

RODA's 7th Annual Diversity Conference in Partnership with the OBA: Systemic Change What Role Will You Play?

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



Webcast

Dates: **Tuesday, November 23, 2021** | 8:30 am - 12:30 pm
12:30 pm - 1:30 pm Social/Networking
Wednesday, November 24, 2021 | 11:15 am – 12:15 pm –
Additional Panel Presentation in French
1:00 pm - 4:30 pm Program
4:30 pm - 5:30 pm Social/Networking

Location: Via Webcast

Program Chairs: **Juliet Knapton**, Vice Chair of RODA
Barbara De Dios, OBA Women Lawyers Forum Section
Executive, Corporate Counsel Canadian Dental Services
Corporation



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

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

The RODA - OBA Annual Diversity Conference returns by popular demand for its seventh year to provide critical insight into current issues affecting equity-seeking and racialized lawyers and their allies. Gain practical strategies to help inspire you to challenge discrimination and inequity in your workplace and community.

Our distinguished faculty will provide you with valuable tools to help identify, assess, and challenge discrimination and inequity, and how to take meaningful steps towards building a fairer, more just society.

Day 1: Using your legal skills as catalysts for action

Reimagine your legal skills and learn new strategies to help you evaluate, choose and shape your role as a legal professional who is committed to building an equitable society. Engage with fellow professionals and lawyers and work through the complexities of competing interests and risks to your professional self when deciding what role, you might play in challenging systemic discrimination and inequity.

Day 2: Changemakers in action

Learn about how other lawyers and professionals have leveraged their legal skills to become changemakers against discrimination and inequity in their workplace or community. Gain valuable insights into their strategic approach and effective partnerships with legal organizations and other allies. This is a unique opportunity to hear about the highs and lows of being a changemaker from the frontlines.

This not-to-be-missed event will help you grow to become an IDEA (Inclusion, Diversity, Equity, and Accessibility) changemaker in your legal practice. Connect with fellow IDEA professionals. Get inspired and empowered by their experiences and strategies!

www.oba.org/pd
Questions? pd@oba.org

DAY 1: Using your legal skills as catalysts for action
November 23, 2021 | 8:30 am – 12:30pm (12:30pm - 1:30 pm Social)

- 8:30 a.m. Introduction Vice Chair of RODA – **Juliet Knapton**
Opening Remarks from OBA President – **Karen Perron**
- 8:40 a.m. **Distinguished Speaker – Koren Lightning-Earle**, Lawyer, Wahkohtowin Law and Governance
Lodge, Sessional Instructor, Faculty of Law, University of Alberta
- 9:05 a.m. The Legal Profession's Role: Identifying a law, rule or behaviour in need of systemic change
Speaker: Adrian Ishak, Chair of RODA
- 9:15 a.m. **Evaluating your role in challenging systemic discrimination and inequity**
- When you encounter systems in need of change, what do you do? How do you decide whether you want to get involved and where do you start?
- Our experts will provide you with critical insights and tools to:
- weigh the risks and benefits of taking action
 - strategize how to take action
 - build meaningful allies
- Speakers:**
Dr. Ganz Ferrance, Ph.D., R.Psych., The Ferrance Group
Amanda Knight, Amanda Knight Consulting
- 9:45 a.m. **Breakout Session #1**
- Apply the tools and strategies that we just learned from Dr. Ferrance and Ms. Knight in this first breakout session. Work through common workplace situations and analyze the risks vs. rewards with a small group of your colleagues and IDEA professionals.
- 10:15 am Health Break
- 10:30 am **Debrief #1**
- A debriefing session with Dr. Ferrance and Ms. Knight to discuss critical insights coming from the first breakout session and how to incorporate them in Breakout Session 2.

11:00 am **Breakout Session #2**

In the second breakout session, apply the refined tools and strategies that we just learned. Work through community and organizational situations and analyze the risks vs. rewards with a small group of your colleagues and IDEA professionals.

11:30 am Health Break

11:45 am **Debrief #2**

Debrief of the second breakout session and concluding remarks on future use of your new skills and preparing your way forward

12:15 pm **Presentation of the 2021 Canadian Bar Association Sexual Orientation and Gender Identity Community Section (SOGIC): Hero Award**

Recipient: Nikki Gersh bain, Chief Inclusion Officer, McCarthy Tetrault LLP

Presenter: Julie E. DeWolf, Osgoode Hall Law School, Graduate Program in Law

Hossein Moghtaderi, Filion Wakely Thorup Angeletti LLP

The SOGIC awards recognize excellence within the Canadian legal profession in advancing the cause of equality for lesbian, gay, bisexual, transgender and two-spirit (LGBTQ2+) people. The Hero Award recognizes lawyers, professors, law students or retired judges who have advanced the cause of equality of the LGBTQ2+ communities through either a single important action or series of actions or through a career contribution and/or those, who through excellence in their profession or community, or both, have served as a role model for other members of the LGBTQ2+ communities.

12:30 pm Closing Remarks

12:35 pm Social

DAY 2: Changemakers in action

November 24, 2021 | 11:15 am – 12:15 pm – Additional Panel Presentation in French

Comment utiliser votre formation juridique pour accélérer le changement de culture vers l'inclusion, la diversité, l'équité et l'accès. Comment pouvons-nous utiliser notre position sociale, notre éducation et notre formation pour influencer le changement systémique ? Comment pouvons-nous naviguer avec succès dans les canaux juridiques et de plaidoyer actuellement à notre disposition ?

www.oba.org/pd

Questions? pd@oba.org



Écoutez les idées précieuses de nos présentateurs sur leur parcours pour devenir des acteurs du changement et sur la manière dont ils ont efficacement défendu les lois et pratiques discriminatoires et inéquitables dans les sphères politique, gouvernementale et juridique. Nos panelistes discuteront les sujets suivants :

(a) : Conduire le changement à travers les canaux politiques et gouvernementaux

(b) : Plaidoyer systémique devant les tribunaux et autres stratégies juridiques formelles

Panelistes:

L'Honorable Juge de Paix Karine Morin, Cour de justice de l'Ontario

Matthew Létourneau, avocat, Association canadienne des agents financiers

Christiane Saad, directrice, Programme de pratique du droit

Garrick Apollon, conseiller juridique, Ministère de la Justice Canada, professeur à Telfer, et documentariste

Mot de bienvenue:

Azadeh Nourbakhsh Lavictoire, Nourbakhsh Law

Modératrices:

Nidhi Punyarthi, The Corporation of The City Of Brampton

Naaila Sangrar, RZCD Law Firm LLP

DAY 2: Changemakers in action

November 24, 2021 | 1:00 pm – 4:30pm (4:30pm - 5:30 pm – Social)

1:00 pm Welcome and Introductory Remarks – **Barbara De Dios**, OBA Women Lawyers Forum Section Executive, Corporate Counsel, Canadian Dental Services Corporation

1:10 pm **How to drive change in the workplace**

Creating a more equitable space in your workplace can bring rewards but also risks. How can you influence the process of change? How do you drive systemic change that is meaningful? Can you do it without negatively impacting yourself personally or professionally? Where can you find support and allies?

Join one of our interactive panel discussions as presenters discuss their experiences, successes, and challenges. Learn from their experiences on the frontlines of change.

www.oba.org/pd

Questions? pd@oba.org



Select one stream:

Stream 1: Sole and small practices and businesses

Speakers:

David Ang, Sharp Ang Family Lawyers

Shayna Beeksma, Beeksma Law Professional Corporation

Julia Munk, Munk Law Professional Corporation

Moderator: Rachel Sachs, OBA Women Lawyer Forum, Immediate Past Chair

Stream 2 – Mid/large firms and businesses, in-house counsel and academics

Speakers:

Philip Rizcallah, Chief Executive Officer, Accessibility Standards Canada

Sandeep Tatla, Chief Equity, Diversity and Inclusion Officer, Fasken LLP

Donna Young, Dean of Lincoln Alexander School of Law

Moderator: Jennifer Quito, Canadian Hispanic Association

2:00 pm

How to use your legal background to accelerate IDEA culture change

How can we use our education, training and personal or professional status to influence systemic change? How do we successfully navigate the advocacy and legal channels currently available to us?

Choose one of the following panels and hear valuable insights from our presenters on their paths to becoming changemakers and how they effectively advocated against discriminatory and inequitable laws and practices in the political, governmental, and legal spheres.

Select one stream:

Stream 1: Driving change through political and government channels

Speakers:

Olivia Chow, Executive Director, Institute for Change Leaders, former Member of Parliament

Pam Hrick, Executive Director & General Counsel, Women's Legal Education and Action Fund

Tammy Law, Tammy Law Professional Corporation, Founding Member and Past President of The Ontario Association of Child Protection Lawyers – Toronto Chapter

Moderator: Jennifer Gold, Partner, Wood Gold LLP

Stream 2 Systemic advocacy in the courts and other formal legal strategies

Speakers:

Caitlyn Kasper, Aboriginal Legal Services Inc.

David Taylor, Conway Litigation LLP

Nana Yanful, Legal Director, Black Legal Action Centre

Moderator: Ranjan Agarwal, OBA First Vice President

www.oba.org/pd

Questions? pd@oba.org



2:45 pm Health Break

3:00 pm **Fireside Chat - Where do we go from here?**

Keynote Speaker: The Honourable Justice Mahmud Jamal, Supreme Court of Canada

Moderators: Juliet Knapton, Vice Chair of RODA and **Barbara De Dios**, OBA Women Lawyers
Forum Section Executive, Corporate Counsel, Canadian Dental Services Corporation

4:00 pm Closing Remarks – **Juliet Knapton** and **Barbara De Dios**

4:15 pm Health Break

4:30 pm Social

www.oba.org/pd

Questions? pd@oba.org