

SUMMIT ON GENDER AND DIVERSITY IN LAW: MOVING FORWARD AS A PROFESSION

May 1, 2007

BIOGRAPHIES

Co-Chairs

MAYO MORAN



Mayo Moran is Dean of the Faculty of Law and a Professor of Law. Dean Moran earned her LL.B. from McGill University, her LL.M. from the University of Michigan and her S.J.D. from the University of Toronto. Dean Moran has published in comparative constitutional law, private law, and legal and feminist theory. Her work focuses on how our practices and theories of responsibility come to terms with discrimination. Her book, *Rethinking the Reasonable Person*, was published in 2003 by Oxford University Press. In 2005, she was co-editor with Prof. David Dyzenhaus of *Calling Power to Account: Law, Reparations and the Chinese Canadian Head Tax Case*, a book of essays published by the University of Toronto Press. She is currently engaged in a project on reparations theory and transitional justice that examines the limits and possibilities of law, particularly private law, in redressing widespread historic wrongdoing. Professor Moran has also worked on litigation involving the equality guarantee under the Charter and, most recently, the Chinese Canadian Head Tax claim.

NIKKI GERSHBAIN



Nikki Gershain is Executive Director of the Dean's Office at the University of Toronto, Faculty of Law. After graduating from U of T law school in 2000, Nikki clerked at the Ontario Court of Appeal and then practiced family law at Epstein Cole LLP, where a significant portion of her practice was devoted to pro bono files. Prior to law school, Nikki earned her Master's Degree in Feminist Theory from the New School for Social Research in New York City, where she was a Fulbright Fellow. Over the last 15 years, Nikki has been active in various equality-seeking movements and organizations, most recently as a Board Member of the Equity Advisory Group of the Law Society of Upper Canada, and has written and spoken on topics as diverse as gay marriage (and divorce), judicial activism and anti-Semitism in feminist communities. Nikki currently co-Chairs the Dean's Special Advisory Committee on Diversity at the Faculty of Law.

Opening Remarks

GAVIN MACKENZIE



Gavin MacKenzie is Treasurer of the Law Society of Upper Canada. He is a partner in the Toronto office of Heenan Blaikie LLP. He was called to the Bar of Ontario in 1977. He has been certified by the Law Society of Upper Canada as a Specialist in Civil Litigation since 1989 and was honoured by induction as a Fellow of the American Trial Lawyers in 2000. He is the author of *Lawyers and Ethics*, a leading text on professional responsibility. Mr. MacKenzie was elected a bencher of the Law Society in 1995 and was re-elected in 1999 and 2003. He has served as Chair of the Society's Professional Regulation Committee (which is responsible for professional conduct and discipline), its Task Force on the Reform of the Rules of Professional Conduct, its Strategic Planning Committee and its Proceedings Authorization Committee. Mr. MacKenzie has also served as a Vice-Chair of the Society's Professional Development, Competence and Admissions Committee. In February 2006, Mr. MacKenzie was elected as Treasurer (head) of the Law Society of Upper Canada. Mr. MacKenzie has served as Chair of LibraryCo Inc., the library system of Ontario Law Associations and as a director of the Canadian Institute for the Administration of Justice. He is also a former director of The Advocates' Society and of LINK- The Lawyers' Assistance Program.

Moderators

RAJ ANAND



Raj Anand is a partner with WeirFoulds LLP where he practises in the areas of human rights, constitutional and administrative law, labour relations, civil litigation, professional negligence and discipline. He is a former Chief Commissioner of the Ontario Human Rights Commission and presently acts for complainants and respondents before the Ontario and Canadian Human Rights Commissions. He has acted as a Board of Inquiry under the Ontario Human Rights Code and the Police Services Act, as Co-Chair of the University of Toronto Tribunal and as counsel to a number of administrative tribunals. Mr. Anand has spoken and written on diverse subjects including trial, appellate and administrative advocacy and human rights. He graduated with the Dean's Key in

1978 from the University of Toronto, Faculty of Law. He served in 1986-1987 as a Task Force to the Ontario Government on the Law Concerning Trespass to Publicly-used Property as it Affects Youth and Minorities. In 1997, he was the first recipient of the Advocates' Society Award of Justice. His experience as an adjunct professor includes "The New Administrative Law" (2000 and 2006) in the LL.M. programme at Osgoode Hall Law School and "Diversity and the Legal Profession" at U of T's Faculty of Law. Mr. Anand acts for a variety of non-governmental organizations in public interest litigation. He is a member of the Equity Advisory Group of the Law Society, the Board of Directors of the Advocates' Society and Legal Aid Ontario, and the Board of Trustees of the Centre for Addiction and Mental Health, and President of the University of Toronto Law Alumni Council. In 2003, he received the Law Society Medal, the highest honour awarded by the governing body of the legal profession in Ontario.

KIRBY CHOWN



Kirby Chown is the Ontario Regional Managing Partner of McCarthy Tétrault and a member of our Litigation Group in Toronto. She joined the firm in 1981 and practises in the area of civil litigation, including medical malpractice and family law. Ms. Chown served as co-counsel to the Commission of Inquiry into the Use of Drugs and Other Banned Substances in Sport ("The Dubin Commission"). She also acted as counsel to the physicians before the Grange Commission. Ms. Chown is a chair of the University of Toronto Academic Tribunal and past president of the University of Toronto Faculty of Law Alumni Association. She has lectured to physicians and nurses throughout Ontario on a variety of health law issues. Ms. Chown appears in the 2004 *Canadian Legal Expert Directory*, a guide to the leading law firms and practitioners in Canada, as a leading lawyer in the area of family law. Throughout her career, she has demonstrated an interest in issues affecting women in the law. Ms. Chown is chair of McCarthy Tétrault's firm-wide

Diversity Task Force. She is also chair of The Women's Committee, a firm-wide committee focusing on women's issues at the firm. In 2004, she created a women's initiatives network (WIN) in the firm's Toronto office to promote discussion of topics of particular or exclusive interest to women. The network has seven active subcommittees and holds regular meetings, as well as sponsoring business development and other events related to women. It is involved in providing support to women on maternity leave and flex-time arrangements. It initiated mentoring circles for women lawyers in 2005. Ms. Chown was selected in 2005 by the Faculty of Law at the University of Toronto as one of 20 prominent women graduates from the Faculty to be honoured in a permanent installation at the school. In 2006, she was selected by The Women's Executive Network as one of The 100 Most Powerful Women in Canada. She received her LLB in 1979 and her MA in 1970, both from the University of Toronto. Ms. Chown also received her B.Ed. in 1971 and her BA in 1969, both from Queen's University. She was called to the Ontario bar in 1981.

KERRY RITTICH



Kerry Rittich is an Associate Professor at the Faculty of Law and the Women's and Gender Studies Institute at the University of Toronto. She teaches and writes in the areas of international law and international institutions, law and development, human rights, labour law, and critical and feminist theory. Among her publications are *Recharacterizing Restructuring: Law, Distribution and Gender in Market Reform* (The Hague: Kluwer Law International, 2002); (with Joanne Conaghan, University of Kent), *Labour Law, Work and Family: Critical and Comparative Perspectives*, (Oxford University Press, 2005); "Core Labour Rights and Labour Market Flexibility: Two Paths Entwined?", *Permanent Court of Arbitration/Peace Palace Papers*, *Labor Law Beyond Borders: ADR and the Internationalization of Labor Dispute Resolution*, (Kluwer Law International, 2003) and "The Future of Law and Development: Second Generation Reforms and the Incorporation of the Social" in David M. Trubek and Alvaro Santos eds., *The New Law and Economic Development: A Critical Appraisal* (Cambridge, U.K.: Cambridge University Press, 2006). In 2004, she completed a report for the Law Commission of Canada entitled, *Vulnerable Workers: Legal and Policy Issues in the New Economy*. She obtained an LL.B. from the University of Alberta in 1992, and an SJD from Harvard University in 1998. In 1992-93, she served as Law Clerk to Madame Justice Claire L'Heureux-Dubé at the Supreme Court of Canada. Professor Rittich has been the Mackenzie King Visiting Professor of Canadian Studies at Harvard Law School and the Weatherhead Center for International Affairs, Harvard University and a fellow at the European University Institute.

Speakers

JOSÉE BOUCHARD



Josée Bouchard is a bilingual lawyer in Toronto, Ontario. She is an expert in human rights, linguistic rights and equity and diversity issues. Josée was called to the Bar of Ontario in 1989, after completing a LL.B. at the University of Ottawa, Canada and a LL.M. at the University of Cambridge, England. In 1989, Josée was appointed professor in the Common Law Section of the Faculty of Law at the University of Ottawa. She was appointed vice-dean of the French Common Law Program in 1993 and became a tenured associate professor in 1995. Her teaching responsibilities included courses in constitutional law, labour arbitration, comparative law, European law and property law. Josée has also delivered a number of presentations and seminars on human rights issues, discrimination and harassment. Josée has an extensive publication record. She has published in French and English, and her contributions include "Canadian Feminist Literature on Law: An Annotated Bibliography" (1999) 11 *Canadian Journal of Women and the Law* (with Susan B. Boyd and Elizabeth A. Sheehy), "L'indemnisation des victimes de harcèlement sexuel au Québec" (1995) 36 *Cahiers de droit* 125, "La personne raisonnable en matière de harcèlement sexuel: une appréciation féministe" (1995) 8 *Canadian Journal of Women and the Law* 89, "Les mesures de redressement pour les victimes de harcèlement sexuel: le *Code des droits de la personne de l'Ontario*" (1994) 19 *Queen's Law Journal* 551, "Le concept d'égalité des sexes en droit européen communautaire: une perspective féministe" (1993) 31 *Osgoode Hall Law Journal* 625, "Aperçu comparatif du concept d'égalité en droit constitutionnel américain et canadien" (1992) 5 *Canadian Journal of Women and the Law* 87, "Developments in Property Law: The 1991-92 Term" (1993) 4 *Supreme Court Law Review* (in collaboration) and "Developments in Property Law: The 1990-91 Term" (1992) 3 *The Supreme Court Law Review* (in collaboration). In May, 2000, Josée was appointed to the position of Education and Training Coordinator with the Equity Initiatives Department in the Law Society of Upper Canada and in April 2002 as Equity Advisor. She is responsible for the development and delivery of effective equity and diversity education and training programs within the Law Society of Upper Canada, and externally to members of the legal profession and the public. She also develops equity and diversity policies and procedures that either support or emerge from such programs.

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MR. JUSTICE HARVEY BROWNSTONE



Mr. Justice Harvey Brownstone is a judge of the Ontario Court of Justice, North Toronto Family Court. He graduated from Queen's University Faculty of Law in 1980. He was called to the Bar of Ontario in 1983. From 1983 to 1985, he served as full-time duty counsel in the Toronto criminal courts. From 1986 to 1989, he was Head of Family Law at the Ontario Legal Aid Plan Research Facility. He then joined the Ministry of the Attorney General as legal counsel at the Support and Custody Enforcement Program, and he eventually became Director of the Ontario Family Support Plan (now called the Family Responsibility Office.) Mr. Justice Brownstone was the first openly gay judge appointed in Canada when, in 1995, he was appointed a Provincial Judge. He has presided exclusively in family court since 2000. He organized the first judicial education program in Canada for judges on the topic of gay rights, in 2000. Since the legalization of same-sex marriage in Ontario in 2003, he has officiated at over 1,000 same-sex marriages.

CHIA-YI CHUA



Chia-yi is a Partner in the Toronto Tax Law Group. Chia-yi acts for large Canadian corporations in the areas of tax dispute resolution and tax litigation. He combines the use of innovative court procedures with his intimate knowledge of the various arms of the Ontario regulator to fashion strategic and effective litigation advice to clients. He has appeared as counsel for clients in various industries and for the Crown in the Ontario Superior Court of Justice, the Tax Court of Canada and the Ontario Court of Appeal. He is also a Preferred Counsel for LawPRO, Ontario lawyers' insurance fund, assisting it in resolving tax issues with tax authorities. Before joining the private sector, he worked at the Ontario Ministry of Finance as a tax design specialist and as tax litigation counsel. Aside from the significant tax litigation work, he also provides planning advice relating to sales, capital, land transfer and payroll taxes. Chia-yi regularly addresses the Tax Executives Institute, Inc., and writes for various tax publications. He completed the Intensive Trial Advocacy Course at Osgoode Hall in 2004. Chia-yi co-chairs the Toronto office Diversity Committee.

Chia-yi is recognized by LexisNexis Martindale-Hubbell Peer Review Ratings for his highly regarded legal skills and professional ethics.

BRENDA COSSMAN



Brenda Cossman joined the Faculty of Law in 1999, and became a full professor in 2000. She holds degrees in law from Harvard and the University of Toronto, and an undergraduate degree from Queen's. In 2002 and 2003, she was a Visiting Professor of Law at Harvard Law School. Prior to joining the University of Toronto, she was Associate Professor at Osgoode Hall Law School of York University. Professor Cossman's teaching and scholarly interests include family law, freedom of expression, feminist legal theory, law and sexuality, and law and film. Her most recent book, *Regulating Sexual Citizenship*, will be published by Stanford University Press. Her other books include the co-authored *Bad Attitudes on Trial: Pornography, Feminism and the Butler Decision*; *Subversive Sites: Feminist Engagements with Law in India*, and *Secularism's Last Sigh?* She is also the co-editor of *Privatization, Law and the Challenge to Feminism*.

DEBORAH GILLIS



Catalyst is the leading research and advisory services organization working with businesses and the professions to build inclusive environments and expand opportunities for women at work. As an independent, non-profit membership organization, Catalyst conducts research on all aspects of a women's career advancement and provides strategic consulting services to member organizations globally. With offices in New York, San Jose, Toronto and Zug, Switzerland, Catalyst is consistently ranked No.1 among nonprofits focused on women's issues by the American Institute of Philanthropy. Deborah Gillis was appointed in August 2006 to lead

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Catalyst's Toronto office and is charged with developing and implementing a strategy to build Catalyst's presence in Canada. As Executive Director and Vice-President for Canada, Deborah is responsible for managing relationships with Canadian members, speaking to corporate audiences about Catalyst's research and providing strategic advice to Canadian member companies. Deborah has been advising a diverse range of clients on business issues and human capital challenges for nearly a decade, as a principal with Grant Thornton LLP and earlier with PriceWaterhouseCoopers as a senior consultant. In addition to her strong private sector experience, Deborah has served in a variety of senior public sector policy and management roles in both Ontario and Nova Scotia. Deborah holds undergraduate and graduate degrees in political science from York University.

PHYLLIS GORDON



Phyllis Gordon has been the Executive Director of ARCH Disability Law Centre since June, 2000 and has been active in all aspects of ARCH's work, including legal writing and litigation on disability rights and accessibility. Phyllis has been practicing law in Ontario since 1979. For ten years she had her own private practice in Hamilton and then Kingston. Since then she has had a number of senior positions including: Clinic Director of Parkdale Community Legal Services affiliated with Osgoode Hall Law School; Chair of the Pay Equity Hearings Tribunal of Ontario; a Commissioner of the Canadian Human Rights Commission; and, a labour relations arbitrator. Phyllis has always been committed to social justice and over her career she has mentored

lawyers and law students interested in the practice of public interest law. Phyllis has been a single parent since 1988 and for the last few years has been trying to introduce her love of art-making into her life.

DARLENE JOHNSTON



Darlene Johnston, B.A. (Queen's) 1983, LL.B. (Toronto) 1986, LL.M. (Toronto) 2003, joined the University of Toronto in 2002 as an Assistant Professor and Aboriginal Student Advisor. The first in her family to attend university and law school, her decision to pursue law grew gradually from a desire to help her community, the Chippewas of Nawash First Nation, receive justice from the courts. She was appointed Assistant Professor at the University of Ottawa Faculty of Law in 1989. In 1995 she resigned her academic position in order to coordinate land claims research and litigation for the Chippewas of Nawash. Her advocacy contributed to the judicial recognition of her people's treaty right to the commercial fishery and to the recovery and protection of burial grounds and other culturally-significant sites within their traditional territory. In 2000, she returned to the law school where today she juggles her teaching and scholarship with continued work for her First Nation and

international work for the Mayan people of Belize. Her teaching areas include Aboriginal Law and Property Law. Her current research focuses on the relationship between totemic identity, territoriality and governance.

FIONA KAY



Dr. Fiona Kay is an Associate Professor in the Department of Sociology at Queen's University in Kingston, Ontario. Professor Kay completed her PhD in Sociology at the University of Toronto in 1992. She taught at the University of British Columbia for the first eight years of her career. In 1998/99 she was a visiting professor at le centre de recherche en droit public à la Faculté de Droit, Université de Montréal. In 2000 she came to Queen's University where she joined the Department of Sociology as a Queen's National Scholar. In 1999 Professor Kay was awarded a Killam Research Prize for her comparative research on civil and common law jurisdictions of the legal profession in Canada. She has consulted to the Canadian Bar Association, the Law Society of Upper Canada, and law firms on

diversity issues and workplace accommodation policies. Professor Kay has published extensively on women and racial/ethnic minorities in the legal profession. In 1996, together with John Hagan (Northwestern University and the American Bar Foundation) Professor Kay published *Gender in Practice: A Study of Lawyers' Lives* (Oxford University Press). Her most recent book, co-edited with Richard Johnston, is titled, *Social Capital, Diversity, and the Welfare State* (Vancouver, BC: UBC Press, 2006). Her work has examined several dimensions of diversity and law practice, including: legal education, mentorship and early career stages, work/family balance, glass ceilings and earnings inequities, promotions and law firm partnerships, job exits and lateral mobility, job satisfaction and professional commitment, clientele relations, and

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comparative work across civil and common law jurisdictions of law practice. Professor Kay's research also extends to the sociology of crime, including work on the delinquency, policing and deterrence, misconduct among professionals, and sentencing. Her recent work explores issues of access to justice, the role of paralegals, and the system of Legal Aid.

M. DAVID LEPOFSKY

M. David Lepofsky has argued criminal appeals for the Ministry of the Attorney General for Ontario since 1993. Prior to this he served the Crown Law Office, Civil, arguing civil, constitutional and administrative law cases, and for the Constitutional Law and Policy Division, arguing constitutional cases for the Ontario Government. His career in the public sector culminated in 2004 with his appointment as General Counsel, the highest promotion (outside management positions) reserved for the most senior counsel to recognize career achievement in handling the most complex work, demonstrated diversity of expertise, creativity, professional leadership, judgement, and mentoring/ role modeling. It is awarded, at most, to only 2% of Ontario's Crown counsel population. David earned his LL.B. (Honours) from Osgoode Hall Law School and his LL.M. from Harvard Law School. Since 1991 he has taught an advanced constitutional seminar on "Freedom of Expression and Press in Canada" at the University of Toronto, Faculty of Law, as an adjunct faculty member. He is a frequent lecturer to law students, lawyers, judges, government officials and others across Canada, and elsewhere on diverse topics including constitutional law, human rights, rights of persons with disabilities, litigation practice, freedom of expression, and other topics. He has authored 29 law journal articles concerning constitutional law, administrative law, freedom of expression, human rights, and the rights of persons with disabilities, as well as a book entitled "Open Justice - The Constitutional Right to Attend and Speak in Criminal Proceedings in Canada," Butterworths, 1985 and a co-authored Law School Casebook on Freedom of Expression and the Press. His publications have been cited 11 times by the Supreme Court of Canada, and by courts in every province. For ten years he served as Chair or Co-Chair of the "Ontarians with Disabilities Act Committee," a coalition of individuals with disabilities and over 100 disability organizations advocating for the enactment and effective implementation of new disability access legislation in Ontario to achieve a barrier-free Ontario for 1.9 million persons with disabilities. The campaign he led resulted in the enactment of the Ontarians with Disabilities Act (2001) and the Accessibility for Ontarians with Disabilities Act (2005). He holds numerous awards and honours including Honorary Doctorate of Laws degrees from Queen's University and the University of Western Ontario, the Lincon Alexander Award (2003) and the Advocate's Society Award of Justice. He is a member of the Order of Canada.

JANET OH



Ms. Janet Oh is an attorney with degrees in both Civil Law and Common Law. She was called to the Bar (Law Society) of Quebec in 1998. Ms. Oh is the current Chair of the National Standing Committee on Equity of the Canadian Bar Association which is in the final stages of producing an Equity and Diversity Guide for law firms and organizations within the legal profession. She was also previously Chair of the Equality Committee of the Canadian Bar Association, Quebec Division and is a former director of the National Association of Women & the Law. Ms. Oh began her legal career as a civil and commercial litigator in a major Montreal law firm where she gained experience in complex litigation matters particularly in the areas of professional liability, products liability, construction and insurance law. Ms. Oh has represented various clients and has appeared on their behalf before the courts of Quebec, particularly the Superior Court as well as the Court of Appeal of

Quebec. Ms. Oh has worked as legal counsel for a major Canadian engineering firm since October 2003 and has been responsible for managing all litigation matters and dispute resolution, both nationally and internationally. She is also responsible for managing requests made by various administrative tribunals and governmental organizations, including labour matters and access to information. Ms. Oh is fluent in English and French and also speaks Korean and Spanish.

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LAURIE H. PAWLITZA



Laurie Pawlitz practices family law at *Torkin Manes Cohen Arbus LLP*. She received her B.A. in 1980 and LL.B. in 1983, both from the University of Saskatchewan. She was called to the Ontario Bar in 1986. She has been named one of Canada's Leading Practitioners by *Lexpert* and as a "Best Lawyer" by *The Best Lawyers in Canada*. Laurie was elected as a Bencher of the Law Society of Upper Canada in 2003, the governing body for lawyers in Ontario. She is Chair of The Law Society's Professional Development, Competence and Admissions Committee, Co-Chair of the Retention of Women in Private Practice Project, Vice-Chair of the Government Relations Committee and is a director on the board of *LAWPRO* – the insurers for Ontario's lawyers. She also sits on the Family Law Rules Committee, is the Vice President of the Lawyers Club, and is a former member of the Ontario Bar Association Family Law Executive. Laurie speaks and writes regularly for legal audiences and has made numerous appearances on radio and television, including *CBC Radio's Morningside*, *CBC Newsworld*, *The Docket*, *The Passionate Eye*, *The National*, *CTV's Canada AM* and *Newsnet* as well as the Women's Television Network. She has been widely quoted in the *Globe and Mail*, *The Toronto Star*, *The Toronto Sun*, *Canadian Living* magazine, *The Law Times* and *The Lawyer's Weekly* on various family law issues.

CYNTHIA PETERSEN



Cynthia Petersen is a partner at *Sack Goldblatt Mitchell LLP* in Toronto, where she practices union-side labour law and constitutional litigation with an emphasis on human rights and equality rights issues. In addition to her litigation practice, Cynthia has extensive experience providing human rights training workshops and investigating workplace discrimination and harassment complaints for a variety of clients. Cynthia is also the Discrimination and Harassment Counsel for the Law Society of Upper Canada. In her capacity as DHC, she provides confidential information and assistance to individuals (both lawyers and members of the public) who have discrimination or harassment complaints against lawyers in Ontario. Prior to entering private practice in 1995, Cynthia was a law professor at the University of Ottawa.

JOANNE ST. LEWIS



Ms. Joanne St. Lewis is an Assistant Professor of Law at the University of Ottawa, Faculty of Law, Common Law Section. She currently teaches Social Justice, Civil Liberties, Social Justice and International Trade and first year Public Law and Legislation. She has also taught Comparative Justice Models: Canadian and South African Constitutional Paths to Equality and History of Legal Thought. Her current area of work is the intersection between multiculturalism policy in constitutional democracies and evolving security intelligence policy-making in a post 9-11 environment particularly as it relates to issues of radicalization and homegrown terrorism. She was the co-chair of the Canadian Bar Association Working Group on Racial Equality. She is the first Black woman to be elected to serve as a Bencher of the Law Society of Upper Canada where she is Chair of its Equity and Aboriginal Issues Committee. She has extensive experience in the equality rights area. She conducts research and consults with government, corporations and community organizations. She has held positions with the Ontario Human Rights Commission and the Ontario Race Relations Directorate. She was also the Executive Director of the Women's Legal Education and Action Fund (LEAF). From 1985-87, she was Special Assistant Government Affairs to the Grand Chief of the Crees of Quebec.

THE HONOURABLE MR. JUSTICE MICHAEL H. TULLOCH



The Honourable Mr. Justice Michael H. Tulloch was appointed a Judge of the Superior Court of Justice, Ontario, in September 2003. Mr. Justice Tulloch is chambered in Brampton, Ontario and presides within the Central West Region of Ontario. Prior to Mr. Justice Tulloch's appointment to the Court, he was appointed an Assistant Crown Attorney in 1991 where he worked both in Peel and Toronto; he worked as a Special Prosecuting Agent for the Federal Department of Justice; and he entered private practice in Toronto, where he was senior counsel with twelve associate lawyers in a law firm that he founded. As a Crown Attorney, Mr. Justice Tulloch was instrumental in the implementation of the Recommendations of the Martin Commission Review of the Criminal Justice System. He was also a consultant to the Ontario Government Review of the Ontario Legal Aid System. In 1996, Mr. Justice

Tulloch, along with former Assistant Deputy Attorney General, Roderick McLeod, constituted the Review on Civilian Oversight on Policing commission, a commission which was instrumental in rewriting the *Ontario Police Act*. He has also participated in the *Criminal Code* Review conducted by the Federal Attorney General and Minister of Justice in 1999. Recently he was also a participant on the Review of Post Secondary Education by Former Premier Bob Rae. Over the years, Justice Tulloch has been very actively involved in post secondary education as well as numerous community organizations. Justice Tulloch is a former Lecturer and Don for York University, where he is an alumni. He still sits on the Board of Directors for the Alumni Association. As well, he is an Academic Fellow of McLaughlin College, York University and a member of the Advisory Board to the Dean of Osgoode Hall Law School. He is a past Advisor to the President of Sheridan College and a current member of the Board of Governors for Centennial College. Mr. Justice Tulloch, who himself was a recipient of numerous academic scholarships both in high school, university and law school, is a founding member and patron of the Second Chance Scholarship Foundation, an organization which provides scholarships for young people who have been in conflict with the law or who are from at-risk backgrounds and are pursuing a post secondary education. Within the community, Mr. Justice Tulloch is a past member of the Board of Directors for the North York chamber of Commerce, the Ontario Legal Aid Area Committee, the Canadian Bar Association, the Criminal Lawyers Association, the Osgoode Society on Canadian Legal History and the National Bar Association. He is also a past member of the Board of Directors of the Urban Alliance on Race Relations, Tropicana Community Services, the Jane-Finch Community Legal Aid Clinic, past-president of the Canadian Association of Black Lawyers, as well as a past-president of the Caribbean and African Chamber of Commerce. Mr. Justice Tulloch is a frequent speaker in various post secondary institutions as well as professional and community forums on a wide range of topics from law, and legal ethics to youth and education.

SUSAN URSEL



Susan Ursel is a partner with the law firm of Green & Chercover. She earned her LL.B. from Osgoode Hall Law School in 1984, was called to the Bar in Ontario in 1986, and since that time has practiced in the areas of labour, employment, employment equity and human rights law. She has appeared before the Supreme Court of Canada a number of times, including as co-counsel for the Metropolitan Community Church of Toronto on *Egan and Nesbitt*, the first Supreme Court decision to deal with the equality rights of gay men and lesbians, and as counsel to the Foundation for Equal Families in the *Chamberlain* case, which dealt with the educational rights of children in gay and lesbian families. Ms. Ursel was also one of a team of lawyers who worked on the case of "*Jane Doe*" v.

Metropolitan Toronto Police, a challenge to the police practices in Toronto regarding sexual assaults. She was among the founding members of the Feminist Legal Analysis Committee and the Gay and Lesbian Issues and Rights Committee of the Ontario Bar Association. She is currently a director and member of the executive of Pro Bono Law Ontario.

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FACULTY OF LAW STUDENTS

ALEXIS ALYEA

Alexis Alyea is in her third year at the University of Toronto Faculty of Law. She grew up near Collingwood, Ontario and attended the University of Waterloo for her undergraduate degree, where she received a B.E.S. in Urban Planning. Alexis has been involved with a number of student clubs and organizations while at the Faculty of Law, most particularly Women and the Law, the Environmental Law Club and the ABA Client Counselling Competition. Alexis has summered with Davis & Company, LLP in Toronto and will be returning to that firm for her articles.

ANDREA Y. CHOW

Andrea Y. Chow completed her H.B.Sc. at the University of Toronto in Zoology and Psychology before returning to the school for her law degree. Throughout her university education she has been active with groups invested in promoting equality and diversity, including serving on the executive of Women in Science and Engineering and Women and the Law. Andrea's legal interests include tax and litigation. Andrea summered with Aird and Berlis LLP and looks forward to returning to the firm for her articles.

ILDIKO ERDEI

Ildiko Erdei has worked and studied in the area of criminal law since beginning her undergraduate degree in criminology. She has a particular interest international criminal law and hope to eventually enter the area after practicing and developing a strong grasp of domestic criminal law. Her experience as an intern at the UN International Criminal Tribunal for Rwanda and with the Human Rights Clinic at the Faculty of Law has instilled a commitment to human rights issues as related to criminal justice. She will be articling at the Toronto firm Ruby & Edwardh, wherein she hopes to gain more practical experience in criminal law. Her interest in this course developed from previous study on the intersection between race and conceptions of fairness in criminal justice.

AFSOON DONNA HOUSHIDARI

Afsoon Donna Houshidari came to law school following an undergraduate degree in Sociology and French Linguistics. She has undertaken summer internships in India with UNICEF working on the eradication of child labour in the carpet industry, and in Montreal with the Social Justice Committee. Most recently, Afsoon returned from an exchange at the Sorbonne in Paris. Her interest in social justice stems from a long-standing belief that equality is the prerequisite for justice, and justice a prerequisite for peace. Afsoon's volunteer work in various countries including Haiti, the Dominican Republic, Israel and Australia, has been instrumental in consolidating her commitment to promoting equality. She chose to attend law school in order to pursue a career through which she could contribute to the betterment of peoples' lives.

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LINDSAY LANG

Lindsay Lang completed her undergraduate degree in International Development Studies at McGill University and is currently a third year law student at the University of Toronto. While at law school, Lindsay has been actively involved with Downtown Legal Services and with the Journal of Law and Equality.

DANIELLE MARKS

After completing her Bachelor of Arts in English at the University of Guelph, Danielle came to the Faculty of Law in pursuit of a challenging and rewarding career. Danielle's experiences at the law school as the coordinator for both the Pro Bono Students Canada placement program and Wills Clinic have demonstrated the diversity of opportunities in the legal community, but also a collection of common experiences that define the profession. One of these defining elements is the root of Danielle's topic: She has learned that the personal responsibilities of women often limit their professional opportunities. In her paper, Danielle outlines ways that some employers are redefining the experience of women in the profession, and she explores how their models for change can work to reshape the professional landscape for women in law.

VASUDA SINHA

My undergraduate degree in political studies sparked my interest in the relations between the institutions that govern and guide society and the individuals of whom it is comprised. I have pursued this interest in a variety of ways, including through the mechanisms of university administration, both at Queens and at the UofT Faculty of Law. It was through my involvement with the Law Faculty's admissions' committee that I became aware of the role that diversity considerations play in determining the composition of the law school and the profession itself. I do believe that law is an important means of effecting social change and am interested in examining the variety of means by which it can do so. I will be articling at the Ottawa office of McCarthy Tetrault, where I hope to gain experience in public law litigation and a practical understanding of the interactions between law and politics.

LINDA WU

Linda Wu is a J.D. candidate at the University of Toronto Faculty of Law school. She earned her undergraduate degree also from the University of Toronto in Criminology and Sociology. She has specific interests in the issue of diversity in the legal profession which a focus on racial and gender relations.