



**Council of Canadian Administrative Tribunals**  
**Conseil des tribunaux administratifs canadiens**

## **Fairness Includes Equality: Applying Equity, Diversity and Inclusion Concepts in Your Adjudicative Practice**

**Panelists**

**October 20, 2022**

### **Sherry Liang, Member, Ontario Physicians and Surgeons Discipline Tribunal**



Sherry Liang has been a member of the Ontario Physicians and Surgeons Discipline Tribunal and its predecessor since 2021. Before that, she was Assistant Commissioner with the Information and Privacy Commissioner (IPC) of Ontario, overseeing the investigation and resolution of health and public sector privacy complaints and access to information appeals. Ms. Liang's tenure as Assistant Commissioner was marked by greater transparency and significant developments in the IPC's health privacy jurisprudence. She has also contributed to the development of human rights and labour relations law through her appointments as Vice-Chair with the Human Rights Tribunal of Ontario, the Ontario Labour Relations Board and the Ontario Grievance Settlement Board, and served as Co-Chair of the University of Toronto Tribunal. Ms. Liang was one of three Expert Advisors to Professor Harry Arthurs on the Federal Labour Standards Review Commission. She has spoken at conferences on labour, human rights and administrative law, and privacy and access to information rights. Before becoming an adjudicator, she practiced labour law and employment law. Ms. Liang completed a B.A. (Arts) at Queen's University, and a LL.B. and LL.M. (Administrative Law) at the Faculty of Law, University of Toronto.

## **Simmi K. Sandhu, Chair, Civil Resolution Tribunal of British Columbia**



Simmi K. Sandhu is trained as a lawyer and was called to the BC Bar in 1990. Her areas of practice included administrative law, civil litigation, corporate/commercial law and real estate transactions.

In addition, she has extensive experience in quasi-judicial proceedings, having acted as a chairperson of the Board of Referees for over six years. She also has training and experience in conflict resolution and mediation.

Simmi was past President and Director of the British Columbia Council of Administrative Tribunals (BCCAT) and is currently an instructor for BCCAT. She has instructed many adjudicators on administrative law, hearing skills and decision writing, including the Benchers of the Law Societies of BC and Alberta, as well as members of the Civil Resolution Tribunal, BC Utilities Commission, Simon Fraser University, et al.

In 2014, Simmi was awarded BCCAT's Award for Exceptional Service to the Administrative Tribunal Community. She also served as a member of the Canadian Bar Association's (BC Branch) Equality and Diversity Committee.

She was appointed as the Vice-Chair of the Property Assessment Appeal Board from 2001 to 2015, after which she was appointed as Acting Chair and then Chair and CEO of the Board. She was also Vice Chair of the Surface Rights Board until 2021.

In 2018, Simmi was appointed Judge of the United Nations Appeal Tribunal by the General Assembly of the United Nations.

## **Justice of the Peace Marisha Roman, Ontario Court of Justice**



Justice of the Peace Marisha Roman was called to the bar in 1996. She was counsel for the Ontario Civilian Police Commission at Tribunals Ontario, Aboriginal initiatives and policy counsel at the Law Society of Ontario and was the Aboriginal outreach lead for CIBC central services. She served on the Child and Family Services Review Board and Custody Review Board. She was a member of Legal Aid Ontario's Indigenous advisory committee and director/council member of Aboriginal Legal Services. Justice of the Peace Roman holds a degree in law.

## **Melissa L. Luhtanen, J.D., Senior Legal Counsel, Alberta Human Rights Commission**



Melissa Luhtanen is Senior Legal Counsel to the Tribunal and to the Chief Commissioner of the Alberta Human Rights Commission. She is an expert in administrative and human rights law. From 2011 to 2017 she was an appointed Member of the Commission on the Alberta Human Rights Tribunal.

Melissa has been sought out to consult on areas of human rights policy, assisting many organizations over the years from private companies to government. She has taught human rights principles to various sectors including business, judiciary, law enforcement, government and education.

In addition to the many decisions she has made as a Tribunal Member, she has also written numerous articles on discrimination, harassment, and the legal duty to accommodate and has spoken to many audiences on these issues.

Currently Melissa is volunteering on a number of committees to assist Tribunals in their work, including the Council of Canadian Administrative Tribunals Truth and Reconciliation Committee.