *Ethical Lawyering in a Global Community* (Section D) (73 students).

2010-2011: Osgoode Hall Law School

- (i) Co-taught upper year seminar in *Legal Values: Legal Ethics* (20 students)

In addition to formal classroom teaching, I have also provided annual skills training to the students in Osgoode's Anti-Discrimination Intensive Program for 4 years, coached the Wilson Moot team for 6 years, mentored two graduate students who organized the 2013 *Gendered Dissent* conference at Osgoode, and I provide ongoing one-on-one mentorship to a number of JD students, particularly women, students from racialized communities and students with non-standard career paths/aspirations.

C. EXPERIENTIAL LEARNING

I have 20 years' experience as a litigator (1996-present) working one-on-one and in teams with summer students, articling students and associates providing active on-the-job training and mentoring in daily client work. I have also had formal responsibility for experiential learning programs as follows:

Sept 2009-2015: **Osgoode Hall Law School.** Co-coach of the Wilson Moot Team since 2009. National appellate moot on equality rights under s. 15 of the *Charter*. (Team won national factum writing prize in 2014).

2000 - 2010: **Cavalluzzo Hayes Shilton McIntyre & Cornish LLP.** As Chair of the firm's Student Committee (2000-2007) and Partner Responsible for Associate Recruitment (2003-2010), I developed, coordinated and implemented formal and informal in-house student and associate training and education programs. These included organizing monthly formal training seminars on substantive areas of law, professional responsibility and lawyering skills. I also provided ongoing one-on-one training and on-the-job supervision on lawyering skills, written advocacy, research techniques and substantive law. I provided regular, active mentoring for articling students, summer students and co-op students and was formally assigned as a mentor to 2-4 associates each year.

D. LEGAL EDUCATION AND SKILLS TRAINING FOR NON-LAWYERS

1996 - present **Fay Faraday, Barrister & Solicitor and Cavalluzzo Hayes Shilton McIntyre & Cornish LLP.** I have developed and implemented numerous client-education seminars, training union representatives, community organizers and others on substantive areas of law, legal process and law reform processes and strategies. In these sessions I have given lectures, guided interactive small group problem solving exercises and developed multi-media resource materials, guides and checklists. The following are only a few of many examples:

(i) 2012 to present: **Metcalf Foundation, Innovation**

Fellow. Built around my reports, *Made in Canada: How the Law Constructs Migrant Workers' Insecurity*, *Profiting from the Precarious: How Recruitment Practices Exploit Migrant Workers*, *Canada's Choice: Entrenched Exploitation or Decent Work for Canada's Migrant Workers*, I have participated in numerous community-based workshops for community organizers, social service providers, union organizers, worker-led organizations, and migrant workers to advance understanding of the legal regulation of migrant workers, and rights enforcement for migrant workers.

(ii) Sept. 2010 **Ontario Federation of Labour**, Toronto. "Achieving and Maintaining Pay Equity". Conducted day long interactive workshop training for over 100 union representatives.

(iii) Nov. 2008 **Human Rights Legal Support Centre**, Toronto. Training for legal staff on pregnancy-related discrimination, the interaction between human rights and employment standards remedies and avenues for redress.

(iv) Sept. 2008 **Ontario English Catholic Teachers Association**, Toronto. Grievance Officers Training Seminar. Full day training seminar, including two plenary presentations on the duty to accommodate under the *Human Rights Code* and accommodating employees with disabilities on their return to work, and one workshop on issues in grievance arbitration.

(v) Mar. 2007 **Canadian Union of Public Employees Ontario Social Service Conference**, Ottawa, Ontario. "Pay Equity – It's a Right not a Raise!" Conducted half-day training seminar for over 200 union representatives.

(vi) Nov. 2006 **Ontario Federation of Labour**, Toronto. Conducted day-long training seminar, including plenary presentations and interactive training workshops, for over 120 union representatives.

E. CURRICULUM DEVELOPMENT

Winter 2018

Osgoode Hall Law School. Developed new upper year seminar on Advanced Labour: Precarious Work

- Fall 2014 **York University, Faculty of Liberal Arts and Professional Studies.** Developed new 4th year undergraduate course: *Legal Regulation of Migrant Workers: Constructed Insecurity and Worker Resistance*
- 2007 - 2009
2011 - 2012 **Ontario Justice Education Network.** Collaborated with teachers and lawyers to develop high school curriculum modules on labour rights and human rights in the workplace and provided ongoing consultation on an *ad hoc* basis.

F. ACADEMIC SERVICE

I have provided peer review service to a number of academic journals addressing issues of constitutional/*Charter* law, human rights law, labour, administrative law and issues of transnational migration and precarious employment and immigration status. Journals for which I have provided peer review include:

Canadian Journal of Law and Social Policy
Canadian Labour and Employment Law Journal
International Journal of Migration and Border Studies
Journal of Law and Equality
National Journal of Women and the Law
Queen's Law Journal
UBC Law Review

I have also done peer reviews of books for:

Between the Lines
UBC Press

In 2015, I joined the **Migrant Mothers Project, Research Advisory Committee.** The Project is an academic/community collaboration with a focus on violence against women that examines how immigration policies impact on the rights, safety and security of women with precarious immigration status. The Project aims to inform the development of programs, policies and advocacy strategies to support immigrant women.

III. LEGAL PRACTICE EXPERIENCE

A. LEGAL PRACTICE

- August 2010 to present **FARADAY LAW**
Founder of independent social justice litigation and strategic consulting practice. Focus on human rights, *Charter of Rights*

and Freedoms, constitutional, administrative and public law, labour, pay equity, appellate advocacy. Extensive test case litigation addressing systemic discrimination. Collaboration with civil society groups and coalitions to provide strategic and policy advice on constitutional, human rights and public law issues. International consulting on the human rights of migrants. Since 2017, I also serve as Discrimination and Harassment Counsel for the Law Society of Ontario.

* **Ranked by Lexpert as a “Leading Practitioner” in workplace human rights.**

* **Awarded the Spirit of Barbra Schlifer Award for two decades of work on behalf of transnational migrant women workers.**

September 2011 to present

Metcalf Foundation, Innovation Fellowship

Research and policy consultation. Collaborating with community organizations, conducting legal and community-based research and writing policy reports, developing innovative legal models to protect rights of low-wage migrant workers.

January 1996 - July 2010

Cavalluzzo Hayes Shilton McIntyre & Cornish LLP

Partner. Practice representing unions, professional associations, employees and civil society groups through constitutional, appellate and judicial review litigation, strategic/policy advice and research in the areas of *Charter* rights, constitutional law, human rights, administrative/public law, labour pay equity and education law.

Responsibility in Firm Governance and Administration

* Director of Research and Opinions.

Responsible for high level innovative legal research and written advocacy; strategic analysis, planning and advice on emerging legal issues; writing policy papers and law reform proposals; developing regular in-house continuing education; preparing regular substantive client newsletters on emerging legal issues; responsible for library collection and in-house training in research techniques.

* Co-leader of the firm’s Human Rights Practice Group.

* Member of the firm’s Practice Group Leaders committee (key body in the firm’s governance and strategic planning).

* Responsible for Associate Recruitment (2003 - 2010).

* Chair of the firm’s Student Committee (2000-July 2007)

Responsible for student recruitment, developing and implementing student training/educational programs, and mentoring articling students, summer students and co-op students.

* Mentor (2004 to July 2010): active regular mentoring of 2-4 associates annually.

* Equity Committee (2007 to July 2010).

Responsible for developing and implementing the firm's discrimination and harassment complaint procedures, investigating and mediating complaints.

B. PARTIAL LIST OF SIGNIFICANT CASES

Attorney General of Québec v. Alliance du personnel professionnel et technique de la santé et des services sociaux, et al., 2018 SCC 17. Counsel representing intervener coalition of English- and French-language pay equity advocates and national feminist organization in s. 15 *Charter* appeal re maintenance of pay equity rights, right to union representation and right to disclosure of information; also analysis of the relationships between *Charter* s. 15(1) and s. 15(2); and *Charter* s. 28 and s. 1.

Centrale des syndicats du Québec, et al. v. Attorney General of Quebec, 2018 SCC 18. Counsel representing intervener coalition of English- and French-language provincial organizations of pay equity advocates and national feminist organization in s. 15 *Charter* appeal re pay equity rights for women working in female dominated workplaces.

Meredith and Roach v. Canada (Attorney General), 2015 SCC 2. Counsel representing intervener Professional Institute of the Public Service of Canada on appeal re freedom of association under s. 2(d) of the *Charter* and collective bargaining.

Tanudjaja et al v. Canada (Attorney General) and Ontario (Attorney General), 2014 ONCA 852; (2013), 116 O.R. (3d) 574 (S.C.J.), 2013 ONSC 5410. Counsel (with Peter Rosenthal and Tracy Heffernan) representing homeless and precariously housed individuals and community organization re: right to housing under s. 7 (life and security of the person) and s. 15 (equality) of the *Charter*.

Bedford v. Canada (Attorney General) 2013 SCC 72; 2012 ONCA 186, (2012), 109 O.R. (3d) 1 (C.A.). Constitutional challenge to *Criminal Code* provisions relating to prostitution. Counsel representing Intervener Women's Coalition for the Abolition of Prostitution, a coalition of seven national, provincial and local feminist organizations representing aboriginal, francophone and anglophone women.

Professional Institute of the Public Service of Canada v. Canada (Attorney General), 2013 ONSC 965, currently on reserve at the Ontario Court of Appeal. Counsel representing union in s. 2(d) freedom of association *Charter* challenge regarding federal legislation and collective bargaining.

Fraser v. Ontario (Attorney General) 2011 SCC 20, reversing 2008 ONCA 760 (C.A.); (2008), 92 O.R. (3d) 481 (C.A.) reversing (2006), 79 O.R. (3d) 219 (S.C.J.); (2006), 263 D.L.R. (4th) 425 (Ont. S.C.J.); [2006] O.J. No. 45. Constitutional challenge under s.2(d) freedom of association and s.15 equality rights addressing agricultural workers' right to bargain collectively.

Brantford (City) v. Montour (2010), 104 O.R. (3d) 429 (S.C.J.). Counsel for two aboriginal elders in constitutional challenge to municipal by-laws, addressing treaty rights and the government's duty of consultation.

Tranchemontagne and Werbeski v. Director (Ontario Disability Support Program), (2010), 102 O.R. (3d) 97 (C.A.), 2010 ONCA 593. Counsel for intervener Ontario English Catholic Teachers' Association. Addressing discrimination on the basis of disability and the legal test for finding discrimination under the Ontario *Human Rights Code*.

Health Services and Support-Facilities Subsector Bargaining Assn. v. British Columbia, 2007 SCC 27. Counsel for intervener UFCW Canada. Landmark Supreme Court of Canada decision recognizing constitutional protection for collective bargaining under s.2(d) freedom of association. Overturned SCC's 1987 *Labour Trilogy* on interpretation of s.2(d) of the *Charter*.

Fraser v. Canada (Attorney General), [2005] O.J. No. 5580. Right of union to act as public interest litigant addressing constitutionality of Canadian law affecting migrant agricultural workers from Mexico and the Caribbean.

R. v. Hy & Zel's Supermarket Drugstore Ltd. (2005), 257 D.L.R. (4th) 651 (Ont. C.A.); 77 O.R. (3d) 656 (C.A.); 200 C.C.C. (3d) 460 (Ont. C.A.); [2005] O.J. No. 3788 (C.A.); affirming (2000), 194 D.L.R. (4th) 375 (Ont. S.C.J.). Counsel for intervener UFCW Canada. Protecting rights of retail workers in employers' constitutional challenge to *Retail Business Holidays Act* which preserves public holidays for workers; addressing freedom of religion and right to equality.

Hall (Litigation Guardian of) v. Powers (2005), 80 O.R. (3d) 462 (S.C.J.); [2005] O.J. No. 2739; (2002), 59 O.R. (3d) 423 (S.C.J.); [2002] O.J. No. 1803 (S.C.J.). Counsel for Ontario English Catholic Teachers' Association. Supporting the right of a gay Catholic student to bring his same-sex partner to his high school prom.

Auton (Guardian ad litem) v. British Columbia (Attorney General), [2004] 3 S.C.R. 657;

[2004] S.C.J. No. 71; (2004), 245 D.L.R. (4th) 1 (S.C.C.). Counsel for interveners Canadian Association of Community Living and Council of Canadians with Disabilities. Section 15 *Charter* litigation re disability rights; lack of public funding for supports for children with autism.

Newfoundland (Treasury Board) v. Newfoundland and Labrador Association of Public and Private Employees (N.A.P.E.), [2004] 3 S.C.R. 381; [2004] S.C.J. No. 61; (2004), 244 D.L.R. (4th) 294 (S.C.C.). Counsel for intervener Canadian Labour Congress. Section 15 *Charter* litigation re pay equity rights of Newfoundland public sector employees.

Bell Canada v. Canadian Telephone Employees Association, [2003] 1 S.C.R. 884; [2003] S.C.J. No. 36; (2003), 227 D.L.R. (4th) 193 (S.C.C.). Counsel for intervener Canadian Labour Congress. Institutional independence of Canadian Human Rights Tribunal and administrative law principles of procedural fairness; Canadian Human Rights Commission's power to issue pay equity guidelines.

Falkiner v. Ontario (Director, Income Maintenance Branch, Ministry of Community and Social Services) (2002), 59 O.R. (3d) 481 (C.A.); 212 D.L.R. (4th) 633 (Ont. C.A.); [2002] O.J. No. 1771 (C.A.). Counsel for intervener Women's Legal Education and Action Fund (LEAF). Section 15 *Charter* litigation overturning "spouse-in-the-house rule" re eligibility for social assistance; recognized "receipt of social assistance" as prohibited ground of discrimination under the *Charter*.

Ontario English Catholic Teachers' Association v. Ontario (Attorney General), [2001] 1 S.C.R. 470; [2001] S.C.J. No. 14; (2001), 196 D.L.R. (4th) 577 (S.C.C.). Constitutionality of legislation re funding and governance of education in Ontario; right to local taxation and governance re education; denominational rights under s.93 of the *Constitution Act*.

Public School Boards Association of Alberta v. Alberta, [2000] 2 S.C.R. 409; [2000] S.C.J. No. 45; (2000), 191 D.L.R. (4th) 513 (S.C.C.). Counsel for intervener Ontario English Catholic Teachers' Association. Constitutionality of provincial legislation affecting school board funding.

Ferrel v. Ontario (Attorney General) (1998), 163 D.L.R. (4th) 1 (Ont. C.A.); 42 O.R. (3d) 97 (C.A.); [1998] O.J. No. 5074. Counsel for intervener Ontario Federation of Labour. Section 15 *Charter* challenge to repeal of *Employment Equity Act*.

S.E.I.U. Local 204 v. Ontario (Attorney General) (1997), 35 O.R. (3d) 508 (Gen. Div.); 151 D.L.R. (4th) 464 (Gen. Div.). Section 15 *Charter* litigation successfully challenging provincial legislation which repealed proxy pay equity provisions affecting broader public sector from the *Pay Equity Act*.

C. OTHER LEGAL WORK EXPERIENCE

- February 1996 **Call to the Bar**
- August 1994-August 1995 **Supreme Court of Canada.** Law clerk to Mr. Justice Peter Cory. Duties: researching/writing legal memoranda, assisting in drafting judgments, writing speeches, and writing/editing other material.
- July 1993-July 1994 **Cavalluzzo Hayes & Shilton.** Articling Student.
- 1992 **International Ladies Garment Workers Union.** Researcher. Duties: researching and designing legislative model for broader-based collective bargaining for industrial homeworkers and domestic workers; co-authoring brief to government.
- 1991 - 1993 **Osgoode Hall Law Journal.** Senior Editor.
- 1990 - 1993 **Osgoode Hall Law School.** Research assistant for Prof. Judy Fudge (labour law); Prof. Bruce Ryder (criminal law and *Charter of Rights*); Prof. Alan Young (criminal law); Prof. Dianne Martin (poverty law).
- Summer 1990 **Parkdale Community Legal Services.** Student legal counsel in Immigration Division. Community work focussed on immigrant women experiencing domestic violence.

IV. LAW REFORM AND POLICY CONSULTATION

A. PARTIAL LIST OF LAW REFORM REPORTS AND LEGISLATIVE COMMITTEE BRIEFS

[Canada's Choice: Decent Work or Entrenched Exploitation for Canada's Migrant Workers?](#) (Metcalf Foundation: 2016). Available online at www.metcalffoundation.com

[Securing Human Rights Justice for Women's Work: The Path to a 0% Gender Pay Gap by 2025](#) (Equal Pay Coalition: 2016). Co-authored with Mary Cornish and Jan Borowy. Available online at www.equalpaycoalition.org

[Profiting from the Precarious: How Recruitment Practices Exploit Migrant Workers.](#) (Metcalf Foundation: 2014). Full report (97 pages) and summary report (56 pages) available online at www.metcalffoundation.com

Made in Canada: How the Law Constructs Migrant Workers' Insecurity. (Metcalf Foundation: 2012) Full report (118 pages) and summary report (40 pages) available online at www.metcalffoundation.com.

A Framework for Action on Pay Equity in Ontario: A Special 20th Anniversary Report Contributing to Ontario's Future. Prepared for the Equal Pay Coalition, co-authored with Mary Cornish. (November 2008)

Responding to Bill 107 – Issues to Consider. Detailed report on proposed amendments to the Ontario Human Rights Code. Cited in *Hansard*, Second Reading on Bill 107. Co-authored with Mary Cornish (May 2006)

Canada's International and Domestic Human Rights Obligations to Ensure Pay Equity: Obligations to Design an Effective, Enforceable and Proactive Federal Pay Equity Law. Co-authored with Mary Cornish and Elizabeth Shilton. Commissioned research paper prepared for the Federal Pay Equity Task Force (October 2002).

Response to the Ministry of Labour Consultation Paper "Looking Forward: A New Tribunal for Ontario's Workplaces" (April 2001)

Bill 49: The Employment Standards Improvement Act (Ottawa: National Association of Women and the Law, 1996)

Pay Equity Act Review 1996 (Ottawa: National Association of Women and the Law, 1996)

Omnibus Bill 26: The Proposed Savings and Restructuring Act, 1996 (Ottawa: National Association of Women and the Law, 1996)

Meeting the Needs of Vulnerable Workers: Proposals for Improved Employment Legislation and Access to Collective Bargaining for Domestic Workers and Industrial Homeworkers (Toronto: Intercede/ILGWU, 1993) Co-authored with Judy Fudge, Jan Borowy, Elizabeth Grace and Lee Waldorf.

B. PARTIAL LIST OF RECENT POLICY CONSULTATIONS

2018 **United Nations Special Rapporteur on Violence against Women, its Causes and Consequences.** Consultation meetings with UN Special Rapporteur Dubravka Šimonović during her official country visit to Canada. Made presentations on human trafficking, migrant women's rights, violence and rural women.

- 2018 **Ontario. Standing Committee on Social Policy.** Oral presentation and written submissions on amending Bill 3, *Pay Transparency Act*.
- 2018 **Immigration, Refugees and Citizenship Canada.** Consultations on developing a new labour migration/permanent immigration system for migrant caregivers.
- 2017-2018 **Ontario, Ministry of Labour and Ministry of Women’s Issues.** Consultations on implementation of Bill 148 equal pay provisions; consultations on closing the gender pay gap; consultations on Bill 203 and Bill 3, *Pay Transparency Act*.
- 2017-2018 **Canada. Economic and Social Development Canada.** Consultations on development of models for community engagement in enforcing migrant worker rights across Canada.
- 2017-2018 **United Nations, Global Compact on Migration,** representative of Canadian civil society in regional and global consultations to develop Global Compact on Migration (September 2017: Washington, D.C.; March 2018: New York)
- 2017 **Ontario. Standing Committee on Finance and Economic Affairs.** Oral presentation and written submissions on amending Bill 148, *Fair Workplaces and Better Jobs Act*.
- 2017 **Ontario, Ministry of Labour.** Consultations on Bill 148, *Fair Workplaces and Better Jobs Act* which amended the *Employment Standards Act, 2000* and *Labour Relations Act, 1995*.
- 2017 **Canada. Employment and Social Development Canada (Labour).** Consultations on developing federal pay equity legislation.
- 2016-2017 **Ontario Ministry of Labour Gender Wage Gap Working Group**
Appointed by the Ministry of Labour as an expert member of a working group to advise on developing and implementing strategies to close the gender pay gap
- 2014 - 2016 **United Nations Special Rapporteur on the Human Rights of Migrants.**
I am one of thirty international experts invited to consult with the Special Rapporteur on the Human Rights of Migrants regarding transnational recruitment, trade and employment practices and their impact on the human rights of migrants in preparation of the Special Rapporteur’s 2015 and 2016 thematic reports. (Geneva).

- 2015 **Gender Wage Gap Strategy Steering Committee.** Consulted with Steering Committee as a representative of the Ontario Equal Pay Coalition.
- 2015 **Changing Workplaces Review.** Prior to public consultations, invited by Special Advisors appointed by the Ontario Minister of Labour to consult about priorities for the review and public consultation paper. The objective of the review is to propose amendments to the *Labour Relations Act* and the *Employment Standards Act* to improve security and opportunity for those made vulnerable by structural changes in the economy.
- 2014 **House of Commons' Standing Committee on the Status of Women (FEWO),** Invited as expert witness to address Committee's study into "Promising Practices to Prevent Violence Against Women" with specific reference to experiences of migrant women.
- 2012 **United Nations Special Rapporteur on the Right to Food.** Civil society consultation meeting arranged as part of the UN Special Rapporteur's mission to Canada. Invited speaker addressing the rights of migrant farm workers.
- 2011 **Equal Voice and Women's Legal Education and Action Fund.** Invited participant in multi-day, interdisciplinary non-partisan national expert roundtable addressing the under-representation of women in elected office.

V. PUBLICATIONS

A. BOOKS

Constitutional Labour Rights in Canada: Farm Workers and the Fraser Case (Toronto: Irwin Law, 2012). Co-edited collection with Judy Fudge and Eric Tucker. Also sole author of Chapter 5, "Envisioning Equality: Analogous Grounds and Farm Workers' Experience of Discrimination", pp. 109-138.

Enforcing Human Rights in Ontario (Canada Law Book, 2009). Co-author with Mary Cornish and Jo-Anne Pickel. First published text examining Ontario's reformed human rights system, setting out theoretical analysis and practical/strategic guidance on enforcing human rights under Ontario's new human rights regime. Sole author of chapters 1, 3 and 6; significant contributions to all other chapters.

Making Equality Rights Real: Securing Substantive Equality Under the Charter. (Toronto: Irwin Law Inc., 2006.) Lead editor and co-author of substantive introductory analysis. Co-edited with Margaret Denike and M. Kate Stephenson. Second edition released November 2009.

Education Labour and Employment Law in Ontario, 2d edition. (Aurora, Ontario: Canada Law Book). Annual updates from 2006 to 2010. Co-author with Victoria Réaume and Sheilagh Turkington.

Ontario Education Legislation, (Aurora, Ontario: Canada Law Book). Consulting editor on annual consolidation from 2005 to 2010.

B. BOOK CHAPTERS AND JOURNAL ARTICLES

Peer-Reviewed Publications

Fighting for the Right to Housing in Canada (2015), 24 *Journal of Law and Social Policy* 10. Co-authored with Tracy Heffernan and Peter Rosenthal.

Securing Employment Equity by Enforcing Human Rights Laws, Chapter 10 in *Employment Equity in Canada: The Legacy of the Abella Report*, Carol Agocs, ed. (Toronto: University of Toronto Press, 2014.) Co-authored with Mary Cornish and Jan Borowy.

The Expanding Scope of Labour Arbitration: Mainstreaming Human Rights Values and Remedies, (2006) 12:3 *Canadian Journal of Labour and Employment Law* 419-444

Securing Gender Justice: The Challenges Facing International Labour Law, Chapter 14 in *Globalization and the Future of Labour Law*, edited by John D.R. Craig and Michael Lynk (Cambridge University Press, 2006). Co-authored with Mary Cornish and Veena Verma.

Dealing With Sexual Harassment in the Workplace: The Promise and Limitations of Human Rights Discourse (1994), 32:1 *Osgoode Hall Law Journal* 33

Publications, non-peer reviewed:

Book Review of *Migrants at Work: Immigration and Vulnerability in Labour Law*, Cathryn Costello and Mark Freedland eds. (Oxford University Press, 2014) in (2016) 37:2 *Comparative Labor Law and Policy Journal* 447-457

Who Owns Charter Values? A Mobilization Strategy for the Labour Movement, Chapter 8 in *Unions Matter: Advancing Democracy, Economic Equality, and Social Justice*, Matthew Behrens, ed. (Toronto: Between the Lines, 2014). Co-authored with Eric Tucker.

Working Towards Equality: Putting Vision into Practice, Chapter 11 in *Unions Matter:*

Advancing Democracy, Economic Equality, and Social Justice, Matthew Behrens, ed. (Toronto: Between the Lines, 2014)

Access to Social Programs: Substantive Equality Under the Charter of Rights (2006), 21 National Journal of Constitutional Law 111-125

The Arbitrator as Human Rights Adjudicator: Has Meiorin Made a Difference? (2001-2002), 2 Labour Arbitration Yearbook 31-50. Co-authored with Elizabeth McIntyre and Karen Schucher.

What Will Teachers Do for Their Pay in the Twenty-First Century?, chapter in 2001: An Education Law Odyssey, Vancouver, B.C.: Canadian Association for the Practical Study of Law in Education, 2004. Co-authored with Elizabeth Shilton.

Eldridge v. British Columbia: Defining the Equality Rights of the Disabled under the Charter (1998), 6:4-6 Canada Watch 78. Co-authored with Mary Cornish.

Can Poststructuralist Theory Help Us Discover a Feminist Method for Creating Laws?: A Case Study of the Debate About New Reproductive Technologies (Ottawa: National Association of Women and The Law, 1993)

Book Review of Barbara Katz Rothman, *Recreating Motherhood: Ideology and Technology in a Patriarchal Society* (1992), 10 Canadian Journal of Family Law 310

C. CONFERENCE PAPERS

“Constitutional protection for the right to bargain collectively under the Supreme Court of Canada’s new labour trilogy”. Prepared for Canadian Foundation for Labour Rights National Forum. Toronto, 9 April 2015. Published in *2015 New Labour Trilogy: CFLR Forum Report* (2015) at pp. 26-34.

“Substantive Equality and Civil Liberties: Two Solitudes or Tentative Allies?”. Prepared for Canadian Civil Liberties Association and Institute for Feminist Legal Studies symposium, “Gendering Civil Liberties” Toronto, 19 September 2014.

“Strategic Silencing of Legal Claims: Motions to Strike”. Prepared for conference organized by the Gender & Dissent Working Group of the Dissent, Democracy & the Law Research Network and the Institute for Feminist Legal Studies. “Gendered Dissent, Democracy and the Law”. Toronto, 12-13 May 2014. Co-authored with Tracy Heffernan.

“Building a Human Rights Culture in Ontario”. Prepared for Osgoode Hall Law School

and Institute for Feminist Legal Studies Conference, “Remedying Discrimination: A Symposium on the Ontario Human Rights Review”, Toronto, 25 January 2013.

“*Securing Employment Equity by Enforcing Human Rights Laws.*” Prepared for University of Western Ontario Labour Law Lecture and Conference 2009, “Equity in the Workplace: 25 Years After the Abella Report”, October 2009. Co-authored with Mary Cornish and Jan Borowy

“*Transitioning to Ontario’s New Human Rights System: What Do You Need to Know.*” Prepared for Ontario Bar Association Conference, “Representing Clients in Ontario’s New Human Rights System”, June 2008. Co-authored with Mary Cornish, Jo-Anne Pickel and Kate Hughes.

“*Industrial Democracy and the Common Sense Revolution: Freedom of Association in an Era of Neo-Conservatism.*” Prepared for University of Western Ontario Labour Law Lecture and Conference 2007, “The Charter, Human Rights and Labour: 25 Years Later”, London, Ontario, October 2007. Co-authored with Paul Cavalluzzo.

“*Deemed Termination Clauses and the Duty to Accommodate.*” Prepared for Law Society of Upper Canada, 5th Annual Six-Minute Labour Lawyer Conference, Toronto, June 2007.

“*Enforcing Human Rights: Choices and Strategies Under the New Human Rights Code.*” Prepared for Ontario Bar Association Annual Institute 2007, “Human Rights and Labour Law: New Challenges and Directions in 2007”, Toronto, February 2007. Co-authored with Kate Hughes and Jo-Anne Pickel.

“*Labour Arbitration and Human Rights: Mainstreaming Human Rights Values and Remedies.*” Prepared for University of Western Ontario Labour Law Lecture and Conference 2005, “Administering Labour Law”, London, Ontario, October 2005.

“*Linking International and Domestic Equality Rights: Using Global Gender Standards to Further Canadian Women’s Economic Equality.*” Co-authored with Mary Cornish. Prepared for the Canadian Bar Association Annual Legal Conference, Vancouver, British Columbia, August, 2005.

“*Achieving Pay and Employment Equity for Women – Human Rights and Business/Development Initiatives.*” Co-authored with Mary Cornish. Prepared for the *International Pay and Employment Equity for Women Conference* held by the New Zealand Advisory Council on the Employment of Women, Wellington, New Zealand, 28-29 June 2004.

“*Litigating Pay and Employment Equity: Strategic Uses and Limits – the Canadian*

- Experience*". Co-authored with Mary Cornish. Prepared for *International Pay and Employment Equity for Women Conference* New Zealand Advisory Council on the Employment of Women, Wellington, New Zealand, 28-29 June 2004.
- "Equity, Diversity and the New Lawyer: Enhancing Access to Justice"*. Prepared for the Law Society of Upper Canada, *The New Lawyer Experience*, Toronto, 7-8 November 2002.
- "Restrictions on the Access to the Right to Organize and Bargain Collectively in Ontario"*, co-authored with Mary Cornish and Rob Gibson. Prepared for conference organized under the North American Agreement on Labor Cooperation (NAALC), *Right to Organize and Bargain Collective in Canada and the United States*, Toronto, 1-2 February 2001.
- "From Principle to Reality: Enforcing Canadian Women's Right to Economic Equality"*, co-authored with Mary Cornish and Veena Verma. Prepared for the International Association of Official Human Rights Agencies 53rd Annual Conference, *Civil Rights in the Millennium: A Call to Action*, Cincinnati, Ohio, 25 July 2001.
- "The Future of Pay Equity Enforcement in Canada"*, co-authored with Mary Cornish. Prepared for West Coast LEAF National Forum on Equality Rights, *Transforming Women's Future: Equality Rights in the New Century*, Vancouver, B.C., 4-7 November 1999
- "Strategies for Achieving Employment Equity"*, co-authored with Mary Cornish. Prepared for West Coast LEAF National Forum on Equality Rights, *Transforming Women's Future: Equality Rights in the New Century*, Vancouver, B.C., 4-7 November 1999.
- "Section 15 at the Trial Level – Presenting the SEIU 204 Charter Challenge"*, co-authored with Mary Cornish and Elizabeth Shilton. Prepared for West Coast LEAF National Forum on Equality Rights, *Transforming Women's Future: Equality Rights in the New Century*, Vancouver, B.C., 4-7 November 1999.
- "Where Do We Go for Pay Equity? Strategies for Achieving Pay Equity in Canada"*, co-authored with Mary Cornish. Prepared for the Retail Wholesale Canada, Women's Conference, Toronto, 18 May 1999.
- "Where Do We Go for Equity? Strategies for Achieving Pay Equity and Employment Equity"*, Co-authored with Mary Cornish. Prepared for the Canadian Association of Labour Lawyers 8th Annual Conference, Toronto, 29 April - 2 May 1999.
- "Bell Canada v. CEP: Access to Human Rights Denied"*, co-authored with Mary Cornish and Amanda Pask. Prepared for the Canadian Association of Labour Lawyers 7th Annual Conference, Saskatoon, 14-17 May 1998.

“Equality Rights versus Deficit Reduction Agendas: SEIU Local 204 et al v. Attorney General of Ontario”, co-authored with Mary Cornish and Elizabeth Shilton. Prepared for the Canadian Association of Labour Lawyers 6th Annual Conference, 23-25 May 1997.

VI. PUBLIC SPEAKING

A. CONFERENCE ORGANIZER

- Apr 2018 **Equal Pay Day.** Co-coordinator of province-wide actions in seven cities, social media campaigns, and meetings with Minister for Women’s Issues and NDP caucus members for Equal Pay Day. Speaker at Toronto Equal Pay Day Rally.
- Apr 2018 **Centre for Law in the Contemporary Workplace, Queen’s University.** Advisory Committee member for 2-day international conference on “Migrants at Work in Canada”.
- Feb 2018 **Canadian Labour Congress and Canadian Women’s Federation, Pay Equity Summit, Ottawa.** Co-organizer and presenter of a full-day national pay equity summit involving over 50 participating labour and community organizations from across Canada.
- Feb 2018 **Ontario Federation of Labour, Time’s Up on Wage Discrimination: A Pay Equity Symposium** Co-organizer and presenter.
- Apr 2017 **Equal Pay Day,** Co-coordinator of province-wide actions in five cities, social media campaigns, press conferences and meetings with the Minister of Labour for Equal Pay Day. Speaker at Toronto Equal Pay Day Rally.
- Jan 2017 **Mobilizing for Equal Pay.** Co-organizer and moderator of participatory think tank/strategy session on mobilizing to close the gender pay gap.
- Dec 2015 **Re-Claiming the Right to Work: Labour Rights as Human Rights in the 21st Century.** Ryerson University. Toronto. Co-sponsor and co-organizer of a public forum on reframing the right to work as a public good. Opening speaker at the event.
- Jan. 2013 **Osgoode Hall Law School. Remediating Discrimination: A Symposium on the Ontario Human Rights Code Review.** Part of organizing team (Lead Organizer Bruce Ryder)

- 28-29 Feb. 2004 **Women’s Legal Education and Action Fund (LEAF). In Pursuit of Substantive Equality. Part Two of A National Colloquium to Reinvigorate and Advance Equality Rights under the Charter**, Planned and coordinated two-day participatory think tank to develop innovative critiques of Canadian equality rights jurisprudence and strategies for securing substantive equality under the *Charter*. Moderated all sessions and presented opening speech on critiques of equality rights jurisprudence.
- 27 Feb 2004 **Women’s Legal Education and Action Fund (LEAF). National Community Consultation on Substantive Equality**, Toronto. Planned and coordinated day-long equality rights consultation involving over 50 representatives of national non-governmental organizations and equality rights activists from across Canada. Presented opening plenary on substantive equality rights under the *Charter*, moderated all plenaries and moderated one small-discussion session.
- Sept. 2003 **Women’s Legal Education and Action Fund (LEAF). In Pursuit of Substantive Equality. Part One of A Colloquium to Reinvigorate and Advance Equality Rights under the Charter**, Toronto. Three-day participatory think tank to develop innovative critiques of Canadian equality rights jurisprudence and strategies to secure substantive equality under the *Charter*. Conference coordinator: planned and coordinated colloquium; moderated three days of roundtable discussions; presented two formal papers: introductory address and paper on litigation strategies in *Falkiner v. Ontario*.

B. PUBLIC LECTURES AND INVITED LECTURES AT ACADEMIC INSTITUTIONS

- May 2018 **Income Security Advocacy Clinic**. Presentation on anti-trafficking initiatives and migrant women’s rights.
- May 2018 **Occupational Health Clinic for Ontario Workers and Dalla Lana School of Public Health – University of Toronto. Work, Migration and Health**. Two presentations:
 (1) Opening Keynote speaker, “Changing Course: Putting People First in Migration”; and
 (2) Panel discussion on “Advocacy, Empowerment and Policy Change”.
- Apr 2018 **Queen’s University, Migrants at Work Symposium**, Kingston. Presentation on “The Limitations of Anti-Trafficking Responses to Challenge Gendered Economic Coercion”

- Mar 2018 **\$15andFairness Provincial Organizing Conference.** Two presentations:
 (1) Best foot forward: Strategic use of case law and arbitrations; and
 (2) Raising the Bar: Next Steps for Legislative Change.
- Mar 2018 **United Nations, Committee on the Status of Women 62, New York City.** NGO Forum presentation, "Towards Equality for Rural and Remote Women in Canada".
- Mar 2018 **Asper Centre Public Interest Litigation Conference.** Panel presentation and art installation. "Winning the Right to Housing: A Holistic Approach to Public Interest Litigation – In Three Voices". In collaboration with Tracy Heffernan and Helen Luu.
- Feb 2018 **Caregiver Unity.** Speaker on reforms to the migrant Caregiver Program.
- Feb 2018 **Ontario Human Rights Commission, Osgoode Hall Law School and University of Toronto, Indigenous Peoples and human rights: A Dialogue.** Presentation on "Transforming Settler Notions of Human Rights: Building Inter-Relations of Connectedness".
- Jan 2018 **FCJ Refugee Centre,** Training on migrant worker rights.
- Dec 2017 **Migrante Ontario.** International Migrants Day key note speaker. "State of Migrant Workers in Canada"
- Nov 2017 **Association of Human Rights Lawyers,** invited lecture on migrant worker rights
- Nov 2017 **Western Law Annual Labour Law Lecture & Conference, London, ON.** Precarious Work, Uncertain Rights and the Role of Workplace Law. Invited speaker. "Labour law and organizing in the fissured workplace".
- Oct 2017 **Barbra Schlifer Commemorative Clinic,** Annual General Meeting, invited speaker to address rights of migrant women.
- Sept 2017 **UN Global Compact on Migration: US-Canada Regional Civil Society Consultation, Washington DC.** Member of Canadian delegation and facilitator of workshop on labour rights and labour recruitment
- Sept 2017 **CBC Ideas, The Poverty Cycle.** Invited speaker to public forum taped for the radio documentary program *Ideas*. Stratford, Ontario.
- June 2017 **AMAPCEO.** Invited speaker to address employment and labour law reforms proposed by the Changing Workplaces Review.

- June 2017 **COPE Ontario**, Provincial Convention. Keynote speaker (Human rights: Being an ally and working for change)
- May 2017 **Terroir Symposium**. Panel speaker addressing migrant labour in Canadian food production
- May 2017 **Faith Alliance to End Human Trafficking**. Symposium on a New Dialogue on Human Trafficking. Invited expert to address labour trafficking and sex trafficking
- May 2017 **Canadian Women's Foundation**. Conducted national webinar on labour trafficking and sex trafficking
- Mar 2017 **The Cooper Institute**. Charlottetown, P.E.I. "Rights, Faith and Politics: A Public Forum on Migrant Worker Rights." Keynote speaker.
- Mar 2017 **Ryerson University**. Speaker on International Women's Day Panel. "Is Childcare Still a Women's Issue?"
- Feb 2017 **Centre for Law in the Contemporary Workplace, Centre for Public Policy and Law, Osgoode Hall Law School and Women's Legal Education and Action Fund**. Toronto. Symposium on Law, Work and Family Care. Invited speaker. Presentation on "Building Security for Precarious Workers in the Home-Based Care Sector"
- Jan 2017 **University of Ottawa/Carleton University**. Ottawa. Invited expert to participate in interdisciplinary policy development workshop on "Prolonged Precarious Status in Canada."
- Nov 2016 **Canadian Council for Refugees**. National Anti-Trafficking Forum. Montreal. Invited speaker addressing evidence-based advocacy strategies to combat human trafficking.
- Aug 2016 **Couchiching Institute on Public Affairs**. Invited speaker at annual policy conference. "The Canada Project: Identity, Citizenship and Nationhood in a Changing World".
- May 2016 **York University, Centre for Public Policy and Law**. Invited speaker. "Thirty+ years of s. 15 of the Charter: Where have we come from, where are we now, and where are we going?"
- April 2016 **Ontario Public Service Employees Union**. Provincial Convention. Keynote speaker addressing the Gender Wage Gap.

- March 2016 **Canadian Women's Foundation and Public Safety Canada.** Invited expert to address National Anti-Trafficking Forum.
- March 2016 **Migrante B.C.** Vancouver. Keynote speaker at Gala Fundraiser. "Moving Forward Together: Building Migrant Worker Security."
- March 2016 **Osgoode Hall Law School.** Guest lecture on property law, homelessness and social and economic rights.
- Sept 2015 **Federation of Asian Canadian Lawyers.** Invited speaker at annual national conference. Panel discussion on public interest advocacy: "Lobbying the UN or Suing the Government in Court? Advancing the rights of Immigrant/Racialized/Disadvantaged Group Members through Systemic Advocacy", Toronto.
- June 2015 **Canadian Association of Labour Lawyers.** National Conference. Invited speaker: (1) opening plenary addressing the SCC's *New Labour Trilogy* on collective bargaining and the right to strike under s. 2(d) of the *Charter*, and (2) addressing innovative systemic discrimination claims before human rights tribunals. Winnipeg.
- April 2015 **Global Labour Research Centre, York University.** "Labour Protection for Temporary Migrant Workers: A Perspective from Australia." Discussant in response to presentation by Joo-Cheong Tham (Melbourne University).
- April 2015 **Centre for Feminist Research, York University.** Four-day National Symposium: "Shifting Paradigms, Enduring Legacies: Reflections on the Royal Commission on the Status of Women at 50". Plenary presentation on "Gender and the Regulation of Work: Reflections on the Legacy of the Royal Commission's Report". Toronto.
- April 2015 **Canadian Foundation for Labour Rights.** National conference. "The New Supreme Court of Canada Trilogy: The Right to Bargain Collectively". Toronto.
- March 2015 **McGill University, Faculty of Law. Advanced Course in International Labour Migration and Human Rights.** Invited guest lecturer on transnational labour recruitment and migrant worker rights. Montreal.
- Jan 2015 **Western University, Faculty of Law. Advanced Labour Law Seminar.** Invited lecturer on migrant workers and precarious work, London, Ontario.

- Dec 2014 **York University, York Centre for Asian Research.** “Assessing Changes to the Live-in Caregiver Program: Improving Security or Deepening Precariousness?”, Toronto.
- Nov 2014 **York University, Global Labour Research Centre, Global Labour Speaker Series,** “Profiting from the Precarious”. Domestic and international human rights and transnational labour recruitment, Toronto.
- Oct 2014 **United Food and Commercial Workers Union Canada, National Lawyers Conference.** Moderator of panel on Supreme Court of Canada jurisprudence and speaker on panel on the rights of migrant workers, Toronto.
- Sept 2014 **Federation of Asian Canadian Lawyers.** Invited speaker at annual national conference. Panel discussion on “Immigration, Multiculturalism and Human Rights”, Toronto.
- Sept 2014 **Canadian Civil Liberties Association and Institute for Feminist Legal Studies.** “Gendering Civil Liberties: A Symposium”. Opening plenary, “Framing the Issues: Can There Be Feminist Civil Liberties?”, Toronto.
- Aug 2014 **Human Rights Legal Support Centre and Parkdale Community Legal Services.** Training for co-op law students on social justice lawyering.
- June 2014 **Canadian Association of Labour Lawyers.** Annual national meeting, Ottawa, Ontario. Two plenary presentations (i) developments regarding the Temporary Foreign Worker Program; and (ii) Supreme Court of Canada appeals on freedom of association, the right to bargain collectively and the right to strike.
- April 2014 **Metcalf Foundation.** Public lecture to launch publication of new report, *Profiting from the Precarious: How Recruitment Practices Exploit Migrant Workers*, Toronto.
- Mar 2014 **York University, Global Labour Research Centre, Global Labour Speaker Series,** “Labour Migration, ‘Unfree Labour’ and Resistance”.
- Feb 2014 **Osgoode Hall Law School and University of Toronto Faculty of Law, Public Interest Day,** Social Justice Panel, “Incorporating Public Interest Work into Private Practice.”
- Nov 2013 **CERIS – The Ontario Metropolis Centre, Ryerson University Centre for Immigration and Settlement and Ontario Council of Agencies Serving**

- Immigrants.** Making the Grade? A Civil Society, Research and Policy Dialogue on the CCR's Migrant Worker Report Cards and the Treatment of Migrant Workers in Ontario. Invited speaker.
- Nov 2013 **David Asper Centre for Constitutional Rights.** Fifth Anniversary Symposium. Invited speaker on access to justice and the future of *Charter* litigation.
- Aug 2013 **Human Rights Legal Support Centre and Parkdale Community Legal Services.** Training for co-op law students on social justice lawyering.
- Aug 2013 **Manitoba Teachers Society.** Winnipeg. Keynote speaker at annual union presidents meeting. *Charter* values and democratic engagement.
- Aug 2013 **Filipino Canadian Youth Alliance of Ontario.** Invited speaker at provincial youth conference: "Making the Youth Count in Canada's Future: The Struggle of Young Workers in the Age of Austerity and Neoliberal Globalization". Addressing temporary labour migration and youth advocacy.
- June 2013 **Canadian Association of Labour Lawyers.** Annual national meeting. Banff, Alberta. "Boom, Bust and Everything in Between: Labour Law at a Crossroads". Organized two panels – one on migrant worker rights and one on Supreme Court and Appellate jurisprudence. Also gave two plenary presentations, one on *Made in Canada: How the Law Constructs Migrant Workers' Insecurity* and one on freedom of association and *Charter* protection for the right to strike and the right to bargain collectively.
- April 2013 **CERIS.** "Celebrating Seventeen Years of Immigration and Settlement Research: Achievements and New Directions". Toronto. Invited speaker on panel addressing temporary labour migration in the context of Immigration Policy Directions and Implications.
- April 2013 **Canadian Labour Congress.** Labour Migration Conference. Toronto. Invited speaker on temporary labour migration and the enforcement of migrant worker rights.
- March 2013 **Canadian Foundation for Labour Rights.** Three-day international conference on "Labour Rights and Their Impact on Democracy, Economic Equality and Social Justice". Two plenary addresses: (1) *Who Owns Charter Values* (constitutional values and democratic engagement); and (2) Equality Rights under the *Charter*.
- March 2013 **SPINLAW Conference.** "30 Years Under the Living Tree: Reflections

- on the *Canadian Charter of Rights and Freedoms*.” Keynote address on litigating *Charter* rights.
- March 2013 **Law Union of Ontario.** Annual conference. “Looking Forward, Looking Back: 40 Years of Resistance”. Speaker on “Working on the Margins: Perspectives on Migrant Work in Canada”.
- March 2013 **Western University, Faculty of Law. Advanced Labour Law Seminar.** Invited guest lecturer on migrant worker rights. London, Ontario.
- Feb 2013 **United Way of Greater Toronto and McMaster University.** Poverty and Employment Precarity in Southern Ontario, (PEPSO). “It’s More Than Poverty.” Invited speaker at the launch of the PEPSO report on precarious employment in southern Ontario. Speech addressed precarious employment and temporary labour migration.
- Feb 2013. **Osgoode Hall Law School.** Symposium in Honour of John McCamus. Invited speaker addressing civil liberties, community organizing and litigating on behalf of marginalized groups.
- Jan 2013 **Queen’s University, Centre for Law in the Contemporary Workplace.** Invited speaker to the Centre and to the advanced labour class to address *Made in Canada: How the Law Constructs Migrant Workers’ Insecurity*.
- Jan 2013 **Osgoode Hall Law School and the Institute for Feminist Legal Studies.** “Remedying Discrimination: A Symposium on the Ontario Human Rights Code Review. Co-organizer and speaker on remedying systemic discrimination: “Building a Human Rights Culture in Ontario”
- Dec 2012 **Ontario Bar Association, Labour and Employment Law Section.** Panelist addressing mentoring in the legal profession.
- Nov 2012 **Ontario Bar Association, Constitutional Law Section..** Nuts and Bolts: Litigating *Charter* Applications and Appeals. Toronto. “Marshalling the Evidence: Lay Witnesses and Experts”.
- Nov 2012 **University of Windsor, Faculty of Law, Transnational Law and Justice** Temporary Migrants in Canada: Towards a Rights-Based Policy. Invited speaker at national conference on migrant worker rights.
- Nov 2012. **Migrant Workers Rights-Canada Network.** National Gathering of Temporary Foreign Workers’ Supporters and Advocates. Ottawa. Invited speaker addressing legal regulation of migrant workers.

- Oct. 2012 **University of Toronto, Centre for Industrial Relations.** Workshop in *Made in Canada: How the Law Constructs Migrant Workers' Insecurity.*
- Oct 2012 **Ontario Council of Agencies Serving Immigrants (OCASI).** Keynote speaker at Annual General Meeting. Addressing the right of migrant workers.
- Sept 2012. **Voice of Industry.** "Voices of Dissent: The State of Labour, Past and Present". Invited speaker at community launch of website on the history of labour organizing: www.voiceofindustry.com
- Aug 2012 **Human Rights Legal Support Centre.** Training for co-op legal students. "Social Justice Lawyering"
- May 2012 **Osgoode Hall Law School, 2011 Constitutional Cases.** Invited speaker on panel addressing fundamental freedoms (freedom of association)
- Oct. & Dec. 2011 **Law Society of Upper Canada.** Civil Appeals: The Year in Review. Invited speaker addressing Supreme Court of Canada ruling in *Fraser v. Ontario*
- Oct. 2011 **Institute for Feminist Legal Studies, Canadian Journal of Women and the Law, and Women's Legal Education and Action Fund.** Invited speaker at two-day conference on "Race and Gender: Scholarship and Action", Toronto. Speech addressing intersectionality and legal process for advancing claims of discrimination.
- Sept. 2011 **Law Society of Upper Canada.** The Anatomy of a Labour Law Judicial Review. Panelist addressing "Tips and Strategies for Written Advocacy".
- Mar. 2011 **University of Toronto, Faculty of Law.** Guest lecturer in labour law.
- Mar. 2011 **University of Toronto Faculty of Law Review Conference,** Invited participant on Journal of Law and Equality Round Table Discussion re *Ontario Disability Support Program v Tranchemontagne.*
- Dec. 2010 **Right to Housing Community Forum.** Invited speaker on panel addressing fundamental human right to housing.
- Nov. 2010 **Ontario Bar Association.** Constitutional, Civil Rights and Human Rights/Criminal Justice meeting. Invited speaker on panel addressing "Section 15 of the *Charter* Post-Kapp: recent trends in equality jurisprudence".

- Oct. 2010 **Canadian Association of Labour Lawyers.** Invited panelist speaking about constitutional rights and the G20 protests.
- Oct. 2010 **University of Toronto, School of Public Policy and Governance.** Guest lecturer on constitutional obligations and public policy governance.
- Sept. 2010 **Canadian Civil Liberties Association.** “Who Belongs? Rights, Benefits, Obligations and Immigration Status”. Conference Rapporteur. Closing plenary on recommendations for action on *Charter of Rights* and human rights relating to race, immigration status and employment.
- August 2010 **Canadian Bar Association.** Annual national conference. Niagara Falls, Ontario. Invited speaker on panel addressing “The Women’s Court of Canada: Reshaping the Law”.
- June 2010 **Women’s Court of Canada.** Victoria, British Columbia. Invited participant in three day intensive meeting workshopping judgments of the Women’s Court of Canada, a project that re-writes Supreme Court of Canada constitutional cases from a feminist perspective.
- April 2010 **Lancaster House. Human Rights and Accommodation Conference.** Toronto, Ontario. Invited speaker on panel on “Establishing Discrimination.”
- April 2010 **Osgoode Hall Law School, 2009 Constitutional Cases.** Invited speaker on panel addressing freedom of expression and freedom of association.
- March 2010 **University of Toronto, Faculty of Law.** Guest lecturer in labour law.
- March 2010 **Inter-University Research Centre on Globalization and Work (CRIMT) and McGill Faculty of Law. International Seminar on Decent Work for Domestic Workers.** Montréal, Québec. Invited participant in closing plenary addressing comparative law experiences in securing decent work for domestic workers.
- March 2010 **Student Public Interest Network Legal Action Workshop (SPINLAW) Annual Conference, “Evaluation Equality”.** Toronto, Ontario. Invited speaker on panel addressing “The Future of Equality Rights”.
- March 2010 **Ontario Bar Association.** Constitutional, Civil Liberties and Human Rights Section, Toronto, Ontario. Invited speaker on panel addressing “Labour Law, Accessible Justice and Freedom of Association.”

- Dec 2009 **University of Toronto.** Invited participant and panelist in international Symposium, “Is There a Constitutional Right to Strike in Canada?”.
- Sept 2009 **Osgoode Hall Law School.** Guest lecturer in Discrimination and the Law.
- Sept 2009 **Osgoode Hall Law School.** Guest lecturer in Advanced Labour Law Seminar.
- Sept 2009 **Osgoode Hall Law School.** Guest lecturer on Ethical Lawyering.
- June 2009 **Law Society of Upper Canada.** Invited speaker addressing freedom of association and the right to bargain collectively.
- Apr. 2009 **Canadian Association for the Practice Study of Law in Education (CAPSLE).** National conference. Invited speaker on closing plenary.
- Apr. 2009 **Osgoode Hall Law School.** Guest lecturer in labour law.
- Mar. 2009 **Collaborative Urban Research Laboratory – “The Learning City”.** Toronto. Invited panelist on plenary re “The Working City” addressing how law shapes the “imagined community” and the notion of “belonging”.
- Oct. 2008 **Canadian Association of Labour Lawyers and University of Ottawa.** Ottawa. National conference on migrant workers: “Migrant Workers – The Global Workforce”. Invited speaker to address plenary on tools and challenges to organizing migrant workers.
- Oct 2008 **Lancaster House,** national conference on Canadian Labour Board Law, Toronto. Invited speaker on panel addressing “The Legal Protection of Vulnerable Workers”.
- Aug. 2008 **Ontario Justice Education Network,** Summer Law Institute. Invited speaker presenting new high school curriculum materials on labour and human rights law.
- June 2008 **Ryerson University.** Toronto. Guest lecturer in graduate course on Public Sector Union-Management Relations addressing freedom of association and collective bargaining.
- June 2008 **Law Society of Upper Canada.** Toronto. Invited speaker addressing evolution in administrative law standard of review principles following Supreme Court of Canada’s ruling in *Dunsmuir*.
- May 2008 **Law Society of Upper Canada.** Toronto. “Workplace Harassment: What Every Practitioner Needs to Know”. Invited speaker on teleseminar

addressing fundamental principles on human rights, workplace harassment and development of workplace anti-discrimination/anti-harassment policies.

- Mar. 2008 **Women’s Court of Canada.** Toronto. “Rewriting Equality Symposium”. Co-sponsored by Osgoode Hall Law School and University of Toronto Faculty of Law. Invited speaker on panel addressing “*Law and Equality: Obstacles to Achieving Substantive Equality*”.
- Nov. 2007 **Osgoode Hall Law School.** Invited speaker on public panel addressing pay equity.
- Nov. 2007 **Centre for Research on Work and Society.** Toronto. “Worker’s Rights, Human Rights: Making the Connection”. Invited speaker to address workshop on freedom of association and the right to collective bargaining: “Exploring the Potential of the *BC Health Services Decision*”.
- Nov. 2007 **Women’s Legal Education and Action Fund.** Ottawa. Invited speaker and participant in two-day national consultation addressing social and economic rights in *Charter* litigation.
- June 2007 **Canadian Association of Labour Lawyers.** National conference, Yellowknife, N.W.T: “Strangers in Paradise: Minority Rights, Trade Unions and Labour Law.” Invited Speaker addressing closing plenary on developments in Supreme Court of Canada labour and human rights jurisprudence [addressing freedom of association and collective bargaining, disability rights and accessible transportation, and the duty to accommodate workers with disabilities].
- June 2007 **Law Society of Upper Canada,** Fifth Annual Six-Minute Labour Lawyer. Invited speaker on human rights issues in labour law [automatic termination clauses and the duty to accommodate workers with disabilities].
- June 2007 **Ryerson University.** Invited guest lecturer in graduate course on Public Sector Union-Management Relations addressing freedom of association and collective bargaining.
- May 2007 **Canadian Labour Congress.** Ottawa. Invited speaker at national conference on pay equity.
- April 2007 **Canadian Bar Association.** International Law Section Audio-Conference. Invited panelist speaking on “The United Nations Convention on the Rights of Persons with Disabilities: The Impact on Litigation in Canada”.
- Mar. 2007 **University of Toronto, Faculty of Law.** Invited guest lecturer on Public Law, Social Regulation and Poverty

- Feb. 2007 **Queen's University, Faculty of Law.** Invited lecturer on Labour Law addressing freedom of association and the right to collective bargaining.
- Oct. 2006 **Women's Future Fund, Toronto.** Invited speaker for panel on women's equality rights: "*The 'H'-Word - HIStory? HERstory? Is it relevant to women?*"
- Oct. 2006 **Osgoode Hall Law School.** Invited guest lecturer on Labour Law, addressing freedom of association under the *Charter*.
- Sept. 2006 **Ontario Bar Association, Fifth Annual Charter Conference, Toronto, Ontario.** Invited speaker on panel addressing developments in social and economic rights and access to social programs under the *Charter*.
- Oct. 2005 **Ontario Bar Association, Constitutional, Civil Liberties and Human Rights Section, Toronto, Ontario.** Invited speaker on panel addressing protection for collective bargaining under the *Charter's* s. 2(d) right to freedom of association.
- Oct. 2005 **University of Western Ontario Labour Law Conference, "Administering Labour Law", London, Ontario.** Invited speaker on panel addressing the adjudication of human rights through arbitration.
- June 2005 **Canadian Association of Labour Lawyers, National Conference, Montreal, "Still Alive (and Kicking); Trade Unions, Human Rights and Democracy".** Invited speaker addressing closing plenary session on developments in Supreme Court of Canada *Charter* equality jurisprudence. "Section 15's Fun House Mirrors: Contextual Distortions Reflecting Formal Equality"
- March 2005 **University of Ottawa Human Rights Centre, National Colloquium, "Strategizing Systemic Inequality Claims: Equality Rights and the Charter".** Invited speaker. "Substantive Democracy: Protecting Equality Under Section 1 of the *Charter*".
- Nov. 2004 **Ontario Bar Association, Feminist Legal Analysis Section.** Invited speaker addressing "Women and Globalization: International Labour and Human Rights Standards".
- Oct. 2004 **Canadian Council of International Law, Ottawa.** "Legitimacy and Accountability in International Law", 33rd annual national conference. Invited speaker on panel discussion on "Securing Gender Justice: International Labour and Human Rights Standards for Working Change and Changing Work".

- May 2004 **Poverty, Law and Litigation: A national consultation on the direction of social and economic rights litigation after *Gosselin***, Toronto. Invited speaker on plenary presentation: “Exploring approaches to equality and economic rights”.
- Jan. 2003 **Federal Pay Equity Task Force, Symposium**, Ottawa. Member on panel focussing on “Achieving Systemic Change”. Gave presentation on Canada’s international and domestic human rights obligations to ensure the achievement of pay equity and to design an effective, enforceable proactive federal law.
- Jan. 2003 **University of Toronto Law School**. Legal Ethics and Professionalism Bridge Programme. Speaker on legal professionalism and public interest advocacy.
- Nov. 2002. **Law Society of Upper Canada, “The New Lawyer Experience”**, Toronto. Gave plenary presentation on equity and diversity in the legal profession at continuing legal education conference.
- July 2002 **Pro Bono Students Canada Summer Fellowship Workshop**, Toronto. Presentation on constitutional litigation and Ontario Court of Appeal’s decision in *Falkiner v. Ontario* re single mothers’ eligibility for social assistance benefits.
- Feb. 2002 **Student Public Interest Network Legal Action Workshop Annual Conference, “Poverty’s Challenges, Law’s Responses”**, Toronto. Presented paper on constitutional litigation regarding single mothers’ eligibility for social assistance benefits: “The ‘Spouse in the House’ Rule and the Legal Regulation of Spousal Dependency: *Falkiner v. Ontario*”.
- May 2001 **Maytree Foundation, “Access Issues for Regulators – Rising Standards: The Impact on Access to Professions for the Foreign Trained”**, Toronto. Conference for provincial occupational and professional regulatory bodies and professional associations. Presented seminar on *Charter of Rights and Freedoms* and human rights codes and their implications for the practices of regulatory bodies which assess and accredit credentials of foreign trained professionals and tradespersons.
- May 2001 **Canadian Association for the Practice Study of Law in Education (CAPSLE)**, National Conference, 2001 An Education Law Odyssey, Vancouver. Presented seminar on teachers’ duties and extra-curricular activities.

- March 2001 **Canadian Labour Congress**, Think Tank on Pay Equity, Ottawa. Presented seminar on Ontario's legislative model for achieving pay equity.
- Fall 2000 **Osgoode Hall Law School**, Guest Lecturer, LL.M. Program in Administrative Law. Presented two lectures on human rights and pay equity.
- Nov. 1999 **Women's Legal Education and Action Fund (LEAF)** National Conference, Transforming Women's Future: Equality Rights in the New Century, Vancouver. Presented two workshops: "The Future of Pay Equity Enforcement" and "Employment Equity".
- April 1999 **Canadian Association of Labour Lawyers**, Eighth Annual National Conference, Toronto. Gave plenary presentation on strategies for pursuing equity claims under pay equity laws, collective bargaining laws, employment standards laws and the *Charter of Rights*
- 1996, 1997 **University of Toronto Law School**, Guest Lecturer in courses on public administrative law, speaking on *Charter* and administrative law litigation in relation to public policy and the politics of public law.

VII. MEDIA EXPERIENCE

I have done hundreds of media interviews in national, provincial (in all provinces and territories), local and international media, community media and media serving distinct immigrant/migrant communities in Canada. I have extensive experience with interviews in all media formats including, live short-form interviews on radio and television, live long-form interviews (up to 45 minutes) on radio, television and online streaming, live panel interviews on television, long-form pre-taped interviews on television and radio, television documentaries, print journalism (daily newspapers and magazine format), and online new media and podcasts. I have been interviewed by numerous media outlets including: CBC radio (including numerous appearances on *CBC Metro Morning*), CBC television (including *The National*), CTV television and online, TVO (*The Agenda*), Global TV, *Toronto Star*, *Huffington Post*, *The National Post*, *Financial Post*, *Macleans*, *rabble.ca*, *NOW Magazine*, *vice.com*, *Blacklocks*, and *ipolitics.ca* among many others. I have also written op-ed pieces that have been published by the *Toronto Star*, *Our Times*, *The Law Times*, and published online by the *Broadbent Institute* and others. I was a consultant on the 2017 Hillman Journalism prize-winning documentary [Migrant Dreams](#).

Below is a small selection of media interviews I have done in different formats:

- (i) *CBC Ideas*, national radio broadcast, 7 February 2018 "[The Poverty Cycle: Why is there so much poverty in a rich country like Canada](#)" (54:05 minutes)

- (ii) *Toronto Star*, 11 April 2017, "[Ontario urged to tackle gender pay gap with transparency law](#)"
- (iii) TVO, *The Agenda*, live television panel interview, 14 September 2016, "[The Lives of Migrant Workers](#)" (27:52 minutes)
- (iv) Global TV, 16 x 9, television documentary, [The Labour Trap](#) (April 2016)
- (v) *Calgary Herald*, 14 September 2016, "[The murky world of agencies that recruit migrant workers](#)"
- (vi) CBC radio, *Metro Morning*, live radio interview, 8 May 2014, "[Foreign Worker Changes?](#)" (7:30 minutes)
- (vii) CBC radio, *Metro Morning*, live radio interview, 23 June 2014, "[Canadians Come First](#)" (7:00 minutes)
- (viii) TVO, *The Agenda*, live television panel interview, 30 October 2012, "[The Legal Challenge to Bill 115](#)" (21:23 minutes)
- (ix) TVO, *Agenda Plus*, online video interview, 19 March 2013, "[Temporary Migrants, Permanent Program](#)" (19:21 minutes)
- (x) CTV, *Kevin Newman Live*, live national television interview and online report, 8 April 2014, "[Ontario laws failing to prevent migrant workers from exploitation, abuse](#)" (interview appears at the 27-minute mark in the video)
- (xi) *Financial Post*, 10 April 2014, "[Recruiters charging foreign workers in Ontario illegal fees as high as \\$12,000 for jobs that might not exist, report finds](#)"
- (xii) *Huffington Post*, 17 September 2012, "[Ontario Migrant Workers Face Systemic Exploitation, Metcalf Foundation Study Says](#)"

VIII. COMMUNITY SERVICE

2016-present	<p>Atkinson Charitable Foundation. Board of Directors. The Atkinson Charitable Foundation supports charitable projects that are engaged in creating and promoting a shared vision of decent work, community wealth and civic engagement.</p>
2014 - present	<p>Canadian Foundation for Labour Rights. Board of Directors. The CFLR is a national foundation devoted to promoting labour rights as an</p>

important means to strengthening democracy, equality and economic justice in Canada and internationally.

- 2014 -
2017 **Kick Start Arts.** Chair, Board of the Directors.
Kick Start Arts is a not-for-profit organization that uses collaboration between professional artists and students, youth and adults to produce new artistic works. It has a particular interest in engaging inner city youth, building their capacity to use a variety of artistic tools and approaches to tell their stories, and to use the arts for positive social change.
- 2010-
present **Right to Housing Coalition.**
Pro bono counsel representing individuals who are homeless and inadequately housed in *Charter* litigation and political strategy addressing the fundamental right to housing.
- Jan. 2002 -
present **Women’s Legal Education and Action Fund (LEAF).** Member of LEAF’s National Legal Committee which is responsible for developing and directing LEAF’s litigation strategy (2002-2004). Since 2004, I have provided ongoing *pro bono* consultation on litigation strategies and development of legal theory.
- 1996 -
present **Equal Pay Coalition, Co-chair (2017-)** Member and *pro bono* consultant (1996-2016). Providing ongoing consultation and strategic advice on pay equity rights in Ontario.
- 2014 -
2015 **Ontario Council of Agencies Serving Immigrants.**
Advisory Committee regarding temporary foreign workers.
- 2008-
2012 **the equality effect** (formerly the “African and Canadian Women’s Human Rights Project”) *Pro bono* consultant. The equality effect is an international interdisciplinary network of human rights advocates working collaboratively to improve the lives of women and girls by using existing international and domestic human rights laws to achieve concrete change. Collaborated with African women’s human rights NGOs and academics from Ghana, Kenya, Malawi and Canada to develop pluralist and comparative academic scholarship on marital rape and customary law, and to develop innovative policy reform and litigation strategies.
- 2008 -
2011 **Centre for the Legal Profession** (formerly the Centre for Professionalism, Ethics and Public Service), Faculty of Law, University of Toronto. Advisory Board Member. Advising on development of continuing professional education and innovative learning tools to promote professionalism and ethical lawyering.

- 2001 - 2009 **Canadian Labour Congress, Pay Equity Think Tank.** *Pro bono* consultant. Participated in developing law reform and public education strategies to secure effective pay equity legislation.
- 1990 - 2007 **National Association of Women and the Law (NAWL).** Member (1990 to 2007) and National Steering Committee member (1993-1994). Provided ongoing consultation and strategic advice on women's equality in areas of economic and social rights.
- Nov. 2002 **Law Society of Upper Canada, *Promoting Dialogue, Creating Change: Equity and Diversity in the Legal Profession.*** Invited participant in three-day national conference of judges, lawyers, legal educators, law students, national and provincial legal associations and regulatory bodies to develop strategies to promote equity and diversity in the legal profession.
- 2000 - 2004 **Palmerston Community Day Care.** Board of Directors, Treasurer.
- 1996-2001 **Women's Legal Education and Action Fund (LEAF).** Sub-committee member developing legal argument and drafting factum in *Charter* litigation.
- 1999 **Ontario Ministry of the Attorney General, Special Advisory Committee.** Invited participant in consultation with Special Advisory Committee on developing policies and legal arguments to protect women's *Charter* rights to equality and to life, liberty and security of the person in the context of police investigations, bail hearings and criminal trials dealing with domestic violence.
- 1997 **Alliance for Employment Equity.** Member of legal committee developing legal argument and drafting factum re employment equity and *Charter* equality rights.

IX. REFERENCES: References available upon request.