



### **Pardeep Nagra:**

Professionally, Pardeep Singh Nagra is a speaker, teacher, trainer and consultant with substantial experience in organizational change. He specializes in employee engagement, inclusive workplace strategies, equity, human rights and diversity work. One of Pardeep's strengths is leadership and mentoring of Indigenous, Black, and People of Colour. Pardeep recently completion his Professional Corporate, Executive and Personal Life Coach certificate. Pardeep has worked at the local, national and international levels, as well with regional, national and international corporations and brands.

Pardeep volunteers and serves as director of the Sikh Heritage Museum of Canada and is an avid historian and artefact collector. He also serves on the Board of Trustees of the Canadian Museum for Human Rights and is committed to reconciliation. Pardeep's love of the three-strip brand and sports had led to many interesting athletic accomplishments, including being a high school tennis champion, elite ball hockey player, qualifying for the Boston Marathon, and being a national level boxer for which a Hollywood movie (Tiger) was produced based on his journey. You may be interested to know he specializes in employee engagement, inclusive workplace strategies, equity, human rights and diversity work with emphasis on leadership and mentoring of Indigenous, Black and People of Colour.

## Workshop Summaries:

### **The Race Battle (a.m.):**

I have often said in my lifetime of equity, diversity, inclusion and human rights work, that I spend more time defending equity rather than doing equity work. For many, it seems that engaging in anti-black racism, Indigenous Self Determination/Sovereignty, Islamophobia, Palestine, Anti-Semitism, or articles of faith is unilateral and cannot be inclusive and or independent. It leads to comments of reverse discrimination, creating toxic environments and feeling of unsafety, culminating in a resistance to real change. This session will unpack the current race battles as they play out in schools and classrooms.

### **Me before We: Self-care during advocacy (p.m.):**

Engaging in anti-racism, anti-oppression and human rights work, let alone being on the receiving end of hate and bigotry, takes a complete toll on individuals in every aspect and facet of their lives. It impacts them personally, both physically and emotionally, it impacts them professionally, it impacts them in relationships with friends, family, colleagues and partners. Self-care is literally unheard of, yet the one vital quality needed to be in the thick of battle, surviving and thriving in doing the work that is our civic responsibility. This session will look at the impact of racism and discrimination on the lives of individuals, as well as disrupting the cycles of self-harm in doing the work, and strategies for well-being.



### **Anthony Morgan**

Anthony is a racial justice analyst & strategist, educator and lawyer. He is the Manager of the City of Toronto's Confronting Anti-Black Racism (CABR) Unit. The CABR Unit is responsible for the implementation of the Toronto Action Plan to Confront Anti-Black Racism.

Prior to joining the City, Anthony was an Associate at Falconers LLP, specializing in the areas of civil, constitutional and criminal state accountability litigation. He has a special interest in anti-

racist human rights advocacy, particularly in the area of anti-Black racism. He has appeared at various levels of court, including the Supreme Court of Canada, and has also represented the interests of African Canadians before United Nations human rights treaty bodies. In both 2016 and 2017, Anthony was nominated as one of Canada's Top 25 Most Influential Lawyers by Canadian Lawyer Magazine.

Anthony is a frequent legal, social and public affairs commentator on issues concerning race and racism, critical multiculturalism and critical race theory in Canada. His comments on these issues have been featured in the Globe and Mail, National Post, Toronto Star, , and other major newspapers and broadcast outlets, including CNN.

He is a co-founder of the Sentencing and Parole Project, which aims to reduce the over-incarceration of Black Canadians. Also a freelance columnist, Anthony's column, Colour-Coded Justice, appears regularly in The Monitor. The Monitor is the Canadian Centre for Policy Alternatives' bimonthly policy and current affairs magazine. Anthony's column explores racial justice issues in Canadian life, law and policy.

While based in Toronto, Anthony is completing a Masters of Studies in International Human Rights Law at the University of Oxford. In addition to holding an LL.B. and B.C.L. from McGill University, Faculty of Law, he holds an Hons. B.A. from the University of Toronto in Ethics, Society & Law.



### **M. Olanyi Parsons, LLB**

Olanyi Parsons (Olanyi) is a lawyer and graduate from the University of Windsor Law School-LLB, who was called to the Ontario Bar in 2011. He has over 15 years of experience in the field of human rights, employment equity issues, and conducting workplace investigations, reviews and consultations. He currently practices employment and human rights law as the principal lawyer of OP Law.

From 2011 to present, Olanyi has been providing discrimination and harassment investigation and workplace review services to the Ontario Public Service (OPS), Agencies, Boards and Commissions, and school Boards on all prohibited grounds (and non-grounds) pursuant to the Ontario *Human Rights Code*, *Occupational Health and Safety Act*, organizational respectful workplace policies and workplace violence prevention policies. He has extensive experience and

expertise in conducting workplace reviews, investigations and consultations involving human rights and employment equity issues pursuant to the Ontario *Human Rights Code*, *Canadian Human Rights Act* and other human rights legislation in Canada. In addition, Olanyi was part of an investigation team that conducted a systemic investigation of anti-Black racism in the Canadian Union of Postal Workers. Further, in the summer and fall of 2020, Olanyi provided legal counsel and advice to a third-party consulting firm conducting a systemic review of workplace anti-Black racism in the private sector.

Olanyi possesses advanced and thorough understanding, interpretation, and application of the *Canadian Human Act*, *Ontario Human Rights Code* and *Occupational Health and Safety Act*. He is also quite advanced in his knowledge, interpretation and application of internal organizational anti-discrimination/harassment policies, including the Ontario Public Service's Respectful Workplace Policy, Workplace Violence Prevention Policy and other institutional policies designed to prevent and/or address discrimination, harassment and systemic employment equity issues.

Olanyi has performed human rights work and conducted workplace investigations/reviews/consultations for large, complex, multi-faceted and unionized organizations. Prior to establishing the OP Law firm, Olanyi worked for six (6) years with the Ministry of the Attorney General, Ontario Human Rights Commission as a Human Rights Investigator from 2003 to 2009. In this capacity, he was responsible for investigating, conciliating and mediating human rights complaints filed with the Commission.

Olanyi possesses advanced expertise in the nuances of employment equity issues, investigative and workplace review techniques, and the interpretation and application of collective agreements. His passion and dedication as a human rights practitioner, consultant and investigator are the advancement and promotion of human rights and equality for **all**. He performs this work with the highest regard for confidentiality, procedural fairness, neutrality, free of biases and any form of discrimination; these principles are cornerstones of his investigative practice and guide him throughout his professional endeavours.

Workshop Summary:

**When Policies and RIGHTS Collide: COVID-19 and the workplace  
(presented by A. Morgan & O. Parsons)**

With the recent COVID-19 pandemic, there has been colliding rights as it pertains to employer's requirement to protect the health and safety of its employees and the individual employee's asserting their human rights and privacy rights.

This workshop will examine the implications of mandatory vaccination policies on the individual rights and the present state of the law on these conflicting rights. In doing so, we will examine the following:

1. Are mandatory vaccination policies legal?
2. Are mandatory vaccination requirements legal?
3. Can an employer enforce different safety rules for a vaccinated vs. unvaccinated employee?
4. Can an employer ask for proof of vaccination?
5. What are the consequences if an employee does not comply with the workplace's mandatory vaccination requirements?
6. What accommodations can an employer provide, if an employee chose not to be vaccinated and/or comply with a mandatory vaccination policy?
7. What duties does the employer have to accommodate an employee
8. What legal recourse does an employee have if the employer terminates the employee for not complying with a vaccination policy and/or vaccination requirements



### **Yinka Oyewolo**

Yinka Oyelowo is a Litigation associate in the practice areas of Employment, Labour and Human Rights law. As a board director with a Canadian civil society organization with consultative status at the United Nations, she has been an advocate for environmental sustainability and international peace initiatives. She is an adjudicator that decides Appeals of decisions made under the *Ontario Disability Support Program Act*.

Workshop Summary:

### **Understanding Anti-Black Racism: The Intersections**

In this workshop session, participants will:

- Engage in discussion and information-sharing on the historical context of race and racism in Canada and its present-day impacts on the Black community.
- Discuss and learn about the fluidity of anti-Black racism within systemic and institutional structures.
- Explore the interconnectedness of social identities, privilege and exclusion; and
- Reflect on their personal journey with locating oneself in the discourse of racism and anti-racism work.



### **Tim Wise—Keynote Speaker**

Tim Wise is among the most prominent anti-racist writers and educators in the United States. He has spent the past 26 years speaking to audiences in all 50 states, on over 1500 college and high school campuses, at hundreds of professional and academic conferences, and to community groups throughout North America. Wise has trained corporate, government, entertainment, media, law enforcement, military, and medical industry professionals on methods for dismantling racial inequity in their institutions, and has provided anti-racism training to educators and administrators nationwide and internationally, in Canada and Bermuda.

Wise is the author of nine books, including his latest essay collection, *Dispatches from the Race War*, and his highly-acclaimed memoir, *White Like Me: Reflections on Race from a Privileged Son*. Wise has contributed chapters or essays to dozens of additional books and his essays have appeared in *The Washington Post*, *Alternet*, *Salon*, *The Huffington Post*, *Counterpunch*, and *The Root*, among other popular, professional and scholarly journals.

From 1999-2003, Wise was an advisor to the Fisk University Race Relations Institute, in Nashville, and in the early '90s he was Youth Coordinator and Associate Director of the Louisiana Coalition Against Racism and Nazism: the largest of the many groups organized for the purpose of defeating Neo-Nazi political candidate, David Duke.

Tim appears regularly on CNN and MSNBC to discuss race issues and has been featured on *Nightline*, *CBS Sunday Morning*, *20/20* and *48 Hours*, among other national news programs. He

graduated from Tulane University in 1990 and received antiracism training from the People's Institute for Survival and Beyond, in New Orleans.

Discussion topic & description:

### **What's all the Fuss About Critical Race Theory?**

In this presentation, Tim Wise explores the current assault on anti-racist education and equity efforts in education, under the guise of stopping "critical race theory." What is CRT? What's the uproar about? Why is the backlash to equity initiatives happening now? And how can the key insights of Critical Race Theory help inform the work of equity-minded educators? In this talk, Wise debunks myths about CRT and examines ways that educators can push back against those who are attacking it.



### **Janelle Richards**

#### **Group Bio:**

Facilitated by Janelle Richards and Clara Stewart-Robertson, our workshop panel includes staff from Green Change at the Jane/Finch Centre, residents, and community partners. Collectively, our workshop leaders and members bring a multitude of lived and work experiences and perspectives on both outdoor education and neighbourhood green spaces.

Green Change is a community planning and design program at the Jane/Finch Centre that works to address systemic issues and create more inclusive and equitable spaces. The Green Change team has worked for over nine years with residents and partners on animating and improving green spaces within and outside the Jane-Finch community through numerous community park events, new food and native plant gardens, outdoor education programs, and other initiatives.



### **Clara Stewart**

Janelle and Clara have hosted numerous community park events, helped create new food and native plant gardens, and delivered environmental education workshops with people of all ages. They have also facilitated park-based school workshops through their Fields to Parks program and supported community leaders and park friends' groups with their own outdoor programming and capital improvements. One of their current projects is focused on anti-racism and reducing barriers to accessing parks and recreational opportunities.

Workshop Summary:

#### **Green Change**

This workshop will discuss the intersections of public green spaces, racism, equity, safety, and well-being, as well as the nuanced lived experiences and realities of racialized students and community members in parks within the Jane-Finch neighbourhood. Alongside community leaders and partners, we will share stories, successes, and lessons learned from some of our outdoor education programs and park-based projects, including our Fields to Parks school program and current Racialized Realities in Green Spaces collaborative photovoice research project. Together with workshop participants, we will also explore how we can contribute as educators and community workers to anti-racism education and outdoor programming and share guiding principles for how to support students in the classroom with addressing systemic issues in outdoor spaces and creating more inclusive, safe, and welcoming parks in their neighbourhoods.



### **Jamea Zuberi**

Ms. Jamea Zuberi has completed her education in the faculties of Education at both York University and The University of Toronto and over the last 27 years has enjoyed an illustrious career in the field as a teacher, administrator, curriculum writer and award recipient. She was awarded the Dean's Award for Outstanding Student by the faculty of Education at York University.

Jamea is particularly proud of having over 30 years of engaging, educating and leading young people in community work with a focus on her own beloved Jane and Finch community. Her equity, inclusion and anti-oppression work in education finds its roots, at The Linden School for girls-Canada's first feminist girl's school to her present work at the Toronto District School Board-TDSB where she leads the African Heritage Committee with an anti-black racism and multi-centric lens.

In 2011 Jamea was awarded The Harmony Movement, 'be the change', Educator award. Ms. Zuberi is credited as the founder of Blockorama which after 24 years is still the only Black Queer Trans stage at the 2SLGBTIQ+ Pride Toronto Festival. She is also the founder of the first Masquerade Band – "Pelau MasQUEERade" – in the Pride Toronto Parade.

In 2007 Ms. Zuberi was awarded the David Miller Mayor Volunteer Appreciation Award from the City of Toronto for community involvement with LGBTTI2Q youth groups. In 2012 she was the proud recipient of the Pan Arts Network's - "Woman in Pan" Award for her contribution to developing the steel pan movement in Toronto community and schools as the co-founder of

The Panatics Steelband Network; and the Director and founder of the North Stars Children Steel Orchestra.

Workshop Summary:

### **Intersectionality & Inclusivity**

This workshop will analyze intersectionality as it presents in the atmosphere of present-day complexities grounded in anti-racism frameworks. It will take a closer look at a multi-centric lens of race, sexuality, class and religion and how we can begin to think about healing in this work.