



PLEAC • ACEIJ

## PLEAC and Preventing Sexual Harassment in the Workplace Conference 2023

# Schedule

Wednesday, October 25

- 8:30 AM – 9:00 AM • Registration and breakfast  
*Toronto Ballroom Foyer*
- 9:00 AM – 9:15 AM • Welcome and opening remarks  
*Toronto Ballroom*  
**Rachel Gauthier, Department of Justice**  
**Jessica Reekie, Public Legal Education Association of Canada**
- 9:15 AM – 10:15 AM • Keynote address - Roles and responsibilities of public legal educators in reconciliation Webcast  
*Toronto Ballroom*  
**Kimberly Murray, Independent Special Interlocutor**  
Kimberly Murray will share her perspectives on the role – and the responsibilities – of community organizations whose work involves educating the public about the law, legal rights and the justice system in Canada. Many of the 94 Calls to Action of the Truth and Reconciliation Commission's 2015 Final Report reflect the need for deeper and broader education of the public about Canada's long history of genocide of Indigenous peoples. What actions can, and should, public legal educators take?
- 10:30 AM – 12:00 PM • Rotating tables - Advancing meaningful access to justice: taking stock, looking forward  
*Victoria Room*  
Ten years ago, the Action Committee on Access to Justice released "[Roadmap for Change](#)", a report that recommended "a plan for practical and achievable actions that will improve access to family and civil justice across Canada". Shortly after, the Action Committee identified nine "[Justice Development Goals](#)" to help measure progress. What progress have we made? Where have we fallen short? What still needs to be done, and how do we go about it? What goals would we set for the next ten years? Small group tables will discuss these questions, using key justice development goals to guide the discussion.

## Rotating tables - Moving on: how to build on the “successes” of phase 1

*Toronto Room*

Community and legal organizations often carry out projects that are funded as part of a “one-time” funder initiative. As “phase 1” of a project wraps up, many organizations seek alternative sources of funding to allow them to continue with their essential work for their client communities. But, absent continued funding, can anything be saved? Are there ways to hold on to, and even build, the successful aspects of a project? Small group tables will discuss what those aspects might look like, and ideas for keeping them going in the face of reduced or no funding.

12:00 PM –  
1:00 PM

### Lunch break

*Toronto Ballroom Foyer*

1:00 PM –  
2:30 PM

## Plenary - Looking beyond Canada: the role of community workers and other trusted helpers in the justice ecosystem

Webcast

*Toronto Ballroom*

**Dr. Pilar Domingo, Overseas Development Institute**

**Sacha Steinberger, Legal Link**

**Laura Mendoza, The Resurrection Project**

**Charise Walker, Westside Justice Center**

**Dr. Tara Mulqueen, Warwick Law in the Community**

Programs in the US, England, and across the globe are supporting “trusted intermediaries” – front-line workers assisting community members with law-related problems – in their essential role in the justice ecosystem. We will hear from leaders, activists and researchers in Illinois, California, and England about the programs they’re leading and how they serve to advance on-the-ground justice.

2:45 PM –  
3:45 PM

## Workshop - Digging deeper: key strategies and tips for providing on-the-ground community justice help

*Toronto Room*

**Sacha Steinberger, Legal Link**

**Laura Mendoza, The Resurrection Project**

**Charise Walker, Westside Justice Center**

**Dr. Tara Mulqueen, Warwick Law in the Community**

Four presenters from our earlier panel will share strategies for developing and delivering responsive, high-quality programs, and discuss how they’ve dealt with challenges.

## Workshop - Sexual harassment and violence in hospitality, gaming and airline sectors in Canada

*Victoria Room*

### **Adriana Berlingieri (PhD), The Centre for Research & Education on Violence Against Women & Children (CREVAWC)**

This presentation shares findings from a mixed-methods research study funded by the Department of Justice Canada and in partnership with the Centre for Research and Education on Violence Against Women and Children, at Western University, and Unifor (Canada's largest hospitality sector union). The study consists of an online survey and interviews with front line workers, union representatives, and Health and Safety representatives focusing on three sectors – hospitality (including hotels, resorts, and food and drink services), gaming (casinos, racetracks, and government gaming and lottery operations), and airline (customer service agents). The study aims to assess how workplace sexual harassment and violence is showing up in the lives of workers, how it is currently being addressed, and what information and resources workers, Health and Safety representatives, and union representatives need to prevent and address the problem more effectively.

## Workshop - Relax! It's Actually Accessible – how relaxing working and educational settings can provide more active learning, higher engagement and deeper understanding

*Vancouver Room*

### **Sarah Denman-Wood, PEI Human Rights Commission, SHIFT Project**

Have you ever seen the question on a form for a workshop, a conference or a job application saying "Please let us know should you have any access requirements." And think what might those be? Do I need them? Should I be offering this too? Or "Great, now I have to tell a complete stranger about my medical history?" This workshop will include an introduction to the social model of disability, a brief overview of the principles of relaxed performances, and how they can be implemented into non-traditional public spaces and organizations to reduce or eliminate barriers to education & services.

4:00 PM –  
5:00 PM

## Plenary - Artificial Intelligence: How to harness it (for good) for public legal education

Webcast

*Toronto Ballroom*

### **Professor Amy Salzyn, University of Ottawa**

**James Kosa, WeirFoulds LLP**

**Chris McGrath, Tangowork**

Should public legal educators jump on the AI bandwagon? This panel looks at AI and public legal education from a number of angles: Can AI help us advance access to justice? How can it help us understand the needs of our audiences, improve our tools and resources, and better reach our audience? How do we avoid some of the real risks associated with AI?

5:00 PM -  
6:00 PM

## Optional evening social

*Ottawa Room*

This social will take place at the DoubleTree and drinks and light snacks will be available. This year's social is an opportunity for attendees to debrief, socialize, and unwind before heading out to individual dinner plans or exploring the city. Cash bar will be available.

### Thursday, October 26

9:00 AM -  
9:30 AM

## Breakfast

*Toronto Ballroom Foyer*

9:30 AM -  
10:45 AM

## Townhall - Advocating for better justice: does public legal education have a role?

*Toronto Ballroom*

**Moderator: Professor David Wiseman, University of Ottawa Faculty of Law**

Public legal education serves many purposes. People who understand the laws that apply to them are better able to exercise their legal rights, and public understanding of the justice system supports a healthy and engaged civil society. But can – and should – public legal education do more? Does it have a role to play in helping people advocate for better laws and a fairer, more equitable justice system? What does this role look like?

11:00 AM -  
12:00 PM

## Workshop - PLE and the 2SLGBTQIA+ Community

*Toronto Room*

**Johanna Macdonald, The 519**

**Michael Blashko, Hamilton Community Legal Clinic**

**Amber Chisholm, Public Legal Education and Information Service of New Brunswick (PLEIS NB)**

**Michelle Thompson, Public Legal Education and Information Service of New Brunswick (PLEIS NB)**

This panel will explore the public legal education needs and projects of the 2SLGBTQIA+ community in Canada. It will address current work being done by and for the community, best practices for public legal educators, and the evolving legal information needs of queer people.

## Workshop - Getting started with AI: A practical discussion

*Vancouver Room*

**James Kosa, WeirFoulds LLP**

**Chris McGrath, Tangowork**

Two presenters from our earlier panel will delve into some of the practical aspects of integrating AI into PLEI work, guided by workshop participants' questions.

## Workshop - Evaluation: data and outcomes driven prevention strategies

*Victoria Room*

**Corinne Ofstie, Association of Alberta Sexual Assault Services (AASAS)**

This presentation will showcase the evaluation methods and data from Year 1 and 2 of the #momentsmatter Campaign and Engagement Strategies Toward Ending Workplace Sexual Harassment training and how the data was used to drive prevention and education strategies. Through qualitative and quantitative research in consultation with Dr. Sarah Fotheringham and Leger Marketing & Research, AASAS obtained a province-wide look at how Albertans understand and feel about: the connection between workplace culture and sexual harassment; how to foster positive and respectful workplaces; taking action by engaging in behaviours to prevent or address sexual harassment; their belief that actions help change workplace culture; and the Campaign's positive effects on workplace culture. There will be a deeper dive into training evaluation to examine how outcomes move beyond increasing participant knowledge. The reasoning behind the surveys will be shared and how the resulting data is being used to create impactful, effective, and engaging strategies that not only help address workplace sexual harassment but help prevent it from ever happening.

12:00 PM –  
1:00 PM

## Lunch break

*Toronto Ballroom Foyer*

1:00 PM –  
2:30 PM

## Plenary - Making your case to funders: practical strategies for sustaining (and even growing) your funding

Webcast

*Toronto Ballroom*

**Rob LeForte, First Lake Solutions**

**Donnalee Bell, Canadian Career Development Foundation**

It can be a huge challenge for many small not-for-profits to sustain term-limited public legal education projects once the project term has ended, often creating a hole in services that had previously been offered to community members. Panelists will share practical tips for getting funding, particularly when a project term has come to a close.

2:45 PM –  
3:45 PM

## Workshop - Evaluating Enough Already: Key steps to improving program operation and impact

*Toronto Room*

**Nicole White, Enough Already SK**

**Professor Heather Heavin, University of Saskatchewan**

**Shaneice Fletcher-Hildebrand, University of Saskatchewan**

What metrics are you using to help you meet your program objectives? What steps have you taken to improve your program's operation and expand your program's impact? Careful planning from the outset, acting on recommendations, and being willing to adapt on a go-forward basis, are all keys to successful design, implementation, and execution. In our Enough Already project, our coalition has sought to change workplace culture, by giving employers and employees the support they need to effectively prevent and respond to workplace sexual harassment. Drawing on four years of evaluation data, we want to demonstrate how evaluating with a focus on improving access to justice, can positively impact program delivery and results.

## Workshop - Building co-creation partnerships to better serve marginalized communities

*Victoria Room*

**Isabelle Bourgeois, Éducaloi**

**Rebecca Schur, Éducaloi**

This workshop will explore best practices for developing and presenting public legal education initiatives (PLEI), like workshops, together with non-legal partners. Marginalized communities within the general population can be harder to reach and can have different needs. Partnering with people or organizations that have a relationship of trust with members of marginalized communities is key to facilitating their access to PLEI. Éducaloi will share lessons learned from their experience co-creating legal education workshops with a variety of external partners to better serve marginalized communities in Quebec. This workshop will have interactive elements and opportunities for open discussion.

## Workshop - Public legal education for (and with) racialized communities

*Vancouver Room*

**Shalini Konanur, South Asian Legal Clinic of Ontario (SALCO)**

Public legal educators know the importance of identifying their main "target audience" and of developing programs and content that meet the needs of that target community. The presenter in this workshop will share their experience and learnings in developing and providing public legal education for, and with, communities that are racialized. Are there considerations we should bear in mind and practices we should follow?

4:00 PM

## Closing remarks

*Toronto Ballroom*