



JUSTICE AT WORK

Windsor Law's Annual
Public Interest Career Conference

Programme

October 28 & 29, 2020



Windsor Law

University of Windsor



**The Law
Foundation
of Ontario**

University of Windsor
Faculty of Law
Windsor, ON

SPONSORS

The Justice at Work Conference is brought to you by the Career Services Office of Windsor Law and coordinated by Kathleen “Katie” Behan, our Social Justice Career Coordinator. Additional funding is provided by the Windsor Law Students’ Law Society and the Law Foundation of Ontario.



Justice at Work Student Committee 2020-2021

Dalal Hjjih, Head Chair
Ramesha Javed, Co-Chair
Valerie Tan, Co-Chair
Sarah Cantos, Member
Temi Dadebo, Member
Nidhi Shelat, Member
Joshua Vetere, Member
Rijja Baig, PBSC Volunteer
Ronja Franci, PBSC Volunteer
Michelle Gomes, PBSC Volunteer
Dragana Vujovic, PBSC Volunteer

LAND ACKNOWLEDGMENT

We would like to respectfully acknowledge that the University of Windsor sits on the traditional territory of the Three Fires Confederacy of First Nations, comprised of the Ojibway, the Odawa, and the Potawatomie.

WELCOME

The University of Windsor, Faculty of Law is proud to be hosting its thirteenth annual Justice at Work (JAW) Public Interest Career Conference. This conference is designed to raise awareness and generate discussion about public interest issues by providing an opportunity for law students to engage with leaders in the public interest arena, and to illustrate pathways for law students to pursue legal careers that advance social justice.

The student body at Windsor Law is composed of many individuals who have demonstrated a strong interest in advancing social justice and public interest issues. We hope this conference will provide students with guidance and inspiration toward fulfilling their career goals.

The Justice at Work Conference was made possible through the collaboration of our sponsors, faculty, administration, staff and student groups. We want to thank our keynote and panelists for dedicating their time to assist Windsor Law students in their transition into the legal profession.

Sincerely,

Kathleen Behan, *Social Justice Career Coordinator*

Dalal Hjjih, *Head Chair of the Justice at Work Student Committee*

Ramesha Javed & Valerie Tan, *Co-Chairs of the Justice at Work Student Committee*

AGENDA

October 28, 2020

12:00 PM – 1:00 PM

KEYNOTE ADDRESS: Fatema Dada '07

2:00 PM – 3:30 PM

PANEL & CAREER ADVICE BREAKOUT ROOMS

- Alex Procope '06 – PBP Lawyers
- Anchal Bhatia '17 – Community Legal Clinic of York Region
- Sarah Clarke '08 – Clarke Child & Family Law
- Zoya Alam '14 – Goulart Workplace Lawyers

October 29, 2020

2:00 PM – 3:30 PM

PANEL & CAREER ADVICE BREAKOUT ROOMS

- Osborne Barnwell – OgB Law
- Safiyah Husein '17 – John Howard Society
- Kay Scorer '15 – Scorer Law

KEYNOTE: Fatema Dada '07

Fatema Dada graduated from Windsor Law in 2007. While a student, she completed a Social Justice Fellowship with the India Centre for Human Rights and Law. From 2007 to 2017, Fatema worked at the Crown Law Office - Civil with the Ministry of the Attorney General's Office, specializing



in civil litigation. In that capacity, she argued dozens of trials, applications and motions. Fatema then served as a Senior Policy Advisor to then-Attorney General, Yasir Naqvi, before being named Counsel to the Ontario Human Rights Commission, where she focuses on issues of Racial Profiling and Discrimination within policing. Fatema is an Executive Member of SMILE Canada - Support Services, an organization dedicated to supporting children with disabilities in minority communities. She also sits on the board of the Canadian Muslim Lawyers Association and the Canadian Association of Muslim Women in Law. When the COVID-19 crisis began, Fatema reconnected with another Windsor Alumnus who asked her to join Conquer COVID-19. In 5 months, Conquer COVID-19 became one of the largest, most diverse grassroots COVID-19 responses in Canada, and helped supply healthcare workers with over 3 million items of PPE.

OCTOBER 28 - PANEL

ZOYA ALAM



Zoya is an experienced litigator who practices in the areas of employment and labour law. She is focused on helping her clients problem solve and just as importantly, foresee and minimize problems before they arise.

Zoya regularly advises and represents clients in an array of workplace matters such as hiring and dismissals, contracts, policy development, severance packages, employment standards and human rights. She is a strong and passionate advocate for her clients, who can effectively resolve disputes in an expeditious manner and fearlessly litigate on their behalf, when required. Zoya has appeared before various courts and administrative tribunals including the Ontario Superior Court of Justice, the Ontario Ministry of Labour, the Human Rights Tribunal of Ontario, the Ontario Labour Relations Board, and private arbitrations.

Before joining Goulart Workplace Lawyers, Zoya practiced at a reputable employment and labour law boutique firm in downtown Toronto, serving both employer and employee clients. Her experience representing employees provides her with unique insights, which are invaluable when advising her employer clients. Zoya also has experience practicing at a legal clinic where she established an employment, human rights and administrative law practice and successfully argued appeals of decisions of administrative tribunals.

Zoya is committed to helping her employer clients build inclusive and diverse workplaces. She assists her clients to reduce liability and reputational harm through training and policy development.

In her personal time, Zoya is actively involved in various community initiatives. She currently serves as Chair of the Nominating Committee of the Girl Guides of Canada and a Board of Director of the Canadian Muslim Lawyers Association, and previously served as Vice Chair of the Erin Mills Youth Center. She is also a committed Toronto Raptors fan and an avid world traveler.



ANCHAL BHATIA

Anchal Bhatia is currently a staff lawyer at the Community Legal Clinic of York Region. Anchal received her Juris Doctor degree from University of Windsor in 2017.

While in law school, Anchal worked with the Canadian Civil Liberties Association as a Student Intern in her 2L summer. She also has experience working with Legal Assistance of Windsor (LAW) as a summer law student, and completed her articling term with Parkdale Community Legal Services.

Prior to law school, Anchal received her Bachelor of Arts degree in Psychology from the University of Waterloo, and worked as a Project Manager at Sunnybrook Health Sciences Centre.



SARAH CLARKE

Sarah Clarke has supported and advocated for children and families throughout her career. Sarah practices family law, mainly in the area of child protection, with a particular focus of working with and for First Nations and

Indigenous communities, parents and children. In addition to her law degree, Sarah holds a Master of Social Work.

Sarah was called to the bar in 2009. She commenced her practice in commercial litigation at a multinational Bay Street firm, where she first began representing the First Nations Child and Family Caring Society. Sarah's work was recognized by L'expert Magazine with a Platinum Zenith Award and by Canadian Lawyer Magazine as one of the Top 25 Most Influential Lawyers in Canada (2016). Sarah also received the Ontario Bar Association President's Award as a member of the Caring Society legal team (2017).

Sarah has acted in diverse civil, family and Indigenous matters, and has appeared before all levels of court in Ontario, the Federal Court and Federal Court of Appeal and the Supreme Court of Canada. Sarah has spoken at numerous conferences across Canada regarding Indigenous child welfare and the child welfare system. She is also an adjunct academic staff at Queen's Faculty of Law.



ALEXANDER PROCOPE

Alexander Procope is a partner at Perez Bryan Procope LLP. His practice focuses in capacity, guardianship and power of attorney matters. Alex has frequently been appointed as counsel for allegedly incapable persons in

high conflict capacity-related disputes and is passionate about elder law and civil rights litigation.

Alex is co-CPD liaison for the Elder Law Section and member-at-large of the OBA Trusts and Estates Section Executives of the Ontario Bar Association. He is also a member of the Mental Health Legal Committee. Alex has presented at various Law Society and Ontario Bar Association Programs and is Co-Director of the OsgoodePD Certificate of Elder Law Program. He also is a co-instructor for Mental Health Law at the University of Windsor Faculty of Law and Ethical and Legal Frameworks in Aging at Ryerson University's G. Raymond Chang School.

Alex received his law degree from University of Windsor in 2006 and was called to the bar in 2007. He completed his articles at a full-service Toronto firm and joined a boutique advocacy firm. Prior to attending law school, Alex graduated with honours from the University of Toronto with a degree in philosophy and history.

OCTOBER 29 - PANEL

OSBORNE BARNWELL



Mr. Osborne Barnwell currently owns and operates OgB Law. Mr. Barnwell has over 27 years of experience in the areas of immigration, human rights litigation, tax law and employment law and general litigation. He has also been an instructor and taught courses such as Accounting, Tax Law and Introduction to Law at various institutions.

Mr. Barnwell is committed to not only practicing law, but to also providing a service to the community. Many of Mr. Barnwell's cases in immigration are Federal Court litigation involving injunctions against deportations, as well as Judicial Review of decisions of Immigration and visa officers. He is also amongst a small group of lawyers who litigates racial profiling issues in the Province of Ontario both at Superior Court of Justice and at the Human Rights Tribunal of Ontario.

Mr. Barnwell also litigates at the Ontario Court of Appeal where he has contributed to change the law in police litigation in the context of discovery of claims (limitation) when an accused, who allegedly suffered injury at the hands of police is also prosecuted criminally. In addition, he has contributed to changes in the law in terms of discovery of claims (limitations) where a doctor is alleged to have been negligent but continues to reverse the alleged negligence.

Mr. Barnwell is committed to combat anti-Black racism and spends significant portion of his time doing *pro bono* work in areas of anti-Black racism at work and at school faced by teachers and Black students.

Mr. Barnwell is also dedicated to spending time as a volunteer. He has been the Governance Director with the biggest Black Organization in Canada, The Black Business and Professional Association (BBPA) for 8 years. He was also the Treasurer of SKETCH, a Toronto organization which caters to street kids and development of Art and music for 4 years. He also currently volunteers as the pro bono legal consultant at his Church.

Most significantly, in terms of his pro bono work, Mr. Barnwell is the consulting lawyer for a group of Black Employees collectively called BOPsers (Black Ontario Provincial Service Workers Network) which is part of about 20,000 Black workers in the Province of Ontario. He also offers pro bono services to Black workers at the City of Toronto. He is guided by the Credo: ***To whom much is Given, Much is Required.***

Mr. Barnwell has an extensive academic background. His academic accomplishments include a BA in Economics from University of Western Ontario, an Honors Degree in Commerce, with Accounting as his major, from the University of Windsor, and an LLB from Osgoode Hall Law School at York University in 1991 and an LLM in 2013 from Osgoode Hall Law School. Prior to practicing law, he utilized his accounting background as a Certified General Accountant [now accepted as a CPA] and worked as a tax auditor with Canada Revenue Agency for eight years.



SAFIYAH HUSEIN

Safiyah Husein is a Senior Policy Analyst at the John Howard Society of Ontario. She holds a BSc in Psychology from York University, as well as a Juris Doctor from the University of Windsor, Faculty of Law. She completed her articleship at the Office of the Ontario Ombudsman and was called to the Ontario Bar in June 2018.

Safiyah has a strong history of advocacy work and promotes equality in many areas of her work. Prior to law school, she engaged in policy and advocacy work at York University's Student Union, where she worked alongside government and university administration to ensure issues involving marginalized students and communities were addressed. Part of Safiyah's agenda was to address lobbying for accessible post-secondary education and combatting sexual violence and discrimination on and off campus. At Windsor law school, Safiyah represented clients on criminal law cases at the Community Legal Aid Clinic in Windsor. She also conducted research on youth bail and the overrepresentation of Indigenous people in the criminal justice system. Before joining the John Howard Society of Ontario, she worked on corrections files at the Ontario Ombudsman's office. Safiyah Husein is an advocate for marginalized communities and vulnerable populations and continues to push for policy reform aiming to address systemic inequities.



KAY SCORER
pn: they/them

Kay Scorer (they/them) received their Juris Doctor degree in 2015 from the University of Windsor, where they were selected Valedictorian of their graduating class. Kay

currently owns and operates Scorer Law Corporation, located in Vancouver, British Columbia.

Kay practices all areas of immigration law with a particular focus on refugee claims and appeals, criminal inadmissibility, and family sponsorship. They practice extensively at the Immigration and Refugee Board, as well as at the Federal Court of Canada. Kay's work focuses on the rights of LGBTQ2S persons worldwide, and advocacy related to LGBTQ2S specific migration and asylum needs.

Along with immigration law, Kay represents LGBTQ2S clients facing discrimination, both at the BC Human Rights Tribunal and in the provincial courts of British Columbia.

Kay is a Board of Director of Rainbow Refugee, Access Pro-Bono, and an executive member of the CBABC-SOGIC.

Thank you to all our participants!