

SUSAN URSEL

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EXPERIENCE

Senior Partner, 1998 to Present

Ursel Phillips Fellows Hopkinson LLP (Toronto, Ontario) (previously Green & Chercover)

Continuation of practice before all levels of courts and administrative tribunals for union and employee side clients. Areas of practice include labour law, pensions and benefits, human rights, constitutional litigation, education law, occupational health and safety, insolvency and general employment law. Continuation of practice developed in previous law firms, including development of seminars and educational presentations on labour, employment, human rights, constitutional and pension and benefits issues. Union Nominee on labour arbitration panels including mediation of cases.

Partner, 1994 to 1998

Ursel & Wilkey (Toronto, Ontario)

Continued practice before administrative tribunals and courts at a senior level, including appearance in the Supreme Court of Canada on human rights case and increased work in the appellate and Divisional Courts. Responsibilities also included management and direction of small, active and progressive law firm.

Associate Lawyer, 1988 to 1994

Cornish Advocates (Toronto, Ontario)

Litigation and counsel work in a variety of fields related to employment and labour law. Work includes areas of union side labour litigation and arbitration, human rights, *Charter of Rights*, pay and employment equity, pensions and benefits, occupational health and safety, Workers Compensation, and general employment law. Appearances before arbitral boards, labour relations boards, human rights Boards of Inquiry, and other administrative agencies, boards and tribunals, as well as in Provincial Civil Court, Ontario Court, General Division, Divisional Court, and Federal Court of Appeal. Client groups include private, public and broader public sector unions, governmental agencies and commissions, community and advocacy groups and individuals. Experience includes practice administration and management.

Associate Lawyer, 1986 to 1988

Golden, Green (Toronto, Ontario)

Union side labour law firm with civil and criminal litigation, appellate and judicial review work. Appeared on arbitration, labour board hearings, and before other administrative tribunals, and in provincial, District and Supreme Courts. Areas of practice included labour and employment law, occupational health and safety, Workers Compensation, constitutional and *Charter* issues, human rights.

Student at Law, 1984 to 1985

Golden, Green and Starkman (Toronto, Ontario)

Summer Student, Summers, 1982 and 1983

Community Legal Education Ontario, Toronto, Ontario

Project Supervisor and Project Researcher engaged in research and production of legal education materials.

PROFESSIONAL AWARDS AND HONOURS

- Law Society of Ontario Medal recipient, 2019
- WXN Canada's Most Powerful Women Award, 2019
- Fellow, American College of Labor and Employment Lawyers (November 2016)
- Lifetime Achievement Award from Pro Bono Ontario (April 2016)
- Featured in *Leading the Way: Canadian Women in the Law* by Dr. Julie Soloway and Emma Costante (LexisNexis: 2015)
- One of Fifty trailblazing Women in Law, 2015
- Canadian Bar Association's (CBA) 2011 Sexual Orientation and Gender Identity Conference (SOGIC) Hero Award
- Inductee into the Canadian Lesbian and Gay Archives -Builders of Tolerance: Portraits from the Canadian Lesbian and Gay Archives, 2000
- Recipient of the Canadian Bar Association Young Lawyer's Pro Bono Service Award, 1998 for contribution to the work of equality seeking groups and individuals

EDUCATION AND ACADEMIC HONOURS

- Social Innovation Diploma through University of Waterloo, 2011-2012
- Bar Admission Course, Toronto
Admitted to the Ontario Bar, April 1986, Law Society of Upper Canada
- Herbert Egerton Harris Advocacy Scholarship
Second Prize, Bar Admission Course
- Bachelor of Law, Osgoode Hall Law School, Graduated 1984
- Bachelor of Arts, University of Toronto
Graduated with High Honours, 1979

PROFESSIONAL ACTIVITIES AND MEMBERSHIPS

- Member, Independent Advisory Board for Supreme Court of Canada Justices (2016 and continuing)
- Member, Canadian Association of Labour Lawyers
- Member, Ontario Bar Association And Past Executive Member of the Constitutional and Civil Liberties Section and Education Law Section, Founding Member of Feminist Legal Analysis Committee
- Member, International Foundation of Employee Benefit Plans
- Ambassador for "Flip Your Wig" campaign in support of five access to justice-serving organizations in Ontario (February 2016)
- Past Chair, Canadian component of African Legal Research Team, for Envisioning Global LGBT Rights, International Research Project, Centre for Feminist Research, York University, Toronto, Canada
- Past Member, Human Rights Tribunal of Ontario Practice Advisory Committee
- Founding Member, Past Executive Member and Past Member of Board of Directors of Pro Bono Law Ontario
- Founding Member, Coalition for the Reform of the Ontario Human Rights Commission
- Founding Member, the Association of Human Rights Lawyers
- Founding Member, CBAO Ad Hoc Lawyers Group for a Lesbian and Gay Committee/Section
- Past Member of the Advisory Committee to the Employment Equity Commissioner
- Past Member and Co-ordinator of Osgoode Hall Law School Women's Caucus, 1981-84

- Past Member, Steering Committee Toronto Area Caucus of Women and the Law, 1981-86
- Past Member, Charter of Rights Education Fund, participated in writing the Fund's Final report

SIGNIFICANT AND INTERESTING CASES

The following represent some of the cases I have been or am currently involved in which raise significant and interesting issues to a labour, employment, rights and equity practice.

T.A v. Government of Manitoba, Manitoba Justice, Vital Statistics Agency (2019)

Counsel to a transgender individual, T.A., in a human rights complaint challenging the Government of Manitoba's practice of requiring a sex designation of either "M" or "F" to be listed on the birth certificates that it issues. The Board of Adjudication found that the Government's practice was discriminatory and awarded the complainant \$50,000 in damages.

International Brotherhood of Electrical Workers et al (2019)

Counsel to IBEW Local 353 in trust and corporate case which determined ownership of union trust funds and building corporations in circumstances of union local merger. The Court found that these funds and corporations belonged to the successor union local, IBEW Local 353.

Trinity Western University Law School Challenges (2017)

Co-counsel to the Canadian Bar Association in Supreme Court of Canada appellate proceedings with respect to Ontario and British Columbia, opposing the proposed certification of TWU's law school on the basis that TWU's covenant on student and faculty behavior discriminates against LGBT persons. Cases pending.

Sears Canada (2017)

Court-Appointed Representative to Active and Former Employees of Sears Canada in *Companies Creditors Arrangement Act* proceedings. Case ongoing.

Essar Steel Algoma Inc. (2016)

Court-Appointed Representative to Retirees participating in three Defined Benefit Pension Plans, in *Companies Creditors Arrangement Act* proceedings. Case in process of conclusion.

OPSEU v. Ontario (Post-Retirement Benefits "PRBs") (2016)

Counsel to Union in grievance challenge to unilateral amendment of PRB arrangement by employer. Case successfully settled, November 2016.

Trinity Western University Law School Challenges (2016)

Co-counsel to the Canadian Bar Association in Nova Scotia and Ontario appellate proceedings opposing the proposed certification of TWU's law school on the basis that TWU's covenant on student and faculty behaviour discriminates against LGBT persons. Ontario case currently on appeal to the Supreme Court of Canada.

Challenge to Identity Documents Requirements for Transgendered Persons (2016)

Counsel to Applicant before Human Rights Tribunal of Ontario with respect to the requirement that Provincial identity documents only provide for binary sex designation (i.e. male or female) and therefore discriminate against those persons whose gender identity does not fall into those categories. Challenge brought in respect of Driver's License (Ministry of Transportation) and OHIP Card (Ministry of Health and Long Term Care). Case is pending; parallel proceeding regarding Birth Certificate pending before Manitoba Human Rights Commission.

Appeals and Challenges to Denial of Funding for Sex Reassignment Surgery (2016)

Multiple proceedings before the Human Rights Tribunal of Ontario and the Health Services Appeal and Review Board of Ontario. These challenges on human rights grounds contest the failure to provide Government funding to applicants solely on basis that their approval for surgery was provided by a health professional other than the singular and backlogged health service designated in the Provincial health insurance regulations.

Charter Challenge to Bill 115 (2015)

Counsel to Ontario Secondary School Teachers' Federation in its current *Charter* challenge to Bill 115. *Putting Students First Act*, Case argued December 2015; successful decision released April 2016.

Jointly Sponsored Pension Plan Negotiations with Ontario Government (2012-13)

Counsel to major public sector union group regarding four major public sector pension plans resulting in successful settlements of issues.

XY v Her Majesty the Queen in Right of Ontario (2012)

Counsel to the applicant who is a transgender person in a case before the Human Rights Tribunal of Ontario challenging as discriminatory the provisions of the Vital Statistics Act which require transsexual surgery and proof of same before the sex designation on the applicant's birth certificate will be changed. We were successful in this matter, resulting in a change as requested to the Registrar General's practice of requiring surgery for birth certificate changes.

Occupy Toronto (2011)

Counsel to five members of the Occupy movement in their attempt to assert their Charter Rights to freedom of assembly, association and expression against the City of Toronto's notice evicting them from St. James Park.

OSSTF v. York District School Board (Faith Day Grievance) (2008)

Arbitration case in which the issues of religious freedom and religious holiday observance were adjudicated in respect to the denial of certain religious holidays to certain bargaining unit members. Case confirmed right of employees to their specific religious holidays based on language of collective agreement and jurisprudence.

Honda v. Keays (2008)

Counsel to intervenor LEAF (Women's Legal Education and Action Fund) in the Supreme Court of Canada on this appeal and cross appeal of the landmark Keays decision in which the trial judge awarded the plaintiff Keays punitive damages in the amount of \$500,000 in respect of the violation of his human rights as a person with a disability.

CAW and 407/ETR (2007)

Arbitration case in which the issues of religious freedom and security measures were adjudicated in respect of three terminated employees who had refused to participate in new biometric security technology on religious grounds. Decision affirmed the right of the employees to religious freedom.

OPSEU v. The Crown in Right of Ontario (multi-year proceeding)

Class action on behalf of a proposed class of employees of Community Care Access Centres whose pension rights have been negatively affected by reorganization of their employers by the Province. This case was successfully settled.

Stonehouse et al v. Crown in Right of Ontario (2007)

Represented three complainants in the first Ontario Human Rights Tribunal case involving transsexual persons. This case challenged the delisting of sex reassignment surgery as an OHIP (Ontario Health Insurance Plan) covered service. Decision rendered in which three of the four complainants were awarded coverage for the surgery and other damages. Subsequently, the Province of Ontario relisted these services as covered by OHIP.

Air Canada CCAA Proceedings (2004)

Acted as court appointed counsel to Union Retirees of Air Canada in respect of their pension and benefits rights, in proceeding under the *Companies' Creditors Arrangement Act*. Work included resolution of pension and benefits issues, resulting in key pension regulatory arrangement which both preserved existing pensions for retirees and afforded a reasonable opportunity for company to emerge, from protection.

Chamberlain et al v. Surrey School Board (2002)

Counsel to the intervener "Families in Partnership" with respect to this case heard by the Supreme Court of Canada in June 2002. At issue was the use of the books depicting same sex parents in the K-1 Grade levels. Decision determined that a school board could not ban such books on the grounds that they might offend some families.

Brillinger et al v. Brockie et al (2001)

Counsel to the intervener "Equality Coalition" with respect to this case heard by the Ontario Divisional Court in December 2001. At issue in this case was whether or not a printer could deny services which are regularly available to the public, to a particular customer because either he is gay or he is affiliated with a group which supports the gay community (The Lesbian and Gay Archives). The lower tribunal's decision was affirmed and the court confirmed that such services could not be denied in this manner.

Trinity Western University Case

Counsel to the intervener Ontario Secondary Teachers' Federation with respect to this case heard by the Supreme Court of Canada. At issue was whether the BC College of Teachers must certify Trinity Western University as a teachers' college having regard to its anti-gay and lesbian policies, curriculum and stated objectives. Decision continued the development of the interaction of the law on discrimination and freedom of religion/conscience.

OSSTF Bill 160 Case (1999)

Counsel to the Ontario Secondary Teachers' Federation with respect to one aspect of this challenge to the education law, the disqualification of spouses of school board employees from running for school board trustee. Successful conclusion to the case before the Ontario Court of Appeal, which held that this was impermissible discrimination under the *Charter of Rights and Freedoms*.

Rosenberg Case (1998)

Co-counsel for Foundation for Equal Families, intervener in Rosenberg case, dealing with discrimination against same sex partners in pension regulation under the *Income Tax Act*, before the Ontario Court of Appeal. Decision affirming right to be free from discrimination, Federal Government did not appeal further.

M v H (1998)

Director for, Intervener "Foundation for Equal Families" case dealt with discrimination against same-sex partners in family law, before the Supreme Court of Canada, resulting in landmark equality rights decision for gay and lesbian community.

Vriend Case (1998)

Director for Intervener of “Foundation for Equal Families” in case, dealing with failure to include sexual orientation in Alberta human rights legislation. Decision affirmed obligation to include ground in law.

Jane Doe Case (1998)

One of initial team of counsel for plaintiff. Successfully asserted plaintiff’s right to claim against the police for putting her at risk of attack by rapist. This case represents a constitutional challenge to the Metropolitan Toronto Police Forces practices in investigation of serial sexual assault cases. Case led to ground breaking decision in 1998 regarding police powers and *Charter* rights to equality.

Challenge to the Opposite Sex Spousal Provisions of the Municipal Act (1996)

Successfully litigated case before an Ontario Human Rights Board of Inquiry. Case was a human rights and constitutional challenge to the provisions of the *Municipal Act* which require that employment benefits can only be provided to the opposite sex spouses of municipal employees. Province withdrew appeal of this decision.

ONA v. Northwestern General Hospital (1996)

Assisted in settlement of this major human rights race case through successful arbitration of key grievances involving termination of two of complainants from their employ with the hospital.

Egan and Nesbit v. Canada (1995)

Counsel to Intervener Metropolitan Community Church of Toronto, which serves the lesbian and gay community. This was a constitutional challenge to the opposite sex definition of spouse contained in the Federal *Old Age Security Act*. Decision resulted in inclusion of sexual orientation in *Charter* protection as an analogous ground under S.15 .

Gary Thornton Case (1992)

After several days of hearing, achieved settlement of one of the first Ontario Human Rights cases dealing with a person with A.I.D.S. who was unlawfully fired. This settlement was embodied in an Order of the Board of Inquiry, and has been praised as offering guidance to all Ontario employers in the areas of disability and employment.

Hamilton Gay Pride Case (1991)

Won case before a Human Rights Board of Inquiry challenging a Mayor’s refusal to proclaim Lesbian and Gay Pride Week in 1991.

Federal Omnibus Challenge (1990's)

Director for the litigant “Foundation for Equal Families”, in this case which challenged over 50 federal statutes for their discrimination against same sex common law partners. The Federal Government introduced Bill C-23 to address this issue and the litigation was resolved by passage of the Bill.

SPEAKING ENGAGEMENTS

- 2018-2019 Various presentations on pensions, human rights, pay equity, constitutional and related issues.
- November 29, 2017 Presenter at the Law Society of Upper Canada Special Lectures 2017 – Canada at 150: The Charter and the Constitution in Toronto on “Developing a Charter Law Practice: The Role of Interveners”.
- February 2017 Presenter and Participant at the three-day Transgender Rights Convening hosted by the International Network of Civil Liberties Organizations in Cape Town, South Africa as guest of the Canadian Civil Liberties Association. Participants were drawn from twelve different countries and included over 40 lawyers and activists.
- October 20, 2016 Speaker at Human Resources Professionals Association 2016 Law Conference on the topic of Human Rights in Toronto
- October 6, 2016 Speaker at the Ontario Federation of Labour on “Bill 132- The Sexual Violence and Harassment Action Plan Act” in Toronto
- April 27, 2016 Teacher at the Osgoode Hall Law School Human Rights Law Certificate “Understanding Theories of Discrimination” component of this Certificate.
- March 2, 2016 Teacher at the Osgoode Hall Law School Labour Law Certificate “Restructuring Unionized Environments” component of this Certificate
- September 30, 2015 Speaker at Human Rights and Labour Law Conference on the topic of "Gender Identity and Gender Expression in the Workplace: Responding to an Emerging Issue" in Ottawa.
- April 27, 2015 Teacher at the Osgoode Hall Law School Human Rights Law Certificate "Understanding Theories of Discrimination" component of this Certificate .
- February 25, 2015 Teacher at the Osgoode Hall Law School Labour Law Certificate.
- December 2, 2014 Member of Lancaster House Pensions Conference Panel discussing "Human Rights and Other Legal Issues: A look at actual and potential litigation".
- August 16, 2014 Speaker at the Canadian Bar Association's Converging Futures Legal Conference on the issue of Balancing Equality Rights, with a review of the Trinity Western University series of cases on the issue of LGBT discrimination
- May 29, 2014 Speaker at the Canadian Legal and Legislative Update held by the International Federation of Employee Benefit Plan in Ottawa regarding important trends emerging in Human Rights and Pensions.
- May 23, 2014 Chaired of panel at Queen’s University – Centre for Law in the Contemporary Workplace Conference, “Workplace Pensions: Next Generation or Final Frontier?”. Panel topic was “Pension Plan Design, the Modern Family and the *Human Rights Code*.”
- April 12, 2014 Speaker at the OSSTF Collective Bargaining Conference in arbitrations; and interest decisions. “Emerging Legal Issues for Unions: Annual Review”

- April 1, 2014 Moderator at Lancaster House Human Rights and Accommodation Conference in Toronto on April 1-2, 2014 for: "Pensions, Job Performance, Discrimination and Accommodation: Coping with the Challenges of an Aging Workforce", "Accommodating Family Needs: Exploring the Latest Cases on Marital and Family Status Discrimination" and "Background Checks and Social Media Searches: Exploring the Boundaries of the Right to Privacy."
- March 1, 2014 Faculty Member and Speaker on "Theories of Discrimination" for Osgoode Law School Certificate in Human Rights Theory and Practice.
- January 14, 2013 Panelist on Transgender Rights at Rainbow Health Ontario Public Policy Institute
- December 4, 2012 Speaker at the Law Society of Upper Canada Human Rights Law Summit on "Older Workers and their Human Rights in the Workplace"
- August 17, 2012 Presenter of "Mental Health and Human Rights" Update at OSSTF (Ontario Secondary School Teachers' Federation) Leadership Conference
- April 12, 2012 Panelist on the topic of the Occupy Movement in Toronto at Ryerson University
- April 3, 2012 Speaker on the topic of "Intersecting Grounds and Rights Conflict" at the Lancaster House Human Rights and Accommodation Conference
- June 10, 2011 Speaker on the topic of "Unions Perspectives on Accommodation Cases" at the Osgoode Hall Law School Professional Development LLM in Labour Program
- April 27, 2011 Panelist on the topic of "Complex Cases in Accommodation: Extraordinary Challenges in the Modern Workplace" at Lancaster House Toronto Human Rights and Accommodation Conference
- April 27-28, 2011 Organizing Committee Member for Lancaster House Toronto Human Rights and Accommodation Conference
- December 2010 Speaker at Lancaster House Human Rights and Accommodation Seminar
- February 25, 2010 Speaker on the topic: "Barriers to Workplace Diversity - Building Inclusive Workplaces" at the Ontario Public Service Labour Relations Conference
- April 23, 2009 Speaker at the Ontario Federation of Labour LGBT Conference on the topic "Equality: Are We There Yet?"
- April 23, 2009 Panelist at the opening of Nancy Nichol's documentary film "The Queer Nineties"
- Fall 2008-Winter 2009 Presented a series of workshops to staff and clients at Wellspring, which is a network of cancer support centres, on the issues of long term disability insurance, return to work and accommodation of illness in the workplace.
- October 24, 2008 Speaker at the Chief Justice of Ontario's Eleventh Colloquium on the Legal Profession: Professionalism and Serving Communities, held at the University of Windsor on the Panel on Marginalized Communities: Moving Forward by Learning From Our Past, delivering a paper entitled "Some Notes on the Experience of Working with the Gay and Lesbian Communities of Ontario"
- October 2008 Panel member at the Human Resources Professionals Association Annual Law Conference as well as the Law Society of Upper Canada's Annual Employment Law Summit on the Supreme Court of Canada decision in *Honda v. Keays*
- September 26, 2008 Presented a workshop on Intersectionality and Discrimination for the annual Ontario Bar Association Constitutional Law Conference

- August 2008 Co-presenter with Karl Dean and Dr. Nina Josefowitz of a seminar on Accommodating Mental Illness in the Workplace, for the OSSTF Annual Summer Leadership Conference in August 2008
- July 2008 Speaker on the Supreme Court of Canada decision in *Honda v. Keays* on a Lancaster House audio program
- May 1, 2008 Keynote Speaker at the Ontario Secondary School Teachers Federation, District 12 Status of Women Annual Awards Dinner on the importance of the Falconer Report, as well as the ability, power and responsibility we each have to bring about change in our lives and in our communities
- November 14, 2007 Speaker at Pro Bono Students Canada- Osgoode Hall Law School event on "Doing Pro Bono Work"
- November 10, 2007 Speaker at Ontario Federation of Labour Conference on Employment Equity
- November 2, 2007 Speaker at Ontario Secondary School Teachers' Association Status of Women's Committee Conference- "Being Equal, the Sequel- Employment Equity Conference"
- June 11, 2007 Speaker OBA Event "The New Ontario Human Rights System: What It Means for Your Practice"
- May 1, 2007 Panelist at "A Summit on Gender and Diversity in Law: Moving Forward as a Profession" at the University of Toronto Law School. She spoke on the panel "Sowing the Seeds of Change - Transforming and Humanizing the Profession"
- March 8, 2007 Panelist at the University of Toronto Law School's International Women's Day panel on Diversity, Gender and Retention in the Legal Profession, organized by Dean Mayo Moran and Professor Brenda Cossman
- October 20, 2006 Speaker at Bill 107: The Proposed Human Rights Reforms at the Ontario Bar Association's Conference "Labour Law: Staying Ahead of the Game"
- 2006 Presented on the union perspective on accommodating mental disability in the workplace at the Canadian Institute Conference on "The Employer's Duty to Accommodate"
- May 2005 Speaker, OBA Dinner Event "Family Status Discrimination"
- December 2004 Designed and delivered "Human Rights and the Collective Agreement- Winning Grievances and Arbitrations" for the Ontario Federation of Labour
- December 2004 Speaker, Lancaster House Audio Conference "Return to Work"
- March 22, 2004 Speaker, Ontario Federation of Labour- Human Rights Committee, "Overview of Human Rights in Ontario"
- February 16, 2004 Speaker, Ontario Bar Association Human Rights Section, Human Rights in the Workplace: "Emerging Issues in Human Rights and the Workplace"
- November 28, 2003 Speaker, Butterworth's Conference on School Board Liability Law, "School Board Liability and Privacy Issues"
- November 18, 2003 Speaker, Ontario Bar Association Labour Section Workplace Criminal Misconduct: "Investigations I- Practice and Pitfalls"
- October 9, 2003 Speaker, OBA Constitutional and Civil Liberties Second Constitutional Conference, "Fundamental Freedoms: Applying the Word from On High"

- September 19, 2003 Speaker, Ontario Senior Officers Police Association, “Harassment in the Workplace”
- May 29, 2003 Participant in Roundtable Discussion, Law Society of Upper Canada “Access to Justice”
- April 28, 2003 Speaker, Police Association of Ontario- Civilians, “Harassment in the Workplace”
- April 1, 2003 Speaker, Hamilton OSSTF, “Sexual Harassment”
- March 31, 2003 Speaker, Butterworth’s Conference, “The Duty to Accommodate”
- March 20, 2003 Speaker, OBA Institute, Labour Section, “Top Cases in Labour Law”
- February 28, 2003 Speaker, Lancaster House, “Human Rights and Arbitration”
- February 25, 2003 Speaker, Police Association of Ontario, “Harassment in the Workplace”
- November 15, 2002 Speaker, Lancaster House, “The Expanding Scope of Arbitration”
- November 2002 Speaker, OSSTF Catch a Falling Star Conference, “Legal Issues”
- October 10, 2002 Speaker, OBA Constitutional and Civil Liberties First Constitutional Conference
- January 25, 2002 Chair, OBA Institute, Constitutional and Civil Liberties Section Program: Constitutional Swords and Shields- A Gladiator’s Armoury
- November 15, 2001 Panelist at Ontario Labour-Management Arbitrators’ Association- Fall 2001 Continuing Education Seminar on the subject of mediation
- November 10, 2001 Seminar Leader, “Diversity Protections in our Federation and In Our Province” at Status of Women Conference, O.S.S.T.F.
- October 2001 Seminar Leader, “Harassment in the Workplace” for UNITE Conference
- 1999 – 2001 Speaker at various Human Rights and Collective Bargaining Workshops around Province, by Ontario Secondary School Teachers’ Federation
- September 1999 Speaker, Ontario Federation of Labour: Labour Behind the Rainbow Conference
- June 1999 Facilitator of Human Rights and Collective Bargaining Workshop, by Southern Ontario Newspaper Guild, CEP
- March 1999 Facilitator of Human Rights and Collective Bargaining Workshop, by Communications, Energy and Paperworkers Union
- January and February 1999 Designed and Delivered “ Human Rights are Union Rights Workshop”, by Ontario Federation of Labour
- June 27, 1998 Speaker on Panel dealing with litigation for equality rights for lesbians, gay men, bisexuals and transgendered people, at Queering the Nation Conference, York University, Toronto
- April 1998 Speaker on Panel dealing with Human Rights and the Lesbian, Gay, Bisexual and Transgendered Communities, 519 Community Centre, Toronto, Ontario
- October 1997 Seminar Leader on Partnership Recognition Litigation: Winning out at law at CUPE and CLC Conference for Lesbian, Gay and Bisexual Trade Unionists & Our Allies
- 1995, Toronto and 1997, Philadelphia Speaker at INGLO Conferences (International Association of Gay and Lesbian Elected and Appointed Officials) on Canadian Legal Developments

November 1997 Speaker on Legal Issues in Family Recognition for the Lesbian, Gay, Bisexual and Transgendered Communities at the Law Union's Annual Conference

PAPERS, PUBLICATIONS AND ARTICLES

Various papers and presentations for the OBA and other organizations on human rights, labour law, pensions and benefits including:

December 2017 Building Better Law: How Design Thinking Can Help Us Be Better Lawyers, Meet New Challenges, And Create The Future Of Law, Vol 34 No 1 (2017): Windsor Yearbook of Access to J

December 2012 Older Workers And Their Human Rights In The Workplace: Considerations Of Aging, Disability And Continued Employment

June 2012 "Centre for Collective Impact Proposal": Final Presentation for Social Innovation Graduate Diploma, University of Waterloo

June 2012 Renovate or Move?: The Question of Finding the Right Legal "Home" for Non-Profits and a Survey of Available Options; Paper for Social Innovation Graduate Diploma, University of Waterloo

2008 "Some Notes on the Experience of Working with the Gay and Lesbian Communities of Ontario", 2008 for the Chief Justice of Ontario's Eleventh Colloquium on the Legal Profession: Professionalism and Serving Communities on the Panel on Marginalized Communities: Moving Forward by Learning From Our Past

2006 "Mental Health and Workplace Accommodations: A New Frontier or Familiar Terrain?"
 "Supreme Court Continues to Define Balance Between Religious Freedom and Freedom from Discrimination- Case Comment on Trinity Western", 11 Education and Law Journal 391

January 1999 Human Rights are Union Rights, with Cindy Wilkey, materials for OFL Conference

October 1998 Partnership Recognition Litigation: Winning out at Law- September 1997 updated for CUPE and CLC Conference for Lesbian, Gay and Bisexual Trade Unionists & Our Allies

1995 Bill 167 and Full Human Rights in Lesbian Parenting: Living with Pride and Prejudice, edited by Katherine Arnup, Charlottetown: Gynergy Books

June 21, 1994 Sexual Orientation and Employment Law: A Brief Introduction to the Issues for Sexual Orientation and the Law, a Seminar of the Law Society of Upper Canada's Department of Continuing Legal Education

1994 Organizing Unions
 Assisted Mary Cornish and Lynn Spink, with Harriet Simand.
 Published by Second Story Press, Toronto

April 2, 1993 Asserting a Claim for Same-Sex Spousal Employment Benefits for Canadian Institute Seminar on Equality Issues in Benefit and Pension Plans

October 24, 1992 HIV Infection, AIDS and the Workplace for Canadian Bar Association Continuing Legal Education Seminar

1987 Women and Employment: A Canadian Perspective, Legal Editor Published by YWCA. Toronto

COMMUNITY ACTIVITIES AND MEMBERSHIPS

- Past Member, Law and Human Rights Mechanisms Research Team for “Envisioning Global LGBT Rights”- an international research project created by Nancy Nicol that fosters links between Canada and the Global South and will document and analyze i) criminalization of LGBT people, ii) flight from violence and persecution, iii) resistance to criminalization, and iv) the interaction between International Treaty Body Human Rights Mechanisms and LGBT rights initiatives
- Officer, Toronto Pride Dispute Resolution Process, current
- Interviewee in “The Queer Nineties”- documentary film by Nancy Nicol, 2009
- Past Director and Co-chair Legal Action Committee, of the Foundation for Equal Families
- Frequent speaker for community groups on labour, employment, human rights, employment equity and related issues
- Guest Speaker on CBC Newsworld, CBC Evening News, CTV Canada AM, Rogers Cable 10, CBC Later the Same Day radio show , TVO Studio 2 on gay and lesbian issues, sexual harassment, sexual assault and other legal issues
- Past Member, Steering Committee, Campaign for Equal Families (organization to establish legal and social recognition of lesbian and gay partners and families)
- Founding Member, Lawyers’ Group to Establish a Lesbian and Gay Community Legal Fund
- Co-chair ONDP Lesbian, Gay and Bisexual Committee, and former Provincial Council Delegate for Committee
- Past Member, Toronto Board of Education Triangle Program Advisory Committee
- Member, Coalition for Lesbian and Gay Rights Ontario
- Past Member, Alliance for Employment Equity
- Lobbyist for community groups on employment equity and lesbian and gay rights
- Past Director and Fundraiser for The Women's Common of Metropolitan Toronto
- Past Director and President Emily Stowe Shelter for Women, Scarborough, Ontario.
- Past Treasurer, Ralph Thornton Community Centre, Toronto
- Past Member, St. David NDP Riding Association Executive
- Past Member, University of British Columbia Women's Committee.