

# Agenda

## HUMAN RIGHTS LAW CONFERENCE 2020

Tuesday, November 17, 2020 at 9:00 am – 3:00 pm

Tuesday, November 24, 2020 at 9:00 am – 3:00 pm

Course Chair(s): **Sandra F. Guarascio** — Roper Greyell LLP, Vancouver  
**Lindsay Waddell** — Moore Edgar Lyster LLP, Vancouver

Planning Committee: **Tonie Beharrell** – Legal Counsel, Health Sciences Association of BC, Vancouver  
**Jon Chapnick** – Portage Legal Services, Vancouver  
**Devyn Cousineau** – BC Human Rights Tribunal, Vancouver  
**Sara Forte** – Forte Law Corporation, Surrey  
**Christopher M. McHardy** – McCarthy Tétrault LLP, Vancouver  
**Laura Track** – Community Legal Assistance Society, Vancouver  
**Robyn P.M. Trask** – BC Teachers’ Federation, Vancouver

CLEBC Program Lawyer: **Rob Seto**

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### Day 1: Tuesday, November 17, 2020

- 9:00 – 9:10 WELCOME AND INTRODUCTION
- 9:10 – 10:40 UNCONCIOUS BIAS AND RACISM IN THE WORKPLACE
- identifying how the ways people think and operate in their everyday lives can create systemic issues
  - methodologies in addressing systemic racism issues in the workplace
  - dealing with micro aggressions, calling out others, and investigations
  - best practices for a respectful workplace
- Kymerly Franklin** – Nova Scotia Human Rights Commission, Halifax  
**Parker Johnson** – Elevate Inclusion Strategies, Vancouver  
**Amber Prince** — Atira Women’s Resource Society, Vancouver
- 10:40 – 11:00 BREAK
- 11:00 – 12:00 DECOLONIZING HUMAN RIGHTS / INDIGENOUS RIGHTS
- review of report on *Cultural Equality and Indigenous Peoples’ Rights*
  - recommendations for getting indigenous people more/better access with human rights issues
  - Indigenous identity as a protected ground
  - Micro-discriminations
- Kasari Govender** — BC’s Human Rights Commissioner, Vancouver  
**Ardith Walpetko We’dalx Walkem, QC** – Cedar and Sage Law Corporation, Chilliwack
- 12:00 – 12:40 LUNCH

- 12:40 – 1:40 BC'S HUMAN RIGHTS COMMISSIONER UPDATE  
**Kasari Govender** — BC's Human Rights Commissioner, Vancouver
- 1:40 – 2:00 BREAK
- 2:00 – 3:00 BC HUMAN RIGHTS TRIBUNAL UPDATE
- increasing numbers of complaints and statistics
    - what are the impacts on the process?
    - where is there delay and how long is it?
    - what is the Tribunal doing to address these issues?
  - what is the impact of COVID on the Tribunal?
- Diana Juricevic** — Chair, BC Human Rights Tribunal, Vancouver

**Day 2: Tuesday, November 24, 2020**

- 9:00 – 9:05 WELCOME AND INTRODUCTION
- 9:05 – 10:00 CASE LAW UPDATE
- key cases
  - analysis and trends
  - effects on practice
- Laura DeVries** – McCarthy Tétrault LLP, Vancouver  
**Christopher M. McHardy** – McCarthy Tétrault LLP, Vancouver
- 10:00 – 10:20 BREAK
- 10:20 – 11:20 JUDICIAL REVIEW UPDATE AND PRACTICE TIPS
- review and update of significant BC Supreme Court, BC Court of Appeal and Supreme Court of Canada cases
  - practice tips on judicial review
- Katherine A. Hardie** – BC Human Rights Tribunal, Vancouver  
**David G. Wong** – Fasken Martineau DuMoulin LLP, Vancouver
- 11:20 – 12:50 ETHICS FACT PATTERNS
- what would / should you do?
  - discussions in context
- Koml Kandola** – Kandola Arbitration Services Ltd., North Vancouver  
**Karen L. Snowshoe** – Lawyer, Adjudicator, and Mediator, Snowshoe Law, Vancouver
- 12:50 – 1:30 LUNCH
- 1:30 – 3:00 HOT TOPICS IN HUMAN RIGHTS AND COVID-19
- intersection of family status, disability and accommodation
  - privacy law in times of COVID-19
  - how COVID-19 has affected the Human Rights Tribunal
- James D. Kondopulos** – Roper Greyell LLP, Vancouver  
**Melissa VanderHouwen** — Moore Edgar Lyster LLP, Vancouver