

2022 SOAR Annual Conference

Speaker Profiles

[NEGAR AZMUDEH](#)

Assistant Deputy Chairperson, Refugee Protection Division, Quality Centre, Immigration and Refugee Board of Canada

[ROSEMARY BASA](#)

Member, Refugee Appeal Division, Immigration and Refugee Board Canada

[ADA CHAN](#)

Executive Director/Lawyer, Chinese and Southeast Asian Legal Clinic

[JOANNE \(OKIMAWININEW\) DALLAIRE](#)

Elder and Senior Adviser, Indigenous Relations and Reconciliation, Toronto Metropolitan University

[PAUL DALY](#)

Associate Professor, University of Ottawa, Faculty of Law

[THE HONOURABLE AVVY YAO-YAO GO](#)

Federal Court of Canada

[DAVID GOODIS](#)

Partner, INQ Law

[JASON KOTLER](#)

Founder and President, CYPFER

[DIANA MILES](#)

CEO, Law Society of Ontario

[ROSEMARIE McCUTCHEON](#)

Tribunal Chair and CEO, Workplace Safety and Insurance Appeals Tribunal (WSIAT)

[EVAN RANKIN](#)

Associate, Singleton Reynolds

[THE HONOURABLE JUSTICE MOHAN SHARMA](#)

Superior Court of Justice

[ALYSHA SHORE](#)

Partner, Paliare Roland Rosenberg Rothstein LLP

[THE HONOURABLE JUSTICE LORNE SOSSIN](#)

Ontario Court of Appeal

[AMY STEIN](#)

General Counsel, College of Opticians of Ontario

[DR. RACHEL THIBEAULT](#)

University of Ottawa

[NANA YANFUL](#)

Legal Director, Black Legal Action Centre (BLAC)

2022 SOAR Annual Conference Planning Committee Profiles

Conference Co-chairs

[MICHELLE ALTON](#), Assistant Crown Attorney, Lambton County

[CAROLYN A. GORA](#), Director, Professional Conduct, The College of Nurses Ontario

Conference Committee Members

[DANIEL J. ABRAHAMS](#)

Professional Engineers Ontario

[ERIC BRUCE](#)

The College of Dental Hygienists Ontario

[MAUREEN CARTER-WHITNEY](#)

Immigration and Refugee Board of Canada

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Workplace Safety and Insurance Appeals Tribunal

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Tribunals Ontario

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Ontario Securities Commission

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Law Society Tribunal

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Condominium Authority Tribunal

[GENEVIEVE PLUMMER](#)

Ontario College of Pharmacists

[PREEYA SINGH](#)

The College of Audiologists and Speech-Language Pathologists of Ontario

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Ontario Securities Commission

[VOY STELMASZYNSKI](#)

Society of Ontario Adjudicators and Regulators

[DAPHNE SIMON](#)

Society of Ontario Adjudicators and Regulators (Ex Officio)

Speaker Profiles

NEGAR AZMUDEH

For the past 23 years, Negar has dedicated her professional career to the advancement of Canada's refugee determination system. Her roles in this system have included representing individuals before Canada's tribunals and courts, working as a decision-maker within those tribunals, hiring and training new decision-makers on refugee law and procedure, and acting as an executive overseeing the administration of the refugee determination system. Most recently, she has been the head of the Quality Centre at the Refugee Protection Division of the Immigration and Refugee Board. The Quality Centre is taking various initiatives to positively impact quality and consistency of decision-making. She is passionate about administrative justice and its flexibility to provide access to justice to its users in a fair, efficient, and timely manner. She holds a Bachelor of Arts from Simon Fraser University and a law degree from University of Ottawa.

ROSEMARY BASA

Rosemary Basa began her career practising law in the areas of labour and employment. She has appeared as counsel before various adjudicative bodies including the Grievance Settlement Board, the Ontario Labour Relations Board, the Canada Industrial Relations Board, and the Ontario Human Rights Tribunal. She joined the Workplace Safety and Insurance Appeals Tribunal as a Vice-Chair in 2006, and in 2020 she took on the role of Tribunal Counsel. In 2021, she was appointed to the Immigration and Refugee Board of Canada where she sits as a Member of the Refugee Appeal Division.

ADA CHAN

Ada Chan is the Executive Director of the Chinese and Southeast Asian Legal Clinic, a busy legal clinic that assists thousands of low-income clients in the Chinese, Vietnamese, Cambodian and Lao communities in Ontario. Ada and her staff are engaged in a poverty law practice, including administrative law, test cases, social justice advocacy and community engagement and empowerment. Previous to joining as ED, Ada also sat on the CSALC Board of Directors. Ada is an advocate for social justice and has spent her legal career representing marginalized clients in Ontario. As a staff lawyer with Legal Aid Ontario from 2011-2021, Ada provided direct legal services to low income Ontarians in the areas of family and criminal law. Ada was born in Hong Kong and immigrated to Toronto with her family in 1990. She studied at McGill University and graduated from the Faculty of Law at the University of Toronto in 2009. She was admitted to the Ontario Bar in 2010.

JOANNE (OKIMAWININEW) DALLAIRE

Joanne sits as the Elder and Senior Advisor, Indigenous Relations and Reconciliation for Toronto Metropolitan University, Chair of Toronto Metropolitan's Aboriginal Education Council, Co-chair of the Truth and Reconciliation Directive and Co-chair of the Standing Strong Task Force. She also sits as a member of the Elders Council and Chair of the Urban Indigenous Community Advisory Committee for the TDSB and provides administrative and staff support. She has dedicated her career to counselling, advising, training and educating on Indigenous concerns, empowering and capacity building and advocating for change in broader societal relationships between Indigenous and non-Indigenous people. Joanne's awards include an Honorary Doctor of Laws in the Community Service Faculty at Toronto Metropolitan University, The Minaake Award for Leadership, Herbert H Carnegie Amazing Aces Award for Courage and City of Toronto Access, Equity and Human Rights Awards – Aboriginal Affairs Award.

PAUL DALY

Professor Paul Daly holds the University Research Chair in Administrative Law & Governance at the University of Ottawa. He has written extensively on administrative law in Canada and elsewhere in the common law world, in English and in French.

THE HONOURABLE AVVY YAO-YAO GO

Madam Justice Avvy Yao-Yao Go has 30 years of advocacy and litigation experience on behalf of low-income racialized clients, mostly through her role as Clinic Director of the Chinese and Southeast Asian Legal Clinic. As a first-generation Canadian of Chinese descent, Justice Go devoted the bulk of her legal career to breaking down barriers for marginalized groups, while challenging long-standing Canadian issues including systemic racism and other forms of discrimination within the legal system. Justice Go received her B.A. from University of Waterloo, her LL.B. from University of Toronto, and her LL.M. from Osgoode Hall Law School. She was called to the Bar of Ontario in 1991. In 2021, Justice Go became the first Chinese Canadian to be appointed to the Federal Court.

DAVID GOODIS

David is a partner at INQ Law, specializing in privacy and access. David is a graduate of Western University's law school and was called to the Ontario bar in 1988. For over 30 years, David was a senior information and privacy lawyer with Ontario's Information and Privacy Commissioner. He held the roles of assistant commissioner, director of legal services and manager of adjudication with the IPC. He is an experienced litigator, and has appeared before the Divisional Court, the Ontario Court of Appeal, and the Supreme Court of Canada. David teaches administrative law and privacy law at the University of Toronto's Faculty of Law and Osgoode Hall Law School. David is the author of the 2021 *Annotated Ontario Freedom of Information and Protection of Privacy Acts* (Thomson Reuters), and is an author of privacy law materials for the Law Society of Ontario's bar admission course.

JASON KOTLER

Jason is Founder & President of CYPFER Corp, one of the largest singularly-focused Global Cyber Extortion and Ransomware Advisory, Negotiations and Recovery firms. Cypfer has had unsurpassed success in helping victim organizations recover from some of the largest global cyber-attacks. Jason has effectively managed more than 1,000 cyber extortion incidents and has a deep understanding of the incident attack chain, adversarial mindset, and negotiations and settlement strategies. He has built an elite Emergency Incident Response – "ER Team" – that specializes in conducting complex threat intelligence operations and engagement with cyber threat actors. Under his leadership, CYPFER has delivered an unsurpassed success rate of 100% on resolving mission-critical, time-sensitive and complex cyber-incidents and targeted extortions of high-profile individuals, well within the target objectives and defined success parameters, for companies of all sizes, ranging from Not-for-Profits, SMEs to large multinationals and public companies with revenue in the billions, in diverse sectors, industries and highly-regulated markets. Jason has more than 25 years of experience as a seasoned executive, holding CEO, COO, CISO and CIO roles, and successfully building, leading and scaling hyper-growth technology companies. Prior to founding CYPFER, Jason was the Chief Administrative Officer of a US \$1.75B AUM Private Equity Fund based in Toronto and Nevada where he was solely responsible for enterprise risk management. As a serial entrepreneur, Jason spent more than 15 years founding (and funding), advising to and successfully exiting technology startups in the cryptocurrency, cybersecurity, FinTech, data protection, Internet-of-Things (IoT), process controls, cleantech, renewable energy, and medical devices industries. Jason is also an experienced lawyer and a member of the Law Society

of Ontario (LSO), having started his professional career practicing Privacy, Intellectual Property, Technology and M&A and Corporate Commercial Law with McMillan LLP in Toronto. Jason holds an MBA from the Richard Ivey School of Business, a JD from Osgoode Hall Law School, a Bachelor of Art, Visual Arts from Western University, and is a Certified Management Consultant (CMC). Jason has spoken at numerous events and been interviewed by industry practitioners and media as a leading cybersecurity expert on topics ranging from cyber-attacks and breaches, cyber extortion, ransomware, cybercrime, data privacy and protection, and developing proactive cyber-awareness and ransomware readiness strategies and playbooks.

DIANA MILES

Diana joined the Law Society of Ontario in 2001 as the Executive Director of Professional Development and Competence. She has since held numerous positions in the organization in addition to the competence portfolio, including Executive Director of Organizational Strategy, of Communications and of Professional Regulation. Diana was appointed Acting CEO in September 2017 and CEO in March 2018. Throughout her career at the Law Society, Diana has provided proactive and effective policy-oriented leadership to the Board while overseeing significant operational portfolios. Her responsibilities have included strategic and operational planning, financial management, governance assessment, board education, creation of defensible and valid licensure systems, provision of resources and supports for legal practitioners, and the development of progressive regulation, risk management and quality assurance for lawyer and paralegal licensees and their legal practices. Prior to joining the Law Society, Diana was the Chief Operating Officer of a large Toronto law firm and in that capacity supported business development, client services, firm administration, strategic planning and financial accountability. Diana has been a business executive for over 25 years, and has certifications from Rotman, Ivey, Smith and Harvard Schools of Business on a range of strategy, financial, leadership and management topics. She has extensive governance and board experience, is a Chartered Director (CDir), and has worked with private and not-for-profit boards as a board member and governance facilitator in the education, energy, health care, insurance and professional services sectors.

ROSEMARIE McCUTCHEON

Rosemarie McCutcheon was appointed as the Chair of the Workplace Safety and Insurance Appeals Tribunal (WSIAT) in August 2019. Prior to that appointment, Ms. McCutcheon was a vice-chair, with concurrent roles in the oversight and delivery of WSIAT's professional development programs, and later, as Alternate Chair - Registrar. Ms. McCutcheon started her legal career in litigation, but she has long been committed to public law, having earned the Samuel Lerner Q.C. Prize for attaining the highest combined grades in Public Law, Civil Litigation and Family Law upon her call to the Ontario Bar in 1997. Ms. McCutcheon holds an LL.M. (Administrative Law) and an LL.B., both from Osgoode Hall Law School. In 2021, the Ontario Bar Association's Workers' Compensation Law Section named Ms. McCutcheon as the recipient of the OBA Ron Ellis Award for Excellence in Workers' Compensation Law. Ms. McCutcheon serves on the Board of Directors of the Society of Ontario Adjudicators and Regulators and is an active volunteer in her community.

EVAN RANKIN

Evan frequently serves as counsel to the College of Physicians and Surgeons of Ontario, including recently in a case in which the College successfully obtained two statutory injunctions and a publication ban relating to the harassment on social media of potential witnesses: *College of Physicians and Surgeons of Ontario v O'Connor*, 2022 ONSC 195. Evan also served as counsel in the complex prosecution of an alternative medicine physician: *College of Physicians and Surgeons of Ontario v Khan*, 2022 ONPSDT 5. Apart from his regulatory litigation experience, Evan routinely represents directors and officers in a wide array of negligence and oppression claims.

THE HONOURABLE JUSTICE MOHAN SHARMA

Justice Mohan Sharma received a B.A. from the University of Toronto and an LL.B. from Osgoode Hall Law School. He was called to the Bar in Ontario in 1999. At the time of his appointment, Mr. Justice Sharma was the Executive Legal Officer for the Superior Court of Justice of Ontario, providing legal and policy advice to the Court's judges; he was also Senior Counsel in the Office of the Chief Justice. He has held a variety of legal and policy positions. He served as the Ministry of the Attorney General's Counsel in Residence at the Law Commission of Ontario, as the Project Director to the Civil Justice Reform Project led by the Honourable Coulter Osborne, and as Research Counsel to the Task Force on the Discovery Process in Ontario. Justice Sharma also served as Policy Counsel within the Court Services Division and as Advisory Counsel in the Crown Law Office-Civil, both within the Ontario Ministry of the Attorney General. Prior to joining government, he had been an associate at WeirFoulds LLP, articulated at Scott & Ayles, and worked as a student and lawyer at Parkdale Community Legal Services. Justice Sharma was a founder of the South Asian Legal Clinic of Ontario, and has been active in fundraising events to support HIV/AIDS relief in Canada and Africa, the Nikibasika Child Development Program in Uganda, and Diabetes Canada. Justice Sharma is of Indian and Danish descent and lives with his husband and two children.

ALYSHA SHORE

Alysha Shore is a partner at Paliare Roland Rosenberg Rothstein LLP. Alysha has a diverse litigation practice, acting for clients in administrative law proceedings, civil and commercial disputes, and employment litigation. Alysha maintains an active hearings practice with a particular expertise in administrative proceedings involving regulated professionals, principally as a prosecutor. Through this work, she has prosecuted breaches of privacy on numerous occasions before regulatory tribunals.

THE HONOURABLE JUSTICE SOSSIN

Justice Lorne Sossin was appointed to the Court of Appeal for Ontario in November 2020. He had served as a judge of the Superior Court of Justice since 2018, and prior to this initial appointment, he was a Professor and Dean of Osgoode Hall Law School, at York University. Justice Sossin has published numerous books, journal articles, reviews and essays, including *Administrative Law in Practice: Principles and Advocacy* (Toronto: Emond Montgomery, 2018) (with Emily Lawrence); and since 2019 has been the editor of the Thomson Reuters looseleaf volume, *Practice and Procedure Before Administrative Tribunals*.

AMY STEIN

Amy Stein is the Deputy Registrar at the College of Opticians of Ontario where she works closely with the Registrar, CEO to oversee day-to-day operations and strategic initiatives. Amy also serves as the College's General Counsel and advises the College's board of directors, committees, Registrar and staff on matters such as professional conduct, governance and regulatory compliance. Amy has been working in professional regulation for over 10 years, including as external legal counsel to professional regulatory bodies and administrative boards prior to joining the College. Amy holds a B.A. from McGill University and a J.D. from the University of Toronto.

DR. RACHEL THIBEAULT

An occupational therapist who holds a Ph.D. in psychology, Rachel was for nearly three decades a professor at the Faculty of Health Sciences of the University of Ottawa, Canada. She has developed expertise in psychological resilience and peer support in complex situations and has worked worldwide as a clinician, researcher and trainer. In recognition of her contributions to the field of mental health, she has received the title

of Officer of the Order of Canada, the Lifetime Achievement Award from the Canadian Society of International Health and Honorary Degrees. Now a consultant, she provides training and support to a broad range of settings, from medical agencies and governmental organizations to war and cancer survivors, to name a few.

NANA YANFUL

Nana brings almost two decades of community advocacy experience as well as equity and diversity work to her legal practice at BLAC. A graduate of the University of Windsor, Faculty of Law, Nana completed her articles at the Superior Court of Justice and was called to the Bar in 2014. Prior to joining BLAC, she practiced criminal law in Toronto and advised on human rights and health equity initiatives in healthcare and public health settings. Nana was recognized by Lexpert in 2020 as a Rising Star: Leading Lawyers under 40.

She received the Community Service Award from the Canadian Association of Black Lawyers in 2021, as well as the Ontario Bar Association's 2021 President's Award. Nana is a board member of Women's Health in Women's Hands Community Health Centre and is deeply committed to community and legal work related to anti-Black racism and human rights.

Planning Committee Profiles

DANIEL J. ABRAHAMS

Daniel J. (Dan) Abrahams is a lawyer and Vice President, Legislation and Policy, at Professional Engineers Ontario, the engineering regulator. Previously Dan was at the Law Society of Ontario, where he served in a variety of senior counsel and leadership roles, most recently as Manager, Trustee Services. Before that, he worked at the Workplace Safety and Insurance Appeals Tribunal, where he was Senior Counsel and leader of the mediation group in the Tribunal Counsel Office. A longtime community volunteer, SOAR member and member of the SOAR Conference Committee for the past several years, Dan has served on the SOAR Board of Directors since 2017. He is a graduate of the University of Toronto's Trinity College and of the University of Windsor's Faculty of Law.

MICHELLE ALTON

Michelle Alton is an Assistant Crown Attorney in the Sarnia Crown Attorney's Office. Prior to assuming this role, Michelle served as General Counsel at the Workplace Safety and Insurance Appeals Tribunal and practiced in the areas of labour and employment law at a leading management-side law firm in Toronto. Michelle has appeared before numerous Ontario administrative tribunals and courts, including the Supreme Court of Canada. Michelle is a frequent speaker at conferences and an active member of the Advocates' Society and the Society of Ontario Adjudicators and Regulators. In addition to her law degree, Michelle has a B.Sc. and a M.Sc. in biology and has been published in several different publications, including the Journal of Cell Science and the Canadian Journal of Administrative Law and Practice.

ERIC BRUCE

Eric Bruce is a lawyer who has worked in various roles in the fields of regulation and compliance in both the public and private sector. He is the Director of Registration and Professional Conduct at the College of Dental Hygienists of Ontario and has previously worked in the investigations and hearings departments of other regulators. Eric obtained his law degree from the University of Toronto and completed graduate studies in law at Balliol College, University of Oxford. Eric currently sits as a member of the Discipline Committee of Professional Engineers Ontario, the engineering regulator. This is Eric's third year volunteering with SOAR on the Conference Planning Committee.

MAUREEN CARTER-WHITNEY

Maureen Carter-Whitney is an adjudicator in Toronto, currently a member of the Refugee Appeal Division of the Immigration and Refugee Board. She was previously a Vice-Chair of the Environmental Review Tribunal and the Mining and Lands Tribunal, and a Member of the Toronto Licensing Tribunal and the former Ontario Municipal Board. Prior to becoming an adjudicator, Maureen held positions as Research Director of the Canadian Institute for Environmental Law and Policy, Legal Analyst with the Environmental Commissioner of Ontario, author of the LexisNexis loose leaf publication, Environmental Regulation in Canada and Environmental Law Instructor at Ryerson University. Maureen holds a B.A. from the University of Toronto, LL.B. from the University of British Columbia and LL.M. in administrative law from Osgoode Hall Law School, and is a member of the Law Society of Ontario. She is on the Society of Ontario Adjudicators and Regulators (SOAR) Board of Directors and on the SOAR conference planning committee and is also on the Board of Directors of Hard Feelings Mental Health, a nonprofit organization working to increase access to affordable mental health services.

LINDA L. GEHRKE

Linda is a retired lawyer with a background in administrative law, adjudication, mediation and regulation. She serves as part-time Vice-Chair of the Workplace Safety and Insurance Appeals Tribunal (WSIAT); and has previously served as full-time Vice-Chair and in counsel roles with WSIAT. From 2008-2016, she was Lobbyist Registrar for the City of Toronto. She has also served as a Member of the Immigration and Refugee Board of Canada, and Counsel to the Law Society of Ontario's Tribunals Unit. Linda has played a longstanding role in the development of and is a faculty member of the Society of Ontario Adjudicators and Regulators (SOAR) and Osgoode Professional Development Adjudicator Training and Effective Decisions courses, and is past co-chair and current member of SOAR's Conference Committee. She is a recipient of the SOAR Medal and the Law Society Medal for her contributions to administrative justice and the public service.

CAROLYN A. GORA

Carolyn Gora RN, LLB, LLM is Director Professional Conduct at the College of Nurses of Ontario. Carolyn has a longstanding career in professional regulation working previously as the manager of public complaints and manager of the hearings office at the College of Physicians and Surgeons of Ontario. Before that, Carolyn practised personal injury litigation. Prior to her legal career, Carolyn worked as a nurse in cardiology and coronary care. Carolyn is a long-serving member of the SOAR Conference Planning Committee. She is a former chair of the Federation of Health Regulatory College's Discipline Orientation Committee. Carolyn is a graduate of George Brown College's nursing program and the University of Windsor Law School and holds a Masters in Health Law from Osgoode Hall Law School.

TREVOR GUY

Trevor Guy is a lawyer with a long-standing interest in administrative law. After graduating from Osgoode Hall and his call to the bar in 2006, he started practicing administrative and commercial law litigation at a national full-service firm. Eventually, his interest in administrative law took him to the Ontario public service, first to the Ministry of Citizenship, Immigration and International Trade, then to Tribunals Ontario, where he advises the cluster's tribunals on a wide range substantive and procedural matters, and acts on the litigation arising from the tribunals' decisions. He currently teaches administrative law as part of Osgoode's Professional Development LLM program for NCA students.

ANSHUMALA JUJAL

Anshumala Jujal worked with the Department of Justice as a litigator in the Immigration Law Section, and as counsel in the Crimes Against Humanity and War Crimes Section, Immigration, Refugees and Citizenship Canada Legal Services, and Correctional Legal Services. Following this, she was Senior Counsel at the Immigration and Refugee Board as well as at the Department of Justice. Anshumala is currently on secondment with the Canadian Human Rights Commission as Team Leader and Senior Counsel.

GRACE KNAKOWSKI

Grace is the Corporate Secretary & Director of the Governance & Tribunal Secretariat branch of the Ontario Securities Commission. She provides oversight and leadership to the Commission's governance framework and the Capital Markets Tribunal. She serves on the executive management team and offers strategic governance advice and policy guidance to Board Directors and staff. Grace leads the Secretariat that supports the Commission's regulatory, governance and tribunal functions. She chairs the Commission's Securities Proceedings Advisory Committee and is an active member and contributor to the Society of Ontario

Adjudicators and Regulators, Council of Canadian Administrative Tribunals and Governance Professionals of Canada. Prior joining the Commission, Grace held several progressively senior roles with the Law Society of Ontario. As Registrar and Senior Counsel, she was instrumental in the evolution and modernization of the Law Society Tribunal, with a focus on change management, stakeholder engagement, technology development and adjudicator education. Prior to joining the Law Society, Grace was in private practice at the law firm formerly known as McGee & Fryer where she assisted clients to successfully resolve family law issues with an emphasis on mediation. Grace was called to the Ontario Bar in 1999 and is a graduate of Osgoode Hall Law School and the University of Toronto.

CECILE LANDON

Cecile M. Landon is currently a Dispute Resolution Office with the Landlord and Tenant Board in the cluster of Social Justice Tribunals of Ontario. She has extensive knowledge and numerous years' working experience in adjudicating and mediating disputes between Landlords and Tenants, between non-profit housing cooperatives and their members and conducting case management hearings under various rent legislation and regulations including the Residential Tenancies Act, Landlord and Tenant Act, Tenant Protection Act and the Rent Control Act. A former Law Clerk, Ms. Landon's formal education is in Administrative Law and Mediation.

NOELINE PAUL

Noeline has worked in a variety of administrative law areas, both in public service and as a lawyer in Ontario and British Columbia. She is currently a Member of the Condominium Authority Tribunal (Condominium Authority of Ontario), where she adjudicates and mediates disputes using an innovative online platform. Noeline has also served as Vice-Chair and Member on several tribunals within the Tribunals Ontario/ Social Justice Tribunals Ontario cluster and she was an Assistant Deputy Chairperson and Member of the Immigration and Refugee Board of Canada, where she was involved in the recruitment and training of adjudicators and mediation officers in addition to her adjudicative and managerial functions. Noeline has been a member of the Society of Ontario Adjudicators and Regulators (SOAR)'s Conference Planning Committee since 2016, a co-chair of the SOAR's 2020 and 2021 annual conferences, and previously a member of SOAR's Board of Directors. She is also a Board Director of the Women's Law Association of Ontario (WLAO) and chairs the WLAO's Mentoring Committee.

Outside of her volunteer work within the legal sector, Noeline is a dedicated community volunteer and has served on the Board of Directors for a number of non-profit organizations. Noeline holds Bachelor of Arts degrees from the University of Toronto and York University, a Master of Social Work degree from the University of Toronto and a Juris Doctor from Osgoode Hall Law School. She is currently pursuing doctoral studies related to the use of technology in the legal sector.

CYNTHIA PAY

Cynthia Pay works as Tribunal Counsel with the Law Society Tribunal. She previously served as a member of the Refugee Appeal Division of the Immigration and Refugee Board and as Special Advisor to the Deputy Chair on Anti-Racism and Equity. Prior to that she worked as an adjudicator with the Licence Appeal Tribunal, conducting mediations and hearings in the area of accident benefit claims. Before becoming an adjudicator, Cynthia practiced and taught administrative law at Parkdale Community Legal Services, specializing in the areas of social assistance, disability benefits and violence against women, and also worked as a Staff Lawyer at the Barbra Schlifer Commemorative Clinic, which provides free legal and other services to women survivors of violence. She has also worked in private practice, including at a small law firm mainly serving the Chinese Canadian community and at a large Bay Street law firm. Cynthia has served as President of the Chinese

Canadian National Council, Chair of the Strategic Issues Committee of the Federation of Asian Canadian Lawyers, as a board member of the Toronto Central Local Health Integration Network and as a member of the University Tribunal at York University. She was co-chair and continues as a member of the Society of Ontario Adjudicators and Regulators (SOAR) Conference Committee and is a regular faculty on the subject of cultural competency for SOAR's Certificate program in adjudication. She is the author of the paper, "[Teaching Cultural Competency in Legal Clinics.](#)" (Journal of Law and Social Policy 23. (2014): 188-219.)

GENEVIEVE PLUMMER

Genevieve Plummer has worked at the Ontario College of Pharmacists, the regulatory body for pharmacists in Ontario, since 2014. As the Hearings Office Manager Genevieve provides support to the College's Discipline Committee and Fitness to Practise Committee and oversees the operation of the College's hearings office. Prior to that she acted as a decision writer for the Inquires, Complaints and Reports Committee.

From 2009 to 2013 Genevieve was part of the prosecution team at the Ontario College of Nurses, and in 2009 served as an Investigator at the Office of the Ombudsman, City of Toronto. Genevieve started her career practising family law from 2006 to 2009.

Genevieve was called to the Ontario Bar in 2005 and holds a LLB and LLM from Osgoode Hall Law School, as well as a BA in history from the University of Toronto. She has been a member of the Health Profession Regulators of Ontario's Discipline Orientation Committee from 2014 to present and is pleased to have joined the SOAR Conference Planning Committee in 2020.

DAPHNE SIMON

Daphne is the Executive Director of the Society of Ontario Adjudicators and Regulators (SOAR). Previous to SOAR, Daphne was the Associate Registrar at the Law Society of Upper Canada (now Law Society of Ontario) where she oversaw the Articling Program, Special Needs Accommodation and Support Services for candidates in the Bar Admission Course and Licensing Process. Daphne began her legal career as a clinic lawyer at Aboriginal Legal Services, West Scarborough Community Legal Services and Downtown Legal Services (DLS) at the University of Toronto, Faculty of Law. She was also a sessional instructor of Landlord and Tenant law at Humber College.

Daphne has worked as an adjudicator for the Toronto Licensing Tribunal, City of Toronto, Rowing Canada Aviron, and the Ontario College of Teachers (bilingual). Daphne holds an LL.B from the University of Windsor Law School, and a B.A. in Film & Communications from McGill University and received an Advanced Certificate in ADR from Stitt Feld Handy. Daphne is active in a not-for-profit dance group, PushPULL Dance Inc, where she was President of the Board of Directors, and currently enjoys choreographing and performing in dance.

PREEYA SINGH

Preeya Singh, LL.B. is the Director of Professional Conduct, General Counsel and Diversity, Equity and Inclusion (DEI) Officer at the College of Audiologists and Speech-Language Pathologists of Ontario. Preeya has worked in health regulation for 10 years, with a wide array of responsibilities, including managing complaints and investigations, providing legal advice pertaining to legislative reform and curating the College's DEI initiatives. With frontline experience, Preeya has improved the management of investigations, as well as implementing College-wide initiatives to enhance access to information. Preeya has been a co-chair of the HPRO's Investigations & Hearings Network. Preeya is a graduate of the University of Manchester's School of Law and is a member of the Law Society of Ontario.

CAROLYN SLON

Carolyn Slon has worked at the Ontario Securities Commission since 2006. Currently, as Senior Legal Counsel in the Governance & Tribunal Secretariat, she provides advice to Adjudicators in relation to hearings before the Capital Markets Tribunal dealing with a wide variety of issues relating to securities law, administrative law, evidence, procedure and case management. She has also been involved in a number of the Tribunal's projects, including the revisions of the Rules of Procedure, e-hearing project and development of the Tribunal's website. Carolyn is also a member of the Securities Proceedings Advisory Committee, The Advocates' Society, the Society of Ontario Adjudicators and Regulators and the Law Society of Ontario. Carolyn is fluent in French and holds a Civil Law degree from Université de Montréal and a Common Law degree from the University of Ottawa. She completed her undergraduate degree at McGill University.

VOY STELMASZYNSKI

Voy Stelmazynski is a retired lawyer with over 25 years experience in the tribunal sector of labour and employment, primarily with the Ontario Labour Relations Board. He has graduate degrees in Slavic Languages and Literatures and previously worked as a court interpreter; he is also a published translator. Voy is Past President of the Society of Ontario Adjudicators and Regulators and has served on several of SOAR's committees including Education, Administrative Network and Conference Planning. He continues to be active in the administrative justice community with SOAR and with Tribunal Watch Ontario. He is a member of the Tribunals Nominating Panel for the City of Toronto. He was the 2017 recipient of the Tom Marshall Award of Excellence for Public Sector Lawyers presented by the Ontario Bar Association. His proudest accomplishments are his daughters, and he remains an ardent Blue Jays fan, win or lose.