



Society of Ontario Adjudicators and Regulators

SOAR's 32nd Annual Conference 2020: SOARing in a New Era of Innovation

Virtual November 5, 2020 9:00 a.m. – 12:40 p.m.

*Welcome and Opening Remarks from Conference Co-Chairs: Noeline Paul, Member, Condominium Authority Tribunal;
and Cynthia Pay, Member, Refugee Appeal Division, Immigration and Refugee Board of Canada*

Joanne Dallaire – Indigenous Ceremonial Welcome



SOAR

Society of Ontario Adjudicators and Regulators
131 Bloor Street West, The Colonnade
P.O. Box 22031 Toronto, Ontario M5S 1R0

9:15AM – 10:00AM

KEYNOTE ADDRESS Finding a Path Forward

KEYNOTE SPEAKER:

MR. JUSTICE MICHAEL TULLOCH, Ontario Court of Appeal

MODERATOR:

GRACE KNAKOWSKI, Secretary to the Commission, Office of the Secretary,
Ontario Securities Commission

The Honourable Mr. Justice Michael Tulloch of the Ontario Court of Appeal will draw on his distinguished career of service as a member of the Canadian judiciary, a Crown prosecutor, a lawyer in private practice, and a renowned writer, speaker and professor to provide his insights on systemic barriers to justice and possible solutions. Justice Tulloch will share his knowledge and experiences from leading independent reviews of the justice system – the Special Investigations Unit, the Office of the Independent Police Review Director, the Ontario Civilian Police Commission and Ontario's regulation on police street checks. He will also share his thoughts on innovative uses of technology in adjudication.

10:00AM – 10:05AM

MORNING BREAK

10:05AM – 10:50AM

WORKSHOP #1 Mitigating Systemic Barriers to Access to Justice in Disruptive Times

Even in the best of times, many people experience barriers to access to justice due to factors beyond their control. In disruptive times, these barriers can be exacerbated. For example, someone may not be able to navigate the internet or even access technology. Moreover, they may have a physical or mental disability that prevents them from communicating effectively with decision-makers. Other socio-economic circumstances may prevent them from availing themselves of proper advocacy or representation. Systemic discrimination can have a disproportionate impact on historically disadvantaged communities in times of crisis. How can such barriers be mitigated by government agencies and tribunals on a systemic basis?

CPD = 45 min of EDI Hours

MODERATOR:

MICHELLE ALTON, Tribunal General Counsel, Workplace Safety and Insurance Appeals Tribunal

SPEAKERS:

DR. JUDY FINLAY, Ryerson University, School of Child and Youth Care

DR. NOTISHA MASSAQUOI, Nyanda Consulting, Trustee at Centre for Addiction and Mental Health

10:50AM – 10:55AM

MORNING BREAK

10:55AM – 11:40AM

WORKSHOP #2 Video Hearings: The New Reality?

An expert panel will discuss how regulators and adjudicators are innovating to conduct video hearings in the pandemic period. Highlights will include how regulators/adjudicators have evolved their practices to ensure access and accommodation, taking into account diverse participants, varying technology, and self-represented litigants, while adhering to open court and fairness principles. What are the tools and techniques that can be used? Practical tips and lessons learned will be highlighted during the discussion and shared with the audience.

MODERATOR: ERIC BRUCE, Regulatory Consultant
SPEAKERS: LARA GERTNER, Manager, Governance and Tribunals Secretariat, College of Early Childhood Educators
JORDAN GLICK, Barrister and Solicitor, Glick Law
ANNA WONG, Lead Counsel, Immigration Consultants of Canada Regulatory Council
MATTHEW WILSON, Vice Chair, Ontario Labour Relations Board

11:40AM – 11:45AM **MORNING BREAK**

11:45AM – 12:30PM **WORKSHOP #3 Agile Regulation: Regulating in an Age of Disruption**

As new products enter the market and the gig economy expands, we need to find ways to regulate emerging technologies quickly to protect the public interest without stifling innovation. What is right touch regulation? How do we regulate new products and services that did not exist in the past? How are regulators adapting to disruptive technology?

MODERATOR: CAROLYN SLON, Senior Legal Counsel, Office of the Secretary, Ontario Securities Commission
SPEAKERS: AMANDA RAMKISSOON, Senior Regulatory Advisor, Office of Growth and Innovation, Ontario Securities Commission
MICHAEL ROTHE, President & CEO, Canadian Finance and Leasing Association, formerly Director of Legal Services at the Ontario Motor Vehicle Industry Council
PROFESSOR MARIANA VALVERDE, University of Toronto, Centre for Criminology and Sociolegal Studies

12:30PM – 12:40PM **SOAR President – Heather Gibbs; Closing Remarks Co-Chairs**

12:40PM **NETWORKING LUNCH**

2020 SOAR Annual Conference

Speaker Profiles

JOANNE (OKIMAWININEW) DALLAIRE, LLD

Joanne Dallaire is Cree, with ancestry from Attawapiskat, Ontario. Her Spirit name is Shadow Hawk Woman, from the Wolf clan. Through her work in her business, Healing Work and her 30 plus years social service career, Joanne has dedicated herself to serving the Aboriginal community and advocating for change in terms of broader societal relationships, advising and educating on Aboriginal concerns, empowering and capacity building within the Aboriginal community and non-Aboriginal community at large. Joanne received an Honorary Doctor of Laws in the Community Service Faculty at Ryerson University in recognition of her life's work, the Minaake Award for Leadership, the Herbert H. Carnegie Amazing Aces award for Courage and the City of Toronto Access, Equity and Human Rights Awards – Aboriginal Affairs Award. Joanne sits as the Elder and Senior Advisor Indigenous Relations and Reconciliation for Ryerson University, Ryerson's Aboriginal Education Council and the Truth and Reconciliation directive. She also sits as an Elder for the Toronto District School Board, the Urban Indigenous Education Council of the TDSB where she provides direction, support and training.

THE HONOURABLE MR. JUSTICE MICHAEL H. TULLOCH

The Honourable Mr. Justice Michael Tulloch of the Court of Appeal for Ontario has a long and distinguished career of service as a member of the Canadian judiciary, a Crown prosecutor, a lawyer in private practice, and a renowned writer, speaker and professor. Justice Tulloch has led systemic reviews of the justice system at various levels, provided leadership on legal and judicial committees, designed and delivered international justice sector reform programs, and contributed to a myriad of civic, charitable, and community development initiatives. Justice Tulloch was appointed to the Court of Appeal for Ontario in 2012 after serving as a Justice on the Ontario Superior Court of Justice since 2003. Prior to Justice Tulloch's judicial appointment in 2003, he served as an Assistant Crown Attorney in Peel and Toronto from 1991 to 1995 before entering private practice where he specialized in criminal law until his appointment to the bench. Justice Tulloch holds degrees in Economics and Business from York University and graduated from Osgoode Hall Law School at York University with a law degree in 1989. He was called to the bar in Ontario in 1991.

DR. JUDY FINLAY

Dr. Judy Finlay is currently an Associate Professor and the Director of the School of Child and Youth Care in the Faculty of Community Services at Ryerson University. Judy Finlay is the longest standing Child Advocate in Canada and was Ontario's Child and Youth Advocate from 1991-2007. Judy has worked for more than three decades in the areas of child welfare and children's mental health. She has participated in the development of children's rights agendas, youth capacity building and leadership and community development in Mexico, Jamaica, Japan, Guatemala, Sierra Leone and the Middle East. Her current research interests and funded projects include: intervention strategies to interrupt the trajectory of youth in child welfare care from entering the youth justice system and enhancing the determinates of health through a partnership-based approach to child, family and community wellness in First Nations in remote northern Ontario. Judy Finlay sees her role as creating change, in disrupting processes of long-standing marginalization and oppression and in constructing new ideas operationalized through research, policy and practice.

DR. NOTISHA MASSAQUOI

Dr. Notisha Massaquoi is a subject matter expert in the areas of Health Equity and Anti-Black Racism. She has consulted internationally for UNAIDS and the United Nations Social Development Council on the impact of racism as a determinant of health for Black communities. Notisha is also one of Canada's leading experts in developing racially responsive organizations, most notably serving as the Executive Director of Women's Health in Women's Hands Community Health Centre in Toronto, Canada – the only Community Health Centre in North America, which provides specialized primary healthcare for Black and racialized women. She has served on Ontario Premiers Advisory Council on Violence Against Women and the City of Toronto Anti-Black Racism Strategy Work Group. Dr. Massaquoi Co-Chaired the Anti-Racism Advisory Panel of the Toronto Police Services Board, which was recently responsible for producing the first mandatory race-based data collection policy for a police service in Canada. Dr. Massaquoi is currently a Postdoctoral Research Fellow at the Factor-Inwentash Faculty of Social Work at the University of Toronto.

LARA GERTNER

Lara Gertner is Manager, Governance and Tribunals Secretariat, at the College of Early Childhood Educators. She oversees the administration of Discipline and Fitness to Practise hearings and created and implemented electronic hearings protocols for contested and uncontested proceedings as part of the College's response to COVID-19. Lara also supports the College's Executive Committee and Council on governance initiatives. In addition, Lara has developed practical and experiential training programs for committees. She previously worked extensively with screening committee panels regarding complaints matters and provided legal advice about administrative, health and privacy law issues.

JORDAN GLICK

Jordan is the founder of GlickLaw, a boutique firm focusing on professional and industry regulation. Jordan acts for professional regulators and licensing bodies, conducting discipline, incompetence and fitness to practice proceedings and providing litigation support in areas including registration, privacy, and proceedings under the Provincial Offences Act. He also defends professionals and corporations in regulatory proceedings. In 2017, Jordan was awarded the prestigious Lexpert Rising Stars Award honouring the top Canadian lawyers under the age of 40. Jordan has been named to the 2019, 2020 and 2021 Best Lawyers in Canada directory in the category of "Administrative and Public Law".

MATTHEW WILSON

Matthew Wilson is the Alternate Chair of the Ontario Labour Relations Board, first appointed as a Vice Chair in 2012. In addition to a Bachelor's degree from Trent University and a law degree from Western University, he has a Master's degree in Industrial Relations from Queen's University and a Master's degree in Law from York University. He is the co-author of Evidence and Procedure in Canadian Labour Arbitration and Labour Arbitration And All That.

ANNA S. P. WONG

Anna S. P. Wong is Lead Counsel of Professional Conduct at the Immigration Consultants of Canada Regulatory Council, the national regulator overseeing licensed immigration consultants and international student advisors. In her role, Anna litigates complex discipline matters and Federal Court judicial reviews. She also manages a team of in-house and external counsel. Anna serves on the board of the Toronto Lawyers'

Association and of the Federation of Ontario Law Associations. She is a member-at-large of The Advocates' Society's Prosecutors' Network Practice Group (membership by invitation only). Anna likes to read and occasionally write. Her latest article is "Looks Can Be Deceiving: The Irrelevance of Demeanour in Witness Assessments" (2020) 68:3 Crim LQ 345.

AMANDA RAMKISSOON

Amanda is a Senior Regulatory Adviser with OSC LaunchPad, a dedicated team of Ontario Securities Commission (OSC) staff that works to modernize regulation in support of fintech innovation. Amanda has provided support to several businesses, including crypto-asset trading platforms, private crypto-asset investment funds, p2p lending platforms, and start-ups seeking to raise capital. She has also participated in various OSC projects and has been involved in considering novel issues related to fintech innovation. Prior to joining OSC LaunchPad, Amanda held roles as Legal Counsel in the Corporate Finance branch and as Litigation Counsel in the Enforcement branch of the OSC.

MICHAEL ROTHE

Michael is President & CEO of the *Canadian Finance & Leasing Association*. With over 230 corporate members from large banks to independent finance companies, CFLA is the resource and advocate of the Canadian asset-based finance and leasing industry – which as of its most recent assessment, had financed assets in Canada valued at over \$416 billion. Prior to joining the CFLA Michael practiced regulatory law for over 15 years, over half of which he served as Director of Legal Services with the *Ontario Motor Vehicle Industry Council* and for a short period held the position of Acting-Deputy Registrar. In 2014 Michael was requested by the *Ontario College of Trades* to conduct an in-depth review of the College's complaints and enforcement process. The resulting report which encompassed a review of more than a dozen leading regulators provided over 50 practical recommendations and immediately reduced the College's 14,000 file backlog by over 99%. Michael is a graduate of Wilfrid Laurier University and has studied at Heidelberg University, the University of Mannheim, Moscow State University and most recently Harvard University, Kennedy School of Government. Michael received his LL.B. from the University of New Brunswick and his LL.M. along with a post-graduate diploma in Justice System Administration from Osgoode Hall Law School in Toronto. Michael is a frequent speaker at both legal and industry conferences.

MARIANA VALVERDE

Mariana Valverde is a professor at the Centre for Criminology and Sociolegal Studies at the University of Toronto, and a Fellow of the Royal Society of Canada since 2006. She served as Director of the Centre from 2007 to 2013 and was one of the founders of the Sexual Diversity Studies program. She holds a courtesy cross-appointment to the Department of Geography and Planning as well as the Faculty of Law. Prior to joining the University of Toronto in 1993, she was an associate professor in the Department of Sociology at York University and previously taught in Women's Studies at Trent University. Professor Valverde is the author of *Diseases of the Will: Alcohol and the Dilemmas of Freedom* (Cambridge University Press, 1998); *Everyday Law on the Streets: City Governance in an Age of Diversity* (University of Chicago Press, 2012); *Chronotopes of Law: Jurisdiction, Scale and Governance*; *The Force of Law*; *The Age of Light, Soap, and Water: Moral Reform in English Canada 1880s-1920s* (now in its second edition); *Law and Order: Signs, Meanings, Myths*; *Law's Dream of a Common Knowledge*; and *Sex, Power and Pleasure*. Her most recent book *Michel Foucault* (Routledge, 2017) is the first title in a series on key thinkers in criminology, and gives an accessible account of Foucault's work and how it can be used for purposes of legal studies and criminological research. Her co-edited collections include *Police and the Liberal State* (Stanford University Press, 2008) and *The New Police*

Science: The Police Power in Domestic and International Governance (Stanford University Press, 2006) (both with Markus Dubber), and *Wife Assault and the Canadian Criminal Justice System: Issues and Policies* (Centre of Criminology, 1995) (with Linda Macleod and Kirsten Johnson). Professor Valverde's main research interests are currently urban law and governance (historically and in the present) and, at the theoretical level, Foucault, sexuality studies, theories of spatiotemporality, and actor-network theory. In addition, her SSHRC-funded research project, "Planning by Contract?" (2013-2016), illuminates how legal tools from private law, such as contracts, as well as the governance structures developed for and by public-private partnerships, are changing local and municipal governance. This project is being conducted with urban political scientist Professor Aaron Moore, planning scholar Professor Sue Bunce and transnational financing expert Professor Fleur Johns.



2020 SOAR Annual Conference Planning Committee Profiles

DANIEL J. ABRAHAMS

Daniel J. (Dan) Abrahams is Senior Legal Counsel 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. He came to the Law Society from 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 nearly three years, Dan was elected to the SOAR Board of Directors and became a Vice-President in 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 General Counsel at the Workplace Safety and Insurance Appeals Tribunal ("WSIAT"). Prior to joining the WSIAT, Michelle practiced in the areas of labour and employment law at a leading employer-side law firm in Toronto. Michelle joined the WSIAT in 2014 as a Tribunal Counsel Office lawyer and became the WSIAT General Counsel in March 2015. Michelle has appeared before numerous Ontario administrative tribunals, as well as the Divisional Court and the Supreme Court of Canada. Michelle is a member of the Ontario Bar Association's Workers' Compensation Section Executive, serving as the Chair for the 2018-2019 term, and is also a member of SOAR, the Council of Canadian Administrative Tribunals ("CCAT") and the Advocates' Society. 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 most recently, the *Canadian Journal of Administrative Law and Practice*.

ERIC BRUCE

Eric Bruce is a lawyer who has worked over the past decade in various roles in the fields of regulation and compliance in both the public and private sector. During this period, Eric worked in the investigations and hearings departments of health professional regulators, including the Ontario College of Pharmacists, the Royal College of Dental Surgeons of Ontario, and most recently the College of Kinesiologists of Ontario, where he served as the Director of Professional Conduct. Previously, Eric also served as the Director of Regulatory Compliance for a national chain of dental clinics. 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. He resides in Prince Edward County, where he tends to a 20 acre property. This is Eric's first 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, and the Condominium Authority Tribunal. 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 volunteers on the Society of Ontario Adjudicators and Regulators conference planning committee and 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

Ms. Gora, RN, LLB, LLM, graduated from George Brown College's nursing program in 1983 and from the University of Windsor Law School in 1991. She clerked at the Ontario Court of Appeal from 1991 to 1992 and was called to the bar in 1993. Ms. Gora practiced personal injury litigation from 1993 to 1995. Ms. Gora is Director Professional Conduct at the College of Nurses of Ontario since December 2019. She worked previously in professional regulation at the College of Physicians and Surgeons of Ontario managing public complaints from 1997 to 2001 and the College's hearings office from 2002 to September 2019. Ms. Gora chaired the Federation of Health Regulatory College's Discipline Orientation Committee from 2006 to 2016. Ms. Gora obtained her Masters in Health Law from Osgoode Hall Law School in 2008.

ANSHUMALA JUJAL

Anshumala Jujal was called to the Ontario bar in 2002. She started her legal career with the Department of Justice as a litigator in the Immigration Law Section in Toronto. After that, she moved to Ottawa and joined the Crimes Against Humanity and War Crimes Section, followed by a year on assignment at Immigration, Refugees and Citizenship Canada Legal Services, and last, Correctional Legal Services. Of the awards received during her career at Justice, the most memorable was winning first place in the DOJ Top Chef competition! In 2017, she joined the Legal Services of the Immigration and Refugee Board as Senior Counsel and remained in that position until 2020. She is currently on secondment with the Department of Justice. Anshu lives in Ottawa with her family and loves to cook, travel, read novels, and avoid exercise.

GRACE KNAKOWSKI

As Secretary to the Ontario Securities Commission, Grace provides oversight and leadership of the Commission's governance framework and Tribunal. She serves on the executive management team and offers strategic governance advice and policy guidance to Commissioners and staff. Grace leads the Office of the

Secretary that supports the Commission's Board and Tribunal responsibilities and facilitates regulatory policy meetings. 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 to her appointment as Secretary to 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.

LINDSAY LAWRENCE

Lindsay Lawrence became Board Solicitor to the Ontario Labour Relations Board in 2020, after many years in private practice at a prominent labour law firm. While in private practice, she regularly appeared before the Board, as well as at the Human Rights Tribunal, and in private labour arbitration matters. She is also a contributing editor for the leading text Ontario Labour Relations Board Law and Practice. She has an undergraduate degree from McGill University and a law degree from the University of Toronto, where she graduated with the bronze medal.

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 a Member of the Condominium Authority Tribunal, where she mediates and adjudicates cases using an innovative online platform. She also serves on several tribunals within the Tribunals Ontario cluster. Previously, 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. Noeline has served on the Board of Directors for a number of non-profit organizations and is an active community volunteer. Additionally, she is a member of the Board of Directors for the Society of Ontario Adjudicators and Regulators (SOAR) and is the co-chair of the SOAR's 2020 Annual Conference. Noeline has been a member of the SOAR Conference Planning Committee since 2016. 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 a member of the Ontario Bar.

CYNTHIA PAY

Cynthia Pay is a member of the Refugee Appeal Division of the Immigration and Refugee Board, and prior to that 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 for 18 years 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. Cynthia has served as President of the Chinese Canadian National Council, Chair of the Strategic Issues Committee of the Federation of Asian Canadian Lawyers, and as a board member of the Toronto Central Local Health Integration Network. She was also a member of the University Tribunal at York University.

GENEVIEVE PLUMMER

Genevieve Plummer has been the Hearings Coordinator at the Ontario College of Pharmacists, the regulatory body for pharmacists in Ontario, since 2014. In this role 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.

JAY SENGUPTA

Jay Sengupta is a mediator, investigator and ADR practitioner. She is also a member of the Law Society Tribunal where she hears licensing, capacity and conduct cases involving lawyers and paralegals. Jay has worked most recently in the school board sector advancing human rights and equity initiatives and as senior counsel at the Office of the Ombudsman of Ontario. Jay was a Vice-chair with the Human Rights Tribunal of Ontario, the Child and Family Services Review Board and Custody Review Board and a member of the Ontario Special Education Tribunal. Before being appointed as an adjudicator, Jay was a staff lawyer, clinical instructor and executive director at several community legal clinics representing low-income populations.

DAPHNE SIMON

Daphne is the Executive Director of the Society of Ontario Adjudicators and Regulators (SOAR). Previous to working with SOAR, Daphne held the position of Associate Registrar at the Law Society of Upper Canada (now Law Society of Ontario) where she oversaw the Articling Program and Special Needs Accommodation for candidates in the Bar Admission Course and Licensing Process. Daphne started her career with Legal Aid Ontario working as Tenant Duty Counsel and then 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 an instructor of Landlord and Tenant law at Humber College. Daphne is a part-time adjudicator on the Toronto Licensing Tribunal for the City of Toronto since 2016. Daphne holds an LL.B from the University of Windsor Law School, a B.A. in Film & Communications from McGill University and received an Advanced Certificate in ADR from Stitt Feld Handy. Daphne sits on the PushPULL Dance Inc Board of Directors, of a not-for-profit performance dance company, where she also enjoys choreographing and performing in dance.

PREEYA SINGH

Preeya Singh, LL.B. is the Director of Professional Conduct and General Counsel at the College of Audiologists and Speech-Language Pathologists of Ontario. Preeya has worked in health regulation for 8 years, focusing mainly on complaints and investigations. With front line 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 FRHCO's Investigations & Hearings Network. She is also a graduate of the University of Manchester's School of Law and is a member of the Law Society of Ontario.

JILLIAN SISKIND

With an LL.B, J.D (*cum laude*) from University of Ottawa and LL.M from the University of Toronto, Jillian has been practicing law since 2002. Jillian has extensive legal experience in industry and professional regulatory environments as well as prosecutions, discipline hearings and administrative tribunals. Jillian represents a number of professional and industry regulators conducting discipline hearings, provincial prosecutions, arbitrations, civil litigation and appeals. She has represented the federal crown in criminal prosecutions for narcotic and immigration offences, and the provincial crown for offences under the *Occupational Health and Safety Act* for critical injuries sustained at worksites. Jillian served as in-house legal counsel for the College of Physicians and Surgeons of Ontario and Senior Legal Counsel at Tarion Warranty Corporation, the regulator for the home building industry in Ontario. She is currently appointed as Statutory Director for the Condominium Management Regulatory Authority of Ontario, overseeing all investigations and prosecutions for the organization. In private practice she works with a number of Ontario's industry regulators as well as private businesses providing strategic advice and legal representation on a variety of legal matters. As an expert in enforcement and compliance matters she also designs operating models and frameworks to increase efficiency in regulatory and compliance regimes, with the review to being proactive versus reactive. Jillian is committed to community service and served for 7 years as the President of Canadian Lawyers for International Human Rights and 3 years as a board member of Toronto Centre for Education and Training, an organization that works to create opportunities for new immigrants and at-risk youth. Jillian is serving her 2nd term on the executive of the Administrative Law Section of the Ontario Bar Association (OBA) and previously sat on the executive of the Real Property Section of the OBA. Jillian is a member of education committee and conference committee of SOAR.

CAROLYN SLON

Carolyn has worked at the Ontario Securities Commission (OSC) since 2006. Currently, as Senior Legal Counsel in the Office of the Secretary, she provides advice to Commissioners in relation to OSC regulatory hearings 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 OSC's tribunal projects, including the revisions of the Rules of Procedure in 2009 and 2017, and the OSC's e-hearing project. Carolyn is also a member of the OSC's 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 Stelmaszynski 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 continues to serve on several of SOAR's committees. He has presented on a variety of topics including labour, employment standards, occupational health & safety, administrative law, ethics, and privacy. He continues to be active in the administrative justice community. Voy 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, Kasia and Talia.

