

Program Participants

Best Interests of the Child: When Freedom of Religion and Equality Rights Collide

OBA Sexual Orientation and Gender Identity Conference & Family Law Section

Wednesday, June 13, 2018

Adrian Ishak (Program Co-Chair)

Adrian is Senior Counsel, Global Labour and Employment, at Salesforce.com. He delivers innovative, trusted and world-class legal services to advance and protect Salesforce's interests. He is a trusted legal partner to the business and provides the necessary support to allow Salesforce to navigate sensitive and wide-ranging issues through the employment lifecycle, workforce restructuring activities, mergers and acquisitions and related matters. His advice focuses on strategies and approaches to employment-related policies, guidelines, and processes that balance pragmatism, risk, and compliance. He also manages labour and employment litigation matters as they arise. Adrian is the Chair of the board of Eva's Initiatives, a local charity that provides safe shelter, training and counselling to homeless and at-risk youth. He also sits on the Young Leadership Council of the Toronto Symphony Orchestra, volunteers at the Legal Advice & Referral Clinic of The 519 Church Street Community Centre and sits on the board of FrancoQueer, an association that brings together and represents the LGBTQIA francophone community in Ontario. Before joining Salesforce, Adrian practiced law for over ten years in Toronto at a multinational law firm, a boutique employment firm and a full-service firm, acting for private clients on all aspects labour and employment issues.

Eric Sadvari (Program Co-Chair)

Eric has been practicing exclusively in the area of family law since his call to the bar in 2010. He has appeared at all levels of Court in the province, including the Ontario Court of Justice, the Superior Court of Justice, and the Court of Appeal for Ontario. Eric is a member of the Family Law Executive of the Ontario Bar Association.

Philip M. Epstein

Senior Partner in the firm of EPSTEIN, COLE LLP, in Toronto. Mr. Epstein was the former Head of the Family Law Section of the Bar Admissions Course, 1983-1996; a Dispute Resolution Officer of the Ontario Superior Court of Justice; a Fellow of the American College of Trial Lawyers; Recipient of the 1998 Award of Excellence in Family Law from the Ontario Bar Association; Recipient of the 2012 Award of Excellence in Alternate Dispute Resolution from the Ontario Bar Association and the Law Society of Upper Canada Medal in 1999. Mr Epstein was a member of both the Child Support Guidelines Committee and the Spousal Support Advisory Guidelines Committee of the Federal Department of Justice. He is the Co-Author and Editor-In-Chief - Separation Agreement Annotated, Editor-in-Chief of the Reports of Family Law (Carswell) and the author of the National Family Law News Letter "This Week in Family Law" (eCarswell). Mr. Epstein is a Certified Family Arbitrator by the ADR Institute and an Accredited Family Mediator by the Ontario Association for Family Mediation. Mr. Epstein carries on a very active practice in Mediation/Arbitration and lectures extensively throughout Canada to Continuing Education Programmes and the National Judicial Institute.

N. Nicole Nussbaum

Neshama Nicole Nussbaum is a lawyer based in London, Ontario. She has a particular focus on, and extensive experience with, law and policy issues related to gender identity and gender expression. Formerly a sole practitioner practicing in the areas of employment and human rights, and family law, Nicole joined Legal Aid Ontario in December 2012 and assists unrepresented litigants navigate a wide variety of family law issues. She also acts as project lead of the TransForming Justice project, a legal needs assessment of trans people in Ontario, which is administered by the HIV & Aids Legal Clinic Ontario with funding from Legal Aid Ontario and the Ontario HIV Treatment Network. Nicole is a former president of the Canadian Professional Association for Transgender Health, and a past-chair and current executive member of the Canadian Bar Association's Sexual Orientation and Gender Identity Section. She is also a former member of the Law Society of Upper Canada's Equity Advisory Group. In 2014 Nicole instructed the first course in Canada to deal specifically with Gender Identity and the Law, offered in the Department of Women's Studies & Feminist Research at Western University. Nicole has consulted and conducted trainings on trans human resources issues for a number of corporate and union clients and has guest-lectured and presented on trans issues at many conferences. Her efforts to advance the position of trans people in Canada was recognized as a recipient of a Senate of Canada, Canada 150 medal.



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Joanna Radbord

Joanna Radbord is a partner with the firm of Martha McCarthy & Company LLP in Toronto. Her practice focuses on family law and constitutional litigation. In 2008, Joanna was awarded the Canadian Bar Association Sexual Orientation and Gender Identity Conference Hero Award for her contributions to LGBTTTQ communities. Joanna has been involved in the leading cases expanding legal recognition for LGBTQ families including spousal status for same-sex couples, equal marriage, trans parenting, birth registration, and three parent recognition. Joanna was counsel to the LGBTQ applicants in *Grand v. Ontario*. She negotiated an interim order in which the Attorney General conceded the unconstitutionality of the Children's Law Reform Act. Joanna then worked extensively with government and stakeholders on Bill 28, The All Families are Equal Act, which reconceptualises parentage in Ontario. Joanna has been intervener counsel in numerous equality cases, and she has served as a McMurtry Fellow and Adjunct Professor at Osgoode Hall Law School.



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