

Professional Regulation and Discipline

Best Practices and Innovation for Regulatory Organizations

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Lisa Braverman

Barrister and Solicitor

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*.



Denitha Breau

Registrar and CEO

Ontario College of Social Workers and Social Service Workers

Denitha Breau is the Registrar and CEO at the Ontario College of Social Workers and Social Service Workers. With over 15 years of valuable regulatory knowledge and experience, Denitha previously served as the Deputy Registrar at the College and prior to that at the College of Physicians and Surgeons of Ontario, serving as the organization's Manager of Investigations and Resolutions. She is a Registered Nurse with a joint master's degree in business administration and nursing. She has strong leadership skills, a strategic and systems-oriented approach, and extensive IT knowledge and experience. In her role as Registrar and CEO, Denitha works closely with government and other

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engagement groups and key partners, including the College's Council and its various committees. Her commitment to the regulatory sector is also evident through her service on the Board of Directors for the Canadian Network of Agencies for Regulation (CNAR).



Dr. Tony DeBono

Registrar

College of Psychologists of Ontario

Dr. DeBono is the Registrar and Executive Director of the College of Psychologists of Ontario. Tony received his doctoral degree in Clinical-Developmental Psychology from York University after completing his pre-doctoral internship at the Hospital for Sick Children. Tony earned dual MBAs from Queen's University and Cornell University, graduating with the Gold Cord of distinction. He has held clinical and leadership roles in academic health science, as a Chief of Interprofessional Practice, a bioethics consultant, a strategist, and as a psychologist on a psychiatric inpatient unit.



Andrew Douglas

Executive Director, Governance, Regulation and Standards

College of Registered Nurses of Alberta (CRNA)

Andrew is a senior health leader with over 17 years of experience in Alberta's health system. Andrew has extensive knowledge of governance, health policy, strategic planning and the legislative process.

In his current role as Executive Director, Andrew is responsible for supporting the College Council, which includes taking a lead role on governance operations, implementation and optimization initiatives. Andrew is also responsible for leading regulatory and professional practice initiatives, as well as other special projects at the College of Registered Nurses of Alberta.

Prior to joining the College, Andrew worked for the Government of Alberta for close to 15 years. His most recent posting in government was the Director of the Health Professional Regulation Unit at Alberta Health. In this position Andrew was responsible for leading the development and implementation of legislation and regulation that had a direct impact on health professional regulatory organizations.

Andrew also has experience in addiction and mental health policy, where he was responsible for leading legislation and provincial strategy development when he was a manager in the Addiction and Mental Health Branch at Alberta Health.



Lisa Feinberg

Lawyer

GlickLaw

Lisa Feinberg is a professional regulation and workplace lawyer with GlickLaw. She acts as an advisor and advocate for both regulators and regulated professionals, drawing upon her wide-ranging experiences as prosecutor, defence counsel, and adjudicator. She regularly appears before administrative tribunals and courts on professional discipline, human rights, and employment matters. Lisa completed a joint Juris Doctor and Masters in International Affairs program in Ottawa in 2011. Lisa is active in her community, both locally and professionally. She served as an elected

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Bencher of the Law Society of British Columbia from 2020-2021, where she sat on adjudicative and advisory committees as well as professional discipline panels. Lisa currently serves on the School Council of her daughter's public school and on the Board of Directors of the Hamilton Community Legal Clinic.



Emma Gardiner

Partner

Rosen Sunshine

Emma Gardiner is a partner at Rosen Sunshine LLP. Emma provides advice and opinions to health professionals, institutions, and individuals in the health and regulatory context, and represents clients in proceedings in health, regulatory, and civil matters. Emma articulated at a full-service law firm downtown Toronto and was called to the Bar of Ontario in June 2017. Prior to articling, Emma worked as a summer intern at the Court of Appeals of Michigan. She was also a member of the winning team of the 2016 Out On Bay Street Moot Court Competition. Emma is a member of the Advocates' Society, the Medico-Legal Society, and the Canadian and Ontario Bar Associations. She is the Public Affairs member for the Ontario Bar Association's Administrative Law Section. She is also a member of UHN's Research Ethics Board.



Jordan Glick

Founder and Partner Lawyer

GlickLaw

Jordan is the founder of GlickLaw, a boutique firm focusing on health law and professional regulation. Jordan acts for professionals on issues relating to licensing, responding to complaints, professional discipline and fitness. Jordan is also routinely retained by regulatory bodies as prosecutor, providing Jordan valuable and unique insight into how regulators think and operate.

In 2017, Jordan was awarded the prestigious Lexpert Rising Stars Award honouring the top Canadian lawyers under the age of 40. Since 2019, Jordan has been named to the Best Lawyers in Canada directory in the category of "Administrative and Public Law".



Patricia Harper

Partner

Keel Cottrelle LLP

Patricia Harper enjoys a broad civil litigation and administrative law practice, serving both private and public sector clients. She represents clients in a wide range of litigation matters, including employment and procurement litigation, and has represented clients before various levels of the Superior Court of Justice and well as in private arbitrations. Patricia has appeared before numerous administrative bodies including the Ontario Human Rights Tribunal, the Ontario Municipal Board, and the Financial Services Tribunal. Patricia frequently acts for professional regulators, either as prosecution counsel or independent legal counsel to panels or tribunals. Prior to embarking on her legal career, Patricia taught for 5 years at a private high school.

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Lai-King Hum

Discrimination and Harassment Counsel, DHC Program, Law Society of Ontario / Founder

Hum Law Firm

Called to the bars of both Quebec and Ontario, Lai keeps busy with her multi-layered practice. Lai founded a boutique law firm in 2014 after 15 years at national firms in Montreal and Toronto. Her practice is focused on workplace law, professional regulation, and litigation, with a capacity to serve clients in English, French, Mandarin, Cantonese and Filipino. Her clients include individuals and businesses of all sizes across various industries, including finance, education, manufacturing, not-for-profit organizations, and various professional regulators. She is also called upon regularly to conduct workplace investigations. Her work with professional self-regulators includes:

- Independent Legal Counsel to both the Registration Appeals Committee and the Accreditation Appeal Committee, Ontario College of Teachers.
- Independent Complaints Review Officer, College of Immigration and Citizenship Consultants.
- Independent Legal Counsel for the Council of the College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario.
- Bilingual Discrimination and Harassment Counsel (DHC), DHC Program, Law Society of Ontario.

Lai is also a bilingual Deputy Judge of the Small Claims Court (Toronto) and the immediate past President of the Ontario Deputy Judges Association. She also served for two years as one of the inaugural Tribunal Members of the Condominium Authority Tribunal. Integral to her work and life is Lai's commitment to the promotion of social justice, diversity and inclusion. She currently is the Chair of the Board for the Chinese and Southeast Asian Legal Clinic (CSALC). She has also held roles as past-Chair of the Roundtable of Legal Diversity.

Associations (RODA), a group of legal associations committed to diversity initiatives, and past-President of the Federation of Asian Canadian Lawyers (FACL). In recognition of her significance.

Accomplishments in law and her service to the legal profession, areas of social justice, and/or the Asian community, she received the 2020 Distinguished Lawyer Award from FACL. She has been regularly called on by the Ontario Bar Association, the Canadian Bar Association, and the Law Society of Ontario, amongst others, and by the media to speak on workplace law, professional regulation, and matters of equity, diversity and inclusion.



Constantine Karbaliotis

Counsel

nNovation LLP

Constantine Karbaliotis is counsel at nNovation LLP, a boutique privacy law firm in Canada. Constantine's practice is focused exclusively on privacy and data protection, cybersecurity, and artificial intelligence. He has twenty years' experience in privacy, on both domestic and international levels. Constantine has fulfilled numerous roles in privacy: aside from the practice of law and consulting, Constantine has also acted as privacy officer and leader for two multinational organizations, where he managed the company's internal compliance and the development and implementation of privacy programs, dealing with diverse areas of international privacy and data

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protection.



Erin MacQuarrie

Associate

Steinecke Maciura LeBlanc

Erin MacQuarrie (she/her) is an associate at Steinecke Maciura LeBlanc practising in all areas of professional regulation with a specific interest in employment and human resources matters and corporate/commercial law. Erin is a member of the law societies of Ontario and New Brunswick.



Al Pomerant

Manager, Investigations

College of Massage Therapists of Ontario

Al Pomerant is the Manager, Investigations at the College of Massage Therapists of Ontario (CMTO) where he leads a team of investigators in addressing high risk concerns, including sexual abuse, inappropriate billing practices and incapacity. Prior to joining CMTO, Al worked for the College of Nurses of Ontario and the Ontario Ombudsman, carrying out impartial investigations. Al holds a BA, JD, MBA and MFAcc.



Jamie Robertson

Deputy Registrar

Ontario College of Teachers

Jamie Robertson is the Deputy Registrar at the Ontario College of Teachers. He joined the College as Director of Investigations & Hearings in September 2022.

Jamie has more than 30 years experience in a number of public education settings in Alberta and Ontario. His more recent experience at the Peel District School Board included working as Vice Principal, Principal, and Superintendent. He served three years in Human Resources as Manager and then as Superintendent.

Jamie holds a bachelor of education from the University of Alberta and an MA in Education Policy and Administrative Studies from the University of Calgary.



Jean-Francois Schaan

Professional Conduct Manager

Ontario College of Teachers

“Jean-Francois Schaan is the Ontario College of Teachers’ Manager, Professional Conduct. Jean-Francois is a member in good standing with the Law Society of Ontario and was called to the Bar in 2011. He has been with the College for ten years in various roles, as a Bilingual Investigator, Bilingual Complaint Resolution Officer and College Counsel. Prior to his employment with the College, Jean-Francois worked as Bilingual Duty Counsel with Legal Aid Ontario and as a Technical Revisor at the Supreme Court of Canada. In his spare time, Jean-Francois enjoys travelling, cooking, learning about history and supporting the Ottawa Senators on their quest for respectability.”

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Richard Steinecke

Writer and Educator, Retired Lawyer

Steinecke Maciura LeBlanc

Richard Steinecke (he/him), who co-founded the firm in 1997, continued to practise professional regulation law with enthusiasm until his retirement in 2022. Because of its comprehensive nature, courts and tribunals have cited his book “A Complete Guide to the Regulated Health Professions Act” dozens of times, even in cases dealing with non-health professions. He still updates his book twice a year. In 2015 he received the Regulatory Excellence award from the Council on Licensure, Enforcement and Regulation (CLEAR) and in 2019 he received the Tom Marshall Award of Excellence for the Public Sector from the Ontario Bar Association. He has written three crime novels related to professional regulation: Disgraceful, Dishonourable, Unprofessional, Conduct Unbecoming, and Ungovernable.



Elisha Vadnais

Governance Policy Lead

College of Registered Nurses of Alberta

Elisha Vadnais is a registered nurse who currently works as the governance policy lead at the College of Registered Nurses of Alberta (CRNA). Her work is focused on governance optimization including Council professional development, continuous improvement strategies, and policy development. Elisha has expertise in organizational wide assessment and evaluation strategies, including utilization of right-touch regulation. Her work has also included policy development of professional standards, regulatory committee optimization, and has a developing research portfolio on professional regulation and governance.

Elisha has significant experience and expertise in the scholarship of teaching and learning (SOTL) and has presented at multiple national and international conferences, as well as a past recipient of research grants and a SOTL fellowship. Elisha, along with a team from the CRNA, are recipients of the Council for Licensure, Enforcement and Regulation, regulatory excellence, team award. Elisha has a passion for inclusivity, diversity, equity, and accessibility, and sits on multiple provincial, and international committees related to advancing this work within professional regulation.



Flora Vineberg

Workplace Investigator and Trainer

Rubin Thomlinson LLP

Flora is a Workplace Investigator and Trainer with Rubin Thomlinson LLP. An empathetic lawyer, she appreciates that investigative work is an inherently participatory process built on trust, fairness, and transparency. She is passionate about deconstructing misperceptions related to identity, understanding the importance of lived experiences, and applies an intersectional, trauma-informed lens for understanding and handling conflict, prejudice, violence, and discrimination in the workplace. Specifically, Flora has a deep understanding of the complexities of gender-based violence, and how this can manifest in conduct/attitudes that create challenging workplace issues. She also has specific expertise with cases involving sexual assault and harassment, cyber-bullying,

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law enforcement, and those involving educational institutions, LGBTQ*+, and athletic- related organizations. In addition to her work at Rubin Thomlinson, Flora provides ongoing, as-needed investigation services to the Special Investigations Unit of the Ministry of the Attorney General. Prior to this, she obtained her law degree from the Peter A. Allard

School of Law as Valedictorian, where she received the Alexander J. Cohen Memorial Award in Law, as well as the Allard Prize for International Integrity. She has also attended the Institute for International Criminal Investigations in The Hague, Netherlands, for accreditation on the Investigation of Conflict-Related Sexual and Gender Based Violence under international criminal law.



Yufei (Fiona) Wang

Prosecution Lead

College of Massage Therapists of Ontario (CMTO)

Yufei (Fiona) Wang is the Prosecution Lead at the College of Massage Therapists of Ontario. Fiona has more than 10 years of experience in the compliance and regulatory field. She has worked at several professional regulators where she has gained expertise in investigations, prosecutions, and adjudications. Fiona holds a LL.B, M.A., and LL.M..

Zimra Yetnikoff

Director, Investigations and Hearings

College of Psychologists of Ontario

Zimra Yetnikoff is Director of Investigations & Hearings at the College of Psychologists of Ontario, where she oversees complaint, discipline, and fitness to practice matters. Prior to becoming Director she was a Case Manager at the College, and was responsible for investigating allegations of professional misconduct. Before joining the College in 2009, Ms. Yetnikoff worked as legal counsel with the Special Investigations Unit at the Ministry of the Attorney General of Ontario.