

## RODA's 5th Annual Diversity Conference in Partnership with the OBA: Resilience in Challenging Times

*Ontario Bar Association and Roundtable of Diversity  
Associations (RODA)*

**Date:** Monday, December 9, 2019

**Agenda:** 8:30 am Registration and Light Breakfast  
9:00 am Program begins  
4:45 pm Day Program ends  
5:00 pm – 7:00 pm Evening Event

**Location:** OBA Conference Centre  
20 Toronto Street, 2nd Floor, Toronto

**Program Chairs:** **Adrian Ishak**, Vice Chair of RODA  
**Sojourner King**, Chair of OBA Equality Committee



In-Person



Webcast



To view accreditation, click [here](#).

*The OBA has been approved as an Accredited Provider of  
Professionalism Content by The Law Society of Ontario*

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*The RODA-OBA Annual Diversity Conference returns by popular demand to provide thought-provoking, practical discussions on current issues affecting diverse lawyers and allies.*

*The need for lawyers to be champions for diversity is acute, but the lack of consensus around lawyers' professional obligations and how to promote equality, diversity and inclusion within the profession has been both exhausting and troubling. Conflict and division in broader society is reflected in law firms and legal workplaces, as lawyers and clients grapple with these issues. Building resilience as individuals and as a profession is key to deepening our capacity to deal with these challenges.*

*This year's day-long conference will examine how to build consensus across difficult divides, and recent developments related to equality and inclusion. We will explore the challenges lawyers are dealing with and ways to build resilience. Hear from fellow lawyers and other professionals, and be inspired by their experiences and the strategies they have used. Choose from sessions in both substantive and career tracks that will address the often-complex issues facing equity-seeking and racialized lawyers and their allies.*

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- 8:30 a.m. Registration and Light Breakfast
- 9:00 a.m. **Indigenous Land Acknowledgement** – Laura Sharp, Nahwegahbow, Corbiere
- 9:05 a.m. **Opening Remarks**  
**OBA President, Colin Stevenson**  
**RODA Chair, Dina I. Awad**
- 9:15 a.m. **Keynote Address: “Persevering in Times of Setback”**  
**Justice Harry S. LaForme**  
Senior Counsel, Olthuis, Kleer, Townshend LLP  
Introduction by Laura Sharp, Nahwegahbow, Corbiere
- 10:15 a.m. **Panel: Building Consensus: The Future of EDI at the LSO**  
The Statement of Principles has proven to be a divisive issue, slowly making its way through multiple meetings of Convocation to eventually find itself on the cutting room floor. Though the value, never mind the necessity, of the adoption of this recommendation of the Challenges Faced By Racialized Licensees Report may still be up for debate, this discussion intends to move in the direction of the future. Does the LSO have an obligation to ensure the profession reflects the community it serves? If so, what is the LSO’s role in ensuring that is the case? How does it best fulfill that role and what does that look like on the ground? Quite apart from its regulatory/public interest mandate, does the LSO have an ethical obligation to ensure that equal access to the profession means equal access for all?
- Moderator:** Lisa Feld, Mediator  
**Speakers:** Gerard Charette, Miller Canfield LLP  
Avvy Go, Legal Director, Metro Toronto South East Asian Legal Clinic  
Murray Klippenstein, Klippensteins Barristers & Solicitors  
Julian Falconer, Falconers LLP
- 11:15 a.m. Networking Break
- 11:30 a.m. **Breakout Session**  
**#1 Substantive Track AM: Intergenerational Voices on the Way Forward**

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Important progress has been made on a number of equity issues. That said, lawyers and activists who were involved in realizing key civil and human rights gains may read the headlines in 2019 and wonder if the achievements of their generation are more vulnerable than they realized in the face of backlash and shifting social consensus. Join us for an intergenerational conversation about how to create lasting change as we reflect on where we have come from and where we go now.

**Moderator:** **Emily Chan**, Justice for Children and Youth

**Speakers:** **Elsa Ascencio**, Demand Inclusion

**Hon. Jean Augustine**, President, Jean Augustine Centre

**John Fagan**, Benchers, Law Society of Ontario

**Marcus McCann**, Symes Street and Millard LLP

**Kike Ojo-Thompson**, Ojo Institute

### **#2 Career Track AM** Practical Strategies to Build Resilience

A panel focussed on practical strategies to reacting and responding to challenging situations, both in the workplace and elsewhere. In addition to learning a tip or two on how to handle challenging situations in the workplace and elsewhere, you'll learn about various initiatives intended to address the realities of 21st century practice.

**Moderator:** **Jen Quito**, Law Society of Ontario

**Speakers:** **Nouman Ashraf**, Rotman School of Management

**Doron Gold**, Staff Clinician, Homewood Health

**Nora Spinks**, Chief Executive Officer, The Vanier Institute of the Family

12:30 p.m. Lunch and Networking

1:30 p.m. **Breakout Session**

### **#1 Substantive Track PM:** Policing and Marginalized Communities

Marginalized communities are grossly over-represented in Canada's criminal justice system. Policing in Indigenous communities presents unique challenges that are distinct from other communities. Are political, socio-economic, cultural and historical contexts being considered when policing Indigenous people? The Ontario Police Services Act and other provincial Acts require effective and inclusive policing to ensure the safety of their communities and to safeguard the Charter. In January 2017, new Ontario rules restricting arbitrary police carding took effect. Now almost three years later, have arbitrary stops against people of colour been reduced? Is carding unlawful and unconstitutional? How can police identify systemic issues early so to make a difference? Join us for a dynamic panel to discuss these timely and important issues.

**Moderator:** **Esi Codjoe**, Turnpenney Milne LLP

**Speakers:** **Sylvana Capogreco**, Office of the Independent Police Review Director

**Roger Shallow**, Counsel, Ministry of the Attorney General Ontario

**Professor Scot Wortley**, University of Toronto

**Ryan Teschner**, Toronto Police Services Board

### **#2 Career Track PM:** Innovative Technology Solutions for Sole and Small firms

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For sole and small law practices, the risks of failing to embrace available technology include everything from a lack of mobility to a loss of financial opportunity. The recent advances in Artificial Intelligence can add tremendous value to your practice. Think about the amount of time you spend focusing on the business of law and not the practice of law. An automated, data-driven technology toolset can give you the ability to spend more time doing what you love - practicing law. Join our team of experts for invaluable solutions on how your firm can succeed in this digital era.

**Moderator:** Sojourner King, King Law

**Speakers:** Crystal O'Donnell, Heuristica Discovery Counsel LLP

Allan Oziel, Oziel Law

Juda Strawczynski, Director, practicePRO, LawPRO

2:30 p.m. Networking Break

2:45 p.m. **École Polytechnique 30th Anniversary Remembrance**

**Speaker:** Dr. Wendy Cukier

Professor of Entrepreneurship and Strategy, Ted Rogers School of Management and

Founder of the Diversity Institute

Introduction by Richa Sandill, OBA Chair, Women Lawyers Forum

3:15 p.m. **Modern Outlines of Free Speech and Hate Speech**

As US Supreme Court Justice Benjamin Cardozo once wrote, "Freedom of Speech is the matrix, indispensable condition of nearly every other form of freedom." What is the line between free speech and hate speech? What is the best and most effective way to resist hate speech as we strive to build a diverse and inclusive society in these challenging times? What should be the role of criminal law and government regulations? Is unrestricted free speech a sound and just policy within which we rely on community pressure to ensure civility and equality? These are among the many questions that arise in the current debate that our expert panel will explore.

**Keynote Address:** Professor Nadine Strossen, New York Law School

**Moderator:** Cara Faith Zwibel, Director, CCLA

**Speakers:** Rosel Kim, Staff Lawyer, Women's LEAF  
(Legal Education and Action Fund)

Professor Richard Moon, University of Windsor, Faculty of Law

4:30 p.m. Questions and Closing Remarks

4:45 p.m. Day Program ends (Webcast ends)

5:00 p.m. Registration and Networking (with light refreshments/cash bar)

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- 5:30 p.m.     **Keynote Address – Mitzie Hunter, MPP Scarborough Guildwood**  
Introduction Sojourner King, King Law
- 6:00 p.m.     Networking (with light refreshments/cash bar)
- 7:00 p.m.     Evening Program concludes

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

	Program	Program and Reception	Reception Only
Live (includes lunch)	<b>\$70*</b>	<b>\$95*</b>	<b>\$35*</b>
Webcast	<b>\$70*</b>	<b>N/A</b>	

**\*Plus applicable taxes**

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