

hello!

thank you for accepting our invitation



We've set a table for you here in Montréal similar to the table around which Atkinson's board, staff and partners gather routinely. At this table, we talk about how to strengthen movements dedicated to decent work and a fair economy. We strategize around opportunities to reform employment standards, review Employment Insurance, negotiate community benefits, support workforce development, invest responsibly, and amplify workers' voices. We celebrate important milestones and wrestle with questions of power and privilege. We also tell stories from the past and make choices that will have consequences for the future.

On a wall near this table, you'll find Joseph Atkinson's words: "Further progress towards a solution awaits the prodding of public sentiment." That's exactly what *My Labour Our Future* was conceived to do – bring together the prodders of public sentiment to talk about progress toward solutions. It's about stronger ties across generations and movements, and the value of a short break.

If a change is as good as a rest, you can expect to return home with more energy. We've replaced the academic conference, community workshop and union convention formats with one that draws on the experience in the room – and each chair is occupied by someone who would, in a conventional meeting, be on the stage.

Each of you brings a different perspective to the conversation about the future of work. Some spend days talking systems and structures while others knock on doors and plan rallies. All of us are determined to shape a future that includes decent work.

What's really different, however, is the number of chairs reserved for people under the age of 39 and over the age of 65. Generation X and Baby Boomers might together have most of the positional power in the world, but they are outnumbered here. We're inviting everyone to hear the voices of younger and older people whose visions and dreams have a different kind of power. I'm talking about the power that propels movements and renews institutions.

These are unapologetically large goals. Anniversaries should never be wasted. They are strategic opportunities. An ideal time to think about why our work matters and how to move forward. A good moment to reflect on what should never change and what must change. They give us permission to do the things we don't think we have time to do: remember, celebrate, attend to deeper questions and bigger visions, and think about changing narratives.

**"Further progress
towards a solution
awaits the prodding
of public sentiment."**

— Joseph E. Atkinson

At 100, the International Labour Organization stands as proof that the decent work movement can realize a audacious vision. Its long history also teaches us to take nothing for granted when inequality is on the rise, economies are transforming, and democracies are struggling.

We begin *My Labour Our Future* then with a pragmatic hope, respect for many voices, and a vision grounded in the realities of workers' lives and communities. In the pages that follow, you'll find information to support your participation. We're excited to hear your voice in this conversation and to discovering where it will lead.

Colette Murphy

ATKINSON FOUNDATION
AUGUST 2019

we're on this path

wednesday

hope



arriving connecting storytelling

Who are we and what
connects us?

thursday

voice



uncovering celebrating

What is narrative and
narrative strategy -
why does it matter,
how does it work?

What's worth celebrating
and what must change?

friday

vision



organizing harvesting leaving

What can we do today
that can make the biggest
difference in the future?

How can we support
each other?

in the days ahead

movement



narrating acting

What narrative do
we want to change?

What action can we take?

details

Wednesday, August 14

1:00 – 2:00	Drinks/light lunch available/check-in	Hôtel de l'ITHQ MONT-ROYAL 6TH FLOOR
2:00 – 4:00	Welcome, Hopes and Housekeeping Connecting My Work Story, Our Work Story Everyone will make a 15-second introduction that includes their first job before we move into a few rounds of storytelling to discover the connections between us.	
4:00 – 6:00	Free time	
6:00 – 8:00	Dinner Roundtable on Hope 50 years ago, the International Labour Organization received the Nobel Peace Prize for “translating into action the fundamental moral idea on which it is based” – the idea of peace through justice. You’ll hear a surprisingly hope-filled story about a threat to the ILO’s very existence almost 30 years earlier. Over dinner, we’ll share how each of us came to believe that justice is possible and began to act on this belief.	Hôtel de l'ITHQ LA RELÈVE GOURMANDE 2ND FLOOR

Thursday, August 15

8:00 – 10:00	Breakfast Roundtable on Voice Taking action involves raising our voices to propose or oppose. It’s been said there’s really no such thing as the ‘voiceless’. Only the deliberately silenced or the preferably unheard. You’ll hear the story of an undercover investigation that had a big impact on the decent work narrative in Ontario. At breakfast, we’ll share how each of us found our voice for decent work and what we’ve learned since then about how to make our voices heard.	Hôtel de l'ITHQ LA RELÈVE GOURMANDE 2ND FLOOR
10:00 – 12:00	Uncovering Narrative – Round I In this round, we’ll investigate narrative as a strategic tool for movement builders. Four participants will kick start the conversation.	Hôtel de l'ITHQ MONT-ROYAL 6TH FLOOR

12:00 – 2:00	Indoor/Outdoor Working Lunch	
2:00 – 4:00	Uncovering Narrative – Round II This round will provide a taste of dominant narratives about the future of work, and strategies to create an appetite for alternatives. Another group of four participants will get the conversation started.	Hôtel de l'ITHQ MONT-ROYAL 6TH FLOOR
4:00 – 6:00	Free time	
6:00 – 8:00	Celebrating ILO @ 100 Reception/Standing Dinner A celebration of the International Labour Organization’s first and next century.	Écomusée du fier monde
8:00 – 10:00	Power Bar An after-party with a pop culture twist!	Hôtel Monville LOBBY

Friday, August 16

8:00 – 10:00	Breakfast Roundtable on Vision Some people see movement builders as jigsaw puzzlers who complete the picture by finding a place for every piece. You’ll hear the story behind a visionary artistic project that inspires action on a large scale. During this last meal together, we’ll share how we see ourselves and our labour as decent work activists, advocates and allies in the days and years ahead.	Hôtel de l'ITHQ MONT-ROYAL 6TH FLOOR
10:00 – 1:30	Organizing My Labour, Our Future In this final round, 10 participants will kick off the conversation about where we’re putting our efforts now as we look to the future. Everyone will have another 15-second chance to share an idea, insight or inspiration to bring the event to a close.	
1:30 – 2:00	Lunch	

heads up!

Check out the community wall.

Share what you're working on, pose questions, post petitions, flyers and campaign information, organize a meet up – whatever you'd like to share. It's outside the Salle Mont-Royal on the 6th Floor of Hôtel de l'ITHQ.

Let's turn off phones and computers to turn toward each other.

During sessions, we ask you to put your phone on mute. We won't quote each other in social media but we can share what we're seeing and learning in social media during free time. We're using the hashtags **#mylabourfuture** and **#ILO100**. The hotel's wi-fi is free.

Network Name: Hotel Conference
Password: Hotel2016

There is a shuttle service between Hôtel de l'ITHQ and Hôtel Monville.

It will leave Hôtel Monville 30 minutes before the program begins and will return 15 minutes after it ends. It will also run between Hotel Monville to Écomusée and Hôtel de l'ITHQ on Thursday evening.

We're in a world-class hospitality training centre.

ITHQ stands for *Institut de tourisme et d'hôtellerie du Québec*. Feel free to take a look around and talk with the students and staff. They have great stories to tell about how they're preparing today for the future of work in their sector – and have for over 50 years!

We have a base camp.

It's located in Salle St-Laurent on the 6th Floor. If you need assistance, you can get help there.

Translation support is available.

Two translators are here to provide simultaneous translation (using a portable system) during big conversations and 'whisper translation' when called on in smaller ones. This is not, however, a fully bilingual event.

We ask English speakers to speak slowly to enable the translation process. Also, if you are in conversation with French speakers, please let them speak first.

The Community Guidelines Team is on the job

You can speak directly with any one of these four team members:

Ausma Malik (Team Lead)
Janice Gairey
Anthony Schein
Pat Thompson

We have a quiet space for prayer and reflection.

Salon St-Louis I will be open for anyone who needs it throughout the day – across the hall from Salon Mont-Royal.

community guidelines

We're committed to making this gathering not just diverse but an inclusive, positive, collaborative and safe experience for everyone who attends.

My Labour Our Future is a space for:

- Connecting with others
- Learning from each other
- Uplifting and affirming each other

Creating such a space is a community responsibility.

Here are a few ways you can help:

- During social events and discussions, encourage others to join in. Keep an empty chair or open space in your circle for newcomers to help them feel welcome.
- Open up to others in your conversations. If you notice people dominating a discussion, ask for feedback from quieter attendees.
- Keep in mind that everyone has a different knowledge base and social framework.
- Aim to learn from differences of perspective.
- Ask questions and share insights with an open heart and mind.
- Avoid dismissing the ideas of others, even if they do not align with your personal beliefs.

The Atkinson Foundation is committed to creating a brave, inclusive space for everyone – a community grounded in solidarity, equality and respect.

Harassment, discrimination, violence and bigotry create feelings of fear, uneasiness, humiliation and discomfort. Even if our actions are not intentionally hurtful, what we say and do can hurt others or make them feel uncomfortable.

Sexual harassment is a form of sexual violence. Sexual harassment is any unwanted attention of a sexual nature. Examples may include remarks about another person's appearance or dress, unwanted flirtations, touching someone without their permission, unwanted sexual pressure and verbal abuse and name calling.

It is our collective responsibility to ensure that each member of this community feels welcomed and respected.

here's who's on this path with you



Nasma Ahmed TORONTO, ON

Nasma Ahmed is a technologist based in the city we now know as Toronto. Nasma is currently the Director of the Digital Justice Lab – our mission is to build towards a more just and equitable digital future. She has experience working alongside the public service and the nonprofit sector, focusing on technology capacity building. In 2017 she was an Open Web Fellow with Mozilla and Ford Foundation, focusing on organization digital security. She is passionate about community engagement, knowledge translation and speculating the possibilities of the future.



Zanana Akande TORONTO, ON

Zanana Akande was the first Black woman elected to the Ontario Legislature, and the first Black woman to serve as a cabinet minister in Canada. A New Democratic MLA from 1990 to 1994, she represented the downtown Toronto riding of St. Andrew–St. Patrick and served as a cabinet minister in the government of Bob Rae. After leaving politics, Zanana served as president of the Urban Alliance on Race Relations, Canadian Alliance of Black Educators and Toronto Child Abuse Centre. She worked with other community-based groups including the United Way of Greater Toronto, the Family Services Association and the Elizabeth Fry Society. Zanana was the recipient of the African Canadian Achievement Award for Education and the Award of Distinction from the Congress of Black Women.



Aldeli Albán Reyna TORONTO, ON

Aldeli Albán Reyna joined the Atkinson Foundation as a Project Manager in March 2019. Previously, she worked at the Ontario Trillium Foundation where she was a Capacity Building Specialist with the Youth Opportunities Fund. For six years, she worked at YWCA Canada in advocacy and public policy. An Afro-Peruvian writer, poet and storyteller, Aldeli's passion for justice and learning stems from a long history of community engagement, life experience, and a desire for social change.



Kris Archie VANCOUVER, BC

Kris Archie, a Secwepemc and Seme7 woman from the Ts'qescen First Nation, is the Executive Director of The Circle on Philanthropy and Aboriginal Peoples in Canada – an open network to promote giving, sharing, and philanthropy in Aboriginal communities across the country. Kris works to transform philanthropy and contribute to positive change by creating spaces of learning, relationship-building and activation.



Raf Antonio TORONTO, ON

Raf Antonio is a queer, Latinx, multi-disciplinary artist based in Toronto. His play *Salvador: A Latin-Canadian Fantasia* made Raf the first winner of the Playwrights Guild of Canada's RBC Emerging Playwright Award. In 2017, his second play *Rope Running Out* earned 12 Broadway World Toronto nominations including 'Best New Play'. Raf was a playwriting fellow at the Lambda Literary Writers Retreat for Emerging LGBTQ+ Voices in Los Angeles where he worked with acclaimed playwright Luis Alfaro. Thanks to the Canada Council for the Arts, Raf has spent the last year as an Artist-in-Residence at Cahoots Theatre working on *The Effeminates: A Queer Tale of Bloody Vengeance* under the guidance of Marjorie Chan. Most recently Raf served as a story editor on Emmy nominated children's series *Miss Persona*.



Marc Arsenault PETERBOROUGH, ON

Marc Arsenault is a proud member of the Ironworkers Organization, serving as a Regional Marketing Representative since 2010. In 2018 Marc was appointed Director of Stakeholder Relations with Ontario's Ironworkers District Council. Marc recognizes the value of strong partnerships and played a key role in the creation of the Apprenticeship Enhancement Fund (AEF) by bringing together key partners from the private sector, labour, community, and government to help improve union training centres across Ontario. Marc is an advocate of working with our not-for-profit community organizations and supporting Community Benefit agreements at all levels of government. Marc currently provides construction subject matter expertise with municipal and provincial governments around social procurement programs.



Bilan Arte OTTAWA, ON

Bilan Arte is a Black, Muslim feminist residing on unceded and never surrendered Algonquin Territory. She is an activist with over a decade of experience in grassroots and youth led movements, and is fueled by her passion for social justice and equity. Today, Bilan is the National Representative for Women and Human Rights at the Canadian Labour Congress. In her volunteer time, she is proud to serve as co-president for the board of directors of Planned Parenthood Ottawa and as a national board member for Oxfam Canada.



Lloyd Axworthy WINNIPEG, MB

Lloyd Axworthy P.C., C.C., O.M., is the chair of the World Refugee Council. He served seven years as a member of the Legislative Assembly of Manitoba and twenty-one years as an elected member of the Parliament of Canada holding several Cabinet posts, including Foreign Affairs and Human Resources Development Canada. From 2004 to 2014, Lloyd was the President and Vice Chancellor of the University of Winnipeg, where he pioneered community learning programs for Indigenous and low income youth. In 2002, Lloyd was awarded The Order of Canada, and in 2016, he was made a Companion.



Kumsa Baker TORONTO, ON

Since joining the organizing effort in his workplace, Kumsa Baker has been an advocate for decent work and equitable employment opportunities for all in Toronto. In 2015, Kumsa joined the Research Department at his union, UNITE HERE, supporting key campaigns across North America. He has also organized with the Toronto 15 & Fairness Campaign who were successful in organizing for and winning major changes and improvements to the outdated Ontario Employment Standards Act. In 2017, Kumsa was recognized for his advocac for the 2017 Young Workers Award by the Ontario Federation of Labour. Kumsa currently works as Campaigns Manager with the Toronto Community Benefits Network, supporting neighbourhood organizing for equitable, local economic development through Community Benefits Agreements on large scale urban infrastructure projects.

**Florencia Berinstein HAMILTON, ON**

Florencia Berinstein has over 20 years experience in the arts and culture sector as an arts administrator and visual artist, in deep collaboration with a broad range of workers and community groups. Florencia was the Festival Director of Mayworks Toronto from 2001-2012. She has extensive experience in developing and executing community engaged projects with labour and community groups that address issues of social justice, as well as with organizational development and programming. In 2003 she received a Chalmers Professional Development grant from the Ontario Arts Council to complete her Master's in Art in Public Space at RMIT University in Australia. Florencia also received the 2002 K.M. Hunter Award in Visual Arts from the Ontario Arts Foundation, and most recently was part of the Banff Centre's inaugural Cultural Leadership Program. She is currently the Executive Director of the Workers Arts and Heritage Centre in Hamilton, Ontario.

**Simon Black ST CATHARINES, ON**

Simon Black is an Assistant Professor of Labour Studies at Brock University. His research employs a feminist political economy approach to the study of work and labour in urban, national and transnational contexts and explores how race, class, gender, citizenship/migration shape social reproduction and the organization of paid and unpaid work. His current research interests include community unionism and 'alt-labour', domestic worker organizing and resistance, and the idea of 'collective bargaining by riot'. As a scholar-activist, Simon writes and speaks on work and inequality, social justice and social movements.

**Adelle Blackett MONTRÉAL, QC**

Adelle Blackett is Professor of Law and Canada Research Chair in Transnational Labour Law and Development at McGill University. She founded and directs the Labour Law and Development Research Laboratory. An advocate emeritus of the Barreau du Québec and an elected member of the International Academy of Comparative Law, she has worked to bring a decolonial approach to labour law. Her book, *Everyday Transgressions: Domestic Workers' Transnational Challenge to International Labour Law*, was published in 2019. Adelle has been an International Labour Organization expert on international standard setting on decent work for domestic workers (2008-2011) leading to the adoption of ILO Convention No. 189 and Recommendation No. 201; and in a labour law reform process in Haiti (2011-2014). Adelle became a fellow of the Pierre Elliott Trudeau Foundation in 2016. Her project supported a live webcast course with speakers from around the world, commemorating the ILO's centenary.

**Alejandra Bravo TORONTO, ON**

Alejandra Bravo is the Director of the Power Lab, a leadership learning initiative focused on local organizing for a fair economy. She is also the Director of Leadership and Training at the Broadbent Institute, where she builds backbone for progressive organizing in Canada. Active in the community benefits movement, she supports leaders working to build campaigns and coalitions organizing for economic opportunities for historically disadvantaged and equity-seeking groups. Alejandra contributes to movement building as a facilitator, trainer, mentor and strategist with various social change efforts. Previously she was Manager of Leadership and Learning at Maytree, where she designed and delivered political and civic training for emerging and diverse leaders. Alejandra has a 25-year history of working for progressive social change with grassroots, immigrant, and labour groups. She has worked as a community organizer, political staff and has been a City Council candidate in Toronto.

**Alexa Briggs CALGARY, AB**

Alexa Briggs currently serves as the Director, Policy and Research at CCVO. Alexa has a strong professional background as a researcher and writer, combined with extensive experience working for nonprofit organizations in managerial and leadership experience positions. Her work in policy analysis and research was enhanced at Vibrant Communities Calgary, where she served as Associate Director of Strategy and Research. Alexa holds a B.A. in Sociology with High Honours and an Interdisciplinary M.A., both from the University of Saskatchewan. Her professional experience includes numerous publications and conference presentations as well as service on nonprofit Boards.

**Ed Broadbent OTTAWA, ON**

Ed Broadbent's concern for the deepening of inequality in Canada has been a consistent theme in all of his professional and volunteer endeavours. First elected to Parliament in 1968, Ed served as a Member of Parliament for 21 years, 14 of which were spent as leader of the New Democratic Party. During his time in Ottawa, his focus was on Indigenous and economic rights, women's equality, child poverty, ethics in government, and tax equality. The founding president of Rights & Democracy, Ed has a Ph.D. in Political Theory and has taught at several universities. He has been invested as a Member of the Privy Council (1982), Officer of the Order of Canada (1993), and Companion of the Order of Canada (2002).

**Joey Calugay MONTRÉAL, QC**

Joey Calugay is a community organizer for the Immigrant Workers Centre based in Montréal. Joey has been with the IWC since 2007 and currently coordinates the efforts of the centre around migrant workers organizing. A long-time community activist, he started his organizing experience within the Filipino diaspora in Canada, helping to set up organizations such as Migrante in Canada. Joey has contributed articles to several book projects including "Muhammad Ali and the Moon Migrants" in the book *Organize: Building from the Local for Global Justice* (PM Press: Choudry, Hanley and Shragge) and "A Jeepney Ride to Tunisia" in the book *Unfree Labour? Struggles of Migrant and Immigrant Workers in Canada* (Fernwood: Choudry and Smith). With a background in documentary film production and education, he dedicates his skills towards popular education and awareness raising in his work with migrant workers in Quebec.

**Marc-André Caron MONT-TREMBLANT, QC**

Marc-André Caron's professional trajectory is intimately tied to the realities and challenges young people face. Early on, he knew that building young people's capacity around decision-making, empowerment, and personal development was where he needed to put some elbow grease. Their personal development and integration is a necessary step towards financial independence. From the age of 15, he has been a leader at Carrefour jeunesse-emploi, which supports young people between the ages of 16-35 to get into the labour market through employment, entrepreneurship, or back-to-school programs. Recently, Marc-André helped establish a social enterprise that works for the inclusion of people with limited mobility. He has developed an interest and expertise in fields like volunteerism, social development, philanthropy, and collaborative approaches.

**Kevin Cassidy WASHINGTON, DC**

Kevin Cassidy, with over 35 years of international development experience, is currently the Director of the International Labour Organization Office for the United States (with responsibility for Canada). Prior to this appointment, Kevin served in the ILO Office for the United Nations. There, he worked with member States to organise Government and Ministerial level events highlighting decent work and to introduce decent work into resolutions of the UN General

Assembly and the Commissions of the Economic and Social Council (ECOSOC). He was also the Chief Technical Adviser for the ILO's Global Campaign on Promoting Fundamental Rights at Work, where he developed numerous communication initiatives in over 40 countries including interactive radio and television programmes and training journalists on communicating locally on decent work, child labour, forced labour, and the freedom of association. Kevin holds a Masters' of Economic and Political Development from Columbia University's School of International and Public Affairs.



Peter Chapman VICTORIA, BC

Peter Chapman has worked in the field of responsible investment, including corporate engagement, education, community investment and public policy, for many years. Peter is Senior Advisor at the Shareholder Association for Research and Education (SHARE) and a consultant on responsible investment to pensions and endowments. From 2000-2018 he served as Executive Director of SHARE. From 1994-1999 he was the Coordinator of the Canadian Friends Service Committee. Peter is a Trustee of the Qube Foundation and a member of the Skagit Environmental Endowment Commission. Between 2004-2014 he represented the Canadian Labour Congress on the Global Unions Committee on Workers Capital. He has also served on the boards of the Social Investment Organization, the Grindstone Co-operative Venture Fund and the West Coast Environmental Law Association, and was a member of the Global Reporting Initiative Stakeholder Council (2004-2010). Peter holds a Bachelor of Arts from Simon Fraser University.



Paul Clifford TORONTO, ON

Paul Clifford has recently retired as the elected President of UNITE HERE Local 75, a position he has held since 1996. Born and raised in Toronto, Paul started organizing with HERE (the Hotel Employees Restaurant Employees union) in the 1980s. He was part of an organizing team that successfully unionized 2,600 clerical and technical workers at Yale, and helped workers in Chicago hotels, airports and riverboat casinos join the union. Paul has served on the Board of Directors of Tourism Toronto, the Board of Governors of George Brown College, and the board of the Atkinson Foundation.



Nora Cole TORONTO, ON

Nora Cole is a Project Manager at the Atkinson Foundation. She previously worked in politics at the municipal, provincial and federal level on community outreach, communications, and issue organizing – including on issues of precarious work and unpaid internships. She completed her Master's of Arts in Governance, Development and Public Policy in 2017 at the University of Sussex's Institute of Development Studies, where she researched accountability mechanisms, budgeting for social inclusion, and security-focused development programs.



Tom Cooper HAMILTON, ON

For the past nine years, Tom Cooper has served as Director of the Hamilton Roundtable for Poverty Reduction – a collaborative organization formed to tackle the City's unacceptable levels of poverty. Through the Roundtable's work, Tom has advocated for social assistance rates that reflect the real costs of living, fought to end to predatory lending in Ontario and helped co-found the Ontario Living Wage Network – an initiative of 30 Ontario communities endeavouring to address working poverty. Tom was involved in helping to establish Ontario's first basic income pilot and after its cancellation last year, he continues to advocate on behalf of 4,500 pilot participants for a political or legal resolution. In 2017, the Hamilton Roundtable for Poverty Reduction was recognized with the national 'Leadership in Poverty Reduction Award' by Vibrant Communities Canada.



Shannon Devine TORONTO, ON

Shannon Devine is a labour and equity activist and has worked in the labour movement for nearly 15 years in the areas of communications, public relations and strategic planning. Previously, she trained and worked as a print journalist. Shannon has assisted in dozens of electoral, workplace and organizing campaigns, rounds of collective bargaining and membership outreach initiatives. She believes firmly in the rights of workers to organize and in the amazing things that can be accomplished, when we do! She currently works at the United Steelworkers union as the department leader of New Media and IT.



Cecilia Diocson LASALLE, QC

Cecilia Diocson makes her living as a registered nurse. Cecilia is known, however, more as a community-based researcher, organizer and speaker. She founded the Philippine Women Centre of BC and helped in the formation of the Filipino Canadian Youth Alliance and Filipino Migrants Workers Organizations in Canada. She currently heads the National Alliance of Philippine Women in Canada. She had done community-based research with several academics on various community issues particularly on women, youth and students, racism and immigrant workers. She co-authored with Dr. Habiba Zaman the research paper, Workplace Rights for Immigrants in BC: The Case of Filipino Workers, that detailed the precarious working conditions of Filipino immigrant workers in the process of their struggle for settlement and integration in Canada together with their families. Cecilia continues to be involved in various community work – sharing her experiences in community-based political and social activism with the new generation of Filipino workers, youth, women and immigrants.



Natalie Drolet VANCOUVER, BC

Natalie Drolet joined the Migrant Workers Centre as Executive Director – Staff Lawyer in November 2014. Her legal practice focuses on the areas of immigration law and employment law. Natalie has been active in the fields of migration and human rights since 2003 when she worked as a researcher in Thailand for Rights & Democracy. Before joining MWC, she served as the Staff Lawyer for a multilingual access to justice initiative with the South Ottawa Community Legal Services. Prior to this, Natalie worked in Phnom Penh, Cambodia where she managed projects to advance the rights of domestic workers with the Legal Support for Children and Women. Natalie received her Bachelor of Laws and Bachelor of Civil Law from McGill University in 2009 and her Masters in Immigration and Settlement Studies from Ryerson University in 2005.



Judy Duncan TORONTO, ON

Judy Duncan is the Head Organizer of ACORN Canada. She founded ACORN Canada in 2004 after working for a year with ACORN USA in Washington State as the Lead Organizer. Prior to that Judy did her Masters at the University of British Columbia in Community and Regional Planning.



Chuka Ejeckam VANCOUVER, BC

Chuka Ejeckam is the Director of Research and Policy at the BC Federation of Labour, as well as a master's student in political science at the University of British Columbia. He holds a BA in rhetoric from the University of Winnipeg, and a combined BA in political science and philosophy from UBC. His work focuses on structural inequity, both political and economic. At the BCFED, Chuka is the lead director on issues related to the future of work, the rise of precarious employment, and the rapidly accelerating climate crisis. His graduate thesis considers the impact of drug prohibition on racialized communities, major drug-transit countries, and major drug-producing countries, and advances arguments for reparations.

**Miriam Fahmy** MONTRÉAL, QC

For 15 years, Miriam Fahmy has worked on strengthening the building blocks of a strong and vibrant democracy by promoting and supporting citizen participation, economic equality and civic literacy. As a consultant, independent researcher and facilitator, she advises governments, municipalities and non-profits on their participatory processes and social development initiatives. She also supports university centres and think tanks in participatory research projects. Miriam was formerly the Director of Research and Publications at the Institut du Nouveau Monde (2004-2014). From 2014 to 2016, she held a monthly public affairs column in the *Métro* Montréal. She is a guest lecturer in the Political Science department at Université de Montréal. She has edited over 20 books and has facilitated dozens of public debates, deliberations and workshops. She is a member of the editorial board of *Nouveau Projet* magazine. Miriam holds an MA in French Language and Literature from McGill University and a Bachelor of Business Administration from HEC Montréal.

**Fay Faraday** TORONTO, ON

Fay Faraday is a social justice lawyer, strategic adviser and community organizer in Toronto. As the founder of Faraday Law, she represents unions, community organizations and coalitions in constitutional, human rights, labour and public law and has represented clients in many leading cases at the Supreme Court of Canada. She helps community groups and public institutions develop strategic plans to advance human rights and social justice. For nearly three decades Fay has also worked with and advocated for the rights of migrant workers in Canada. She is also a visiting professor at Osgoode Hall Law School and is the Packer Visiting Chair in Social Justice at York University. Fay is a board member at the Atkinson Foundation.

**Frazier Fathers** WINDSOR, ON

Frazier Fathers is a graduate from the University of Windsor and University of Michigan with Masters' of Political Science and Public Policy degrees specializing in international relations and local economic development respectively. Currently, Frazier is working for United Way Windsor-Essex County where he facilitated the launch of the Windsor-Essex Community Benefits Coalition as well as currently leading community based collective impact work on creating prosperity for children and youth in the metropolitan area with the highest child poverty rate in Canada. You can learn more about issues in Windsor-Essex on his blog, www.gingerpolitics.com.

**Jocelyn Formsma** OTTAWA, ON

Jocelyn Formsma is the Executive Director of the National Association of Friendship Centres (NAFC). Jocelyn is a member of the Moose Cree First Nation in Northern Ontario. She holds an Honours Bachelor of Social Sciences and a Juris Doctorate from the University of Ottawa. As Executive Director, she brings her legal training and passion for Access to Justice to her work with Indigenous peoples in urban environments and the Friendship Centre Movement towards innovative, positive and effective systemic change for Indigenous peoples. Jocelyn has over 15 years of work and volunteer experience building strong relationships and advocacy on behalf of Indigenous peoples. In addition, Jocelyn serves as the Chairperson of the Aboriginal Peoples Television Network, Board Member of the National Indian Child Welfare Association, Founder of the Morningstar Fund and is an Advisor to the Ontario Indigenous Youth Partnership Project.

**Joel French** EDMONTON, AB

Joel French is the Executive Director of Public Interest Alberta, a position he has held since 2015. Joel previously served as the organization's Communications Coordinator and has also served in staff positions with Friends of Medicare and former Alberta NDP Leader Brian Mason. He has a degree in Middle Eastern and African Studies and Religious Studies from the University of Alberta and a diploma in Computer Systems Technology from Lakeland College. He has worked on election campaigns at the municipal, provincial, and federal levels for progressive candidates. Joel also currently serves in positions that help guide the work of the Parkland Institute, the Next Up youth leadership program, and the Alberta Green Economy Network.

**Janice Gairey** NORTH YORK, ON

Janice Gairey has amassed over fifty years as a social justice advocate. She started her career as an Educational Assistant and quickly moved up her union's ranks, becoming Vice-President of CUPE 1874. She worked with several unions, the Toronto & York Labour Council, and the Ontario Federation of Labour where she served as the Human Rights Director from 2007 until her retirement. She was the longest-serving president of the Coalition of Black Trade Unionists' Ontario Chapter, and continues as President Emeritus. Under her leadership, the CBTU formed a formal alliance with the Latin American Trade Unionists' Coalition and the Asian Canadian Labour Alliance. Janice continues her organizing work today, with the African Canadian Legal Clinic and Black Lives Matter Toronto on racial profiling and carding in Toronto. She also serves on the Executive of the Congress of Union Retirees of Canada. Janice continues to devote attention to developing other activists and supporting the next generation of leaders.

**Anastasia Gaisenok** VANCOUVER, BC

Anastasia Gaisenok was born and raised in Belarus and has been living on unceded Coast Salish territories since 2003. Over the past 15 years, she's been engaged in social change work, from student union activism to grassroots organizing, and from popular education to policy advocacy. Anastasia served on the board of Oxfam Canada, and chaired the BC Poverty Reduction Coalition. She is also a former member of the Women's Advisory Committee for the City of Vancouver and of the Steering Committee of the BC Health Coalition. For the past four and a half years, Anastasia has led Check Your Head – a youth non-profit organization in Vancouver, BC. Their mission is to educate, activate, and empower young people to engage in social, environmental and economic justice movements and to create a more equitable, democratic and sustainable future, by providing education, resources, training and support for youth in British Columbia and beyond.

**Mary Gellatly** TORONTO, ON

Mary Gellatly is Community Legal Worker in the Workers' Rights Division at Parkdale Community Legal Services. Mary has over almost 30 years of experience in workers' rights and community organizing. She was one of the co-founders of the Workers' Action Centre. Mary conducts community action research with the Workers' Action Centre and develops labour and migrant worker policy. She has also written reports including *Still Working on the Edge: building decent jobs from the ground up* (Workers' Action Centre 2015). Mary is co-lead of the *Closing the Employment Standards Enforcement Gap: Improving Protections for People in Precarious Jobs*, a collaborative research initiative. She was on the 2019 Expert Panel on Modern Federal Labour Standards.

**Sean Geobey** WATERLOO, ON

Sean Geobey is the Assistant Professor in Social Innovation and Social Entrepreneurship at the University of Waterloo's School of Environment, Enterprise and Development (SEED) and the Director of Academic Programs for the Waterloo Institute for Social Innovation and Resilience. He has worked with a number of research-intensive or policy-oriented organizations inside and outside academia including the City of Kitchener, Filene Research Institute, Canadian Credit Union Association, Waterloo Institute for Social Innovation and Resilience (WISIR), and the Canadian Index of Wellbeing. A current major applied research project he is working on involves the estimated 700,000 Canadian small business owners seeking to retire in the next 15 years and enabling some of them to convert their businesses into social purpose organizations such as co-operatives, social enterprises and non-profits.

**Dalia Gesualdi-Fecteau** MONTRÉAL, QC

Dalia Gesualdi-Fecteau, LL.D., is a professor at the Faculty of Law and Political Science of the Université de Québec à Montréal (UQAM). Dalia is a member of the Québec Bar and practiced law for several years at Québec's Labour Standards Commission. Her research focuses on socio-legal issues relating to the effective implementation of labour law. In the past years, she has studied in what context temporary foreign workers mobilize their labour rights. She is also interested in the consequences of the porous frontiers between working time and personal time and seeks to document the impact of labour laws' jurisdictional and administrative structure on the enforcement of this regulatory framework.

**Yu Gu** VANCOUVER, BC

Yu Gu is a filmmaker and visual artist born in Chongqing, China and raised in Vancouver, Canada. She explores themes of identity, migration and artistic freedom. Yu's hybrid documentary *A Moth In Spring* premiered at Hot Docs International Film Festival and was broadcast on HBO. She co-directed *Who is Arthur Chu?* which garnered two Best Documentary Awards on the festival circuit, was broadcast on PBS, and released across all digital platforms. Her second film, *A Woman's Work*, world-premiered at the 2019 Tribeca Film Festival and won Best Emerging Filmmaker Award at the Los Angeles Asian Pacific Film festival. Yu is directing *Interior Migrations*, a multi-platform project documenting memories of migrant workers in Canada. The first 3-channel short documentary from this series premiered at the Art Gallery of Ontario's "Every.Now.Then: Reframing Nationhood" exhibit (2017). Yu received her MFA in film production from the University of Southern California and a BA from the University of British Columbia.

**Mohammed Hashim** TORONTO, ON

Mohammed Hashim is a labour and human rights advocate working as the Senior Organizer for the Toronto and York Region Labour Council. Mohammed advocates on issues related to workers' rights at the municipal level and is a leader in the promotion of equity issues and tackling Islamophobia. Mohammed has been deeply involved in a number of advocacy issues including tackling Islamophobia and anti-black racism at the Peel and York School Boards as well as a number of anti-privatization campaigns. Mohammed is also a crisis communications consultant, and has assisted the Muslim community on a series of incidents, including providing support during the Québec Mosque Massacre. Mohammed currently sits as a Board Member of the Urban Alliance on Race Relations where he co-founded the Muslim Youth Fellowship. He is also a Founding Advisor of Progress Toronto.

**Al Hatton** COLWOOD, BC

Al Hatton is the former President and Chief Executive Officer of United Way Centraide Canada, a national organization that provides leadership and services to 112 member United Ways – Centraides. He was also the former Executive Director of the Coalition of National Voluntary Organizations, a coalition of 130 of the largest charities in Canada. For over 42 years, he has been involved in the voluntary sector as a volunteer, frontline staff, and in senior management positions, including as National Director of Job Generation and Director of External Relations for YMCA Canada. Al has served on government task forces on federal refugee policies, employment policy, and funding for the sector. In 2001, Al received the Public Policy Forum Testimonial Award for his contribution to improving public sector management in Canada.

**Michal Hay** TORONTO, ON

Michal Hay is a Founding Board Member and Executive Director of Progress Toronto. Michal's focus in organizing is bridging the gaps between people and the political power needed for progressive change. Michal was 2017 Campaign Director for Jagmeet Singh's successful NDP Leadership Campaign and she was one of Chatelaine's Top Women in Canada of 2017. Michal is Treasurer on the Board of Directors of the Broadbent Institute. She also serves on the boards of the Urban Worker Project and the Toronto Environmental Alliance. She was Chief of Staff to Toronto City Councillor Mike Layton for six years and in 2014 she was Field Director for Olivia Chow's Toronto Mayoral Campaign. Through work and activism she has had leading roles on a number of issue based and electoral campaigns at the municipal, provincial and federal levels across Canada.

**Kate Hayman** TORONTO, ON

Kate Hayman is an Assistant Professor at the University of Toronto and practices emergency medicine at the University Health Network. She completed her emergency medicine training at the University of Western Ontario, and completed her Masters of Public Health at Johns Hopkins University. She is a member of Health Providers Against Poverty and a steering committee member of the Decent Work and Health Network, through which she advocates for improved worker protections as a social determinant of health. Dr. Hayman also co-chairs the Health Equity subcommittee of the Global Health Emergency Medicine group at the University of Toronto. This work utilizes the lens of the emergency department as a "safety net" to identify issues of access to health care and material resources that drive people to utilize emergency health services.

**Mark Hennessy** TORONTO, ON

Mark Hennessy is the Special Assistant to United Food and Commercial Workers Canada (UFCW Canada) National President Paul Meinema. He works closely with UFCW Canada Local Unions across the country advocating for workers at all levels of government. Mark first became involved with the union as a proud UFCW 248-P member while working at Maple Leaf in Saskatoon, Saskatchewan. He was elected 1st Vice-President to the Local Union Executive Board and 1st Vice-President of the Saskatoon and District Labour Council. He is a proud alumni of the UFCW Youth Internship Program, having completed the program in 2001. In 2006, Mark began working at the Canadian Labour Congress continuing his political work and in 2012 was named Director of Political Action. In 2015, Mark returned to UFCW Canada and currently works out of the National Office in Toronto and is responsible for all political and legislative affairs with the federal government.

**Trish Hennessy** TORONTO, ON

Trish Hennessy is the executive director of Upstream: institute for a healthy society. She was the founding director of the Canadian Centre for Policy Alternatives' (CCPA) Ontario office, which focuses on income inequality, decent work, and the role of government from a provincial and municipal perspective. She co-founded and directed the CCPA's national project examining income inequality in Canada. She also co-founded the Ontario Living Wage Network. Trish is a former newspaper journalist, originally from Saskatchewan (RIP Moose Jaw Times Herald), but she now lives in Toronto. She has a B.A. Sociology from Queen's University, B.S.W. from Carleton University, and M.A. in Sociology from OISE/University of Toronto.

**Alex Himelfarb** OTTAWA, ON

Alex Himelfarb held a succession of senior positions with the federal government over 28 years, including Executive Director of the National Parole Board, Associate Secretary of the Treasury Board, and Deputy Minister of Canadian Heritage, culminating in his appointment as Clerk of the Privy Council and Secretary to the Cabinet, the most senior public servant in the federal government. He served as Clerk for three Prime Ministers from 2002 until 2006 when he was appointed Canada's Ambassador to Italy with concurrent accreditation to Albania, San Marino, and as High Commissioner to Malta. Before entering the public service, Alex taught at the University of New Brunswick for nearly a decade, and more recently served as Director of the Glendon School of Public and International Affairs at York University, where he continues to serve as Director Emeritus. He sits on the board of the Atkinson Foundation.

**Jennifer Hollett** TORONTO, ON

Jennifer Hollett has worked many jobs over the years, from Arby's drive-thru cashier to MuchMusic VJ. As an award-winning broadcast journalist, she's covered stories across country with CBC, CTV, and CHUM. Most recently she was the head of news and government at Twitter Canada, and uses media and social media to connect people to politics and community issues. Jennifer has a Master of Public Administration from Harvard University, and served on the boards of directors at both Toronto Environmental Alliance and Social Planning Toronto. She works closely with the Atkinson Foundation in their work with civic tech and public narrative. She also delivered a TEDxTalk called "How to Hate Politics," about how to remain engaged in an era of political cynicism.

**Ted Howard** CLEVELAND, OH

Ted Howard is the Co-founder and President of The Democracy Collaborative, an action-oriented progressive think tank established 20 years ago in the United States. He has been named one of "25 visionaries who are changing your world" and identified by the Guardian newspaper as "the de facto spokesperson for community wealth building" internationally. In 2008, he led a team that developed the comprehensive job creation and wealth building strategy that resulted in the Evergreen Cooperative Initiative in Cleveland, OH. The Evergreen Cooperatives, in turn, were an important inspiration for the community wealth building strategy now underway in Preston, Lancashire (widely reported as "The Preston Model") and other cities in the United Kingdom. He is co-author of "The Making of a Democratic Economy: Building Prosperity for the Many, Not Just the Few." (July 2019, Berrett-Koehler), and a Fellow of the Royal Society of Arts in Great Britain.

**Syed Hussan** TORONTO, ON

Syed Hussan is the Coordinator of the Migrant Workers Alliance for Change (MWAC), Canada's largest migrant worker rights coalition, and co-founder of the Migrant Rights Network (MRN). At MWAC, Hussan provides strategic support to self-organized groups of migrant agricultural

workers, care workers, international students, undocumented families and other non-permanent residents to win critical legal reforms provincially and federally. Hussan has also been central to winning Sanctuary City resolutions first in Toronto, and subsequently in cities across the country. Since 2013, Hussan has worked with immigration detainees including on legal challenges at the Supreme Court of Canada. Hussan has been working Grassy Narrows First Nation since 2008 which in 2017 won a commitment to a remediation of their mercury poisoned river. Hussan is a frequent writer and commentator on issues of racism, migration, environmental justice and Islamophobia, and co-founded the #RememberJan29 project to mark the Québec Mosque shooting.

**Iglia Ivanova** VANCOUVER, BC

Iglia Ivanova is a feminist economist who researches and writes on key social and economic challenges facing BC and Canada, including poverty, economic insecurity and labour market shifts toward more precarious work. As a Senior Economist and Public Interest Researcher at the Canadian Centre for Policy Alternatives' (CCPA) BC Office, Iglia also investigates issues of government finance, tax policy and privatization and how they relate to the accessibility and quality of public services. She is particularly interested in the potential for public policy to build a more just, inclusive and sustainable economy. Much of Iglia's community involvement outside of CCPA—on boards, in coalitions and in other advisory roles—is in service of promoting equity and empowering women and other marginalized people. Iglia holds an MA in Economics from the University of British Columbia and a BA in Economics from Simon Fraser University.

**Andrew Jackson** OTTAWA, ON

Andrew Jackson spent most of his career as Chief Economist and Director of Social and Economic Policy with the Canadian Labour Congress (CLC). Since retiring from the CLC in 2012 he has been senior policy adviser to the Broadbent Institute, and spent two years as the Packer Visiting Professor of Social Justice at York University. He is currently an adjunct research professor at Carleton University. He has written a regular column for the Globe and Mail Report on Business and is the author of numerous articles and several books, including *Work and Labour in Canada: Critical Issues* which is now in its third edition with Canadian Scholars Press.

**Sarah Jama** HAMILTON, ON

Sarah Jama is a community organizer from Hamilton, Ontario. She is co-founder of the Disability Justice Network of Ontario (DJNO) and a current board member with the Hamilton Transit Riders Union. She is also working with the Hamilton Wentworth District School Board to create curriculum around combating anti-black racism. Sarah works at the Hamilton Centre for Civic Inclusion as a Program Coordinator. She recently co-managed the successful municipal campaign of Councillor Ninder Nann in Hamilton Ontario.

**Binu Jeyakumar** CALGARY, AB

Binu Jeyakumar is the director of the clean energy program of the Pembina Institute, Canada's leading energy think tank. Binu's portfolio includes managing the phase-out of coal power, integrating renewables, and modernizing the grid. She has expertise in fossil fuel and renewable generation technologies, community energy, and sustainability strategy development. She has designed and convened several multi-stakeholder engagements on energy policy issues. Before joining the Pembina Institute, Binu worked as a plant and performance engineer at TransAlta's various generating facilities in Alberta, Ontario, and Mexico. She also supported Ghanaian local government officials in designing participatory processes for infrastructure planning. She currently serves on the board of Blue Green Canada.

**Lynn Jones** HALIFAX, NS

Lynn Jones is a proud African Canadian born and raised in Truro, Nova Scotia. Her roots span several generations, making her one of several Indigenous African Nova Scotians. She was a Federal Public Service employee for over 30 years and has extensive experience in the labour movement: this includes being the first Black General Vice-President of the Canadian Labour Congress and National Vice-President of the Canada Employment and Immigration Union. She continues this work as a part of the Fight for \$15 campaign. Lynn is the recipient of the Queen's Medal and chair of the Global Afrikan Congress Nova Scotia Chapter, an organization which seeks reparations for the Atlantic Slave Trade. She recently donated over 50 years of personal archival material on the Black local, national and international community to the Saint Mary's University Library and archives where it is now housed as The Lynn Jones African Canadian and Diaspora Heritage Collection. In 2006, Lynn was recognized with an Honorary Doctorate from Acadia University.

**Adrienne Kelly** MONTRÉAL, QC

Adrienne Kelly joined the Lucie and André Chagnon Foundation in April 2018 as Vice President, Partnerships, Learning and Chief Operating Officer. Adrienne has over 20 years of experience in Canada, the United Kingdom, South Africa and the United States. She has worked alongside numerous community and philanthropic organizations in education, youth development and reducing inequalities. For many years, Adrienne has volunteered with children and youth in multiple organizations. Adrienne completed her undergraduate education at the University of King's College. She also holds a Master's degree in International History from the London School of Economics and Political Science and a Master's degree in Education from Harvard University. In addition, she attained multiple teaching credentials from the Massachusetts Department of Education for grades 1 to 12.

**Joanna Kerr** TORONTO, ON

Joanna Kerr is President and CEO of Tides Canada, a leading national charity supporting community-led transformation for nature and people through innovative solutions. Joanna led Greenpeace Canada as Executive Director, working to stop climate change and protect precious biodiversity while supporting Indigenous rights. She served as the first female Chief Executive of ActionAid International based in South Africa working in 50 countries with the most marginalized communities to tackle inequality. She also led the Association for Women's Rights in Development, transforming it into one of the most significant global feminist conveners and influencers on funding for gender equality. Joanna is currently the Chair of the Board of The Match International Women's Fund, Canada's global fund for women.

**Jamie Kirkpatrick** SASKATOON, SK

Jamie Kirkpatrick is the Program Manager for Blue Green Canada, an alliance of labour unions, environmental and civil society organizations advocating for working people and the environment by promoting solutions to environmental issues that have positive employment and economic impacts. Prior to joining Blue Green Canada Jamie was the Chief of Staff to Toronto City Councillors Mike Layton and Shelley Carroll. He has a long history of environmental activism running successful environmental campaigns related to public transit, air quality, and protecting green space with the Toronto Environmental Alliance and Sierra Club Canada.

**Lindsay (Swooping Hawk) Kretschmer** TORONTO, ON

Lindsay Kretschmer's family comes from Six Nations of the Grand River Territory. Lindsay is German and Mohawk; Wolf Clan and her spirit name is Swooping Hawk. Lindsay has worked in the non-profit sector for nearly 20 years. She has served in senior management roles both locally and provincially. Her areas of expertise include; Indigenous social justice issues, and wellbeing, provincial and federal negotiations, program and training development, research and evaluation, policy and advocacy and capacity and partnership building. Lindsay is passionate about Indigenous community wellbeing and she has a strong commitment to developing solutions for social change. Lindsay holds a Women's Studies Certificate from York, an Advanced Diploma in Advertising, an Executive-Level Conflict Management, an ADR Certificate from University of Windsor Law School, and a Diversity Leadership Certificate from the Schulich School of Business. Lindsay is the Current Executive Director of the Toronto Aboriginal Support Services Council (TASSC).

**Deena Ladd** TORONTO, ON

Deena Ladd has been working to improve wages and working conditions in sectors of work that are dominated with low-wages, violations of rights, precarious and temp work for the past 27 years. Deena has worked to support and develop grassroots training, education and organizing with groups such as the Fight for \$15 and Fairness Campaign, Decent Work and Health Network as well as the Migrant Workers Alliance for Change. Deena is one of the founders and Executive Director of the Toronto Workers' Action Centre. The Workers' Action Centre organizes to improve wages and working conditions with low-waged workers, women, racialized and immigrant workers in precarious jobs that face discrimination, violations of rights and no benefits in the workplace.

**Amy Langstaff** TORONTO, ON

Amy Langstaff is a consultant and writer who helps organizations transform complex information into clear, effective communications. She works with clients to distill key insights from research; mobilize knowledge within or beyond their organizations; and communicate with energy and clarity. Amy has developed strategic plans, social responsibility reports, landscape scans, research briefs, case studies, and speeches for clients such as the Atkinson Foundation, Art Gallery of Ontario, the Canadian Centre for Legal Innovation in Sexual Assault Response, Kids Help Phone, and Waterfront Toronto. Before launching an independent practice in 2007, she worked as a writer and researcher at Environics Research, an evidence-based consultancy.

**Emily Leedham** WINNIPEG, MB

Emily Leedham is a labour reporter, radio producer and community organizer based in Winnipeg, Manitoba, Treaty 1 territory. Emily is an editor at RankandFile.ca and hosts a weekly labour news radio show and podcast called *Rank & File Radio - Prairie Edition*. She currently organizes with Fight for \$15 & Fairness Manitoba. In 2013, Emily co-founded the Consent Awareness & Sexual Education Club at the University of Calgary, instigating the first review of the U of C's sexual assault policies and procedures in 25 years, co-writing a grant for 3 years of sexual violence prevention programming, and implementing bystander intervention training at the U of C's campus bar, the Den. She is passionate about projects that facilitate solidarity and capacity building among workers from diverse backgrounds.



Lyndsay Macdonald TORONTO, ON

Lyndsay Macdonald has an MA in Early Childhood Studies from Ryerson University. Lyndsay has worked in a number of early childhood education and childcare (ECEC) settings in Ontario, as well as in Australia. She is currently a faculty member of Humber College, teaching ECE, and a board member of the Association of Early Childhood Educators Ontario. Lyndsay has also worked as a policy researcher at the Childcare Resource and Research Unit and as part-time coordinator at the Child Care Advocacy Association of Canada. She is a passionate leader who believes in the central role of ECEs in the broader ECEC advocacy movement. She believes that the AECEO plays an integral role in uniting and representing ECEs and is committed to promoting the recognition, support and remuneration of ECEs in Ontario.



Ausma Malik TORONTO, ON

Ausma Malik joined the Atkinson Foundation as Director of Social Engagement in May 2016. She brings a background in policy, community organizing and communication to the team, having worked at Queen's Park and as the Director of Campaigns and Community Outreach at the Stephen Lewis Foundation. From 2014 – 2018, Ausma was a Toronto District School Board Trustee for Ward 10 (Trinity-Spadina). She is a lifelong human rights and social justice activist who has taken on a variety of leadership roles within the community over the years. She hosts Just Work It, Atkinson's platform for podcasts and live events for and by millennial workers.



Farah Malik TORONTO, ON

Farah Malik is the Atkinson Foundation's Finance Manager. Farah joined the Foundation in the fall of 2015 after four years as the Accounts Manager for the Centre for Social Innovation. Her educational background is in commerce, accounting and human resources administration. A human rights activist at heart, Farah works with organizations that raise our collective voice for justice and peace here in Canada and in the Global South.



Bochra Manai MONTRÉAL-NORD, QC

A researcher and active citizen, Bochra Manai graduated from the Institut national de la recherche scientifique in Urban Studies. Her doctoral thesis focused on the spatialization of Mahgreb communities in Montréal and highlighted the visibility of their ethnicity within urban spaces in the city. Bochra is particularly passionate about issues like ethnicity, immigration, and challenges around co-existing in urban environments. She continues to pursue her intellectual work through writing and participating in projects in Québec and abroad. As of 2017, she brings her expertise to Montréal-Nord as a non-profit professional working in community-based issues through the organization Parole d'excluEs. As a citizen, she is involved with various organizations working on cultural issues like Silk Road Institute or on human rights issues like the Ligue des droits et liberté (LDL) and the National Council of Canadian Muslims (NCCM).



Kara Manso TORONTO, ON

Kara Manso is a former live-in Care Worker and an organizer with Caregivers' Action Centre (CAC), a grassroots organization made up of current and former Care Workers and their allies seeking radical change for migrant Care Workers in Canada. Through her involvement with CAC, Kara has been advocating and lobbying for fair employment and immigration status for Care Workers and Migrant Workers. She is also a multi-disciplinary artist. She centers her works around her lived experiences as a Care Worker in the struggle to stay in Canada and fight for decent work and permanent immigration status.



Heather Marshall TORONTO, ON

Since her early years exploring rural Canada, Heather Marshall has been a passionate advocate for the environment and human rights. After completing her B.Sc in Environmental Science at the University of Toronto and gaining exposure to political decision making, she committed her career to campaigning on local environmental issues and promoting civic engagement at the municipal level. As Campaigns Director of the Toronto Environmental Alliance (TEA), Heather helps lead TEA's current and future campaigns to victory and holds true to TEA's vision of a greener Toronto for all. Heather wants to see systemic changes that achieve social equity and build fair economies in a rapid transition to a sustainable city and province. Through many years of coalition work and her M.Ed studies in adult education and community development, Heather has become driven to build local power to change the system and amplify community-led solutions to respond to complex challenges like poverty and climate change.



Judith Maxwell OTTAWA, ON

Judith Maxwell is a Board Director and Co-Founder of Synapcity, formerly the Citizens Academy of Ottawa, supporting people and organizations in learning, thinking and acting together for a better city. She is a pioneer in deliberative dialogues that give unaffiliated citizens a voice in public policy discussion. She also has deep experience in both public and private sector think tanks, and has established a national reputation as a leading thinker on Canada's social and economic policy choices with a focus on family, community, health and employment. Judith is a member of the Order of Canada and a former member of the Board of Directors of the Community Foundation of Ottawa and BCE Inc. She has been awarded several honorary degrees. She was President of Canadian Policy Research Networks (CPRN) (1994 to 2005), and Chair of the Economic Council of Canada (1985 to 1992).



Gil McGowan EDMONTON, AB

Gil McGowan is the president of the Alberta Federation of Labour (AFL), which represents more than 175,000 workers. Gil has presided over a period of substantial growth for the AFL. He has also led public discussion and policy changes on resource development, the temporary foreign worker program, climate change and green jobs, a \$15 minimum wage, pension reform, the labour code and employment standards, and occupational health and safety and WCB legislation. Gil has been instrumental in the AFL's political action campaigns, including the campaign that helped elect Alberta's first NDP government in 2015. That year, he was named one of Alberta's 50 most influential people. Gil also sits on the CLC's Canadian Council and was Co-Chair of the Energy Diversification Advisory Committee (EDAC) of Alberta. He was also appointed to the Federal Just Transition Task Force to support transition strategies for workers and communities affected by the phase out of coal-fired electricity across Canada.



Neil McInroy MANCHESTER, UK

Neil McInroy is the Chief Executive Officer of the Centre for Local Economic Strategies (CLES), the UK's leading organisation dedicated to progressive local economics. Neil has over 25 years experience of advancing practical policy and action on economic, social and climate justice, in numerous municipalities across the UK. For Neil the prevailing extractive fossil fuelled economic development model is broken, and he is an advocate and campaigns for a new local economics. Central to this is his and CLES innovative and practical work on community wealth building: an approach which seeks to make wealth and the economy owned more by local people, and communities. Neil lives and is based in Manchester, England. However, he is originally from the Highlands of Scotland.

**Kristy Milland** TORONTO, ON

Kristy Milland is community manager of TurkerNation.com. She has been a crowd worker for more than a decade, as well as a Requester and a researcher. She currently attends law school at the University of Toronto, and is keenly interested in the treatment of crowd workers, both legislatively and directly by users of and the platforms themselves. She travels the world speaking about the experiences of workers, advising government bodies on rules which promote ethical treatment, nonprofit organizations and unions on how to help, and academics on how to work best with this population.

**Jenn Miller** TORONTO, ON

Jenn Miller was named Director of Social Investment at the Atkinson Foundation in the summer of 2015. Jenn came to Atkinson from the City of Toronto where she was a manager with the Social Development, Finance and Administration division, responsible for the investment of close to \$20M annually in community-based initiatives. Over two decades, she worked for the Ontario Trillium Foundation and as a consultant providing program development, facilitation and strategic planning support to a wide range of nonprofit clients.

**Xavier Milton** MONTRÉAL, QC

Xavier Milton is the provincial spokesperson for public sector negotiations (health and social services sector) with the Fédération de la santé et des services sociaux – CSN. He leads the collective bargaining team that is responsible for negotiating the working conditions of the Federation's 90,000 public sector members. In 2012, Xavier participated in the Governor General's Canadian Leadership Conference along with 250 national leaders primarily from the business, labour, government and NGO sectors, and he was selected as Co-Chair of the Nunavut Study Group. Xavier is regularly invited to lecture at McGill University's Desautels Faculty of Management and he serves on McGill's Post-Graduate Students' Society Board as well as the Centre de la petite enfance de l'Université de Montréal.

**Sara Mojtehedzadeh** TORONTO, ON

Sara Mojtehedzadeh is the Toronto Star's Work and Wealth reporter – a beat created through an innovative partnership between the Atkinson Foundation and the Star. Sara reports on the changing workplace, including precarious work, labour issues, and workers' compensation. Previously, Sara worked for the BBC World Service. Her work at the Star has been recognized by the Hillman Foundation prize for social-justice oriented investigative journalism. She received the JHR/Canadian Association of Journalists Award for human rights reporting in 2017.

**Brenda Murphy** GRAND BAY-WESTFIELD, NB

Brenda Murphy has been working for change and challenging the status quo for more than 30 years. Brenda began as a community developer, working with people living on the margins. She established and spent more than 20 years with the Urban Core Support Network (renamed Saint John Women's Empowerment Network in 2014), advocating for women and effecting change. Along with confronting injustices, she has worked to change systems from within, as a board member of the Economic and Social Inclusion Network (a provincial crown corporation) and a member of the federal Minister's Poverty Advisory Committee. She is determined that women with lived experience have a seat at decision-making tables. Brenda is committed to ending poverty, family violence, and advancing women's equality.

**Colette Murphy** TORONTO, ON

For Colette Murphy, philanthropy has always been more about the power of people than the power of money to change the world. Colette began her career as an activist working alongside refugees in Toronto in the 90s. Best known as an organizational capacity builder at United Way Toronto and a champion for inclusive local economies at the Metcalf Foundation, she has also worked behind-the-scenes on innovative poverty reduction, anti-racism and leadership development initiatives over the course of her career. As the Executive Director of the Atkinson Foundation, Colette focuses on strengthening movements for decent work and a fair economy. These efforts are inspired by the example set by Joseph Atkinson who knew poverty before he knew wealth as the publisher of Canada's largest daily newspaper, the Toronto Star. The foundation's public policy agenda and investment strategies reflect Mr. Atkinson's deep personal concern for the lives and livelihoods of working people, and his pragmatic vision of a just society.

**Saadia Muzaffar** TORONTO, ON

Saadia Muzaffar is a tech entrepreneur, author, and passionate advocate of responsible innovation, decent work for everyone, and prosperity of immigrant talent in STEM. In 2017, she was featured in *Canada 150 Women*, a book about 150 of the most influential and groundbreaking women in Canada. She is the founder of TechGirls Canada, the hub for Canadian women in science, technology, engineering, and math – and co-founder of Tech Reset Canada, a group of business people, technologists, and other residents advocating for innovation that is focused on maximizing the public good. She is on the steering committee of *Toronto Open Smart Cities Forum*, part of *Canada Beyond 150: Policy for a diverse and inclusive future initiative*, and is an advisor to Government of Canada's *Economic Strategy table for Access to Skilled Talent*. Saadia is also a Pushcart Prize nominated short fiction writer.

**Prossy Nambatya** TORONTO, ON

Born and raised in Uganda, Prossy Nambatya relocated to Canada in 2017. For her entire working life, she has been involved with nonprofits doing advocacy in the field of human rights promotion and protection. For six years, she worked at the Uganda Episcopal Conference, coordinating the Joint Action Committee on Decent Work in Uganda, that advocated for improved working conditions of people working in the informal sector. Her first job in Canada was with Atkinson Foundation, supporting the Foundation's administrative manager and the Power Lab's executive director and partners.

**Nancy Neamtan** MONTRÉAL, QC

Nancy Neamtan is the co-founder and former President of the Chantier de l'économie sociale, a nonprofit organisation representing networks of social enterprises, local development organisations and social movements, which promotes and develops collective entrepreneurship. Ms. Neamtan was the founder (1997) and President of RISQ (Réseau d'investissement social du Québec), a \$15 million investment fund dedicated to the non-profit and cooperative sector. Ms. Neamtan is recognised internationally as an expert on the social and solidarity economy, working in collaboration with international organisations such as the International Labour Organisation and the OCDE's Forum on social innovation. She is a member of the Board of Directions of RIPESS, the Intercontinental Network for the Promotion of Social and Solidarity Economy. In 2012, Nancy was appointed Officer of the Ordre National du Québec and in 2018, was appointed a Member of the Order of Canada.

**Winnie Ng** TORONTO, ON

Winnie Ng is a longtime labour activist and scholar with a deep commitment to equity and worker empowerment. Winnie is the former Unifor Gindin Chair in Social Justice and Democracy and has recently completed her term as a Distinguished Visiting Scholar at Ryerson University. Born in Hong Kong, Winnie came to Canada in 1968 as a foreign student. In the late 70s, she became the first racialized woman union organizer with the International Ladies Garment Workers Union and later as an organizer with HERE Local 75. She served as the CLC Ontario Regional director for eight years. She returned to the academy in 2006 to complete her PhD program at OISE/University of Toronto. Winnie's research focuses on the impacts of labour market restructuring on racialized immigrant workers; and the health impact of precarious employment on refugee and immigrant women. Winnie volunteers with the International Domestic Workers Federation that represents a membership of 600,000 domestic workers worldwide.

**Amélie Nguyen** MONTRÉAL, QC

Amélie Nguyen is the coordinator for the Centre international de solidarité ouvrière, an international and inter-union solidarity organization working to strengthen relationships between workers from across the globe who are fighting for their rights, better working conditions and for a more just and democratic society. Previously, Amélie was a political analyst for the Association québécoise des organismes de coopération internationale. She volunteered with Oxfam Québec where she supported a group of women to develop action research on women's access to land ownership in Vietnam. She holds a Masters degree from l'Université du Québec à Montréal (UQAM) in International Law and International Politics, where she received the Brian Tittmore Memorial Fund at the Inter-American Commission on Human Rights. Currently, Amélie is on the Board of Directors for the Ligue des droits et liberté and a member of the writing collective for the magazine À bâbord!.

**Deanna Ogle** REGINA, SK

Deanna Ogle still remembers when her mother was hired on as support staff at a local hospital because her family went out for supper; a noteworthy event for a low-income family in rural Saskatchewan. This was her first experience of the benefits of a living wage and a union and she has been working on issues related to workers' rights and gender equality ever since. Deanna is the Saskatchewan Regional Representative with the Canadian Labour Congress and is passionate about engaging workers in political action and campaigns. Previously Deanna was the Campaign Organizer with the Living Wage for Families Campaign and supported the City of Vancouver in implementing a Living Wage policy which lifted the wages of hundreds of contracted workers.

**Danielle Olsen** TORONTO, ON

Danielle Olsen has spent over 15 years in the workforce development field. Her work has included developing programs and policy with a focus on workforce solutions that provide improved economic opportunities for low-income populations, while meeting the skills and labour needs of business. Her experience has included serving as the Executive Director of the Hospitality Workers Training Centre, a sector-based labour-management workforce development organization in Toronto, and working as a senior advisor to the Ontario Minister of Training Colleges and Universities and Finance, with responsibility for the skills, employment, and education files. Danielle is a Metcalf Innovation Fellow, exploring best practices to improve economic opportunities for low-income people, while meeting the skills needs of business and regional economies. She holds a BA in Labour Studies and International Development from York University.

**Tiffany Ottahal** VANCOUVER, BC

Tiffany Ottahal works at Canada's largest co-operative, Vancity Credit Union, as a Community Investment Portfolio Manager. Her portfolio is accountable for Vancity's labour partnerships in community and works with labour allies on issues of the changing economy and the rise of precarity, good jobs, green jobs and climate justice, as well as working with internal stakeholders to understand and meet the banking, service, and support needs of the labour community. Before coming to Vancity, she worked for 12 years at Vancouver Community College as the Executive Director of the Student Society, advocating for accessible transit, and affordable tuition. She has two toddlers which means nowadays her fun is about finding a creek jump in, singing and dancing in public when called upon, and generally enjoying seeing the world through a kid's eyes.

**Dara Parker** VANCOUVER, BC

Dara Parker is a nonprofit executive with over 20 years' experience working in social purpose organizations who are driving meaningful, systemic change. Dara is currently the Vice-President, Grants and Community Initiatives at the Vancouver Foundation, where she leads a team of 17 and is responsible for deploying \$15 million annually in grants. Previously Dara has served as Executive Director of SVP Vancouver and the Executive Director of QMUNITY, BC's Queer, Trans and Two-Spirit Resource Centre. Dara volunteers as the Vice-Chair of Pivot Legal Society, tackling the root causes of poverty and social exclusion across Canada. She is also the co-founder of Lezervations, a nonprofit facilitating networking events for queer and trans women.

**Rollie Pemberton** TORONTO, ON

Roland "Rollie" Pemberton is an Edmonton-born, Toronto-based rapper, producer, writer and host. Under the artist name Cadence Weapon, two of his albums have been shortlisted for the Polaris Music Prize. Pemberton was Edmonton's Poet Laureate from 2009 to 2011. His poem "Monuments (The City in Three Parts)" has been featured on flags hanging along Edmonton's Jasper Avenue since 2011. He was narrator / writer for VICELAND shows *PAYDAY* and *Mister Tachyon*. He's hosted lectures at Trampoline Hall and Red Bull Music Academy and his poem "The Garden" is part of a bronze sculpture at the Alberta Legislature Grounds. Pemberton is an occasional guest host for *CBC q*.

**Lili-Anna Pereša** MONTRÉAL, QC

Lili-Anna Pereša graduated as an engineer from l'École Polytechnique de Montréal in 1987. Lili-Anna became the President and CEO of Centraide du Grand Montréal in 2013. She also holds post-graduate degrees in Management from McGill University and in International Cooperation from La Sorbonne à Paris. For more than 25 years, she has lead organizations that support historically marginalized populations including Y des femmes de Montréal, One Drop, and Amnesty International France. She has done humanitarian work for five years as the head of CARE missions in Croatia and Bosnia and Herzegovina during the armed conflict, has volunteered for Oxfam Québec in Burkina Faso, and was a science teacher in Malawi. Through her commitment for humanitarian work, she received multiple awards including an honorary doctorate by the Université de Montréal and was appointed Knight of the Ordre national du Québec.

**Phillip Roh** TORONTO, ON

Phillip Roh is the Administrative Manager at the Atkinson Foundation. He works collaboratively with Colette Murphy and board members, staff, grant recipients and partners. Before joining the Foundation in 2014, Phillip worked for Newspapers Canada and the City of Toronto. He brings a passion for journalism, public policy and social justice to his work.

**Shannon Rohan** VANCOUVER, BC

Shannon Rohan joined SHARE in 2006 as a Program Officer and currently holds the position of Chief Strategy Officer where she works with pension funds, foundations, Indigenous trusts and universities to develop and implement responsible investment policies and practices. Shannon also leads strategic projects for SHARE including the Valuing Decent Work Initiative and the Reconciliation and Responsible Investment Initiative. Prior to joining SHARE, Shannon worked with the Johannesburg-based African Institute of Corporate Citizenship where she conducted research on responsible investment in Africa and helped to establish the Centre for Sustainability Investing. Shannon has conducted training with the International Finance Corporation and sat on the African Task Force of the United Nations Environment Programme Finance Initiative. Shannon has a Masters of Arts degree in International Affairs from the Norman Paterson School of International Affairs and a Bachelor of Arts degree from Simon Fraser University.

**Ruth Rose** MONTRÉAL, QC

Adjunct professor of Economics and the Institut de recherche et d'études féministes at the University of Quebec in Montreal, Ruth Rose has made action-research for women's groups and other community organizations the focus of her career. Pay equity, child care and family benefits, discrimination against women in unemployment insurance and public pensions, homework in the garment industry, poor working conditions for home-support workers and caregivers in private residences for the elderly are among the subjects Rose has dealt with. She has served on a number of boards or committees such as those of the Quebec Parental Insurance Program (2005-2015), the Katie Cooke Task Force on Child Care (1984-1986), the Quebec Commission sur la fiscalité et le financement des services publics (1996), or the Advisory Committee of the Partners of the Quebec Pay Equity Commission (2009-2013). In June 2011, she was named Chevalière de l'Ordre national du Québec, in recognition of her research on family policy and women's economic issues.

**Sakura Saunders** HALIFAX, NS

Sakura Saunders is an environmental, Indigenous solidarity, and economic justice organizer based in K'jipuktuk/Halifax. She is a founding member of the Halifax Workers Action Centre and an organizer with the local Fight for \$15 campaign.

**Emmanuel Sayo** LASALLE, QC

Emmanuel Sayo worked for a living as an accountant/bookkeeper while, at the same time, did volunteer work in the Filipino-Canadian community. Emmanuel conducted education and community-based research on various social issues such as immigration, employment, anti-racism, youth development and multiculturalism. He helped organize different groups and organizations especially among the youth, women and immigrant workers. Since coming to Canada in late 1970s, he led a solidarity movement that campaigned for human rights and the restoration of democracy in the Philippines during the period of martial law in that country. He helped form a community-based resource and training center and helped organize across Canada seminars and conferences on the prospects of Filipino immigrants and their struggle for settlement and integration in Canadian society. He co-authored a Canada-wide community-based research paper called Filipino Community and Beyond: Toward Settlement and Integration in a Multicultural Society that continues to provide important insights for organizing and sustaining social activism in the community.

**Anthony Schein** TORONTO, ON

Anthony Schein is dedicated to social and political change through civic engagement, community development and trade unionism. Anthony works as Assistant to the President of a provincial public sector union called AMAPCEO. He is committed to rebuilding an inclusive labour movement dedicated to fairness, social justice, and an economy that works for everyone. His years working in municipal politics and in the labour movement have taught Anthony that building alliances and the ability to find common ground and compromise are essential, but that principles matter. Anthony studied political theory and cultural studies at a small, rural liberal arts college called Marlboro College.

**Nil Sendil** TORONTO, ON

Nil Sendil is an organizer at the Toronto based Workers' Action Centre, a multi-racial and multi-lingual organization that supports workers in defending their rights. Nil oversees communications at Ontario's Fight for \$15 & Fairness campaign and leads its digital capacity building efforts. She holds a Masters degree in Political Science from the University of Toronto, where she specialized in online organizing strategies, and has previously worked at the Atkinson Foundation. Nil hails from Istanbul, Turkey.

**Ryan Senser** BROOKLYN, NY

Ryan Senser runs a consulting practice — It's Not Safe Out Here — to help social change organizations reinvent themselves through strategic visioning, planning, narrative architecture and engagement. Ryan has consulted and led projects for a range of private, non-profit and advocacy organizations including Consumer Reports, 32BJ-SEIU, Color Of Change, Planned Parenthood Federation, Ford Foundation, Open Society Foundations, IBM, Starbucks, Microsoft, Johnson & Johnson, PepsiCo and the American Heart Association.

**Ana Serrano** TORONTO, ON

Ana Serrano is the Chief Digital Officer of the Canadian Film Centre, and Managing Director of its media and entertainment technology accelerator IDEABOOST. Ana is an adjunct professor at OCADu, Co-Chair of the Open Democracy Project and their annual democracy summit, DemocracyXChange, and also sits on numerous boards including the Canadian Museum of Human Rights and the Centre for Mindfulness Studies. Ana Serrano has received numerous awards from the digital media, film, and theatre industries around the world, including a DigiAward for Visionary of the Year from the Academy of Canadian Cinema & Television, a Best Canadian Feature Film Award from the International Reel Asian Film Festival for her own transmedia production *Prison Dancer: the Musical*, and in 2018 was presented with the insignia as a Chevalier de l'Ordre des Arts et des Lettres (Order of Arts and Letters) by the French Government.

**Mercedes Sharpe Zayas** TORONTO, ON

Mercedes Sharpe Zayas is a community planner committed to movement building and economic justice in the urban form. Mercedes has been cultivating her participatory planning practice as the Workforce Planning Coordinator for the Parkdale People's Economy, a network of over 30 community-based organizations and hundreds of community members organizing towards decent work, shared wealth, and equitable development in Parkdale. She has also worked as a Policy Research Intern at the City of Toronto's Economic Development and Culture Division, a Research Assistant for the Metcalf Foundation's Inclusive Local Economies Program, and a Graduate Research Assistant with The Public Studio. She holds a Master of Science in Urban Planning from the University of Toronto and a Bachelor of Arts in Honours Anthropology from McGill University.

**Mary Shortall** ST JOHN'S, NL

Mary Shortall was elected President of the Newfoundland & Labrador Federation of Labour (NLFL) in 2013. The NLFL represents 65,000 union members. Before being elected to the NLFL, Mary was the Atlantic Regional Director for the Canadian Labour Congress. She has been an activist, leader, facilitator, and curriculum developer throughout her 40-year involvement in the labour movement. Currently, Mary is Board Chair of the St. John's Status of Women Council, sits on the Board of The Collaborative Applied Research in Economics at Memorial University, and the Masters of Employment Relations Advisory Committee. Mary is a feminist, a political activist, and a human rights and workers' rights advocate who is proud to work with so many others of like mind to "be the change she wants to see in the world."

**Brynne Sinclair-Waters** TORONTO, ON

Brynne Sinclair-Waters is the Executive Director of the Ontario Employment Education and Research Centre working with community partners to advance education about workplace legislation, as well as implement supports and strategies for workers in low-wage and precarious jobs to assert their rights. Previously, Brynne worked as a Researcher at the Ontario Federation of Labour and a Policy Analyst at the Ontario Confederation of University Faculty Associations. She grew up in Prince Edward Island, then studied History and Politics (BA) at Acadia University and Political Economy (MA) at Carleton University. She now lives in Toronto where she has been an enthusiastic volunteer organizer with the Fight for \$15 & Fairness since it launched in 2015.

**Rick Smith** TORONTO, ON

Rick Smith is the Executive Director of the Broadbent Institute. Under Rick's leadership, the Institute has grown into Canada's preeminent progressive policy and training organization with a media subsidiary, PressProgress, that is now the country's most-read source of progressive news and analysis. His abiding interest in reconciling economic and environmental priorities has resulted in many successful campaigns for new public policies at the federal and provincial levels related to environmental and consumer protection, urban planning, green jobs creation, democratic reform and progressive taxation. Rick was previously the Executive Director of Environmental Defence Canada and is the co-author of two bestselling books on the green economy and the health effects of pollution. Originally from Montreal, he currently lives in east end Toronto with his wife Jennifer Story — a public school board Trustee — and their two children. His eldest son has just become a member of CUPE Local 79.

**John Stapleton** SCARBOROUGH, ON

John Stapleton is a writer, instructor and Innovation Fellow with the Metcalf Foundation. John worked for the Ontario Government in the Ministry of Community and Social Services for 28 years in the areas of social assistance policy and operations. He has served on advisories at the municipal, provincial, and federal levels on poverty reduction in Toronto, Ontario, and Canada. He was the Research Director for the Task Force on Modernizing Income Security for Working-Age Adults in Toronto and was the co-chair of the working group associated with this project. He sits on the federal Minister Duclos' advisory committee on poverty reduction, the Minister of Community and Social Services advisory group on social assistance reform, and Toronto's advisory group on poverty reduction. John has published op-eds, written reviews for the Literary Review of Canada, and written articles and studies for several research institutes and organizations.

**Alyse Stuart** ST JOHN'S, NL

Alyse Stuart is a feminist and activist from New Brunswick currently living in St. John's, Newfoundland and Labrador. Alyse graduated from St. Francis Xavier University with a Joint Advanced Major in Women's Studies and Political Science in 2009, with a Bachelor of Education from St. Thomas University in 2010, and a Master of Gender Studies from Memorial University in 2017. She has provided media commentary, public presentations, and guest lectures about feminist theory, labour activism, and progressive policy. In 2015 she became a Fellow for the School of Graduate Studies at Memorial University. Alyse works as the Provincial Organizer for the Canadian Federation of Students and has worked as a communications professional and teacher. Alyse is the Chair of Common Front NL, a coalition of labour, social justice, students, and community organizations, through which she is very involved with the 15 and Fairness movement in the province.

**Pam Sugiman** TORONTO, ON

Pam Sugiman is currently Dean of the Faculty of Arts at Ryerson University. She holds a PhD in Sociology from the University of Toronto. She has long been an advocate, both personally and professionally, of social justice, diversity and equity, and democratic engagement. Much of her research highlights the oral history narratives and personal memories of working-class people in Canada. Pam has served on the Status of Women Canada External Committee to the Policy Research Fund and the Executive Board of the National Association of Japanese Canadians. She also currently serves on the Board of Pathways to Education Canada and the Board of the Atkinson Foundation.

**Anjum Sultana** TORONTO, ON

Anjum Sultana is the Manager of Public Policy and Strategic Communications at YWCA Canada, the nation's oldest and largest women's serving organization. Anjum is Founder of Millennial Womxn in Policy, a community of practice that connects over 1,500 women and non-binary people working in policy across North America and Europe in civil society, politics, private sector and public service. She has worked in global health with placements in Ghana, Kenya and Tanzania. Anjum has organized with the Decent Work and Health Network, and OHIP for All. Anjum serves on the boards of the Regent Park Community Health Centre, Toronto Environmental Alliance and the Council of Agencies Serving South Asians. She is also a Founding Advisor of Progress Toronto and served as Canadian Delegate at the 2019 G7 Youth Summit in Paris, France. Anjum holds a Masters of Public Health from the Dalla Lana School of Public Health at the University of Toronto.

**Cathy Taylor** TORONTO, ON

Cathy Taylor has been a member of the Ontario Nonprofit Network team since June 2012 and serves as the Executive Director. Throughout her 20 years working in the nonprofit sector, including as the founding Executive Director of the Volunteer Centre of Guelph/Wellington, Cathy has been passionate about collaboration and leadership in the sector. She works with sector colleagues from across Ontario and Canada, as well as private sector and government officials, to create an enabling policy environment for nonprofit organizations. Cathy's roots are in the environmental movement and she has been active in municipal politics. She holds a degree in political studies and history from Queen's University, and attended the Maytree-York University Executive Directors Leadership program. Outside of work, she enjoys time with her family and her garden in Erin, Ontario.

**Thevaki Thevaratnam** TORONTO, ON

Thevaki Thevaratnam is the Director of Research and Education at the Ontario Federation of Labour. She is responsible for a number of policies related to socioeconomic justice, including labour and employment standards as well as pensions. Most recently, she worked for the Ontario New Democratic Party as their Deputy Director of Research and Policy for their 2018 election campaign. Her work experience also includes the Ontario Ministry of Finance, Industry Canada, and Ontario Lottery and Gaming. She holds a Bachelor of Business Administration in Economics and a Master in Public Policy — both from the University of Toronto.

**Kevin Thomas** TORONTO, ON

Kevin Thomas is the Chief Executive Officer of the Shareholder Association for Research & Education (SHARE). SHARE is a Canadian leader in responsible investment services, providing shareholder engagement, proxy voting, research and education, and policy advocacy to a growing network of Canadian pension plans and other institutional investors with more than \$23 billion in assets under management. SHARE has a unique focus on promoting decent work and building economic power, through its own programs and as secretariat for the Global Unions Committee on Workers Capital and the Canadian Capital Stewardship Network. Prior to joining SHARE, Kevin worked globally with unions, women's organizations, companies, governments, and public institutions on the development and implementation of policies and practices to improve respect for decent work in global supply chains, including the development of legally-binding agreements on worker rights like the Bangladesh Accord and the Indonesian FOA Protocol.

**Pat Thompson** TORONTO, ON

Pat Thompson has been the Director of Social Impact at the Atkinson Foundation since 2014. Pat worked on Parliament Hill from 1981 until 1988 when she joined the staff of YMCA Canada as Director of Government Relations. In 1994, Pat became the General Manager of the YMCA of Greater Vancouver's Education Services Division, responsible for employment counselling and training services, an ESL school for international students, and international development programs. She returned to YMCA Canada in 1998 as the Director of Communications and External Relations. In 2000, Pat established a consulting practice to support nonprofit leaders with their organizational renewal challenges. From 2007 to 2012, Pat was a Metcalf Foundation Innovation Fellow. During this period, she was also a Visiting Scholar at Massey College (University of Toronto).

**Amy Tong** ANCASTER, ON

Amy Tong was the Vice President of Finance and Administration at Seneca College at the time of her retirement. Prior to her Seneca appointment, she was Chief Operating Officer at United Way Toronto. Amy has been responsible for significant innovations in the areas of finance, information technology, human resources, major capital projects, strategic planning, and risk management. She has a BBA from the University of Wisconsin and is a Chartered Professional Accountant. Amy has served on the boards of Women's College Hospital, Invest in Kids Foundation, Yee Hong Centre for Geriatric Care, and the United Way Toronto. Amy is the Chair of the Atkinson Foundation's Board.

**Michael Toye** VICTORIAVILLE, QC

Mike Toye lives in the traditional territory of the Abenaki and Wabanaki Confederacy in south-central Québec. Mike is Executive Director of the Canadian Community Economic Development Network, a national association of innovative community organizations and individuals who are building more inclusive, sustainable and democratic local economies.

**Pamela Uppal** TORONTO, ON

Over the past 10 years, Pamela Uppal has been connecting theory with practice, engaging on three fronts: research initiatives, frontline work, and policy dialogues. Pam led a nonprofit organization at the University of Toronto, was a frontline worker in family services, built diversity equity and inclusion capacity in the human services, and undertook multiple research projects exploring gender issues in the South Asian community. Currently, she works at the Ontario Nonprofit Network, where she is leading a project exploring women's employment experiences in the nonprofit sector. Pamela also works as a group facilitator and is a board member of Laadliyan. She holds a Master's degree in Women Studies and Feminist Research from Western University.

**Armine Yalnizyan** OTTAWA, ON

Armine Yalnizyan is the Atkinson Fellow on the Future of Workers. In 2018, Armine became Economist-in-Residence for the Deputy Minister at Employment and Social Development Canada. From 2006 to 2016 she helped define the Canadian Centre for Policy Alternatives' Inequality Project, and from 2011 to 2018 provided weekly business commentaries on CBC radio and CBC TV. Armine has also worked with the Institute for Fiscal Studies and Democracy, the Mowat Centre, and the federal government's foresight department, Policy Horizons. Armine is the Atkinson Fellow on the Future of Workers. She is also President of the Canadian Association for Business Economics.

**Myriam Zaidi** MONTRÉAL, QC

Myriam Zaidi is a union educator for the Fédération des travailleurs et travailleuses du Québec, a workers' federation representing workers from both private and public sectors. At the FTQ, she designs and facilitates trainings about women's rights, equity, public policy, and other topics related to workers' rights. As a feminist popular educator, Myriam is passionate about creating spaces that allow collective and horizontal transformative learning to flourish. A social justice activist in Montreal for over a decade, Myriam has organized in the student movement, in feminist groups and human rights organizations. She is also a researcher in the field of social movement learning, intersectional feminist pedagogies, and popular education. Myriam holds a MA in Educational Studies from Concordia University, in which she studied the use of popular education in feminist organizations to resist, and organize against, austerity policies.

**Nicolas Zorn** MONTRÉAL, QC

Nicolas Zorn is the founder and Executive director of the Observatoire québécois des inégalités, an independent, non-partisan and non-profit organisation that is based at the Université de Montréal. Its mission is to foster the reduction of inequalities in income, opportunity and quality of life when they are too high, by mobilizing and promoting accessible scientific knowledge. He is also a researcher, completing a PhD in political science at the Université de Montréal. A speaker and the author of studies and books on inequality, he has published *Le 1% le plus riche. L'exception québécoise* (Presses de l'Université de Montréal) as well as the autobiographical essay *J'ai profité du système. Des centres jeunesse à l'Université, parcours d'un enfant du modèle québécois* (Somme toute). He is also the spokesperson of the Fondation du Centre jeunesse des Laurentides.

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