



LEADING DISPUTE RESOLUTION IN CANADA
À L'AVANT-PLAN DE LA RÉSOLUTION DES DIFFÉRENDS AU CANADA

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ADRIC's Commitment to Diversity and Inclusion



Stand with us.

ADRIC's members provide services for clients with diverse backgrounds and individual needs.

We have developed this page to provide information and resources as part of our mandate to uphold best practices and to assist members and the public.

We are working with our affiliates to develop an increased understanding of our Canadian history, relationships between indigenous and non-indigenous peoples, and what Truth and Reconciliation may mean for our ADR practices and organizations and how to advance justice for all, no matter race, religion, gender or preferences.

We will continue to listen and learn to better understand and deal with the impacts of systemic bias.

We wish to learn more and provide opportunities for our members to learn about:

- systemic bias in a variety of contexts and how it impacts organizations
- unconscious bias and how to manage it in ourselves and our clients
- managing trauma in ADR
- the benefits of diversity and inclusion
- how we can promote greater diversity within our ADR Institutes Federation membership

We began with a consultative session during our 2019 Conference which led to the development of a small working group which led to a series of eight interactive videoconferences called **Diversity in ADR: Ethics and Inclusion** facilitated by a diverse team of experienced ADR and subject matter experts.

The goal was to shed light on unconscious bias, racism, discrimination and inequality faced by Black, Indigenous and marginalized groups across Canada and what it means for the ADR community. We made it available to members, friends and organizations at no charge and hoped it would provide an opportunity to listen, learn, reflect and grow.

Recordings are now available[\[i\]](#) (click on the title to access FREE of charge):

[1. Listening Circle: What is Diversity, Inclusion and Truth and Reconciliation](#)

Having constructive conversations about racism and bias can be challenging. The goal of this listening circle

is to provide a shared emotional connection related to the current dialogue on equity, inclusion, and systemic racism in Canada. The listening circle will provide a space for people to connect, share their experiences, and look to the future. Stories are how we connect and make sense of the world. We continually re-story as we become greater aware. Using a traditional narrative inquiry approach helps to unpack hidden biases in a safe, non-judgmental setting, useful in ADR approaches. Participants will learn a facilitated process using restorative questions to allow for the exploration of issues on a deeper level with people you don't know who may have different opinions and experiences. During the circle, participants have the responsibility to listen to others and be listened to.

- [Gayle Desmeules](#), BA, MA, Q.Med, TrueDialogue Inc., International Institute of Restorative Practices
- [Pat Lewis](#), International Institute of Restorative Practices

Law Society Credits				
BC	SK	NB	PEI	ON
1.7	2	2	TBD	1 hr 45

2. [Allyship: Authentic vs Performative](#)

What is an anti-racial ally? What is an authentic ally? And what is a performative ally?

This session will explore these questions and others, provide some real-life examples of some cringe-worthy

attempts at allyship and discuss how we might learn from them.

In the safe environment of this session, participants will be invited to pose the critical questions and will learn:

- How to recognize if you or others are falling short or are uncertain
- Why discomfort is actually good
- How to respond when people with privilege deny or justify their position
- How to raise the topic of power and privilege and to keep asking the hard questions

- **Bruce McIvor**, First Peoples Law Corporation
- **Val Napoleon**, Associate professor, Law Foundation Professor of Aboriginal Justice and Governance
- **Mary Ellen Turpel-Lafond**, Senior Associate Counsel, Woodward and Company; Professor of Law, Peter Allard Hall Law School at UBC

Resources provided by the speakers: **Key Concepts to build the Anti-Racism Professional Tool-Kit**; **Napoleon Legal Pluralism published version 2019-11**; **Napoleon Indigenous Democracy (010)**; **Napoleon Did I Break It Published 2019 (1)**; **METL PPT**

Law Society Credits				
BC	SK	NB	PEI	ON
2	2	TBD	TBD	2 Hours

3. **Voice and Choice: Power, Privilege and Reconciliation –**

Understanding and Recognizing in Ourselves and Our Clients

This session takes a practical and experiential approach to recognizing and responding to systemic racism in ourselves and in our communities. It will build awareness of our own bias and privilege, offer strategies, and question our role in fostering social justice.

Beginning and ending the workshop with body techniques to “listen” to our own hopes, needs and fears, we will share stories of systemic racism and white privilege in Canada. Then, through video clips, dialogue and exercises, participants will address their own bias and privilege, and the role they choose. We will then explore strategies that speak to truth, justice and reconciliation, while valuing diversity inclusion and representation; strategies such as courageous conversations, reframing narratives, and co-constructing process.

- **Leslee Mackey**, Research Coordinator, Department of Emergency Medicine, University of Alberta
- **Andréa Morrison**, Global Dialogue

Law Society Credits				
BC	SK	NB	PEI	ON
1.5	1.5	TBD	TBD	1.5 hours

4. The Value of Inclusion in ADR: Learning from Non-Mainstream Practitioners

Users of conflict management and dispute resolution services in Canada are diverse in race, ethnicity, age, gender, and life experiences. How has the ADR field in Canada evolved to reflect this diversity? Answers to this question will necessarily tease out critical matters related to community, access to opportunities, and notions of belonging. That is to say that we cannot talk about *diversity* without also talking about *inclusion*. On November 4, we invite you to join a diverse panel of ADR Practitioners, as they share their professional experiences and discuss the value of inclusion. *What does inclusion in ADR look like? What are some roadblocks to inclusion in this field? How can we better amplify the voices of diverse practitioners without engaging in tokenism?*

Many thanks to ADRIO – especially to **Judy Shum**, ADRIO Executive Director who was also on the planning committee for the series and to **Tommy Lam** who expertly organized this session!

Speakers:

- **Ethan “Jerry” Mings**, Q.Med, CTF, CPF|M, Moderator
- **Afsana Gibson-Chowdhury**, Q.Med
- **Valerie Hunter**, Q.Med
- **David Lewis**, BA, Q.Med, OCGC-ADR
- **Maritza Sanchez**, Q.Med, WFA
- Find all the speaker’s photos and bios **here** (we regret Patricia Deguire was not able to participate after all)

Law Society Credits				
BC	SK	NB	PEI	ON
2	2	2	TBD	2 Hours

5. Changing Systemic Biases and Discriminatory Practices in Organizations

**Please note: The recording continues for some time after participants are in breakout rooms (we neglected to pause the recording) so you may wish to advance your viewing from about 36:30 to 51:53 when participants come back from the breakout rooms for the full group discussion.*

Interested in changing the course of history? Come join this 90-minute exploration where David and Sara's combined expertise in equity and human rights will guide you through:

- Understanding our past through the Four "I's" of Oppression
- Revealing the realities of today's systems and practices
- How to journey to a different future through systems change

This session will be interactive with participants working in small teams to uncover the change waiting to happen in their own systems and practices. You are encouraged to bring a policy/procedure from a system you are in (i.e. Respect in the Workplace, Hiring Policy, Contract) to the session to deepen the experience (though not required!)

- **Sara Luther**, Human Rights Lawyer, Consultant & Coach
- **David Lewis**, BA, Q.Med, OCGC-ADR

Law Society Credits				
BC	SK	NB	PEI	ON
TBD	TBD	TBD	TBD	TBD

6a. A Trauma -Informed Approach to Managing ADR Part 1

We regret this recording is no longer available.

In this 90-minute session, Karen speaks about the role of trauma in dispute resolution processes, specifically:

- Trauma and inter-generational trauma in the Indigenous context
- The prevalence of personal trauma
- How a trauma-informed practice can support reconciliation in the Indigenous context

Karen L. Snowshoe, Lawyer / Adjudicator / Mediator

Law Society Credits				
BC	SK	NB	PEI	ON
1.5	1.5	TBD	TBD	1.5 hours Substantive

6b. Trauma-Informed ADR: How to Support Clients Part 2

We regret this recording is no longer available.

A continuation of the above session

Karen L. Snowshoe, Lawyer / Adjudicator / Mediator

Vicki Enns, MMFT, RMFT

Law Society Credits				
BC	SK	NB	PEI	ON
2	2	2		2 hours Professionalism

6c. Trauma-Informed ADR – Part 3

We regret this recording is no longer available.

Continuing from the ADRIC diversity series, Karen Snowshoe and Vicki Enns will return to continue providing ideas for ADRIC members and other interested professionals about how to take **A Trauma-Informed Approach to Managing ADR** (<https://adric.ca/commitment-to-diversity/>).

On **April 7, 2021 – 12 PM – 1PM ET** Karen Snowshoe and Vicki Enns (mental health professional) will continue their exploration on this subject.

In this instalment, they will build on the information of how trauma affects our brain function, and using this knowledge to better meet our clients' needs and respond constructively. Also, they will discuss the importance of awareness and care of how we ourselves are impacted by this work, whether we serve as legal counsel, human resources professionals, mediators, arbitrators or other ADR practitioners. Topics include:

- Strategies to heighten our awareness of those who may be triggered by trauma and practical tools to support them
- Strategies to support ourselves: vicarious trauma and vicarious resilience (building a “tool-kit”)
- What resources can help practitioners expand their knowledge in this area

Karen L. Snowshoe, Lawyer / Adjudicator / Mediator

Vicki Enns, MMFT, RMFT

CPD TBD

7. [A Brave Space: Ask Your Questions without Being Judged](#)

In this workshop, participants have the opportunity to ask the questions that don't often get explored because they may be taboo or lead to discomfort. Through this workshop, participants have access to opening space for uncomfortable discussion in an honest and safe way. Exploring the answers to some of these questions using an inclusion and anti-oppression lens, will allow for a springboard to action: what can we do in our personal and professional lives with this information? A main goal of this workshop is to empower participants to carry on these uncomfortable but vital conversations beyond the workshop itself.

- **Roselle M. Gonsalves**, BA, MA, Ph.D
- **Michael Schafler**, LL.B, Q.Arb, ADRIC Director

Law Society Credits				
BC	SK	NB	PEI	ON
NA	1.5	TBD	TBD	1.5 Hours

8. [Sharing Circle: Moving our Practices and Organizations Forward, and Advancing the Process of Truth and Reconciliation](#)

General Reflections: What have I learned about diversity and inclusion important for me to remember personally, professionally, and in my ADR practice?

What resonates with me about the history and impact of colonization on Indigenous and non-Indigenous Canadians? e.g. discovering false assumptions or hidden biases, more in-depth understanding of white privilege and systemic racism, trauma-informed approach to practice

What is the meaning of reconciliation to me: What acts of reconciliation can I personally commit to that will advance diversity acceptance and reclaim healthy relationships within my circles of influence? (family, friend group, organization, community, ADR practice)

- [Gayle Desmeules](#), BA, MA, Q.Med, TrueDialogue Inc., International Institute of Restorative Practices
- [Pat Lewis](#), International Institute of Restorative Practices

Law Society Credits				
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TBD	TBD	TBD	TBD	1.5 Hours

Other resources:

- [The Disability Accessibility Guidebook for Mediators](#)
- [Understanding Shari'a Webinar](#) – Dr Mohamed Keshavjee in Conversation with Dr Matthew Nelson – The Institute of Ismaili Studies

- [Indigenous Peoples and the Law](#) – Canadian Institute for the Administration of Justice (CIAJ) free webinar series October 21, 2020 – March 10, 2021
- ADR Institute of Alberta (ADRIA) Diversity webpage: <https://adralberta.com/diversity>
- ADR Institute of Ontario (ADRIO) [Declaration of Commitments to Truth and Reconciliation with Indigenous Peoples](#)
- Members of the public can learn about how to support people experiencing trauma through an [Indigenous produced resource](#).
- Free [Indigenous Canada Course](#) at the University of Alberta.
- ADR Alberta recording for Indigenous History Month 2020 featuring Ry Moran speaking about the [important work of the National Centre for Truth and Reconciliation](#) and subsequent presentation about [Truth & Reconciliation work in Canada](#).

Professional Development Accreditation for this webinar series: [Click here](#) for more information.

[i] This series is presented in English; we will be developing a French series in 2021