

RODA's 2nd Annual Diversity Conference in Partnership with the OBA

Success Strategies for Diverse Lawyers

Ontario Bar Association and Roundtable of Diversity Associations (RODA)

Date: Tuesday, November 29, 2016 | 9:00 am to 4:45 pm followed by a Reception

Location: Twenty Toronto Street Conferences and Events
20 Toronto Street, 2nd Floor, Toronto

Program Co-chairs: Jayashree Goswami, Intact Insurance
Paul Jonathan Saguil, TD Bank Group
Charlene Theodore, Ontario English Catholic Teachers' Association

Register: [In-Person](#) | [Webcast](#)



This program contains 5 Professionalism Hours
This program is eligible for up to 0.5 Substantive Hours

Join us as we harness the ideas, energy and experience of many talented lawyers who are committed to helping diverse lawyers advance in their careers. Choose from a vast array of topics that will specifically address the often complex issues that diverse lawyers face including implicit bias, and discrimination in the workplace, and the impact of discrimination on mental health. Our panelists will share the strategies they have used to make partner, open their own practice, become a judge, succeed as corporate counsel, and build their professional support network and personal champions.

8:15 am Registration and Coffee

9:00 am Welcome and Opening Remarks from the Program Chairs

9:15 am **Plenary**

Understanding Implicit Bias and Improving Your Own Cultural Competence and Client Communications

We all hold implicit biases. How do these biases impact our interpersonal relationships and our relationships with clients, adversaries, courts, and juries? Find out how you can uncover and recognize your own biases and improve your interactions with clients and colleagues from equity seeking groups.

Paul Jonathan Saguil, TD Bank Group (Moderator)

Michael F. Charles, Change DeZign Consulting

Michael Bach, Canadian Centre for Diversity and Inclusion

10:00 am **Keynote Speaker**

The Honourable Michael Coteau

Minister of Children and Youth Services

Minister Responsible for Anti-Racism

MPP, Don Valley East

10:30 am *Networking and Refreshment Break*

10:45 am **Concurrent Session A**

How to Make Partner

Join us for this panel of diverse law firm partners to gain innovative strategies to help you lay out your career path in private practice. Find out how communication skills, research, and office politics can help you and how to make and use connections to help you achieve your goal to become a law firm partner.

Lisa Borsook, WeirFoulds LLP (Moderator)

Tzen-Yi Goh, McCarthy Tétrault LLP

Parna Sabet Stephenson, Blake, Cassels & Graydon LLP

OR

Concurrent Session B

Going Solo: Is Owning Your Own Firm Right for You?

Before you embark on opening your own practice, our faculty will help you plan the essential building blocks of your business. Start by learning from lawyers who have recently opened their own practices on how to clarify your vision, identify your strengths and define what success means to you. Then, get the tools you need to set your vision in motion. Gain insights and best practices for preparing a business plan and business structure that best compliments you.

Tanya Walker, Walker Law P.C., Bencher – Toronto Region (Moderator)

Paul Lomic, Lomic Law

Ryan Edmonds, Ryan Edmonds Workplace Counsel

11:30 am **Concurrent Session A**

How to Become a Judge

What does it take to end up on the bench? When should you start thinking about it? What should you do to get appointed? Hear about the personal journeys of diverse judges and get pointers for seeking a judicial appointment. Gain a first-hand account of the process – application, interview, and networking. Also, find out what bar associations are doing to support their members!

Ranjan Agarwal, Bennett Jones LLP (Moderator)

The Honourable Justice Ria Tzimas, Superior Court of Justice

The Honourable Justice Gregory Regis, Ontario Court of Justice

Fareed Amin, Chair, Judicial Appointments Advisory Committee

OR

Concurrent Session B

Life as a Diverse In-House Counsel

Join our panel of diverse corporate counsel for a frank discussion on what it takes to succeed as corporate counsel. Find out how to develop the people, managerial, and leadership skills you need to advance in your career.

Charlene Theodore, Ontario English Catholic Teachers' Association (Moderator)

Fernando Garcia, Nissan Canada, Inc.

Reena Lalji, CIBC Legal Department

Gina Papageorgiou, Bencher – Toronto Region

12:15 pm *Lunch and Networking*

1:45 pm **Plenary**

Dealing with Discrimination in the Workplace: Strategies for Responding to Challenges Faced by Racialized Licensees

- The current state of diversity and inclusion in the profession
- Update on LSUC report
- What to do when you believe you are facing discrimination in the workplace

Paul Jonathan Saguil, TD Bank Group (Moderator)

Raj Anand, Partner, WeirFoulds LLP; Co-Chair, Challenges Faced by Racialized Licensees Working Group

Cynthia Petersen, Goldblatt Partners LLP, Discrimination and Harassment Counsel for the Law Society of Upper Canada

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Questions? pd@oba.org

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Ontario Bar Association and Round Table On Diversity



Register: [In-Person](#) | [Webcast](#)

2:45 pm

Concurrent Session A

Addressing Mental Health Issues Impacting Diverse Lawyers

- How discrimination and diversity issues in the workplace can negatively impact mental health
- Managing stress: coping skills, building resilience
- Where to find help and support

Ellen Schlesinger, Osgoode Hall Law School (Moderator)

Doron Gold, BA, JD, MSW, RSW, CPCC, Homewood Health

Orlanda Da Silva, Ontario Ministry of the Attorney General

Janet Bolton, TD Bank Group

OR

Concurrent Session B

Advocacy on Behalf of Your Community

- How different communities do grassroots advocacy work
- Impact of grassroots work on building a network of solidarity in and around the community: how common values can lead to partnerships and advance your cause

Gerald Chan, Stockwoods LLP (Moderator)

Lorin MacDonald, Sole Practitioner, Human Rights Lawyer

Jamil Jivani, Osgoode Hall Law School

3:30 pm

Networking and Refreshment Break

3:45 pm

Plenary

Mentor/Mentee: Building Your Professional Support Network and Personal Champions

- How mentoring can help your legal career
- Creating opportunities for yourself and for others
- Networking: how to do it right
- Career advice for recent law grads
- How can you find and work with a mentor?

Jayashree Goswami, Intact Insurance (Moderator)

Sandra Nishikawa, Ministry of the Attorney General - Crown Law Office Civil, Bencher – Toronto Region

Moiz Rahman, Ministry of the Attorney General – Crown Law Office Criminal

Vivene Salmon, Assistant Vice President and Country Compliance Manager, Bank of America

4:45 pm Closing Remarks from the Program Chairs

4:50 pm RODA / OBA Soirée

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	Program	Program & Soirée	Soirée
Live (incl. lunch)	\$60*	\$90*	\$39*
Webcast	\$60*		

*Plus applicable taxes

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