

Contact Information

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Education

- 2002 • Queen’s Counsel designation.
- 1984 • Bachelor of Laws - Admitted to Saskatchewan Bar in 1985.
- 1981 • Bachelor of Arts (Honours) – Psychology.

Experience

- Over 30 years in civil litigation practise including jury and non-jury Queen's Bench trials and appellate advocacy at the Court of Appeal and various administrative tribunals.
- Advising professional regulatory bodies including Discipline Committees and Investigation Committees.
- Advising employers, employees, complainants and respondents involved in harassment in the workplace.
- Former Chair of the Saskatchewan Human Rights Tribunal conducting inquiries, reviews and implementing policy.
- Fact Finder for the Department of Justice (2001-2005) re: Indian Residential School Claims - Three Saskatchewan Projects.
- Adjudicator for the IAP Process (2007-2012) re: Indian Residential School Claims.

Presentations/Publications

- 1993 - present • Presenter to various employers/employees in private industry on sexual harassment investigation, policy development, and implementation.

- September 2018 • Presenter – College of Law, Third Year Students “Relationships within the Profession of Law and Ethics”

- February 2016 • Presenter – “Advocacy – Trial” – Canadian Bar Association Mid-Winter Meeting.

- April 2014 • Panellist – “Proactive Discipline – Fairness and Consistency in the Discipline Process”, Annual Conference of Federation of Law Societies.

- February 2014 • Presenter – “Ethics in Civil Practice” – Canadian Bar Association Mid-Winter Meeting.

- October, 2013 • Presenter – “Civil Litigation Ethics” – Law Society of Saskatchewan, Continuing Professional Development.

- November 2012 • Presenter – “Effective Communication with Lawyers and Clients” – FCI-CWI, Leadership for Women Lawyers.

- March, 2012 • Presenter – “Proprietorships, Associations, Partnerships – What’s the Difference? An Exploration of Divergent Practice Models” – Canadian Bar Association, Saskatchewan Branch, Retaining Women in Law: A Sound Business Strategy.

- October, 2010 • Presenter – “Saskatchewan Human Rights Tribunal” – Canadian Bar Association Administrative Law Section (South).

- 2009 to 2011 • Presenter – “Multi-Party Negotiation” – University of Saskatchewan College of Law.

- 2009 and 2010 • Presenter – “Human Rights in Saskatchewan” – Saskatchewan Institute of Applied Technology.

- September, 2009 • Presenter – Public Service Commission “Introduction to Harassment Investigations” Seminars.

- 2009 and 2012 • Presenter – “The Competence/Discipline Process” – Speech Language Pathologists and Audiologists of Saskatchewan.

- 2008 • Presenter – A.S.K. Law Workplace Harassment Seminar.

- June, 2007 • Co-Presenter, “The Duty to Accommodate: From Legal

Principles to Practical Solutions”, Vocational Rehabilitation Association of Canada (VRA Canada), formerly Canadian Association of Rehabilitation Professionals (CARP).

- 2007
 - Presenter – “Role of the Saskatchewan Police Commission” – The Saskatchewan Municipal Boards of Police Commissioners Conference.
- 2006
 - Presenter – “Role of the Saskatchewan Police Commission” – Public Complaints Seminar.
- 2003
 - Panellist – “Strategic Legal Writing: Preparing Persuasive Documents”, Saskatchewan Legal Education Society Inc., together with Mr. Justice P. Foley and Mr. Justice S. Cameron.
- 1996 - 1999
 - Safe Counsel - Appointed by the Gender Equity Committee of the Law Society to be a confidential source of information to the complainant of sexual harassment and/or discrimination as to available options, procedures and potential consequences of filing a complaint with the Law Society or elsewhere.
- 1998
 - Presenter and Author - “When Behaviour Crosses the Line ... Human Rights Legislation and Its Impact on Education” to Saskatchewan Education Leadership Unit.
- 1998
 - Presenter “Safe Counsel and Gender Issues in the Practice of Law” to the Saskatchewan Bar Course, Saskatchewan Legal Education Society Inc.
- 1993 - 1998
 - Chair - Gender Equity Committee - Canadian Bar Association (Saskatchewan Branch).
- 1997
 - Publication - April/May 1997 Issue of *Occupational Health & Safety Canada*, "Health, Safety and ... Harassment?".
- 1992
 - Presenter “Sexual Harassment: Protection Under the Law” Seminar – to The Saskatoon Chamber of Commerce.
- 1989 - 1992
 - Gender Discrimination Committee of the Legal Profession for Saskatchewan which surveyed students, lawyers and Judges and ultimately provided recommendations to the Canadian Bar Association and the Law Society.

Related Professional Service

Saskatchewan Human Rights Tribunal

- 2001 - 2011
 - Chair of the Saskatchewan Human Rights Tribunal for the Province of Saskatchewan.

- June, 2005
- Canadian Association of Statutory Human Rights Agencies Conference – Panel Facilitator “Aboriginal People, Systemic Racism and Justice Reform”.

Law Society of Saskatchewan

- November 2016
- Presenter, Conducting Efficient Litigation within the new QB Rules.
- November 2014
- Judge – American Bar Association Negotiation Competition, University of Saskatchewan College of Law
- 2014
- Revising Court of Queen’s Bench Manual re: Expert Evidence and Trial Preparation.
- 2010, 2011 and 2014
- Western Moot Competition – Guest Judge – critiqued team in preparation for competition.
- 2009
- Chamber Advocacy Critique, Saskatchewan Bar Admission Course.
- 2002 – 2008
- Court of Queen’s Bench Manual Committee – Team Leader.
- 2006
- Recipient, Saskatchewan Legal Education Society Inc. Award of Excellence for Legal Education Development.
- 2003
- Recipient, Saskatchewan Legal Education Society Inc. Award for Outstanding Volunteer – North.
- 1999 – 2005
- “Trial Advocacy Symposium” - Annual Trial Advocacy Intensive Workshop (2 ½ days) - Co-ordinator and Presenter, Saskatchewan Legal Education Society Inc.
- 2004
- “Maximizing Opportunities: Using Examinations for Discovery Effectively” – Presenter on “Scope of Examination and Asking the Right Questions” and demonstration on “Proper and Improper Questioning” – Saskatchewan Legal Education Society Inc.
- 1994 – 2003
- “Oral Advocacy in Chambers” via videotape presented to the Saskatchewan Bar Course - Saskatchewan Legal Education Society Inc.
- 1991 – 1999
- Court of Queen’s Bench Rules Revision Committee.

- 1997 • “Civil Litigation - The Year in Review” presented at the Loss Prevention Seminar - Saskatchewan Legal Education Society Inc.
- 1992 • “Judicial Trends in the Discovery Process” - Continuing Legal Education Provincial Seminar Co-ordinator.
- 1991 • “The Saskatchewan Trilogy of Recent Personal Injury Law” Satellite presentation hosted with Mr. Justice Wright from the Court of Queen's Bench.

Canadian Bar Association

- 1999 - 2012 • Member of the International Government and Development Committee, Sub-Committee of the Canadian Bar Association - Saskatchewan Branch.
- 2009 • “Sex in Review” published in Canadian Bar Association “Bar Notes”.
- 2008-2014 • Presenter – Canadian Bar Association, Articling Students (North) – Practicing Law in Saskatchewan”.
- 2004 • Panellist - “Decision-making, Procrastination, Inexperience and Uncertainty” – Young Lawyers Section of the Canadian Bar Association.
- 2003 • Expert Witnesses Presentation to the Canadian Bar Association’s Civil Litigation – North Section.
- 2003 • Saskatchewan Mid-Winter Meeting – Presentation of paper entitled “I Hereby Bequeath Or Do I? Wills And The Revocation By Marriage”.
- 1993 • Saskatchewan Branch of Canadian Bar Association Mid Winter Meeting Update on “The Saskatchewan Trilogy” presented with Mr. Justice Wright (Court of Queen's Bench).
- 1989 • Editorial Board – “Bar Notes” Publication of the Canadian Bar Association (Saskatchewan Branch).
- 1987 – 1988 • Young Lawyers (CBA-Saskatchewan) - President.
- National Counsel Representative for Canadian Bar Association - Sask. Branch.

Law Foundation of Saskatchewan

- 2006 - 2007 • Advisory Committee to the Chair of Police Studies at the University of Regina.
- 2002 – 2008 • Law Foundation of Saskatchewan - Board of Directors.
• Chairperson (2008).
- 2003 – 2008 • Advisory Committee for Centre for Studies in Agriculture, Law and the Environment.

Saskatchewan Trial Lawyers Association

- May, 2013 • “Motion Skills Training for Junior Lawyers and Queen’s Bench Rule Changes Refresher” – Civil litigation coach.
- 2008 • Expert Witness Trial Advocacy Workshop - Mentor.
- 2003 • Spring Conference - “Mastering Trials: Part 40, General Procedure and Jury” - Panellist re: Jury Trials.
- 2001 • Spring Conference – “Expert Evidence Essentials” – Facilitator and Panellist for Expert Panel on Retaining Experts.
- 1998 • Spring Conference – “Disasters and Dilemmas: Problems at Trial”. Presenter and Panellist on the “Expert Witness” with Mr. Justice Klebuc (Court of Queen’s Bench) and Peter Foley (now of the Court of Queen’s Bench).
- 1995 • Spring Conference - “Sex Lies and Videotapes” – Presenter and Panellist: “Conducting Examinations for Discovery” with Mr. Justice Wright (Court of Queen's Bench) and Peter Foley (now of the Court of Queen’s Bench).
- 1994 • Spring Conference – “Effective Advocacy: Winning Your Case” – Presenter and Panellist: “Preparing Witnesses for Trial”.

College of Law - University of Saskatchewan

- 2015 • Guest Lecturer – Poverty Law.
- 2008 – 2010 • Guest Lecturer – Multi-Party Negotiation.
- 1994 – 2008 • Sessional Lecturer - Trial Advocacy (Sabbatical year 2000).
- 2005 • Panellist - “Guerilla Tactics for Law” - Topic “Sex, Religion and Law - NOT!”

- 1989 - 2003 • Guest Lecturer - Business Law, Civil Procedure, Labour Relations, Professional Responsibility.
- 2001 • Trial Courts of the Future - National Provincial Court Judges Association Conference - Panellist Facilitator on Reform.
- 1987, 1994, 1998, 1999, 2001 • Panellist - “Women in the Practice of Law”, College of Law, University of Saskatchewan.

Community Service

- 2013 – 2017 • University of Saskatchewan Senate – Representative of the Law Society of Saskatchewan.
• Member, Executive Committee (2014-2015).
- 2013 – 2015 • Saskatchewan Native Theatre Company – Board Member.
- 2009 – 2014 • Special Adjudicator for the *Occupational Health and Safety Act, 1993*.
- 2007 – 2010 • Councillor for the College of Physicians and Surgeons.
• Member, Executive Committee (2007).
- 2001 – 2008 • Vice Chair of the Saskatchewan Police Commission.
- 1999 - 2008 • Sherbrooke Community Centre
• Ethics Committee.
- 2006 • Saskatoon Waste and Recycling Plan, Member of the Public Advisory Group.
- 1999 - 2005 • Sherbrooke Community Centre - Board of Directors.
- 2003 - 2005 • Member – University of Saskatchewan President’s Advisory Committee on the Status of Women (2003).
- 1999 - 2001 • Millie’s Place Board of Directors.
- 1997 - 2001 • Planned Parenthood Board of Directors.
- 1999 - 2000 • Meewasin Foundation Inc. - Calendar 2000 Committee.
- 1992 - 1995 • Persephone Theatre Board of Directors, Vice President (1994-1995).

- 1991 - 1992 • Saskatoon Bar Association - President.
- 1990 - 1993 • Public Legal Education Association Board of Directors - Executive Member 1993.
- 1987 - 1988 • Elizabeth Fry Society Board of Directors.

Related Education

- 2004 • Saskatchewan Police College – Cultural Relations Course.
- 2004 • Violent Risk Assessment Training.
- 2003 • Collaborative Law Training.

Miscellaneous Presentations

- 2002 • Presentation to the Saskatchewan Association for the Rehabilitation of the Brain Injured re: non-profit corporations and directors' liabilities.
- 1997 • “Implications for Educational Institutes of the *O'Connor* decision” to the Saskatoon Board of Education.
- 1988 - 1990 • Public Legal Education Association Interviews for Cable TV Network. Productions:
 - Crime Injuries Compensation.
 - Human Rights Commission.
 - Legal Aid Commission.
- Public Lectures for Public Legal Education and High School Groups:
 - Family Law.
 - Insurance Law.