

Profiles of those giving presentations at the 2022 Professional Dialogues Program

The Honourable Thomas Cromwell

The Honourable Thomas Cromwell was born and raised in Kingston ON. He trained first as a musician, serving as organist and choir director at the First Baptist Church and St. Margaret's Church. He graduated from Queen's in law in 1976 and earned a Bachelor of Civil Law from Oxford University in 1977. After articling in Toronto and being called to the Ontario Bar, he returned to Kingston to practice general litigation and to teach civil procedure as a sessional lecture at Queen's. In 1982, he moved to Nova Scotia to take up a teaching position at what was then the Dalhousie Law School, teaching evidence, civil procedure, judicial remedies and the administration of the collective agreement. While at Dalhousie, Thomas was active as a labour arbitrator and served as Vice Chair of the Nova Scotia Labour Relations Board and Construction Industry Panel.

From 1992 to 1995, he served as Executive Legal Officer in the chambers of the Rt. Hon. Antonio Lamer, Chief Justice of Canada. In 1997, he was appointed a judge of the Nova Scotia Court of Appeal where he served until his appointment as a judge of the Supreme Court of Canada in 2008. He retired as a judge in 2016 and is now senior counsel with Borden Ladner Gervais LLP, working out of the Ottawa and Vancouver offices. He is also on the mediator/arbitrator roster at Arbitration Place in Toronto and Ottawa.

Thomas has been active in a number of national professional organizations and for ten years served as Chair of the Chief Justice of Canada's Action Committee on Access to Justice in Civil and Family Matters. Among the awards and recognition that he has received are four honorary doctorates, including one from Queen's, an honorary fellowship at Exeter College Oxford and of the American College of Trial Lawyers. He is a Companion of the Order of Canada.

Since retiring from the bench, Thomas has been active as a mediator in both the public and private sectors. He is Vice-President of Access Pro Bono in British Columbia and serves on other boards and committees related to access to justice.

Kimberly Bain

Kimberly Bain is an IAF Certified Professional Facilitator/Master, is past Chair of the International Association of Facilitators, and in 2018 was inducted into the International Facilitators Hall of Fame. At the age of 30, Ms Bain was appointed Deputy Cabinet Secretary of the Yukon Government and holds the distinction of being one of the youngest women to hold a Cabinet Secretary position in the history of the Canadian Public Service. Ms Bain currently holds certificates in mediation and dispute resolution and has successfully completed over 250 court mandated mediations and dozens of workplace interventions for academic institutions, government and community agencies, as well as private sector clients. Kimberly has published 11 peer review journal articles and is author of two books *The Power of Facilitation* and *The Reflective Practitioner: Becoming a Reflective Ethical Facilitator*. Kimberly is also a sought-after trainer and speaker at international conferences and events on the topics of conflict and society, community conflict resolution and consensus building.

As an expert facilitator, Kimberly works with groups numbering 5 to 2000, helping them reach consensus and achieve a sense of common purpose. She has facilitated community groups, professionals, volunteers, academics, medical professionals, government departments and stakeholder groups. Through her work and research Kimberly has developed a unique consensus-building process using a Modified-Delphi approach to reaching consensus among international medical professionals. This work has led to her company receiving four international awards of excellence. At her core Kimberly knows that groups of people have great wisdom and together can produce amazing results. You can find out more about Kimberly at baingroup.ca.

Colm Brannigan

A graduate of the Faculty of Law at Queen's University and Osgoode Hall Law School of York University, Colm Brannigan is a Chartered Mediator and Chartered Arbitrator with an Ontario wide practice.

Colm is a Fellow of the Chartered Institute of Arbitrators in the UK and holds the designations of Chartered Mediator and Chartered Arbitrator through the ADR Institute of Canada (ADRIC). He is an acknowledged expert in the development and application of online dispute resolution and med-arb processes and was the first person to receive the Chartered Med-Arb designation from ADRIC.

A former board member of the ADR Institute of Ontario (ADRIO), Colm is co-chair of both its Med-Arb section and Q. Med. Assessment Committee. He is also a member of ADRIO's C. Med Assessment Committee.

Colm has been a sessional lecturer in ADR in the Faculty of Law, Queen's University and at various colleges. He also provides training in Conflict Management and Mediation, Online Dispute Resolution and Med-Arb.

Colm can be contacted by e-mail at colm@mediate.ca or through his website mediate.ca.

Lindsay Brant

Lindsay Brant is an Educational Developer, Indigenous Pedagogies and Ways of Knowing, in the Centre for Teaching and Learning at Queen's University. She is a Mohawk woman from the Mohawks of the Bay of Quinte band, in Tyendinaga Mohawk Territory, Ontario.

She is a 2021 recipient of the *Educational Leadership Award* bestowed upon her by the Educational Developers' Caucus. Lindsay is also an Adjunct Lecturer in Smith School of Business, and she co-created and co-teaches a course called Relationships and Reconciliation in Business and Beyond in the Commerce program, with her colleague Dr. Kate Rowbotham. Lindsay and Kate were 2021 recipients of an internationally recognized *Ideas Worth Teaching Award* conferred upon them by the Aspen Institute.

Lindsay is also a doctoral student in the Cultural Studies program at Queen's and her research includes social justice and peace-based studies in relation to applying foundational principles of the Haudenosaunee Great Law of Peace as critical to teaching and learning praxis and theories. She examines the intersectional ways in which Indigenous ways of knowing and being facilitate, promote, and sustain peaceful relationship building, mentorship, and network building in the academy, community, and beyond. Lindsay has also trained in conflict resolution by taking such programs as demystifying conflict in the workplace, mental health first aid, trauma-informed

care, and the International Institute for Restorative Practices certificate in *Facilitating Restorative Conferences*.

John Curtis

John Curtis is a lawyer, mediator, investigator, and 2004 Olympic athlete in the sport of sailing whose practice is focused on resolving workplace conflict. John has experience with a variety of workplace contexts including: municipal government, community colleges, school boards, long-term care homes, restaurants, police services, paramedic services, and more.

Combining his skills as a lawyer with the discipline, dedication, and passion that established him as an Olympian, John now helps organizations navigate their way through those conflicts that need outside assistance to resolve.

John has been working in the field of Alternative Dispute Resolution for 23 years both as a practitioner and educator. He has been and instructor with the Mediation Centre of Southeastern Ontario, and a sessional lecturer at Queen's University Faculty of Law, and a Corporate Learning Trainer at St. Lawrence College. He is also appointed to the Mediation Roster of the Sport Dispute Resolution Center of Canada.

John earned both his Hon. B.A. in Philosophy and his Law Degree at Queen's University in Kingston, Ontario, where he now lives, works, and sails with his wife Kathleen and their children Jamie, Annika, Mitch, and Josh.

Samuel Dahan

Professor at the Queen's Law Faculty, and cross-appointed to the Smith School of Business, Cornell Law, and Harvard Law. Director of the Conflict Analytics Lab, a global consortium on AI and dispute resolution, and founded MyOpenCourt, a platform for predictive dispute resolution research.

Cabinet Member at the Court of Justice of the European Union. During the financial crisis of 2008-2009 served as an advisor to the EU-IMF financial rescue program in Latvia.

Holds a doctorate from the University of Cambridge and studied law and dispute resolution at Harvard Law School; the Ecole Normale Supérieure (ENS-Ulm); the Sorbonne; Leuven University in Belgium; and the University of Nice.

Neil Donnelly

My career in ADR began in 2000 following a 25 year career in senior labour relations positions. As Manager Construction Labour Relations for Ontario Hydro (as it was then) and General Manager of the Electrical Power Systems Construction Association (EPSCA) I acted on behalf of those organizations in developing labour relations strategy, as principal spokesperson in collective bargaining and managing collective agreement administration. This provided a wealth of learning involving all the (18) construction building trades and their multiple associated bargaining agencies.

2000 I acquired my mediation qualifications and for 8 years I gained considerable grass roots experience providing volunteer mediation services in Barrie Orillia small claims court where I would handle multiple cases on a day's docket. Since 2003, I have been on the Ontario

Mandatory Mediation Program (OMMP) roster for Toronto and Ottawa mediating the typical range of civil suits including automobile accident claims, negligence, breach of contract, wrongful dismissal etc.

Further training in Restorative Justice and Healing Circles led to my speciality in Workplace Conflict Resolution which includes mediation, assessments, team building and training. My approach in workplace mediation is based on my understanding of Transformative, Insight and Solution Focused, mediation methods.

I volunteer with Youth Diversion Kingston as a Youth Justice Committee Member as I did for 12 years in Barrie before relocating to Kingston.

For more information about my background please see neildonnelly.ca.

Kevan Flood

With a 35-year career in the Public Service of Canada, Kevan held numerous progressively responsible positions including twelve years as a Senior Self-Government Negotiator with Indian and Northern Affairs Canada, 9 years as Director of Investigations with The Office of the Information Commissioner of Canada, 7 as an Immigration Adjudicator with Canada Immigration and 7 years as a Service Unit Supervisor with The Unemployment Insurance Commission.

Kevan is skilled in the design, administration and delivery of federal programs and services and has extensive knowledge of federal legislation and administrative law. He is bilingual (Level "B") and held a Top Secret security clearance at specific times in his career.

Kevan has a superb understanding of the federal government operating and decision making environment and has had the opportunity throughout his career to develop and maintain relations with clients, other federal departments, Provincial and Territorial Governments, numerous corporate entities, Indigenous people, and the media. He holds a Mediation Certificate from the Mediation Centre of Southeastern Ontario, a precursor to the Canadian Centre for Conflict Management.

David Gordon

David Gordon is a professor and former Director of the Queen's School of Urban and Regional Planning (SURP). He is a Fellow of the Canadian Institute of Planners and practiced as a professional planner for fifteen years before becoming a full-time academic. David studied negotiation during his MBA and doctoral degrees at Harvard. He has taught public dispute resolution to planning students for over 25 years, often in collaboration with MCSO.

Sandra Howgate

Sandra Howgate is a professional trainer with more than 20 years' experience working with professionals from all walks of life. As a senior workplace trainer and facilitator she has delivered training and workshops in a variety of areas including Alternative Dispute Resolution, communication skills, conflict management, difficult conversations and Advanced Mediation strategies and techniques. Sandra recognizes the importance of connecting with people in workshops to deliver content in an energetic and engaging environment.

Joan McLeod

Joan McLeod completed the acclaimed Royal Roads Peace Studies and Conflict Resolution Program in the late 90s. Joan has developed highly innovative training offerings over the years since. A number of these have been presented as part of MCSO programs.

With her husband, in 2011, they formed the organization "Conflict Navigators". In this, she focused on workplace interventions, evaluation, engagement and change in business, government, entrepreneurial and community settings, in particular on workplaces, systems and communities experiencing harassment, toxic environments, inappropriate and dysfunctional management. Joan recently retired as Senior Consultant, Conflict Management (ICMS), Office of Conflict Management, Correctional Service of Canada.

Currently she is offering a newly designed offering described in some detail through the internet. It bears the title: "Conflict First Aid"

Ronald Price

Ronald Price is a Professor Emeritus in the Faculty of Law at Queen's University

Mr. Price is a graduate in Law from the University of Toronto in 1958. He was admitted to the Bar of Alberta in 1960, following which he served with the federal Department of Justice until 1966, when he accepted an appointment at Queen's University. In 1968, he was admitted to the Bar of Ontario. He was appointed Queen's Counsel in 1978.

In 1973, Mr. Price established the Correctional Law Project, a clinical legal education service that still continues, now the Prison Law Clinic, as part of the Law School's clinical legal services.

Mr. Price has been Counsel in numerous cases in the Superior Courts, including eight full appeals and nine in person Applications for Leave to Appeal (seven of them successful) in the Supreme Court of Canada, and numerous cases before the Ontario and Federal Courts of Appeal, Ontario High Court, Federal Court of Canada (Trial Division) and Supreme Court of Northwest Territories. As well, he has appeared regularly before the National Parole Board and the Lieutenant Governor's Board of Review (now the Ontario Board of Review). For several years, he served as Alternate Chair of the Psychiatric Review Board (now the Consent and Capacity Board).

In 1995, Mr. Price took on responsibility for the Alternative Dispute Resolution Course at Queen's, teaching Mediation, Arbitration and Conflict Resolution for six years. He completed the Internal Dispute Resolution Course offered by CDR Associates of Boulder, Colorado.

In the period from 1996 to 2001 Mr. Price:- initiated the Queen's Small Claims Court Mediation Service; served as a Mediator for the Dispute Resolution Service of Frontenac County, a Victim-Offender Mediation Pilot Project initiated on the invitation of the Crown Attorney for Frontenac and Hastings counties; developed the Queen's Law Student Victim-Offender Mediation Project; and organized a number of ADR instructional workshops.

In 2001, Mr. Price joined with John Curtis to form **The Mediation Centre of Southeastern Ontario (MCSO)**. See. He served as its administrative Director, responsible for the conduct of the Centre's 40-hour **Certificate Program on Alternative Dispute and Conflict Resolution**, comprising Courses on **Conflict Resolution and Negotiation Skills** and **Mediation Skills**, offered twice per year from 2001 until 2018, along with other specialty Program offerings over the years.

With the winding down of **MCSO**, Mr. Price joined with continuing colleagues to form the **Mediation Associates of Eastern Ontario (MAEO)**.

Robin Quantick

Robin Quantick is an Assistant Professor at Trent University's Chanie Wenjack School for Indigenous Studies. In this work he has partnered with Professor David Newhouse to design and deliver foundations programs for students completing the Indigenous Content Course Requirement for all students entering the university. The Indigenous Content Course Requirement is best understood as a commitment by the university to incorporate decolonizing approaches to a larger 'indigenization agenda' that seeks reconciliation.

Leading to this work, Robin worked as a Correctional Educator and manager under contract to the Correctional Service of Canada. Between 1989 and 2016 Excalibur Learning Resource Centre provided a full range of provincially certified basic/elementary, secondary, and vocational education programs to incarcerated men and women in Atlantic, Ontario and Prairie Regions.

Mediation became an integral part of the management of correctional education classrooms dating back to 1997.

The research program that evolves from this lived experience seeks to document the relationships and challenges that contribute to the generational, disproportionate representation of Indigenous men and women held under federal warrant. The central focus of the research program is to better understand the role, place, and function of Elders in the provision of Elder led healing programs in the Correctional Service of Canada. In the last three years, this research has expanded from Institutional settings to include working with Elders in an applied research project in Correctional Service of Canada Community Correctional Centres (parole centres). The research is an effort to assess the impact of Elders as they work with Parolees of Indigenous Descent who are working to achieve successful community reintegration.

Judy Tetlow

Judy has a degree in Psychology from Queen's University and over 40 years of counselling and training experience in a variety of settings and disciplines.

She is fully trained in Advanced Dispute Resolution (ADR), Advanced Family Mediation and Restorative Circles. Judy has worked as a Conflict Resolution (CR) specialist in many capacities and settings since 2006.

Within the Kingston community Judy taught Human Studies courses at St. Lawrence College specializing in Communication Skills. She collaboratively created, developed and co-facilitated MEND (a Restorative practice for schools) for the Limestone District School Board (LDSB) as a joint venture through the Youth Diversion Program (YDP).

MEND is now embedded as part of LDSB's strategic plan and focuses on preventative as well as supportive strategies: staff training, support, classroom workshops, full class circles, training, and conflict interventions. Judy also recently co-authored a resource for The Ontario Ministry of Education on Restorative Practices in Schools.

As an affiliate with MCSO (Mediation Centre of Southeastern Ontario) Judy has taught ADR skills and provided training, coaching and mediation and is currently a roster mediator and trainer with the newly created MAEO (Mediation Associates of Eastern Ontario)

Judy currently provides Restorative Conflict Resolution services in the community for both non-profit and government agencies along with staff mediation services for LDSB.

She has been a member of the Ontario Association of Mental Health Professionals (OAMPH) (formerly known as Ontario Association of Consultants, Counsellors Psychometrists and Psychotherapists (OACCPP)), since 2009.

Judy strives to bring people together to build relationship by resolving conflict in a Restorative manner, unravelling intent versus impact to find common ground and create meaningful understanding.