

## Speakers' Bios

### DIVERSITY in ADR: Ethics and Inclusion Session #4:

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



**Ethan "Jerry" Mings, Moderator**

Jerry Mings is a quality practitioner and professional facilitator with tremendous experience in the health and social sector. He brings to his clients an in-depth understanding of emerging opportunities in the areas of quality and risk management, strategic planning, and organizational change strategies. His work is focused on Boards and Senior Teams as they collaborate on the topics of organizational priorities, dispute resolution strategies and ongoing community partnership opportunities. With over 18 years of practice, his work has involved national health charities, government-funded organizations, and private sector service providers. Jerry is an IAF Certified Professional Facilitator, ASQ Certified Quality Auditor, an ADR Qualified Mediator, and ICA Certified Top Facilitator.



**Patricia DeGuire**

Patricia DeGuire is a Woman-of-colour who pushes boundaries to ensure access to justice, equality and equity. Patricia is known for her passion for the Rule of Law, a commitment to public service, mentoring, coaching, and legal education. She uses her life experiences and expertise to mentor young professionals, particularly Women-of-Colour. Patricia DeGuire has been a member of the Ontario bar since February 1993. She is a professional adjudicator/arbitrator/mediator/coach. As well, she is a Deputy Judge, Ontario Superior Court of Justice - SCC Division). For over 25 years, she has served on Provincial and Federal Tribunals, including the Immigration Appeal Division/IRB, Vice-Chair at the Human Rights Tribunal of Ontario and the OLRB/Pay Equity Hearings Tribunal. Patricia was First Vice-President of JusticeNet; served on the Board of Directors, Legal Aid Ontario, a Council Member of the OBA and Canadian Bar Association, was Chair of the WLAO Mentorship Committee. Currently, Patricia is a Co-Chair of Mentorship & Sponsorship Committee and a Member of the Board of Directors of the Black North Initiative. She is a founder of the Canadian Association of Black Lawyers. She served on its Board for 12 years serving as its first Treasurer, Vice-President, and Director of Professional Excellence; a co-founder of the Black Law Students' Association of Canada (BLSAC), a founder of the Hon. Julius Alexander Isaac Scholarship, and re-established the Juanita Westmoreland-Traoré Leadership Scholarship both at the Faculty of Law, University of Windsor.



**Afsana Gibson-Chowdhury**

Afsana is a Qualified Mediator, with specialized training in ADR and Negotiation. As a British trained lawyer, Afsana is the founder of 'Gibson Chowdhury', a Toronto based mediation boutique, specializing in Civil and Commercial disputes, including Insurance Defence. Afsana is an active member of the Ontario Bar Association, currently serving as the CPD Liaison on the ADR section Executive Board. She is passionate about EDI issues affecting the legal and mediation professions. She regularly attends speaking engagements, and chairs programs on the issue, whilst also developing her own programs.



### **Valerie Hunter**

Valerie Hunter, Qualified Mediator, Human Resources Partner with the University of Alberta. Education and work experience includes Human Resources Management, Duty to Accommodate, Disability Management, Conflict Resolution and Occupational Health and Safety in both the public and private sector.



### **David Lewis**

David Lewis is a Qualified Mediator (Q.Med), Negotiator, Facilitator, and Human Rights, activist. He works with individuals and groups to identify, analyze, manage and resolve conflict using an interest-based model. In addition to being a labour relations consultant for one of Canada's largest unions, he is also the Founder & CEO of Lewis Dispute Resolution, a Toronto boutique Alternative Dispute Resolution firm, providing conflict resolution & training across the GTA. David holds a Bachelor of Arts degree in Public Policy and Management (Public Administration - York University), an Honours Bachelor of Arts in Human Rights and Equity Studies (York University), and a Post Graduate Certificate in Alternative Dispute Resolution (ADR - Humber Institute of Technology and Advanced Learning). He has also completed a program in Social Justice Innovation from the Winkler Institute of Dispute Resolution (Osgoode Hall Law School, York University), as well as courses in interest-based negotiations from the University of Toronto, and Business Management from the Rothman School of Management (University of Toronto). David's experiences, education and passion for helping others make him a well-rounded, out-of-the-box thinker and creative problem solver, who seeks opportunities to increase value and to make a positive social/human impact. He is currently on the Community Mediation Roster with St. Stephen's Community House (Conflict & Training) and the Education Committee of the Society of Ontario Adjudicators and Regulators (SOAR).



### **Maritza Sanchez**

Maritza Sanchez is a senior manager with over 20 years of demonstrated leadership experience in community health and social services grounded in the values of inclusive, equitable and social justice practice. Maritza is an accomplished team builder who promotes cultures of excellence and continuous improvement working within a culturally diverse environment. In addition to Maritza's academic Social Work background, she is a Qualified Mediator (Q.Med.) and Workplace Fairness Analyst. She is the Executive Director for a non-profit Toronto based organization and practices as a volunteer mediator and conflict coach for St. Stephen's Community House. Maritza is passionate and committed to improving workplace health and helping people to acquire insight and skills to address conflicts that are preventing them from performing at their very best.