

## NATIONAL ROUNDTABLE ON ADMINISTRATIVE LAW

# BIAS AND DECISION-MAKING: WHAT'S CHANGED?

Audience: Administrative Tribunal Community • Judiciary • Practitioners • Academics • Students

Friday, June 9, 2023, 10:30 am | Online & In Person: Sheraton Ottawa Hotel, Ottawa, ON

## Overview

This year's National Roundtable on Administrative Law tackles bias and current administrative law issues. The program provides decision-makers with tools to recognize personal prejudices and cognitive biases in the decision-making process and avoid their effects on decisions.

This program is part of the first edition of the National Administrative Law Week\*, organized jointly by CIAJ and the Council of Canadian Administrative Tribunals (CCAT).

To prepare for the Roundtable, we recommend that participants also register for the webinar\* entitled "Creating Cultures Beyond Bias," with expert Jessica Nordell. This webinar on the theory of bias will take place on June 5, 2023.

\*Details on page 3

 [REGISTRATION FORM](#)

## Co-Chairs

*Michael Gottheil*

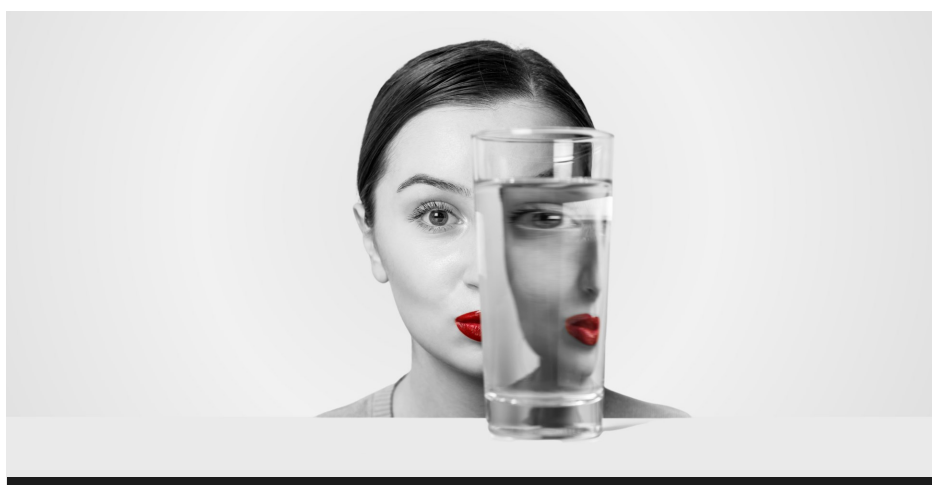
*Accessibility Commissioner,  
Canadian Human Rights  
Commission*

*Athanasios Hadjis*

*Vice-Chair,  
Canadian Human  
Rights Tribunal*

*The Honourable Justice*

*James W. O'Reilly  
Federal Court  
CIAJ's Past President*



Participation in this program is accredited in provinces where CLE requirements for lawyers are mandatory.

## START TIME ACCORDING TO DIFFERENT TIME ZONES IN CANADA

PT: 7:30 am MT: 8:30 am CT: 9:30 am ET: 10:30 am AT: 11:30 pm NT: 12:00 pm

**NOTE:** The time zone used in the program is Eastern Time

### AGENDA | FRIDAY, JUNE 9, 2023

<b>9:30 – 10:30 am</b>	COFFEE AND REGISTRATION
<b>10:00 – 10:30 am</b>	LOG IN AND ONLINE PROGRAM SET UP
<b>10:30 – 10:50 am</b>	WELCOME REMARKS, INTRODUCTION AND INDIGENOUS BLESSING
<i>Co-chairs</i>	<ul style="list-style-type: none"><li>• <b>Michael Gottheil</b>, Accessibility Commissioner, Canadian Human Rights Commission</li><li>• <b>Athanasios Hadjis</b>, Vice-Chair, Canadian Human Rights Tribunal</li><li>• <b>The Honourable Justice James W. O'Reilly</b>, Federal Court; Past President, CIAJ</li><li>• <b>Gilbert W. Whiteduck</b>, member of the Kitigan Zibi Anishinabeg First Nation</li></ul>
<i>Elder</i>	
<b>10:50 – 11:20 am</b>	KEYNOTE REMARKS: INSTITUTIONAL BIAS IN THE ADMINISTRATIVE LAW SECTOR
<i>Speaker</i>	<ul style="list-style-type: none"><li>• <b>Melissa Luhtanen</b>, Senior Legal Counsel, Office of the Chief of the Commission and Tribunals, Alberta Human Rights Commission</li></ul>
<b>11:20 – 11:45 am</b>	WHAT ARE UNCONSCIOUS AND CONSCIOUS BIASES? WHAT DO THEY MEAN IN THE CONTEXT OF ADMINISTRATIVE TRIBUNALS?
<i>Speaker</i>	<ul style="list-style-type: none"><li>• <b>Lauren J. Wihak</b>, Partner, McDougall Gauley LLP</li></ul>
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<b>11:45 am – 12:00 pm</b>	HEALTH BREAK
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<b>12:00 – 1:15 pm</b>	PANEL 1   MOTION FOR RECUSAL – HOW AND WHEN TO BRING THEM, AND HOW DO DEAL WITH THEM
<i>Moderator</i>	<ul style="list-style-type: none"><li>• <b>Jennifer Khurana</b>, Chairperson, Canadian Human Rights Tribunal</li><li>• <b>Louis Legault</b>, Director of Legal Services, Régie de l'Énergie du Québec</li><li>• <b>The Honourable Justice Sylvain Lussier</b>, Superior Court of Québec</li></ul>
<i>Speakers</i>	
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<b>1:15 – 1:45 pm</b>	BREAK
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<b>1:45 – 2:45 pm</b>	SMALL GROUPS DISCUSSIONS – EXERCISE
<b>2:45 – 3:05 pm</b>	PLENARY SESSION
<b>3:05 – 3:15 pm</b>	BREAK

**3:15 – 4:30 pm**

**PANEL 2 | CHALLENGES FACED BY PART TIME MEMBERS – THE LIMITS OF OUTSIDE WORK, CONFLICT OF INTERESTS**

*Moderator*  
*Speakers*

- **Emily Drown**, Chair, Employment and Assistance Appeal Tribunal, British Columbia
- **Laurie E. Joe**, Lawyer, Community Legal Services of Ottawa; Deputy Judge of the Small Claims Court, Superior Court of Justice (Ontario)
- **Ian R. Mackenzie**, Adjudicator (full-time), Federal Public Sector Labour Relations and Employment Board

**4:30 – 4:35 pm**

**CLOSING REMARKS**



Join your colleagues from across Canada for this first edition of the National Administrative Law Week. This five-day, cutting-edge training program offers a variety of activities on topical administrative law issues.

Registration: <https://ciaj-icaj.ca/en/upcoming-programs/national-administrative-law-week/>

**June 5, 2023**

(Joint Program)  
Online

90-minute webinar  
with Jessica Nordell:  
Creating Cultures  
Beyond Bias

**June 6-7, 2023**

(Joint Program)  
Online

Decision Writing  
Seminar

**June 8, 2023**

(CCAT Program)  
In Ottawa & Online

CCAT Symposium  
Preparing for the Future:  
The Brave New World of  
Administrative Justice

**June 9, 2023**

(CIAJ Program)  
In Ottawa & Online

National Roundtable on  
Administrative Law  
Bias and Decision-Making:  
What's Changed?

The webinar is free if you register for the CCAT Symposium and the CIAJ National Roundtable on Administrative Law.

**Bonus:** If you attend the webinar AND either the CCAT Symposium or the CIAJ National Roundtable in person, you will receive Jessica Nordell's award-winning book *The End of Bias: A Beginning*.

## YOUR MULTIDISCIPLINARY AND BILINGUAL LEGAL NETWORK FROM COAST TO COAST

CIAJ is a non-profit, independent organization that links individuals and institutions involved in the administration of justice across Canada. Its work is multidisciplinary and wide-ranging. Collaborating with governments, courts, tribunals, professional associations, law schools and law firms, CIAJ sponsors and conducts conferences and specialized seminars and prepares comprehensive papers and reports. Its services are offered in both official languages.

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- Contribute to improving the justice system

<https://ciaj-icaj.ca/en/membership/>

## Contact us

Please contact us for more information about our organization, the benefits of membership and how you can assist us with our mission.

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# THE LAW OF BORDERS



**OCTOBER 25–27, 2023**  
IN PERSON | OTTAWA