

# Professional Regulation and Discipline

## FACULTY PROFILES



### **Richard Austin**

Partner

#### ***Deeth Williams Wall LLP***

Richard practices technology and privacy law with a focus on artificial intelligence, privacy and security including cybersecurity, cloud computing, technology and business process outsourcing, applications development and software audits. Prior to returning to private practice, Richard was General Counsel at EDS Canada for 18 years where he headed a team of lawyers and contract professionals with responsibility for the legal aspects of EDS' business in Canada. Richard is a member of the Executive Education Faculty of the Centre for Outsourcing Research and Education (CORE), is a former Director and President of the Canadian Technology Law Association and is a member of the ITechLaw Responsible AI Committee. Richard has been recognized in the *Canadian Legal Lexpert Directory*, as Consistently Recommended for Computer & IT Law and Technology Transactions and by *Best Lawyers in Canada* for Information Technology Law, Privacy and Data Security Law and Technology Law. Richard is *Best Lawyers in Canada* Lawyer of the Year for Information Technology Law in Toronto for 2020.



### **Claude Balthazard**

V.P. Regulatory Affairs and Registrar

#### ***Human Resources Professional Association***

Claude Balthazard, Ph.D., C.Psych., CHRP is Registrar and Vice-President Regulation at the Human Resources Professionals Association (HRPA). Claude spent over 20 years in Human Resources before discovering his true calling—professional regulation. Claude is responsible for ensuring that HRPA meets its statutory mandate under the *Registered Human Resources Professionals Act, 2013*.

Claude's is a registered psychologist in Ontario. Claude's current interests are performance measurement for professional regulatory bodies and the implementation of risk-based regulation.

## FACULTY PROFILES



### **Dean Benard**

President and Founder

#### ***Benard + Associates***

Dean is the President and Founder of Benard + Associates. With over 25 years of investigative experience in criminal, regulatory and workplace investigations, he has earned a reputation as an expert in investigations and mediation. He has investigated thousands of healthcare investigations both for professional health regulatory bodies and for healthcare institutions directly. Benard + Associates currently provides investigations services to over 90% of Ontario's professional regulators and many others across Canada. Dean is routinely sought after for speaking engagements, mentoring and training. His passion for inspiring change and developing innovative strategies have led him to build a coaching platform for guiding others to excel as investigators, conflict resolvers, and leaders. Prior to starting Benard + Associates in 2004, Dean held positions as a Registered Nurse (Emergency, ICU, and Research), Police Officer with the Waterloo Regional Police Service, and Manager of Investigations at the College of Nurses of Ontario. He holds certificates in Strategic Intervention Coaching and is a Chartered Mediator with the Alternative Dispute Resolution Institute of Canada. He received his Diploma in Nursing from Sir Sandford Fleming College in Peterborough, his Bachelor of Arts in Health Administration and Ethics from York University, and holds a Master of Laws & Letters from Osgoode Hall Law School in Alternative Dispute Resolution.



### **Lise Betteridge**

MSW, RSW, Registrar and CEO

#### ***Ontario College of Social Workers and Social Service Workers***

**Lise Betteridge, MSW, RSW**, was appointed Registrar and CEO of the Ontario College of Social Workers and Social Service Workers in September 2015, after serving for the previous 5 ½ years as Director of Professional Practice, Deputy Registrar and Acting Registrar. Lise graduated from the University of Toronto with her Masters of Social Work in 1991. Prior to working in a regulatory role, Lise held management and clinical roles in diverse healthcare settings. She is the President of the Canadian Council of Social Work Registrars (CCSWR) and an active member of the Council on Licensure, Enforcement and Regulation (CLEAR) and the Association of Social Work Boards (ASWB). In her role as Registrar, Lise works closely with government and other key stakeholders. Committed to ongoing growth as a leader, she presents widely to social workers and social service workers, students, educators, regulators and others on a range of practice and regulatory issues.

## FACULTY PROFILES



### **Ted Bober**

Director, Clinical Services, Physician Health Program

#### ***Ontario Medical Association***

Ted held clinical and leadership roles in hospital and community mental health settings before joining the Ontario Medical Association's Physician Health Program in 2004. He currently serves as the Director of Clinical Services. The Physician Health Program provides support, advice, and advocacy for medical trainees, practicing physicians and physician leaders. As a consultant and coach, Ted has supported numerous professionals and safety-sensitive organizations during several large-scale emergencies and disasters. He has presented at scientific conferences on professional health in Canada, the US, and the UK.



### **Tyler Boggs**

Associate Lawyer

#### ***Cavalluzzo LLP***

Tyler Boggs is an associate lawyer with Cavalluzzo LLP. He practices primarily in the areas of labour law, professional regulation, *Charter*/constitutional law and human rights. Tyler represents individuals and unions in a variety of diverse fora, including at grievance arbitrations, professional colleges and at all levels of Court. He has particular expertise in the health care sector, and in representing individuals with disabilities who are facing concurrent proceedings with their employer and professional regulatory body.

## FACULTY PROFILES



### **Lisa S. Braverman**

#### ***Barrister & Solicitor, Private Practice***

Lisa S. Braverman is a lawyer in private practice. Ms. Braverman graduated with honours from Ryerson Polytechnical Institute in 1991 with a Bachelor of Applied Science degree in Food, Nutrition, Consumer and Family Studies and completed a graduate clinical nutrition internship at Sunnybrook Health Science Centre in 1992. Ms. Braverman is a registered dietitian and a member of the College of Dietitians of Ontario. In 1996, she received a Bachelor of Laws degree from Osgoode Hall Law School of York University. She was called to the Ontario bar in 1998. Ms. Braverman's law practice is in the areas of administrative law with a focus on professional regulation and discipline, health law, and privacy law. She has acted as general counsel, legal adviser, and prosecutor to professional regulators, as an advocate on behalf of professional regulators, as independent legal counsel to administrative tribunals, and as legal adviser to non-profit organizations. Ms. Braverman is a Certified Specialist in Health Law by the Law Society of Ontario. She is a member of several professional associations including the Canadian Bar Association, Dietitians of Canada, Ontario Home Economics Association, and Toronto Home Economics Association. Ms. Braverman speaks often on issues related to administrative law and professional regulation and often gives presentations on legislation and legal issues affecting health professionals, taught a "Law for Health Managers" course for Ryerson University, and published the electronic newsletter "Administrative Law and Practice Points". Ms. Braverman is the author of the book entitled *Administrative Tribunals: A Legal Handbook*.



### **Natasha Danson**

Lawyer

#### ***Steinecke, Maciura, LeBlanc***

Natasha Danson advises and represents clients in all areas of professional regulation, with a focus on matters related to discipline and unauthorized practice. Natasha also advises regulators on employment and human resources matters and has a particular interest in human rights issues. Natasha volunteers as amicus counsel at the Divisional Court for Pro Bono Ontario. She sits on the University Health Network's Research and Ethics Board and is a former executive board member of the Ontario Bar Association's Health Law Section and a former editorial board member for the publication *Health Law in Canada*. Natasha completed a Bachelor of Arts and Science (Honours) at McMaster University and obtained her law degree from the University of Ottawa.

## FACULTY PROFILES



### **Jennifer Davidson**

Associate

#### ***Deeth Williams Wall LLP***

Jennifer Davidson practices technology law and intellectual property law at Deeth Williams Wall LLP, advising clients on the various stages of commercializing innovations including outsourcing transactions, licensing, privacy and regulatory considerations, particularly with respect to emerging technologies and artificial intelligence. Jennifer also advises clients on a range of cybersecurity issues, including cyber incident planning and response, and counsels clients on intellectual property protection, predominantly in issues involving online brand protection.

Jennifer is a Board Member and Executive Member of the Canadian Technology Law Association, Vice Chair of the Ontario Bar Association (IP / IT Law Section), and a Toronto Council Member of Technion Canada. Jennifer is a frequent speaker and writes regularly on IT and IP law.

### **Naakai Garnette**

Director, Professional Conduct

#### ***College of Massage Therapists of Ontario***

Over the past 15 years, Naakai has committed herself to learning about the various functions of regulatory health Colleges in Ontario and how each area interconnects. Through this experience, she has become acutely aware of the numerous considerations required to move an organization forward and developed a keen interest in risk and evidence-based approaches to regulation. Since becoming the Director of the Professional Conduct department at the College of Massage Therapists of Ontario in 2018, Naakai's establishing and implementing the strategic direction of the department, while overseeing the College's complaints, reports, hearings, and compliance processes. As a member of the College's Senior Management team, she contributes to operational and organizational decision-making, including staff and program planning, and budget development. Naakai completed the Executive Leadership Program at Rotman's School of Management, and has a Masters of Science and an Honours Bachelor of Science.

## FACULTY PROFILES



### **Maryan Gémus**

Manager

#### ***Ontario College of Pharmacists***

Maryan Gémus has worked in health regulation since 2000. Prior to joining the Ontario College of Pharmacists (OCP) as the Manager, Investigations, she was the Director of Professional Conduct at the College of Physiotherapists of Ontario. Maryan received a Bachelor of Science in Physiotherapy from McGill University, a Master of Science in Physical Therapy from the University of Western Ontario, and a Master of Laws (Health) from Osgoode Hall, York University. As the Manager of the Investigations Department, Maryan oversees the investigations of all registrant specific issues which come to the College's attention.

Maryan is committed to promoting excellence and best practices in regulation, and to assisting health professionals in understanding and meeting their professional responsibilities as self regulated health professionals.



### **Gillian Hnatiw**

#### ***Hnatiw and Co.***

Gillian Hnatiw is the founder and principal of Gillian Hnatiw & Co., a boutique litigation firm in Toronto. Her broad litigation practice focuses on health law, professional regulation, employment law and, in particular, claims arising from sexual, physical and psychological abuse, harassment and assault. In this capacity, Gillian frequently advocates from plaintiffs and complainants, and provides organizations, employers and regulators with advice on how to navigate allegations of sexual misconduct. She has both prosecuted and defended professional misconduct issues, and acted as independent legal counsel to Discipline Panels. Outside the professional regulation sphere, Gillian has acted as counsel before all levels of court, including numerous appearances before the Supreme Court of Canada. Gillian has also appeared before a variety of administrative tribunals and Coroner's Inquests, including the Inquests into the deaths of Ashley Smith and Katelynn Sampson.

Gillian is currently the Chair of the Women's Legal Education and Action Fund (LEAF), which works to advance substantive equality for women through litigation, law reform and public education. She speaks regularly at conferences and seminars on a wide range of topics and is frequently sought out by industry and mainstream media for comment on issues of sexual violence, diversity and gender equality.

In 2020, the Toronto Lawyer's Association presented Gillian with the Honsberger Award for exemplifying the TLA's three pillars: Advocacy, Community and Knowledge. In 2015, Gillian was named to *Lexpert's* annual list of "Rising Stars: Leading Lawyers under 40". She is currently ranked in *Best Lawyers and Lexpert* in the fields of medical negligence, personal injury and health care law and by *Benchmark Legal* for her work in the employment law sphere.

## FACULTY PROFILES



### Lai-King Hum

Discrimination and Harassment Counsel, DHC Program

***Law Society of Ontario***

Founder, Hum Law Firm

“Caring is the only daring” defines Lai’s approach to work and life.

After 15 years at national firms in Montreal and Toronto, Lai founded a boutique law firm in 2014, focused on workplace law, professional regulation, and litigation. Her four-lawyer team assists individuals, businesses, not-for-profit organizations including regulators, and entrepreneurs based in Canada, and internationally, with their legal issues. Her clients include those in education, healthcare, manufacturing, technology, and financial / banking services.

In addition to her advocacy work, Lai also conducts workplace investigations and mediations. She is one of the three Counsel in the Discrimination and Harassment Counsel Program (a service funded by the Law Society of Ontario). Lai is also a part-time Deputy Judge, Toronto Small Claims Court, Superior Court of Justice.

Integral to her work and life is Lai’s commitment to the promotion of diversity and inclusion. She has held roles as past-Chair of the Roundtable of Diversity Associations (RODA), legal associations committed to diversity initiatives, and past-President of the Federation of Asian Canadian Lawyers (<http://on.facl.ca>).

As part of her belief that leadership is about service, Lai is a Director of Up with Women (<https://upwithwomen.org>, a not-for-profit organization operating in Ontario and Quebec providing coaching to homeless women), and a Trustee with CPAC Foundation (<https://www.cpac-canada.ca/cpac-foundation/>).

Visit her at [www.thehumlawfirm.ca](http://www.thehumlawfirm.ca).

## FACULTY PROFILES



### Jane Kidner

LL.M. (ADR), J.D., B.A., Q.Med.

Jane Kidner is a lawyer, workplace mediator, and leadership coach, with clients including Ontario colleges and universities, the Provincial government, not-for-profit organizations, The Royal College of Dental Surgeons of Ontario, The Globe and Mail, and numerous lawyers and other professionals. With over 20 years of senior leadership experience in the public and private sectors, including at the University of Toronto and Ryerson University, Jane has led several large portfolios through innovation, transition and organizational change, hiring and coaching high performing teams, creating positive and respectful workplaces in complex unionized settings, and winning national and international awards.

Jane holds a J.D. (University of Toronto Faculty of Law), an LL.M. in Alternative Dispute Resolution (Osgoode Hall Law School), is a Certified Mediator (Alternative Dispute Resolution Institute of Canada), a Certified Workplace Fairness Analyst (Workplace Fairness Institute), and has published articles in the area of mediation.

Jane has been a lifelong learner of conflict resolution and conflict management strategies, with certificates from Harvard Law School, the Alternative Dispute Resolution Institute of Canada, CINERGY, St. Stephen's House, and Schulich Business School. She is a member of the Alternative Dispute Resolution Institute of Canada, the Family Dispute Resolution Institute of Ontario, and the International Coaching Federation. Jane volunteers as the National Mediator for the Editors Association of Canada, and has been on the boards of several community organizations that support under-represented groups, including Community Legal Education Ontario and the Working Women Community Centre.

## FACULTY PROFILES



### **Lori L. Long**

Director, Professional Conduct and Regulatory Affairs

#### ***Royal College of Dental Surgeons of Ontario***

As part of the leadership team at the regulatory body for dentists in Ontario, Lori oversees a team of over fifty staff who triage and investigate complaints and reports involving allegations of professional misconduct, incompetence, illegal practice and incapacity, and who prosecute matters before the discipline and fitness to practise committees. Lori provides strategic leadership in this area, including operational oversight, risk assessment and management, and adherence to legislative requirements. She is also responsible for the transparency of information available to the public regarding dentists' suitability to practice in Ontario, ensuring its currency and accuracy.

Lori has a background in business administration and is a leader in the regulatory field, having been with the RCDSO for over 26 years and having obtained the Osgoode Certificate in Professional Regulation and Discipline in the Ontario Health Care Sector from Osgoode Hall Law School. She has previously served on the Board of Directors, International Relations Committee and Compliance & Discipline Program Committee for the Council on Licensure, Enforcement and Regulation (CLEAR), and as Chair of a transparency working group for the Advisory Group for Regulatory Excellence (AGRE) in Ontario. Lori has also been actively involved in collaborative initiatives of the Federation of Health Regulatory Colleges, now known as Health Profession Regulators of Ontario (HPRO).



### **Cathi Mietkiewicz**

Principal

#### ***Mietkiewicz Law***

Cathi Mietkiewicz is the principal lawyer at Mietkiewicz Law. She advises regulators, associations and other organizations on issues ranging from board governance, contracts, privacy, and developing regulations, policies, by-laws and standards of practice.

Cathi provides advice to regulated professionals, not-for-profits and businesses who are navigating their professional requirements and challenges. Cathi's previous experience as a regulated health professional and President of a self-regulatory body gives her a unique perspective.

## FACULTY PROFILES



### Joy Peacock

Chief Executive Officer (CEO) and Registrar

#### ***College and Association of Registered Nurses of Alberta***

Joy is the CEO and Registrar at the College and Association of Registered Nurses of Alberta (CARNA), the regulatory body of Alberta's 38,000 registered nurses and nurse practitioners.

Her hands-on experience leading large, diverse groups through complex change, has provided policy and regulation oversight, program development, and innovative changes to nursing and healthcare regulation at both the provincial and national levels.

Prior to CARNA, Joy served as Executive Director of two provincial nursing associations, one in the Yukon and the other in British Columbia. In these roles, she led organizations through formal health-care leadership, business development, continuous quality improvement, risk management and policy development.

She is a founding director on the Board of the BC Coalition of Nursing Associations. The coalition is the primary access point for government, health authorities and other healthcare bodies to seek advice, policy direction and collaboration with the nursing and healthcare community.

Joy also served on the board of the Canadian Council of Registered Nurse Regulators, and had an advisory role to the Canadian Nurses Association. She is known for developing strong partnerships and collaborative relationships with organizations including, the provincial departments of Health, , and other the regulatory colleges.



### Craig Roxborough

Manager, Policy Department

#### ***College of Physicians and Surgeons of Ontario***

Craig Roxborough is the Manager of the Policy Department at the College of Physicians and Surgeons of Ontario (CPSO). He is responsible for overseeing the development and review of all College policies relating to issues of medical professionalism. Craig plays a pivotal role in supporting CPSO's Public and Patient Engagement Program helping to meaningfully engage with patients and the public in support of CPSO decision-making. This includes acting as Chair of the Citizen Advisory Group on behalf of a partnership of 18 health regulatory Colleges, helping to bring the patient voice and perspective to other health regulatory Colleges in Ontario. He is currently leading the CPSO through a transformational change agenda, reshaping how policies are developed and written to allow for a more agile policy process and to improve the utility of policies for physicians. Craig holds a PhD in Philosophy from York University.

## FACULTY PROFILES



### **Marc Spector**

Lawyer, Director of Professional Regulation

#### ***College of Early Childhood Educators***

Marc Spector is the Director of Professional Regulation for the College of Early Childhood Educators, one of the largest regulators in Ontario. Before joining the College, Marc was general counsel and prosecutor to more than half a dozen regulators ranging from dietitians to dental technologists, and independent legal counsel for the regulators of teachers and trades. Last year, Marc was elected to the Board of Directors for the Council of Licensure, Enforcement and Regulation (“CLEAR”) and, previously, named a National Finalist for Lexpert’s listing of “Top 40 Lawyers in Canada Under 40”. He is frequently asked to speak across North America, and appears on radio and television on how regulators protect the public.



### **Shenda Tanchak**

Principal Consultant

#### ***Magnetic North Consulting***

Former Registrar and CEO, College of Physiotherapists of Ontario

Shenda is an experienced senior leader in the regulatory sector. She was Registrar of the College of Physiotherapists of Ontario from 2012 to 2018. Prior to that, she worked as Senior Advisor to the Executive Office at the College of Physicians & Surgeons of Ontario. She served as President of the Federation of Health Regulators of Ontario (for three years), and chaired the Registrars’ Committee of the Canadian Alliance of Physiotherapy Regulators and the Accreditation Committee for Physiotherapy Education Accreditation Canada. In January 2019 Shenda launched a consulting practice. Her particular interests are governance, strategic planning, facilitation and training. She has worked with a variety of regulators and related organizations. In addition, on behalf of the Ministry of Health, she conducted an inquiry into the governance processes and decision-making of the College of Traditional Medicine Practitioners and Acupuncturists of Ontario in late 2019. She is a measurement geek.