

CAPDHHE NATIONAL CONFERENCE 2024 PROGRAMME

June 24-26 | Carleton University | Ottawa



C A P D H H E

Canadian Association for the
Prevention of Discrimination
and Harassment in Higher
Education

L'association canadienne pour la
prévention de la discrimination et du
harcèlement en milieu d'enseignement
supérieur



**Carleton
University**

Department of Equity
and Inclusive Communities

LAND ACKNOWLEDGEMENT

We acknowledge that the land on which Carleton University is located is the traditional and unceded territory of the **Algonquin Anishinaabeg** people. As such, we have a responsibility to the Algonquin people, to learn about Algonquin cultural protocols, and to reflect on what it means to learn and work in an institution located on Indigenous land and how that shapes our engagement with our work and with each other.

WELCOME



Dear fellow EDI & Human Rights practitioners, colleagues, and allies,

On behalf of Carleton University and the Department of Equity and Inclusive Communities, we are thrilled to host the CAPDHHE conference, which provides a forum for, and by, practitioners to share best practices, to learn new and innovative tools, and to network with colleagues and counterparts from across the country. This is our opportunity to share our goals and aspirations, and to find solutions to barriers and resistance, in the work we do.

Upholding human rights and advancing EDI in our sector is hard work: intellectually, emotionally, and physically. We may even feel alone in these spaces when our work is challenged by the pressures put on our offices and by the risks that we are exposed to every day.

Walking the neutral and impartial line in human rights work is growing ever narrower. We are constantly being pulled by one side or another on any given Human Rights issue. While we often have our own personal empathy and views about the issues at hand, our role mandates neutrality and impartiality if we are to advocate effectively and create a harassment and discrimination-free environment in which we can all thrive in learning, working, teaching, and living.

This is ever more important as our offices' very existence are being called into question by the growing backlash south of the border against EDI and Human Rights work; a backlash fuelled by rhetoric that is seeping into Canadian social and political discourse.

With these challenging times in mind, this year's conference theme of EDI in Times of Resistance, Restrictions, and Resilience is very fitting indeed. Now more than ever, we need each other for support and guidance as we navigate increasingly complex issues.

While I believe that the course of history will lead us to a more open, accepting, and inclusive environment—where equity is fully implemented, diversity is celebrated, and everyone has a sense of belonging—our focus now needs to be sharp and ready for the challenges we are facing today.

I hope that each and every one of you will have an opportunity to gain new knowledge that will invigorate your passion and drive to continue to do the critically important work that is fundamental to the advancement of EDI and Human Rights in higher education.

Welcome again to Carleton, and I wish you all an invigorating and energizing conference.

NOËL A. J. BADIOU

Associate Vice-President & University Advisor
Equity & Inclusive Communities, Carleton University

WELCOME



Dear Esteemed Delegates,

On behalf of the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education (CAPDHHE), it is my distinct pleasure to welcome you to our annual National Conference here in the unceded Algonquin territory hosted by our amazing colleagues at Carleton University.

As delegates representing diverse institutions and backgrounds, your presence at this conference signifies a shared commitment to advancing equity, diversity, inclusion and accessibility (EDIA) in higher education. Over the next few days, we will engage in meaningful discussions, share innovative ideas, and forge valuable connections that will further our collective goal of fostering inclusive and equitable learning environments.

The theme of this year's conference underscores the challenges and triumphs encountered in our pursuit of EDIA in higher education. It is a testament to the resilience, creativity, and dedication of practitioners like you, who continue to push boundaries and drive positive change in our institutions.

We have curated a rich program featuring insightful keynote speakers, thought-provoking panel discussions, interactive workshops, and engaging networking opportunities. We encourage you to actively participate, share your experiences, and contribute your perspectives to enrich the dialogue.

As you explore the conference sessions and engage with your peers, I encourage you to also take some time to experience the beauty and culture that Ottawa has to offer. Whether it's a stroll along the Rideau Canal, or sampling some local cuisine, Ottawa has something for everyone to enjoy.

Once again, to the CAPDHHE Conference. Your presence here is integral to the success of our shared mission, and I look forward to the valuable insights and discussions that will unfold over the next few days.

Warm regards,

DR. SCOTT D. THOMAS

President

Canadian Association for the Prevention of Discrimination and Harassment in Higher Education.
Human Rights and Diversity Cape Breton University

WELCOME



Dear colleagues,

On behalf of the conference organizing group, I warmly welcome you to the 2024 CAPDHHE conference and to Carleton's campus. We are delighted to have you here and look forward to three exciting days of learning, information sharing, networking, storytelling, and community building. I am thrilled about the high level of participation this year and the diverse array of keynote presentations, sessions, and panels we have assembled.

This year's theme of EDI in times of Resistance, Restrictions and Resilience, reflects our desire to use the CAPDHHE platform as a space to collectively discuss and reflect on the complex challenges we face. We also see it as a crucial space to draw on the diverse expertise and knowledge of this community of practitioners to ensure that our mandate continues to support institutions of higher learning to uphold human rights and strengthen commitments to equity and inclusion.

We have prepared a program CAPDHHE-style, but we hope it is also seasoned with Carleton flavours. We have three distinguished keynote speakers: Dr. Barrington Walker, Benny Michaud, and Michael Gottheil. We also have several exciting panels and concurrent workshops that address issues that are important to our work and to our communities of practice. We hope this conference will create opportunities for fruitful discussions, knowledge exchange, and learning to advance our collective vision for creating educational environments that are free of discrimination and harassment and that prioritize equity and inclusion.

I would like to thank this year's keynote speakers, panelists, and workshop leaders for their generosity in making time to share their ideas and knowledge with us despite their demanding schedules. I would also like to thank my colleagues at Carleton University, particularly my teammates in the Department of Equity and Inclusive Communities, my colleagues in the Provost's Office, Carleton University Conference Services, Dining Services and AV services for all their work and support in organizing this conference. Many thanks also to the CAPDHHE Board members whose support and input greatly contributed to the successful organizing of this conference. And, many thanks to our sponsors for their generous contributions to support this conference. My sincere thanks also to all conference participants whose enthusiasm continues to make the annual CAPDHHE conference possible. I hope you will have many opportunities to learn, laugh, and share with each other.

IKRAM JAMA

Director of Human Rights and Equity, Carleton University
CAPDHHE 2024 Conference Chair

CONFERENCE ORGANIZING TEAM

IKRAM JAMA

Director of Human Rights and Equity, Department of Equity and Inclusive Communities, Carleton University

LEIGH PRESSEAU

Manager, Strategic Initiatives, Department of Equity and Inclusive Communities, Carleton University

SCOTT THOMAS

Human Rights and Diversity Officer, Cape Breton University, and President of CAPDHHE

EVELYN ASIEDU

Director, Program Delivery and Education, Office of Human Rights, MacEwan University, and Vice-President of CAPDHHE

MARIAN MCGREGOR

Executive Director, Centre for Human Rights, Equity and Inclusion, York University, and Treasurer for CAPDHHE

WIL FUJARCZUK

Manager, Sexual Violence Prevention Education, Equity Inclusion Office, McMaster University, and Professional Development Officer for CAPDHHE

ERIN HALLOCK

Director, Human Rights Services, Toronto Metropolitan University, and CAPDHHE Member-at-Large

SONYA NIGAM

Executive Coordinator, CAPDHHE National Office, Ottawa

COMMUNITY NORMS

- One speaker, one mic
- Be curious
- No one knows everything, together we know a lot
- Be generous with each other
- Be aware of time

**Based on the Anti-Oppression Resource and Training Alliance's (AORTA) facilitation guide*

SPEAKER BIO - WELCOMING REMARKS



L. PAULINE RANKIN

Provost and Vice-President (Academic), Carleton University

Dr. L. Pauline Rankin assumed the role of Carleton University's Provost and Vice-President (Academic) in August 2023. As Provost, she is the chief academic and budget officer for the University. Her portfolio spans all aspects of academic planning and programming, with an overall role of ensuring excellence and inclusivity in the teaching and learning environment.

Dr. Rankin has a substantial record of academic leadership at Carleton. She is past Dean of the [Faculty of Arts and Social Sciences](#) and previously held the post of Associate Vice-President (Research and International). She is a former Associate Dean (Research and Graduate Affairs) for the Faculty of Arts and Social Sciences as well as a former Director of both the Pauline Jewett Institute of Women's and Gender Studies (now the [Feminist Institute for Social Transformation](#)) and the [School of Indigenous and Canadian Studies](#). She completed her undergraduate studies at the University of Toronto in English Literature and holds an MA in Canadian Studies and PhD in Political Science from Carleton.

Dr. Rankin is Professor in the School of Indigenous and Canadian Studies. Her research spans various aspects of gender and politics, with specific interest in domestic and global applications of gender mainstreaming and gender activism. Most recently, she was a co-editor of *We Still Demand: Redefining Resistance in Sex and Gender Struggles* (UBC Press, 2016) and is co-editor of the forthcoming collection *Counting Matters: Policy, Practice, and the Limits of Gender Equality Measurement in Canada* (UBC, 2024). She has extensive experience working on global gender and development projects, offering strategic advice and capacity-building training to governments and NGOs in Russia, Ukraine, China, Ethiopia, Bangladesh, Tunisia, Jordan, South Africa, Turkey, and throughout the South Caucasus.

Dr. Rankin is also the recipient of multiple teaching accolades, including a Carleton University [Teaching Achievement Award](#).

SPEAKER BIO - INDIGENOUS ELDER



BARBARA DUMONT-HILL

Barbara Dumont-Hill is Algonquin Anishinabeg from the Kitigan Zibi community in Quebec. She has served for several years as a spirit keeper for a number of organizations including Carleton University, Algonquin College, the Public Service Alliance of Canada and the Children's Aid Society of Ottawa. Barbara was presented with an Honorary Doctor of Laws by Carleton University in 2023. She travelled across Canada as an advisor with the Canadian Department of Justice to witness the Missing and Murdered Indigenous Women and Girls National Inquiry. Her work has inspired her path to honour and empower Indigenous women and youth.

SPEAKER BIO - KEYNOTE DAY 1



BENNY MICHAUD

Director, Centre for Indigenous Support and Community Engagement
Adjunct Professor, School of Indigenous and Canadian Studies, Carleton University

Benny Michaud (she/they/him) is a proud tasta-iiyineew (two-spirit/transgender), and a citizen of the Metis Nation. Originally from St. Boniface in Manitoba, they are an alumnus of Carleton University and were central to the creation of an Indigenous student support office. In their current role as Director of the Centre for Indigenous Support and Community Engagement, they work with their team to ensure that Indigenous students have the academic, cultural, and spiritual support necessary to maintain their health and well-being. They also work with the broader Carleton community to create opportunities for learning and dialogue, and to enable the 41 calls to action included in Carleton’s Kinamagawin Strategy.

Throughout her career, she has worked to support the needs of Indigenous youth in both the mental health and education sectors.

SPEAKER BIO - KEYNOTE DAY 2



DR. BARRINGTON WALKER

Vice-provost, Equity & Inclusion and Professor of History, McMaster University

Barrington Walker is Professor of History and Vice Provost of Equity and Inclusion at McMaster University Hamilton Ontario, Canada. He holds a PhD in Canadian History from the University of Toronto and specializes in the histories of Black Canada, race, the racial state, migration and law.

He has written and edited 3 books and has two others in progress. His long standing interest in the racial state has him more recently also turning to scholarly interest in EDI and DEI. He is Vice Chair (and Chair elect) of the Board of the Federation for the Humanities and Social Sciences and a member of the Inter- Institutional Steering Committee of the Scarborough Charter on anti-Black Racism and Black Inclusion.

SPEAKER BIO - KEYNOTE DAY 3



MICHAEL GOTTHEIL

Accessibility Commissioner, Canadian Human Rights Commission

Michael Gottheil is Canada's first Accessibility Commissioner, appointed under the Accessible Canada Act in May 2022. Mr. Gottheil brings many years of leadership experience in the Administrative Justice sector, having previously served as Chief of Commission and Tribunals of the Alberta Human Rights Commission, Chair of the Human Rights Tribunal of Ontario, and Executive Chair of both the Environment and Land Tribunals Ontario and the Social Justice Tribunals Ontario.

A graduate of Osgoode Hall Law School, Mr. Gottheil also practiced labour, employment, and human rights law for close to 20 years. He is a frequent presenter at conferences and seminars, and has written widely on human rights, accessibility and inclusion, administrative law, institutional design, and alternative models of dispute resolution. As a person with a disability, Mr. Gottheil has always been open to sharing his experiences, and is inquisitive about other's differences, challenges, and insights. He is a firm believer that by listening and hearing diverse perspectives, we all grow stronger, individually and as a community.



CATHY MALCOLM EDWARDS

Research Facilitator, Accessibility Institute, Carleton University

Cathy Malcolm Edwards is a leader in accessibility. She brings with her more than two decades of experience working in research and educational environments. Cathy is passionate about helping people understand the value of their work through strategic planning, design, and effective communication. Her approach to relationship management fosters open dialogue, promotes collaborative engagements, and results in high-impact stakeholder relationships. In her current role, Cathy leads the coordinated accessibility strategy for Carleton University, engages in action projects, participates in research, and is active in knowledge mobilization. Cathy holds a Master of Design for which she researched the relationship between the built environment and student mental health. She hopes to continue this research to address systemic inequities in physical environments, particularly for those with non-visible disabilities.

MUSICAL PERFORMANCE



WEST AFRICAN RHYTHM ENSEMBLE

Carleton Music Program

Performers are members of the Carleton West African Rhythm Ensemble (WARE), one of several ensembles open to students in the Bachelor of Music Program, as well as other students across campus. The ensemble provides participants an opportunity to develop a wide range of performance skills, as well as an understanding of aspects of African culture through the study and performance of West African singing, dancing and drumming. Repertoire includes both traditional and popular styles of music, such as Azonto, Highlife and Makossa. There are opportunities for many different skill levels to interact at once, providing an inclusive environment in which to explore connections to music and rhythm in a social setting. The ensemble regularly collaborates with guest artists for their performances.

WARE's founding director is Kathy Armstrong, a Faculty Instructor in Carleton's School for Studies in Art and Culture- Music program. Kathy is a percussionist and educator who combines her training in classical music and education with her many years of studies in Ghanaian music and dance to offer an integrated and community-based approach in her teaching. In addition to her work at Carleton, Kathy regularly travels and hosts programs in Ghana where she has a three-decade association with her teacher Kwasi Dunyo and his village of Dagbamete, in the Volta Region of Ghana. In 2023 she took Carleton students to study Urban and Rural Music Making in Ghana, through Carleton's Institute for African Studies.

DAY 1

Monday 24 June



15:00

Registration

Atrium, 2nd floor, Richcraft Hall, 1125 Colonel by Drive, Ottawa

Musical Performance

West African Rhythm Ensemble, Carleton Music Program



16:00 - 17:30

Conference Opening and Keynote Address

Conference Rooms 2220-2224-2228

Land Acknowledgment and Opening

MC - Krista Craven, Equity and Inclusion Learning Specialist,
Department of Equity & Inclusive Communities, Carleton University

Barbara Dumont-Hill, Indigenous Elder

Scott Thomas, Human Rights and Diversity Officer, Cape Breton
University, and President of CAPDHHE

Ikram Jama, Director of Human Rights and Equity, Department of Equity
and Inclusive Communities, Carleton University

Noël Badiou, Associate Vice-President & University Advisor, Department
of Equity & Inclusive Communities, Carleton University



Keynote Address

Mamatowisowin and Strengthening the Circle

Keynote Introduction

Ikram Jama, Director of Human Rights and Equity, Department of Equity and Inclusive Communities, Carleton University

Keynote Speaker

Benny Michaud, Director, Centre for Indigenous Support and Community Engagement

Adjunct Professor, School of Indigenous and Canadian Studies, Carleton University

In a time of significantly reduced budgets, the important work of Equity, Diversity, Inclusion, and Reconciliation must continue. To do so, we must employ relational approaches that are often contrary to institutional norms and hierarchical models. This presentation will challenge concepts that continue to be held dear by university administrations and highlight alternative ways of engaging for the benefit of those doing the work and the students, staff, faculty and senior administrators they support.



17:30 - 18:30

Conference Opening Reception

Atrium, Richcraft Hall



8:00

Registration

Atrium, 2nd floor, Richcraft Hall, 1125 Colonel by Drive, Ottawa

8:30-9:00

Breakfast and Networking

Atrium, Richcraft Hall



9:00-9:15

Welcoming Remarks

Conference Rooms 2220-2224-2228

L. Pauline Rankin, Provost and Vice-President (Academic), Carleton University

Ikram Jama, Director of Human Rights and Equity, Department of Equity and Inclusive Communities, Carleton University



9:15 – 10:00

Keynote Address

Conference Rooms 2220-2224-2228

The war on EDI

Keynote Introduction

Evelyn Asiedu, Director, Program Delivery and Education, Office of Human Rights, MacEwan University, and Vice-President of CAPDHHE

Keynote Speaker

Dr. Barrington Walker, Vice-provost, Equity & Inclusion and Professor of History, McMaster University

This presentation discusses the current and increasingly hostile climate surrounding EDI initiatives in the university. More than pushback or resistance, the mobilization against equity initiatives amounts to a war on EDI, a war being waged from both a left and a right flank. This talk is grounded in North American history and an assessment of the DEI landscape in the United States, where Republican led state legislatures have moved to prohibit state expenditures on university-led DEI initiatives, programs, and offices, while swiftly eliminating DEI positions. We will discuss what this might portend for Canada and how we might continue to go about making the case for the importance of this work.

10:00-10:15

Break

Atrium, 2nd floor, Richcraft Hall, 1125 Colonel by Drive, Ottawa



10:15-11:45

Plenary – Legal Panel

Conference Rooms 2220-2224-2228

Freedom of Expression and Human Rights in Post-Secondary Institutions



Panel Introduction and Moderator

Erin Hallock, Director, Human Rights Services, Toronto Metropolitan University, and CAPDHHE Member-at-Large

Panelists

Rahim Jamal, Partner, Kastner Ko LLP

Nathaniel Marshall, Workplace Investigator & Employment Lawyer, Marshall Workplace Law

Susan Joanis, Human Rights Investigator, MIT (Global) Consulting Group, Inc.

Njeri Damali Sojourner-Campbell, Associate, Hicks Morley Hamilton Stewart Storie LLP



A panel of legal experts will explore and discuss complex issues relating to the protection of freedom of expression and academic freedom at universities and colleges and the limits that may be placed on free expression by human rights laws and policies. The focus will be on providing legal guidance to support the many different ways that EDI and human rights offices/practitioners are required to balance these important values and enforce such limits in response to complaints raised within their campus communities.

11:45-13:00

Lunch

Atrium, 2nd floor, Richcraft Hall, 1125 Colonel by Drive, Ottawa



13:00-14:15

Plenary – Sexual Violence Panel

Conference Rooms 2220-2224-2228

Survivor-centred sexual violence services and support

Panel Introduction and Moderator

Amal Elmi, Equity Advisor, Education & Services, Department of Equity and Inclusive Communities, Carleton University

Panelists

Kharoll-Ann Souffrant, M. Serv. Soc. / M.S.W, Doctoral Candidate, School of Social Work, University of Ottawa, Pre-Doctoral Fellow (2023-24), Black Studies, Queen’s University

Deb Eerkes, Lead, Sexual and Gender-Based Violence Response, Office of the Provost and Vice-President (Academic), University of Alberta

Elizabeth Bingham, B.A. Hons., J.D., Partner, Rubin Thomlinson LLP

This panel will explore promising practices in survivor-centered services and support that take into account social location and intersectionality.

14:15 - 14:30

Break



14:30 - 15:30

Concurrent Workshops - *CHOOSE ONE*

Classroom 3201, 3rd Floor, Richcraft Hall



Fostering Success: Strategies for Supporting Post-Secondary Staff and Faculty with ADHD

Moderator: **Scott Thomas**, Human Rights and Diversity Officer, Cape Breton University, and President of CAPDHHE

Presenter: **Zenith Bose**, EDI Training Specialist for Researchers, Mount Royal University

This workshop will explore workplace experiences of faculty and staff with ADHD, with a focus on challenges and successes in regard to overcoming barriers. Participants will have a chance to discuss the challenges shared by the presenter and contribute to sharing best practices for increasing awareness, reducing stigma, and developing disability-friendly work environments.

Classroom 3202, 3rd Floor, Richcraft Hall



Afrofuturism as Human Right Praxis? What does fiction have to do with it?!

Moderator: **Sonya Nigam**, Executive Coordinator, CAPDHHE National Office, Ottawa

Presenter: **Njeri Damali Sojourner-Campbell**, Associate, Hicks Morley Hamilton Stewart Storie LLP

How essential is creativity to Human Rights Praxis? Can speculative fiction help us answer some of the most complex Human Rights issues we face today?

In this interactive and “imagination-centred” workshop, participants will explore the principles of Afrofuturism and Africanfuturism in their engagement with challenging Human Rights topics.

This workshop will engage the work of speculative fiction authors Octavia E. Butler (Parable of the Sower), Eugen Bacon (Mage of Fools), and Canada's own Cherie Dimaline (The Marrow Thieves) and the facilitator's favourite, Nalo Hopkinson (Midnight Robber, Blackheart man).

Participants will be provided excerpts of text works for use in the workshop. No pre-reading or previous engagement with speculative fiction is required.

Classroom 3224, 3rd Floor, Richcraft Hall

Exploring The Pussy Palace: An Instagram Story as arts-based EDI education on university campuses

Moderator: **Wil Fularczuk**, Manager, Sexual Violence Prevention Education, McMaster University

Presenter: **Dee (Diana) Pearson**, Equity, Diversity and Inclusion Coordinator, University of Toronto Scarborough



****Note, this exhibit includes audio and mobile components therefore it is optimal for guests to engage the exhibit with their own headphones & phone. Please visit this guide on [How to engage with the exhibit](#) for more information.**

A key role of university EDI practitioners is to forward 2SLGBTQ+ inclusion; however, too often institutional expectations to discuss queerness through a lens of inclusion can be confining, deterring conversations that truly explore embodied and affective discussions of bodies and sexuality. Arts-based education has the power to challenge this confinement, by featuring narratives that may otherwise be difficult or even impossible to share in an institutional setting. The Pussy Palace: An Instagram Story, and its first-ever exhibit held at UTSC, addressed this challenge in 2023 by a self-led exhibit that featured provocative, subversive stories about this bathhouse space curated for queer women and trans people in Toronto (c. 1998-2014). This conference session explores an integral part of Canadian queer history through an immersive experience, and engages EDI practitioners to consider how arts-based education can enhance EDI learning on university campuses across Canada.

The research and creation of this exhibit was led by Professor Elspeth Brown at the LGBTQ Oral History Digital Collaboratory. As the largest LGBTQ oral history project in North American history, the Collaboratory connects archives across Canada and the U.S. to produce a digital history hub for the research and study of gay, lesbian, queer, and trans oral histories. The design and curation of the exhibit was co-created by Dee (Diana) Pearson and Project Oral Historian and Research Manager Alisha Stranges.

*** Note the 'Exploring the Pussy Palace' exhibit will be on display for the entirety of the conference in Classroom 3224 for self-guided exploration*

15:30 - 16:00

Concurrent Workshops - CHOOSE ONE

Classroom 3201, 3rd Floor, Richcraft Hall



Shattering the Glass Cliff: My experience as a Transgender Department Chair

Moderator: **Evelyn Asiedu**, Director, Program Delivery and Education, Office of Human Rights, MacEwan University, and Vice-President of CAPDHHE

Presenter: **Mel Rutherford**, Professor and Chair, McMaster University

The term “Glass Cliff” was coined in 2005 to describe the finding that women were over- represented in precarious leadership positions. The concept has since been extended to leaders of colour. Once promoted, these new leaders are subjected to greater scrutiny, impacting the evaluation of performance, and the tenure of these leadership positions. I describe my own leadership opportunity in terms of the Glass Cliff Phenomenon. I was appointed to lead a department in distress. I describe my experiences of enhanced scrutiny as well as the impact of multiple reports that as a transgender person in leadership, I was harming students.

Classroom 3202, 3rd Floor, Richcraft Hall



Reflections on student organizing and Equity, Diversity, and Inclusion to address Anti-Black racism in Nursing education.

Moderator: **Antoni Shelton**, Senior Resolutions Officer and Investigator, Toronto Metropolitan University

Presenter: **Yodit Tesfamicael**, Graduate Student, University of Alberta

Students 4 Change, a student-led and allied collective, was formed in January of 2020 to begin engaging NorQuest College, and specifically their nursing program, to address persistent anti-Black racism experienced by Black (and Brown) nursing students. In this presentation Yodit Tesfamicael, a scholar-activist and graduate student in Education Policy Studies at the University of Alberta will reflect on the challenges and successes in effecting institutional changes to address anti-Black racism at NorQuest College's nursing program.

Classroom 3228, 3rd Floor, Richcraft Hall



Interdisciplinary Approaches to EDI on Campus: Cross-Pollinating more Livable Futures

Moderator: **Kristina Epifano**, Equity Education and Services Coordinator, Department of Equity and Inclusive Communities, Carleton University

Presenter: **Emily Moorhouse**, EDI Education and Support Initiatives Coordinator, Equity & Human Rights Office, Trent University

This presentation highlights the importance of interdisciplinary approaches and methods that should ground EDI practices on campus to support best practices and more livable futures. Specifically, this presentation advocates for cross-pollinating indigenous feminisms, black feminisms, and best practices in violence prevention which include trauma-informed and transformative justice approaches. Combining these theories and practices can better ensure that EDI scholars and practitioners are collectively accountable to the communities we are supposed to serve (Simpson, 2013). Deeper engagement across these communities and fields can better ensure that EDI is not simply performative, tokenistic, or reproducing institutional betrayal (Platt, Barton & Freyd, 2009).

16:00 - 16:30

Break

16:30 - 19:00

Conference Dinner and 2024 National Awards of Excellence

Atrium, Richcraft Hall

2024 National Awards of Excellence

CAPDHHE is pleased to celebrate the 2024 National Awards of Excellence to celebrate and honour CAPDHHE members and volunteers who promote Equity, Diversity, Inclusion (EDI) in higher education in Canada, with six distinct award categories.



Student Leader Award

This award identifies students as future leaders of EDI in higher education – up-and-coming individuals in the areas of equity, diversity, inclusion, human rights, accessibility, employment equity, Indigenous issues, advocacy, etc., known for their innovative, meaningful contributions to the improvement of their campus climate or the advancement of EDI at their institution.

Emerging Leadership Award

This award identifies faculty and staff as future leaders of EDI in higher education – up-and-coming individuals in the areas of equity, diversity, inclusion, human rights, accessibility, employment equity, Indigenous issues, advocacy, etc., known for their innovative, meaningful contributions to the improvement of their profession and the efficacy of their institution.

Leadership in Learning Award

This award recognizes outstanding individual contributions to CAPDHHE professional development activities, including the current or past annual conferences, pre-conference seminars, online courses, workshops and webinars.



Honorary Lifetime Membership

Honorary lifetime memberships (without voting privileges) may be granted to former representatives of member institutions who have rendered exceptional service in promoting the purposes for which CAPDHHE stands. Honorary membership is a meaningful recognition bestowed sparingly and only to those individuals among those satisfying the criteria for a Distinguished Service Award who are deemed to have made an extraordinary contribution to CAPDHHE and the management of Equity, Diversity and Inclusion in higher education. More than one award may be presented each year.

Distinguished Administrator Award

CAPDHHE's most prestigious award recognizes an administrator who has made an extraordinary contribution to the advancement of Equity, Diversity and Inclusion in higher education and has demonstrated outstanding leadership in CAPDHHE and/or regional groups, thereby facilitating the achievement of CAPDHHE objectives and goals. Any CAPDHHE member can nominate a fellow member for this Award.

Distinguished Career Service Award

A Distinguished Career Service Award is granted to persons who have made a significant contribution to CAPDHHE and the management of Equity, Diversity and Inclusion in higher education over a long period of time. It is typically awarded upon the conclusion of an individual's career in college or university administration. Any CAPDHHE member can nominate another member for this Award.



8:00

Registration

Atrium, 2nd floor, Richcraft Hall, 1125 Colonel by Drive, Ottawa

9:00 - 10:30

Breakfast and Networking

Atrium, Richcraft Hall



CAPDHHE Annual General Meeting

Conference Rooms 2220-2224-2228

The **Annual General Meeting of the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education (CAPDHHE)** (the “Association”) will be held during the 2024 CAPDHHE National Conference, at Richcraft Hall, Carleton University, 1125 Colonel By Drive, Ottawa, ON, K1S 5B6, on the 26th day of June, 2024, at 9:00am

All members are welcome to attend. Membership forms will be available on site.

The purposes of the meeting are to conduct the following business:

- 1.To receive the financial statements and Annual Report of the Association for the financial year ended April 30th, 2024.
- 2.To elect any new Directors of the Association, as required.
- 3.To inform members of other business matters and the work of the Association, seek input and answer questions.

We hope to see you there!

Scott Thomas, President, CAPDHHE

10:30 -10:45

Opening Remarks

Conference Rooms 2220-2224-2228

Ikram Jama, Director of Human Rights and Equity, Department of Equity and Inclusive Communities, Carleton University



10:45 - 12:00

Keynote Address

Conference Rooms 2220-2224-2228

Fireside Chat with the Accessibility Commissioner

Keynote Introduction & Moderator: **Marian McGregor**, Executive Director, Centre for Human Rights, Equity and Inclusion, York University, and Treasurer for CAPDHHE



Michael Gottheil, Accessibility Commissioner, Canadian Human Rights Commission

Cathy Malcolm-Edwards, Research Facilitator, Accessibility Institute, Carleton University

This session aims to highlight the role of the Accessibility Commissioner in relation to EDI and the multidimensional nature of accessibility within Canadian post-secondary institutions.

This discussion will also explore the tensions between the medical and social model of disability, and the role of education and policy in advancing accessibility and preventing discrimination.

12:00 - 13:00

Lunch

Atrium, Richcraft Hall



13:00 - 14:00

Wellbeing Workshop

Conference Rooms 2220-2224-2228

Our Work, Our Wellbeing Workshop with Soulspace

Facilitators:

Danielle Rolfe, Co-Founder

Soulspace

Kyanna McPherson

Soulspace

Join us for this session where we will reflect on the impact of our work and the importance of wellbeing.

14:00 – 15:00

Concurrent Workshops - CHOOSE ONE

Classroom 3201, 3rd Floor, Richcraft Hall



How to Drop the “Difficult” from Conversations

Moderator: **Nathan Zalfaquaruddin**, Equity Education and Services Coordinator, Department of Equity and Inclusive Communities, Carleton University

Presenter: **Sara Luther**, Human Rights Lawyer, Consultant, Facilitator, Forwardworking

We have the capacity to converse differently and a world that needs us to. Come experience how.

In this session, we will practice a way to setup, enter, experience, and exit conversations in a way that allows us to move from “difficult conversations to Discovery-Based Conversations™”. We will use the principles of human rights and the fundamentals of Relationship Systems Intelligence (RSI) as the tools to motivate and stabilize how we converse and the essential boundaries that are needed regardless of whether the conversation is between 2 or 100+.

Classroom 3202, 3rd Floor, Richcraft Hall



CONSENT 1A00: Lessons from implementing a module on consent and gender-based violence for incoming students at McMaster University

Moderator: **Amal Elmi**, Equity Advisor, Education & Services, Department of Equity and Inclusive Communities, Carleton University

Presenters: **Lenore Lukasik Foss**, Director, Sexual Violence Prevention and Response Office and **Wil Fajarczuk**, Manager, Sexual Violence Prevention Education, McMaster University



In the 2023-24 academic year, all incoming undergraduate and graduate students at McMaster University were auto-enrolled into CONSENT 1A00: It Takes All of Us, a 45-minute asynchronous module educating students about consent and gender-based and sexual violence. Lead by McMaster's Sexual Violence Prevention and Response Office (SVPRO), the implementation of this module demanded strong partnerships across the institution through each phase. Presently, SVPRO staff are working with a research team to evaluate the effectiveness of the module.

In this presentation, Lenore and Wil will share wins, stressors, and lessons learned in implementing such a module at McMaster.

Classroom 3228, 3rd Floor, Richcraft Hall

The Impact of EDI and Human Rights Policies on International Students in Canada



Moderator: **Scott Thomas**, Human Rights and Diversity Officer, Cape Breton University, and President of CAPDHHE

Presenter: **Leela MadhavaRau**, Consultant, LMR Human Rights and Equity Consulting

This session will address the deficiencies in the human rights knowledge and assistance offered to international students. The implications are two-fold – international students don't understand how to protect themselves from discrimination but also don't know how to behave so as not to be charged with harassment and/or discrimination.

While accepting international students and the money they bring with them, many institutions are not ensuring these students understand these rights or receiving a full orientation to their new lives in Canada. There are practical solutions to this problem, including the involvement of Human Rights Offices in International Student Orientation.

15:00 – 15:30

Concurrent Workshops - CHOOSE ONE

Classroom 3201, 3rd Floor, Richcraft Hall



Shattering the Glass Cliff: My experience as a Transgender Department Chair

Moderator: **Crystal Ragush**, Operations Manager, Human Rights And Equity Services, Dalhousie University

Presenter: **Mel Rutherford**, Professor and Chair, McMaster University

The term “Glass Cliff” was coined in 2005 to describe the finding that women were over- represented in precarious leadership positions. The concept has since been extended to leaders of colour. Once promoted, these new leaders are subjected to greater scrutiny, impacting the evaluation of performance, and the tenure of these leadership positions. I describe my own leadership opportunity in terms of the Glass Cliff Phenomenon. I was appointed to lead a department in distress. I describe my experiences of enhanced scrutiny as well as the impact of multiple reports that as a transgender person in leadership, I was harming students.

Classroom 3202, 3rd Floor, Richcraft Hall



Black Women Dreaming and Charting New Possibilities in University Programming: Space-making and Unpacking the Process and Product of Contemplating our Futurity.

Moderator: **Debbie Thompson**, Executive Director OVPECI, Toronto Metropolitan University

Presenters: **Nicola M. Dove**, Special Projects Officer and **Celine Gibbons-Taylor**, Equity, Diversity and Inclusion (Program) Coordinator, University of Toronto Scarborough



In this present time, Equity, Diversity and Inclusion (EDI) is under intense critique and hyper-surveillance (e.g., Revers, 2024). Black women, in particular, face expounded difficulties doing EDI work within the academy (Hollis, 2018; Jabali, 2024). In this presentation, we reflect retrospectively on an event we planned entitled Black Women Dreaming: The Process and Product of Contemplating our Futurity. We share post-workshop reflections in which participants indicate the necessity of considering wellbeing wholistically. Simply put, university programming provides space and opportunities for practitioners to respond to long-standing issues and challenges through innovative means.

Classroom 3228, 3rd Floor, Richcraft Hall



Interdisciplinary Approaches to EDI on Campus: Cross-Pollinating more Livable Futures

Interdisciplinary Approaches to EDI on Campus: Cross-Pollinating more Livable Futures

Moderator: **Kristina Epifano**, Equity Education and Services Coordinator, Department of Equity and Inclusive Communities, Carleton University

Presenter: **Emily Moorhouse**, EDI Education and Support Initiatives Coordinator, Equity & Human Rights Office, Trent University

This presentation highlights the importance of interdisciplinary approaches and methods that should ground EDI practices on campus to support best practices and more livable futures. Specifically, this presentation advocates for cross-pollinating indigenous feminisms, black feminisms, and best practices in violence prevention which include trauma-informed and transformative justice approaches. Combining these theories and practices can better ensure that EDI scholars and practitioners are collectively accountable to the communities we are supposed to serve (Simpson, 2013). Deeper engagement across these communities and fields can better ensure that EDI is not simply performative, tokenistic, or reproducing institutional betrayal (Platt, Barton & Freyd, 2009).



15:30 - 16:00

Closing Remarks

Conference Rooms 2220-2224-2228

Ikram Jama, Director of Human Rights and Equity, Department of Equity and Inclusive Communities, Carleton University

Scott Thomas, Human Rights and Diversity Officer, Cape Breton University, and President of CAPDHHE

WORKSHOP PRESENTER BIOS



Sara Luther

Human Rights Lawyer, Consultant, Facilitator, Founder of Forwardworking, Forwardthinking

Sara's a human rights lawyer and founder of Forwardworking. After a decade+ of investigating, she shifted focus to working with leaders to create respect-based cultures through a human rights lens. Sara sheds light on what is being felt but not spoken, spoken but not heard, and heard but not actioned.



Njeri Damali Sojourner-Campbell

Associate, Hicks Morley Hamilton Stewart Storie LLP

Njeri Damali Sojourner-Campbell, an associate in Hicks Morley's Toronto office, is a creative and practical problem solver and a recognized thought leader in human rights and equity. She helps employers realize the potential of their workplaces through the development of policies and procedures, the design and delivery of legal training seminars and, when the need arises, resolution of legal disputes through mediation and litigation. Njeri has appeared as counsel before human rights adjudicators and labour arbitrators on matters related to workplace harassment, discrimination, accommodation issues, academic hiring, and policy issues, and she has been an advisor on collective agreement issues.

***NOTE** : As well as being a workshop presenter, Njeri is one of panelists on the Legal Panel.*

WORKSHOP PRESENTER BIOS



Zenith Bose

EDI Training Specialist for Researchers, Mount Royal University

Zenith holds a Bachelor's degree in Psychology and a Master's degree in Education in Curriculum Development. She is passionate about reducing barriers for students, staff, and faculty through equity-centric policies, initiatives, and programs. Zenith is a Bengali Canadian educator with over 13 years of experience in student and academic affairs.



Mel Rutherford

Professor and Chair, McMaster University

I am a Professor and McMaster University's first Transgender department chair. I take an evidence-based approach to issues of equity, diversity and inclusion. I lead workshops on the topics of Radically Inclusive Leadership, Formal Consensus Decision Making, and Queer Etiquette.



Yodit Tesfamicael

Graduate Student, University of Alberta

Yodit Tesfamicael (she/her) is a Black feminist researcher in Education Policy Studies at the University of Alberta. Yodit was born and raised in amiskwaciy-wâskahikan (colonially named Edmonton) in Treaty 6 territory where her family settled from Eritrea. Yodit belongs to the Tigrinya-speaking peoples and is a daughter, sister, aunt, cousin, and friend to her family and loved ones.

Yodit co-founded Students 4 Change in 2020 with students, graduates and allies of students of NorQuest College's licensed practical nursing (LPN) program who experienced discrimination. Her advocacy work with Students 4 Change led to her research interest in studying anti-Black racism in LPN and higher education institutions.

WORKSHOP PRESENTER BIOS



Emily Moorhouse

EDI Education and Support Initiatives Coordinator, Equity & Human Rights Office, Trent University

Dr. Emily Moorhouse received her M.A. and PhD at the University of Toronto in Social Justice Education. She is now the EDI Education and Support Initiatives Coordinator at Trent University where her portfolio is shared with the Equity and Human Rights Office and the Office of Student Affairs.



Leela MadhavaRau

Consultant, LMR Human Rights and Equity Consulting

Leela MadhavaRau operates LMR Human Rights and Equity Consulting. She has spent her career in the field of human rights, equity and inclusion, working at universities in Canada and the United States. Her academic background is in Social Anthropology reflecting living a life between cultures and countries.



Lenore Lukasik Foss

Director, Sexual Violence Prevention and Response Office, McMaster University

Lenore has worked in the anti-gender-based violence movement for over 30 years. In 2022, she joined McMaster University as the inaugural Director, Sexual Violence Prevention and Response Office. Lenore has expertise working with survivors using trauma-informed, harm reduction and intersectional frameworks; and facilitating collaboration between sectors to better support survivors.

WORKSHOP PRESENTER BIOS



Wil Fajarczuk

Manager, Sexual Violence Prevention Education, McMaster University

Wil is an enthusiastic educator guided by intersectional feminism, anti-oppression, and critical pedagogy. He is the manager of the sexual violence prevention education program at McMaster University's Sexual Violence Prevention and Response Office and has a consent-educating drag persona named Unita Assk.



Dee (Diana) Pearson

Equity, Diversity and Inclusion Coordinator, University of Toronto Scarborough

Dee (Diana) Pearson is an Equity, Diversity and Inclusion Coordinator with the University of Toronto Scarborough. Dee has a masters in gender studies and social justice, and has been involved in EDI initiatives in government and post-secondary institutions, and in community volunteer and education since 2014. They are enthusiastic about facilitating critical discussions through the lens of feminist, queer, critical race and critical pedagogy.

WORKSHOP PRESENTER BIOS



Nicola M. Dove

Special Projects Officer, University of Toronto Scarborough

Nicola M. Dove is a Special Projects Officer in the Equity, Diversity, and Inclusion Office at the University of Toronto Scarborough. Her career interests center on inclusion and belonging in higher education, and anti-oppressive and anti-racist pedagogies. She often leans on critical frameworks, such as Black Feminist ethics of care and Intersectionality, to inform and enhance her work. Nicola is also a doctoral candidate in the Faculty of Education at York University.



Celine Gibbons-Taylor

Equity, Diversity and Inclusion (Program) Coordinator, University of Toronto Scarborough

Celine Gibbons-Taylor is an Equity, Diversity and Inclusion (Program) Coordinator in the Equity, Diversity, and Inclusion Office at the University of Toronto Scarborough. Celine obtained a BA in Sociology and Women's and Gender Studies from the University of Toronto Scarborough, and an MA in Gender Studies from Queen's University. Given her scholarly, professional, and personal interests, Celine has always had an affinity to equity and inclusion work with positions spanning research, teaching, and program administration.

As practitioners committed to cultivating inclusive excellence in higher education, both Nicola and Celine leverage knowledges passed down through their Caribbean ancestry to constructively disrupt and generate long-lasting, transformative change in higher education.

As practitioners committed to cultivating inclusive excellence in higher education, both Nicola and Celine leverage knowledges passed down through their Caribbean ancestry to constructively disrupt and generate long-lasting, transformative change in higher education.

WORKSHOP PRESENTER BIOS



SoulSpace

The mission of Soul Space is 'Attending to the spirits of street health, harm reduction, community, and social service workers in Ottawa'. Soul Space is a community collective that cares for frontline workers who work with people experiencing poverty, homelessness, complex mental health and substance use issues. Because of the demands of their work (shift work, potential for violence, vicarious trauma, etc.) and limited resources to adequately care for their clients, these workers are at high risk of experiencing burn-out and compassion fatigue. Through low-barrier holistic wellness offerings (e.g., retreats, cafes, collective care circles), Soul Space offers 'collective care'; opportunities for healing within a community of one's peers and with wellness providers who understand the unique challenges and rewards of frontline work in the social service sector.

Danielle Rolfe, Co-Founder, SoulSpace

Danielle Rolfe, PhD, co-founded Soul Space in 2019 in response to the burnout that she witnessed while filming *Blue Roses*, a documentary about the need for palliative care for people living in rooming houses. Beyond Soul Space, Danielle works as a filmmaker and community-based researcher to address issues related to health equity and social justice.

Kyanna McPherson

Kyanna works full-time with the government, admin and teaching yoga part-time at Pure Yoga, and showing up as a mystic connectress for Union 108. Yoga has been a passion of Kyanna's for about 7 years, it's not just about the physical practice; it's a journey of self-discovery and healing that Kyanna is deeply committed to sharing with others. As a yoga instructor Kyanna is driven to creating a space where everyone feels welcome and accepted for exactly who they are. Kyanna believes that yoga is for everybody, regardless of shape, size, ability, or background. Kyanna's ultimate goal is to empower students to show up for themselves, both on and off the mat, wanting them to know that they are worthy of love and respect, just as they are.

PANELIST BIOS



Nathaniel Marshall, Workplace Investigator & Employment Lawyer
Marshall Workplace Law

Nathaniel is the founder of Marshall Workplace Law. He is a prominent workplace investigator and is known for conducting complex investigations in a variety of sectors including police services, school boards, universities, hospitals, municipalities, and crown corporations. Nathaniel provides proactive solutions that are tailored to each client’s workplace culture and not only designs processes to address their specific needs, but also withstand legal scrutiny. Additionally, Nathaniel is sought out for his expertise in conducting investigations related to applicable human rights legislation, and specifically with regard to anti-Black racism. He received a Bachelor of Arts (Dean’s List) in Political Science, and a Juris Doctorate, both from Dalhousie University, where he was a member of the Indigenous Black & Mi’Kmaq Initiative. Nathaniel carries on a national practice and is called to the bar in Nova Scotia, Ontario, and Nunavut.



Susan Joanis, Human Rights Investigator, MIT (Global) Consulting Group, Inc.

Susan immigrated to Canada with a law degree from the United States and has made her career in the equality rights and human rights sphere – focusing initially on policy development and legal theories and strategies, and more recently on investigations. Over the years, she has worked in both the non-profit and government sectors. Currently, Susan conducts external human rights investigations for clients of the firm MIT Global Consulting. For many years these investigations arose solely within the context of workplace complaints; more recently they fall within the university setting.

PANELIST BIOS



Rahim Jamal, Partner, Kastner Ko LLP

Rahim is a partner at Kastner Ko LLP. He brings creativity, compassion, and practical solutions to sensitive workplace matters. He listens closely to understand his clients' priorities and passionately advocates on their behalf. Rahim regularly advises employers and workers on all aspects of the employer/employee relationship, including: offers of employment, employment standards, human rights obligations, workplace policies, termination of employment, and constructive dismissal. Rahim has significant experience serving First Nations and Indigenous organizations. His clients also include not-for-profit organizations, unions, educational institutions, and businesses. Rahim is interested in helping his clients move through and learn from conflict. He is curious about how systemic issues show up in the workplace and is committed to helping employers and employees navigate meaningful responses. He also acts as an independent investigator on workplace matters and provides training/coaching on human rights and equity in the workplace. Prior to joining Kastner Ko LLP, Rahim worked at two well-regarded Bay Street law firms. During law school, he was a caseworker at Parkdale Community Legal Services. Rahim graduated from Osgoode Hall Law School in 2013. He holds a Bachelor of Arts and Science from McMaster University and a Master's degree from LSE, where he studied in the Race, Ethnicity, and Post-Colonial Studies program.

PANELIST BIOS



Kharoll-Ann Souffrant, M. Serv. Soc. / M.S.W

Doctoral Candidate, School of Social Work, University of Ottawa
Pre-Doctoral Fellow (2023–24), Black Studies, Queen’s University

Kharoll-Ann Souffrant is a social worker and doctoral candidate in social work at the University of Ottawa. She is in the final stages of a doctoral dissertation focusing on the activism of Black women survivors against sexual violence and rape culture in the province of Quebec. Kharoll-Ann holds multiple years of psychosocial intervention work with various populations, including women fleeing violence. As a part-time lecturer, she has taught undergraduate and graduate courses in social work, gender studies, black studies and criminology. She is the author of *Le privilège de dénoncer – Justice pour toutes les victimes de violences sexuelles* (Winner – Author of the Year – Gala Dynastie 2024; Longlisted for the Grand Prix du Livre de Montréal 2023). She has been named a 2020 United Nations Fellow for People of African Descent and is a regular columnist for Noovo Info and À Bâbord!



Elizabeth Bingham, B.A. Hons., J.D., Partner, Rubin Thomlinson LLP

Elizabeth Bingham brings a high level of skillfulness to Rubin Thomlinson. Her expertise includes handling cases with challenging factors such as potentially contradictory evidence, reluctant interviewees, and the implications of disability, mental health, and class. Elizabeth’s practical, methodical process and problem-solving nature have proven assets to her clients, allowing her to parse the facts reliably and responsibly, even in convoluted cases, while minimizing stress and slowdowns for all involved.

PANELIST BIOS



Deb Eerkes

Lead, Sexual and Gender-Based Violence Response, Office of the Provost and Vice-President (Academic), University of Alberta

Deb Eerkes is the Lead, Sexual and Gender-Based Violence Response at the University of Alberta. In that role she has led the development of a new SGBV policy suite, created the Options Navigation Network, and developed a comprehensive mandatory training program for those who have a formal role in disclosures or complaints of SGBV. She currently chairs several working groups to address specific elements of SGBV in the working and learning environment.

Deb has formerly held a number of positions and responsibilities at the University of Alberta over her 20+ years there, most recently as Director of Student Conduct & Accountability. She explored the use of restorative practices with a working group and wrote the Restorative Initiatives for Sexual Violence Report. In addition, she was co-Lead of the Reporting, Investigation and Adjudication working group for the national Courage to Act project, and co-authored the Comprehensive Guide to Campus GBV Complaints.

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About Kastner Ko LLP

We focus on employment law, union-side labour law, state accountability, public law, professional discipline, and civil litigation.

We are passionate about our work and committed to access to justice. We provide exceptional legal counsel and representation, without compromise. We maintain the highest professional standards in our relationships with clients, colleagues, courts, and tribunals.

Kastner Ko LLP is recognized by The Globe and Mail as one of Canada's Best Law firms in 2024 for Labour & Employment, Dispute Resolution, and Human Rights. We were previously noted as one of Canada's Best Law Firms in 2023 and 2022 for Labour & Employment Law, and by the Canadian HR Reporter as one of Canada's Best Employment Law Firms for 2023.

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About Marshall Workplace Law

Marshall Workplace Law is a boutique employment law firm based in Toronto with expertise in conducting external workplace investigations, audits, training, and mediations. We maintain the highest standards of ethical practice by tailoring our services to the individual needs of each client. When faced with addressing highly sensitive matters in the workplace, clients turn to us for clear, practical, and efficient solutions. We leverage our education, training, and experience to put our clients at ease when navigating complex circumstances.

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About Rubin Thomlinson LLP

Founded in 2023, Rubin Thomlinson LLP is a prominent Canadian law firm focused exclusively on workplace and institutional investigations and assessments, training for HR professionals, workplace restoration, and consulting. Equipped with extensive experience, we provide neutral third-party support through any challenging, high pressure workplace situation. Our team of legally trained workplace investigators work nation-wide and routinely handle a wide spectrum of complex complaints in English and French, including investigations involving systemic and/or race-based issues, reprisal, harassment, incivility, and sexual misconduct, to name a few. With over two decades of accumulated knowledge and practice, we are often called upon as trusted advisors to assess workplaces, provide recommendations, and facilitate mediations. We offer not just solutions but pathways to help address the core issue(s) in any type of workplace conflict.

Rubin Thomlinson Workplace Training Inc., a related venture, coaches employees, employers, and institutions to support their internal harassment and human rights policies and practices. RT Workplace Training Inc. offers training for HR professionals, managers, and internal counsel in workplace investigations and workplace human rights. Training sessions are open to the public or can be brought in-house and tailored to a workplace or an institution's specific challenges and training needs.

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About MIT (Global) Consulting Group, Inc.

MIT is a diverse and inclusive company (e.g., intersecting identities of race, gender, identity, age, creed/faith and disability etc.). For over 15 years, we have been offering services such as “Workplace Investigations and Culture Assessments” to the private and public sectors. Our investigators and consultants possess extensive track records providing simple and complex services to multi-faceted institutions, organizations and employers in Canada, Africa and the Caribbean. For example, we have provided services to the Ontario Government, Agencies, Boards and Commissions, Ontario Public Service Employees Union, Public Service Alliance of Canada, Canadian Union of Postal Workers, Governments of Trinidad and Tobago and Antigua and Barbuda; including universities, colleges and school boards.

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About Hicks Morley Hamilton Stewart Storie LLP

Hicks Morley is one of the leading Canadian firms focusing on management-side human resources law and advocacy. The firm's 120 lawyers offer strategic advice, creative solutions, risk assessment, consultation, representation and training on all aspects of labour, employment and human rights law. Working with clients across all industries—including colleges and universities—they navigate complex legal issues and have an extensive record of helping organizations effectively manage their workplaces. Visit hicksmorley.com to learn more.

<https://hicksmorley.com>



About CAPDHHE

CAPDHHE is an association of equity, diversity and inclusion (EDI) and human rights practitioners who work to foster respect and inclusion on Canada's post-secondary campuses. CAPDHHE's active volunteer board and part-time Executive Coordinator coordinate the annual conference, webinars, networking and resources to provide members with a sounding board for approaches to current questions, the sharing of best practices and importantly, a place of common understanding.

While CAPDHHE was founded in 2000, its roots go back to 1984, and the National Conference on Sexual Harassment Association (NCOSHA). This conference evolved into the Canadian Association Against Sexual Harassment in Higher Education (CAASHHE), and then into the organization as it exists today when it was recognized that members were often addressing other forms of discrimination and harassment in addition to sexual harassment. With the development of EDI we can see that the field continues to evolve.

We welcome new and returning members to get involved by volunteering to help with the conference, webinars, our Groupsite space, communications or membership management. Come to the AGM to meet the Board and find out more!

About Carleton University

Carleton University is a dynamic, research-intensive institution that engages in partnerships to address the world's most pressing challenges. The university's collaborations bring together world-class companies, researchers and a new generation of talent with over 30,000 students to deliver innovations and results that are driving a more prosperous, sustainable future.

Situated on unceded Algonquin territory beside the historic Rideau Canal, an official UNESCO World Heritage Site, Carleton University was founded by the community in 1942 to meet the needs of veterans returning from the Second World War.

Carleton University is committed to fostering an inclusive and transformational culture and to create an environment where individual distinctiveness and a sense of belonging lead to excellence in research, teaching, learning, and work. This commitment extends to promoting cross-cultural collaboration, interdisciplinary engagement, and innovative intellectual inquiry. Carleton University emphasizes the importance of an environment free from discrimination, harassment, and sexual violence, ensuring equitable access to services and opportunities.

Acknowledgements

This CAPDHHE Conference was brought together by a dedicated organizing team including people from the Department of Equity and Inclusive Communities, Carleton University and CAPDHHE volunteer Board members and staff, as well as the invaluable participation of post-secondary EDI professionals, including academics and practitioners, from various locations across Turtle Island.

The CAPDHHE Conference would not be possible without the generous support of our sponsors.

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