

LAW SOCIETY OF NEWFOUNDLAND AND LABRADOR
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Diversity and Inclusion
An Overview and Implications for the Workplace

Date: Monday, February 10, 2020

Time: 2:00 pm – 4:00 pm

Place: Glynmill Inn, 1B Cobb Lane, Corner Brook, NL

Seminar Overview:

In Canada, great strides have been made in advancing the legal recognition of the LGBTQ2+ community, especially in the last two decades. In addition to being LGBTQ2+, other identities also impact how an individual is accepted within societal frames. Gemma will touch on such themes as intersectionality and identity politics as they reflect on their contribution to LGBTQ2+ rights in Canada. Following Gemma's talk, Andrea Williams will deliver a presentation focused on legal tools available to create a diverse and inclusive workplace.

Seminar Presenters:

Gemma Hickey

Gemma Hickey is a passionate humanist whose activism has changed the legal landscape of Canada, expanding rights, equality and dignity for the LGBTQ2+ community and raising awareness for survivors of clergy abuse.

Gemma co-lead the movement that legalized same-sex marriage in Canada in 2005. In 2017, their request for a gender-neutral birth certificate spurred Newfoundland and Labrador to change its law, and Gemma became the first person in Canada to receive a non-binary birth certificate and one of the first Canadians to receive a gender-neutral Passport.

In 2013 Gemma founded the Pathways Foundation, a non-profit organization that supports survivors of clergy abuse. To raise awareness and funds for the cause, they walked 908 kilometres across Newfoundland in July 2015.

An award-winning advocate, Gemma was recognized with a Queen's Diamond Jubilee Medal in 2012 for their contribution to human rights in Canada. In 2016, Gemma was named a Newfoundland and Labrador Human Rights Champion.

Gemma's physical and personal journey through gender transformation is the subject of the documentary, *Just Be Gemma*. The film first aired on CBC television and the Documentary Channel in 2017 and was screened at various Canadian film festivals in 2018, making its international debut in Tokyo, Japan in 2019.

A strong believer in ongoing learning and individual growth, Gemma is presently a Master's Candidate in Gender Studies at Memorial University. Their memoir entitled *Almost Feral* was recently published by Breakwater Books.

Andrea Williams

Andrea is an associate at McInnes Cooper with a developing practice in the areas of labour and employment law and litigation.

Born in St. John's, Andrea completed her undergraduate degrees at Memorial University with a Bachelor of Commerce (Honours) and Bachelor of Arts (Political Science). She was named Class Valedictorian (2015), and was a recipient of the University of Calgary Faculty of Law Renewable Undergraduate Merit Scholarship and the Law Foundation of Newfoundland and Labrador Legal Research Award. While at law school, Andrea was a co-leader of the student ambassadors program, VP Marketing on the Society of Law Students and VP Academic on the Society of Law Students. Andrea was also actively involved in the moot program, and was awarded Top Oralist at the McGillivray Shield Moot.

Andrea is a member of the Law Society of Newfoundland and Labrador, the Canadian Bar Association and sits on the Board of Directors for the Community Youth Network, Thrive. In her spare time, she enjoys travelling, hiking and rowing, and has been a competitor in the Royal St. John's Regatta since 2011.

REGISTER ONLINE BY CLICKING THE FOLLOWING LINK:

https://zoom.us/webinar/register/WN_DsmZFVYyTJ6M1PfDdrgFlw

This seminar is presented free of charge for members of the Law Society of Newfoundland and Labrador.

While there is no charge to attend, members are requested to register in advance of the presentation so that adequate seating can be provided.

CLE Credit: 2 hours