

CAPDHHE 2026 CONFERENCE

October 15-16 | Simon Fraser University | Vancouver, BC



SFU

C A P D H H E

Canadian Association for the
Prevention of Discrimination
and Harassment in Higher
Education

L'association canadienne pour la
prévention de la discrimination et du
harcèlement en milieu d'enseignement
supérieur



Territorial Acknowledgement

Simon Fraser University (SFU) respectfully acknowledges that we are privileged to work on the lands of the xʷməθkʷə́y̓ əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish), səliłwətał (Tsleil-Waututh), q̓ ícəy̓ (Katzie), kʷikʷə́łəm (Kwkwetlem), Qayqayt, Kwantlen, Semiahmoo and Tsawwassen peoples, on whose unceded territories SFU's three campuses reside.

We understand that these First Nations are the rights holders of these territories, and that we have a responsibility to walk as good relatives, currently working on Truth and Reconciliation to restore right relationships with our Host Nations, working in partnership with Indigenous members of the SFU community.

Welcome Remarks from Dr. Joy Johnson

President and Vice-Chancellor, Simon Fraser University



On behalf of Simon Fraser University, welcome to Vancouver, and welcome to the 2026 CAPDHHE Conference.

We are excited to welcome post-secondary leaders, practitioners and educators from across the country to SFU as we deepen our understanding and share insights around inclusive excellence, equity, and well-being in higher education. As we navigate an increasingly polarized world, it is more important than ever that we come together as a community to discuss strategies for fostering inclusion, belonging and safety for all students on our campuses.

This work is neither quick nor easy. As chair of the Board of Universities Canada, I have seen how much progress depends on institutions showing up for one another: sharing what is working, being candid about what is not and holding ourselves accountable together rather than navigating these topics alone.

Universities Canada endorsed its Principles on Indigenous Education in 2015, and its Inclusive Excellence Principles in 2017, which were grounded in consultation. In the decade since, follow-up surveys from Universities Canada, independent bodies such as the Council of Canadian Academies, recent Government of Canada reviews like the Employment Equity Act Review, strategies like Canada's Anti-Racism Strategy 2024-2028 and reports on antisemitism, Islamophobia, and broader scholarly evidence all point to a similar trend: we have made real advances nationally and across Canadian postsecondary institutions, in structural change, in policy and practice, and in campus culture.

But there is more work to do in every one of those areas, and the current rise in misinformation, hate and racism across the country, alongside growing geopolitical tension, has only sharpened why this work matters more than ever. This is not a moment to rest on our laurels. It is a moment to look honestly where we have come from, where we are now, and what is still needed so that all communities can participate in and benefit from Canada's exceptional public post-secondary education system.

At SFU, we believe in Inclusive Excellence: the idea that equity, diversity and inclusion is not separate from academic excellence, but fundamental to it. We believe that creating spaces where people feel genuine belonging and safety empowers them to do their best teaching, research, learning and work, and we know that you do too. Thank you for the work you carry out at your own institutions, and for bringing that work to the 2026 CAPDHHE Conference so we can test, challenge and build upon it together.

Welcome Remarks from Dr. Jennifer Kandjii

*Director, Equity, Diversity and Inclusion (Student Services), Simon Fraser University
Co-Chair, CAPDHHE 2026 Conference*



Welcome to CAPDHHE 2026, and welcome to Vancouver.

Alongside my co-chair, Dr. Paola Ardiles Gamboa, and the planning team at SFU and the CAPDHHE Board, it has been a privilege to help bring this conference together, and an even greater privilege to now welcome all of you to Vancouver.

Equity work asks something of us at both scales. It asks for the big commitments: the charters we sign, the frameworks we adopt, the structural changes that take years to land. And it asks for something smaller, but just as real: whether a washroom has what someone needs in it, whether a form gives someone the chance to be seen accurately, whether the processes are built with the diversity of our community in mind. In my own work at SFU, I have come to see these as two sides of the same commitment, not one instead of the other. The big frameworks set the direction. The small details are how people experience the change.

You can see both scales in SFU's own recent history. On the larger end: in 2021, we signed the Scarborough Charter on Anti-Black Racism and Black Inclusion, and this past winter, that commitment took tangible form with the opening of our Black Student Centre, a space designed with Black students at the centre of it, grounded in African and diasporic design, and built to be a source of community, wellness, and support. On the smaller end: this spring, we launched a menstrual equity initiative, making free menstrual products available in washrooms across all three of our campuses. Both scales matter to whether people experience the commitment as real.

This conference holds both of those scales at once. Over the next two days, keynote speakers, panels, and breakout sessions built by and for scholars and practitioners will move between the large, structural questions facing our sector, anti-racism, accessibility, human rights frameworks, and the resilience this work demands of all of us right now, and the practical, granular work of this field, shared honestly, successes and struggles alike.

Thank you to everyone who submitted proposals, who agreed to speak, and who traveled here to be part of this. Please take care of yourselves and each other over these two days. This work is sustained by community, and you are that community. Many thanks to the amazing team at SFU and the CAPDHHE who worked tirelessly to make this conference possible.

Welcome to CAPDHHE 2026. We are so glad you are here.

Welcome Remarks from Dr. Paola Ardiles Gamboa

*Senior Advisor, Equity and Well-Being Initiatives, to the Vice-President,
People, Equity and Inclusion, Simon Fraser University
Co-Chair, CAPDHHE 2026 Conference*



Welcome to CAPDHHE 2026, and welcome to Coast Salish Territories.

It is an honour to welcome you into a conversation that sits at the heart of my own work: the intersection of inclusive excellence and institutional well-being. These two areas are too often treated as separate portfolios; one belonging to equity offices, the other to organizational health or student health and counselling services. I have come to see them as inseparable. Well-being is not a benefit we extend once inclusion has been achieved; it is a foundational condition for inclusion to be possible at all. An institution cannot claim to be inclusive while the people inside it, students, staff, and faculty alike, are depleted by the very systems meant to serve them. A systems and upstream approach requires us to share the responsibility of creating well-being and inclusive environments.

This is not only a personal conviction of mine but also an institutional one. In 2015, Simon Fraser University and the University of British Columbia co-hosted the International Conference on Health Promoting Universities and Colleges, welcoming partners from more than 40 countries, and SFU became one of the co-designers and first signatories of the *Okanagan Charter*, an international framework calling on post-secondary institutions to embed health and well-being into every aspect of campus culture, not as an add-on, but as a shared responsibility. That commitment built on work already underway through our Healthy Campus Community initiative, launched in 2011, and it continues to shape us today. In 2025, on the Charter's tenth anniversary, we completed a baseline assessment across our campuses. We are now developing our first institution-wide Community Well-Being Plan, guided by the vision of the Charter, the new *Limerick Framework*, the National Standards for Psychological Health and Safety, and what we heard directly from our own community. One of the plan's goals is inclusive leadership, a commitment that reflects something I believe deeply: how an institution conceptualizes and operationalizes well-being, says as much about its values as any equity statement it publishes.

Advancing inclusive excellence is intertwined with attending to well-being, to promote an supportive environment where students, staff and faculty can flourish. Attending to well-being without an equity lens risks building programs and policies that serve some of our community while excluding others. Neither is enough on its own. Over the next two days, I look forward to learning from you so we can deepen our understanding of the complexity between inclusive excellence and well-being. I trust that we learn from and support one another, and that together we shape a future that holds both.

Thank you for being here, and for bringing your curiosity, critical lens and your grounded expertise. I hope you leave this conference with novel approaches to tackle the systemic challenges your institutions face, and a renewed sense of care for the people, including yourselves, who are at the heart of systems level change in the post-secondary sector. Enjoy!

Welcome Remarks from Dr. Scott D Thomas

President & Chair, CAPDHHE Board of Directors



Welcome from the President and Chair of the CAPDHHE Board

On behalf of the Board of Directors of the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education, it is my great pleasure to welcome you to the 2026 CAPDHHE Conference.

This year, we come together at a time when the work of equity, human rights, inclusion, accessibility, reconciliation and well-being in post-secondary education continues to evolve. Across our institutions, we are being challenged not only to respond to change, but to think more deeply about the kind of communities we want our colleges and universities to become.

Our 2026 conference invites us to explore Inclusive Excellence and Well-being in Post-Secondary Education—and, importantly, the relationship between the two. Throughout the conference, we will hear from scholars, practitioners, leaders, advocates and community members who are asking difficult questions, sharing promising practices, and challenging us to move from commitments and statements toward meaningful and sustainable institutional change.

The program reflects the breadth of this work. Our conversations will address belonging, accessibility, anti-Indigenous racism, sexual and gender-based violence, institutional accountability, restorative approaches, inclusive leadership, community engagement, and the systems and structures that shape the experiences of those who learn and work within our institutions.

CAPDHHE has always been strengthened by the people who come together through this organization. Our conference is an opportunity to learn from one another, to reconnect with colleagues from across the country, to challenge our thinking, and to build relationships that continue long after these two days are over.

I extend my sincere gratitude to Simon Fraser University for hosting us and for the tremendous work involved in bringing this conference together. I also want to thank our speakers, presenters, volunteers, sponsors, members, and the CAPDHHE Board for their commitment and contributions. Most importantly, thank you to each of you for being here and for the work you do every day within your institutions and communities.

I hope you leave this conference with new ideas, new relationships, renewed energy, and perhaps some new questions. May we continue to learn from one another, hold ourselves and our institutions accountable, and work collectively toward post-secondary environments where people can truly belong, participate and thrive.

Welcome to CAPDHHE 2026. I look forward to the conversations ahead.

CAPDHHE Organizing Committee

Paola Ardiles Gamboa

Senior Advisor to the Vice-President,
People, Equity and Inclusion (Equity
and Well-Being Initiatives),
Simon Fraser University

Jennifer Kandjii

Director, Equity, Diversity and
Inclusion (Student Services),
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Scott Thomas

President & Chair, Canadian
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Higher Education (CAPDHHE)

Daniel Sheriff

Associate Director, Black
Student Centre (Student
Services), Simon Fraser
University

Gratitude to the many volunteers and committed co-op students
that supported the conference development:

*Ella Phan, Salma Ramadhan, Trixie Munyambu, Viann Fung &
Ximena Kuzma Mongrut*

CAPDHHE 2026 Conference

Main Program

Day 1: Conference | Thursday Oct 15, 2026

TIME	SESSION
8:00 – 9:15 AM 1301 Harbour Centre Concourse	Registration and Continental Breakfast at Harbour Centre
9:30 – 10:00 AM 1400-1430 Segal Centre	• Opening • Territorial Acknowledgement and Welcome: Elder Gary Láwa Johnston • Welcoming Remarks: Joy Johnson, President and Vice-Chancellor, SFU
10:00 – 10:45 AM 1400-1430 Segal Centre	Keynote: The Wisdom of Wellbeing: Reimagining Inclusive Excellence in a Time of Transformation • Sislana Grocer Ledbetter – Vice Provost for Student Affairs, Western Washington University
10:45 – 11:00 AM 1400-1430 Segal Centre	Grounding Activity (Paola Ardiles Gamboa)
11:00 – 12:15 PM 1400-1430 Segal Centre	Opening Panel Discussion moderated by Paola Ardiles Gamboa Exploring Roots, Place and Purpose: bringing a holistic lens to embedding inclusive excellence and well-being in higher education. • Arig al Shaibah – Associate Vice-President, Equity and Inclusion, UBC • Travis Salway – SFU, Faculty of Health Sciences • Naomi Narcisse PhD candidate – UBC Graduate Student in Education • Roselene Dhaliwal – Director of Equity and Inclusion at the Canadian Mental Health Association's BC Division – CMHA BC
12:15 – 1:30 PM 1301 Harbour Centre Concourse	Networking Lunch – Showcase of SFU's EDI Community of Practice and Vendors

CAPDHHE 2026 Conference

Day 1: Conference | Thursday Oct 15, 2026

TIME	SESSION
1:45 – 3:15 PM (90 mins) Afternoon Concurrent Breakout Sessions 1	1) 1400-1430 SEGAL CENTER (HARBOUR CENTRE) Speakers: • Tina Chen • Malinda Smith • Arig al Shaibah Session Title: Translating Commitments into Praxis, Advancing Inclusive Excellence: Roundtable with Senior Leaders
	2) 1600 CANFOR POLICY ROOM (HARBOUR CENTRE) Speaker 1: Nicole McFadyen Session Title: Building Cultures of Consent: Collaborative Approaches to Developing Trauma-Informed, Evidence-Based Sexual Violence Prevention Education With Students Speaker 2: Jori Jones Session Title: Students Negotiating Sexual Violence Disclosure within Post-Secondary Settings
	3) 2245 MCCARTHY TETRAULT LECTURE ROOM (HARBOUR CENTRE) Speakers: • Paola Quirós-Cruz • Belinda Karsen Session Title: Responding to Disclosures of Sexualized Violence: Intersectional Approaches to Survivor Support

CAPDHHE 2026 Conference

Day 1: Conference | Thursday Oct 15, 2026

TIME	SESSION
1:45 – 3:15 PM	4) 2270 SAUDER INDUSTRIES POLICY ROOM (HARBOUR CENTRE) Speaker Group 2: - Paola Ardiles Gamboa - Dawn Barroso - Naomi Narcisse Session Title: Embedding Inclusive Leadership into SFU's Community Well-being Plan- how we do this work through reflective practice
	5) 1520 BARRICK GOLD LECTURE ROOM (HARBOUR CENTRE) Speakers: - Maï Yasué - Madison Tardif - Brenda Morrison - Sandhya Ghai Session Title: Beyond the Checkbox: Building Institutional Well-being, Inclusive Excellence, and Sustainable Change
	6) 2945 MCLEAN MANAGEMENT STUDIES LAB (HARBOUR CENTRE) Speakers: - Nada El Masry - Shikhank Sharma Session Title: Reimagining Systems Together: Applying Equity-Centred Community Design to Advance Inclusive Excellence in Post-Secondary Education
3:15 – 3:45 PM 1301 Harbour Centre Concourse	BREAK

CAPDHHE 2026 Conference

Day 1: Conference | Thursday Oct 15, 2026

TIME	SESSION
3:45 – 5:00 PM (75 mins) Afternoon Concurrent Breakout Sessions 2	1) 1400–1430 SEGAL CENTER (HARBOUR CENTRE) Speaker Group 1: - Lucy Buchanan Parker - Elsie Achugbue Session Title: Evaluating Inclusive Excellence at the Institutional Level: Accounting for Progress in a Complex System
	2) 1600 CANFOR POLICY ROOM (HARBOUR CENTRE) Speakers: - Elliot Athanasopoulos - Florian Baer - Chloe Chan - Steve Dodge - Sepideh Mirabi Session Title: Changing the Culture of Physics at the Department Level
	3) 2245 MCCARTHY TETRAULT LECTURE ROOM (HARBOUR CENTRE) Speaker : Nadiya Ekhteraeetoussi Session Title: “I’m Not One of Them”
	4) 2270 SAUDER INDUSTRIES POLICY ROOM (HARBOUR CENTRE) Speakers: - Diana Bedoya - Victoria Claydon - Joanna Angelidis - Stefan Vukovic - Sarah Louise Turner - Bianca Brigidi

CAPDHHE 2026 Conference

Day 1: Conference | Thursday Oct 15, 2026

TIME	SESSION
3:45 – 5:00 PM	Session Title: Building Accessibility Together: Diverse Perspectives, Shared Responsibility
	5) 1520 BARRICK GOLD LECTURE ROOM (HARBOUR CENTRE)
	Speakers: • Angie Conrad • Joyce Barlow
	Session Title: How Organizational Positioning Shapes Strategy, Authority, and Constraints in Addressing Systemic Ableism within Post-Secondary Institutions
	6) 2945 MCLEAN MANAGEMENT STUDIES LAB (HARBOUR CENTRE)
	Speakers: • Raphael Ochil • Miranda Eng
	Session Title: Beneath the Surface: Positionality, Accountability, and Allyship in Community-Based Research

CAPDHHE 2026 Conference

Day 2: Conference | Friday Oct 16, 2026

TIME	SESSION
8:00 – 9:15 AM ICBC Concourse	Registration and Breakfast at ICBC Concourse (Wosk Centre)
9:30 – 10:00 AM ICBC Concourse	Opening and Welcome – Elder Gary Láwa Johnston
10:00 – 11:00 AM ICBC Concourse	Keynote: On EDI, Resistance and Resilience in An Age of Hostility & Rage, and the Role of the University • Adrian Harewood – Associate Professor, Carleton University
11:00 – 11:30 AM	<i>Break & Commute: Wosk or Harbour Centre</i>
11:30 AM – 12:45 PM (75 mins) Morning Concurrent Breakout Sessions 1	1) ICBC CONCOURSE (WOSK CENTRE) Speakers: • June Francis • Prof-Collins Ifeonu • Tricia-Kay Williams Moderator: • Maureen Kihika Session Title: Blackness in the Academy 2) 1600 CANFOR POLICY ROOM (HARBOUR CENTRE) Speaker 1: Erin Hallock Session Title: Human Rights Frameworks for the Current Challenges facing University and College Campuses Speaker 2: Thais Costa Rabelo Amorim Session Title: Lost in Translation: A Diagnostic Tool for Auditing Human Rights Complaint Policies in Post-Secondary Institutions

CAPDHHE 2026 Conference

Day 2: Conference | Friday Oct 16, 2026

TIME	SESSION
11:30 AM – 12:45 PM	3) 2245 MCCARTHY TETRAULT LECTURE ROOM (HARBOUR CENTRE) Speakers: • Tracy Hall • Mindy Gobbi Speaker Title: Repairing Harm in Institutions: Moving from Good Intentions to Accountable Practice
	4) 2270 SAUDER INDUSTRIES POLICY ROOM (HARBOUR CENTRE) Speaker: Chantelle Perera Session Title: Between Care and Capacity: Equity, Human Rights, and Institutional Limits
	5) 1520 BARRICK GOLD LECTURE ROOM (HARBOUR CENTRE) Speakers: • Njeri Damali Sojourner-Campbell • Lavonne Hood Session Title: Practising Human Rights in Difficult Times: A Facilitated Discussion for BIPOC attendees
	6) 2945 MCLEAN MANAGEMENT STUDIES LAB (HARBOUR CENTRE) Speakers: • Trish Everett • Rana Hakami • Nancy Lam • Laura Reid • Megan Tweedie Session Title: Navigating Complex Disclosures: A Trauma-, Equity-, and Human Rights Informed Institutional Response to Graduate Student Harm

CAPDHHE 2026 Conference

Day 2: Conference | Friday Oct 16, 2026

TIME	SESSION
12:45 – 1:10 PM ICBC Concourse	<i>Commute: Harbour Centre to Wosk Centre</i>
1:10 – 2:30 PM ICBC Concourse	Sit-down Lunch & Optional Activity (Paola Ardiles Gamboa and Naomi Narcisse)
2:30 – 3:30 PM ICBC Concourse	Legal Panel Hot Topics! Moderated by Scott Thomas
3:30 – 4:15 PM ICBC Concourse	Closing Keynote: Futures of Inclusive Excellence <i>Yabome Gilpin-Jackson- Vice President, People, Equity and Inclusion, SFU</i>
4:15 – 4:30 PM ICBC Concourse	Closing Remarks by Paola Ardiles Gamboa
5:00 – 7:00 PM ICBC Concourse	Closing Cocktail Reception Hosted by Morris J. Wosk Centre for Dialogue

Conference Co-Chair Bios

Dr. Paola Ardiles Gamboa

Senior Advisor, Equity and Wellbeing Initiatives
to the Vice-President, People, Equity and Inclusion

Paola Ardiles Gamboa (she/her) BSc, MHSc, MBA, PhD is a Latinx practitioner-scholar working on unceded Coast Salish territories. She has been recognized for her innovative, collaborative and inter-sectoral approaches to promote community health, health equity and collective well-being. Paola currently serves as Senior Advisor-Equity and Well-being Initiatives, to the Vice-President People, Equity and Inclusion at Simon Fraser University (SFU), leading the co-design of SFU's first university-wide Community of Practice for equity practitioners, as well as co-leading the development of SFU's Community Well-being Plan for students, staff and faculty.

As a systems thinker and champion for community voice, Paola has made a lifelong commitment to deep, impactful collaboration and transformational work in her community. In 2012, she received the *Dr. Nancy Hall Public Policy Leadership Award of Distinction* for her pioneering policy work in mental health promotion, shifting the way we conceptualize mental health. Paola also played a key leadership role in raising awareness of the gaps in addressing health inequities in BC over a decade ago. Today, Paola serves as Vice-President, Advocacy for the International Union for Health Promotion and Health Education.

Dr. Jennifer Kandjii

Director, Equity, Diversity and Inclusion
Student Services

Jennifer Kandjii (she/her), PhD is a scholar practitioner at the intersection of humanitarian work, human rights research and social exclusion, with a focus on forced displacement and institutional equity practice. She worked for the UN High Commissioner for Refugees (UNHCR), leading protection and gender-based violence prevention work with refugee populations, and has carried out research in partnership with academic, community, and government stakeholders, including a multi-country research initiative on localized knowledge in refugee ecosystems at Carleton University and Indigenous-focused research at Wilfrid Laurier University's Faculty of Social Work. She currently serves as Director, Equity, Diversity and Inclusion (Student Services) at Simon Fraser University (SFU), where she leads EDI and anti-racism initiatives, including the establishment of the university's first Black Student Centre, its menstrual equity program, and its demographic and diversity data strategy.

Jennifer is a Fellow at the Balsillie School of International Affairs and is a published scholar whose work most recent work appears in Canada in the *Global Refugee Regime* (McGill-Queen's University Press), *New Directions in South-South Migration* (Springer Nature), and *Hand in Hand? Canada at the Human Rights and Peacebuilding Nexus* (Springer Nature), alongside contributions to *The Routledge Handbook of Diplomacy and Statecraft*.

Gary Láwa Johnston, MA

Gary Johnston is a member of Sk̓wx̓wú7mesh Nation from the village of Eslhá7áń. Gary is a long-time educator with Colleges and Universities and has taught First Nations history and culture. He currently delivers Indigenous awareness training covering history, Indian Act, Residential School, linguistic/cultural diversity. Gary holds a Master of Arts in Leadership from Royal Roads University and a Bachelor of Arts from Capilano University.

Gary is currently a Trustee with Squamish Nation Trust and served as the Vice Chair of the Seń ákw Cultural Advisory Panel. Gary is the Knowledge keeper for the College of Health Care Professionals of BC and the Elder in Residence for ICBC. He has served on the Board of Directors of First Peoples Cultural Foundation and as Vice Chair of First Peoples Cultural Council.



Gary Láwa Johnston, MA

Sk̓wx̓wú7mesh Knowledge Keeper,
Educator & Elder

CAPDHHE 2026 Keynote Speakers

Day 1: Conference / Thursday Oct 15, 2026

SISLENA GROCER LEDBETTER, Ph.D., is a social psychologist, higher education leader, lecturer, and author. She serves as Vice Provost for Student Affairs at Western Washington University, where her work centers on creating the conditions for students and communities to thrive through connection, belonging, equity, and wellbeing.

Dr. Ledbetter brings more than two decades of higher education leadership, including nine years at the University of the District of Columbia, a land-grant historically Black university. Her previous roles include Associate Vice President of Student Development and Associate Vice President of Counseling, Health, and Wellbeing. She has secured more than \$6 million in grant funding to support behavioral health initiatives and is past chair of the United States Health Promoting Campuses Network.

She earned her bachelor's degree with honors from North Carolina Central University and her master's and doctoral degrees in psychology with honors from Howard University. Her advanced leadership studies include Georgetown University and the Harvard Graduate School of Education.



Dr. Sislana Grocer Ledbetter

Vice Provost for Student Affairs,
Western Washington University

Day 2: Conference | October 16, 2026

ADRIAN HAREWOOD is a writer/broadcaster and associate professor of journalism at Carleton University in Ottawa.

He's the host of the current affairs podcast In Bed with The Elephant. He was host of CBC Ottawa's drive home show All in a Day for three years and anchor of CBC Ottawa News at Six for thirteen years.

He's hosted CBC's The Current, As It Happens, Sounds Like Canada, Metro Morning, The House, Counterspin, Hot Type, and Power & Politics. He was also the host of programs on PBS & BRAVO. He's interviewed Salman Rushdie, Angela Davis, Ken Dryden, David Suzuki, Margaret Macmillan, Bill Clinton, Donald Trump and Naomi Klein. He's won a Canadian Screen Award for Best Local News Anchor and was nominated for Best Interviewer.

His writing has appeared in The Globe and Mail, Ricochet, Toronto Star, Canadian Dimension and The Halifax Chronicle Herald. His academic interests include The History of Black Canadian Journalism, the US Civil Rights Movement and Journalism Pedagogy. His academic work is published in Facts and Frictions.



Adrian Harewood

Associate Professor, Carleton University

CAPDHHE 2026 Keynotes

Dr. Sislena Grocer Ledbetter

The Wisdom of Wellbeing: Reimagining Inclusive Excellence in a Time of Transformation

Dr. Ledbetter asks us: what if wellbeing is more than an outcome to be measured? What if it is a source of wisdom that should shape how we lead, teach, and build our institutions? This keynote explores the relationship between inclusive excellence and organizational wellbeing, challenging participants to consider how cultures of belonging, justice, and mattering create the conditions for individuals and communities to thrive. Drawing from psychology, leadership, and higher education, Dr. Ledbetter invites us to rethink wellbeing not as an initiative, but as the foundation for institutional excellence.

Adrian Harewood

On EDI, Resistance and Resilience in An Age of Hostility & Rage, and the Role of the University

This talk makes the case for EDI within the context of the university as part of the long historical struggle to create a more just, inclusive and humane world. It suggests the role of the university is to promote thinking and dialogue, affirm the value of the examined life and questioning, and champion the pursuit of truth and academic freedom.

It argues that the university ought to promote a pedagogy of care that seeks not to indoctrinate students, but to open their critical minds; a pedagogy that values compassion, acts with empathy, and demands accountability; a pedagogy that encourages its students to become civic leaders, stewards of the Earth and agents of change. EDI is presented as a critical part of creating the university of our dreams.

Day 2: Conference | October 16, 2026

Closing Keynote Speaker

Dr. Yabome Gilpin-Jackson (she/her/hers) is a global citizen born in Germany, raised in Sierra Leone, and educated in Canada and the U.S. and is a multi- award-winning scholar-practitioner in human & organization development.

Her awards have included International African Woman of the Year by UK- based Women4Africa, Organization Development Practitioner Award from US-based Organization development Network and the prestigious Harry Jerome Professional Excellence Award given in recognition of Black-Canadian achievements. She is a 2024 YWCA Woman of Distinction nominee and a 100 Black Women to Watch + 100 Accomplished Black Canadian Woman honoree.

She is an executive leader, consultant and educator in academia and across the private, public and nonprofit sectors. In addition to many academic peer- reviewed articles and book chapters, she is author of Transformation After Trauma, The Power of Resonance, co-editor for the Palgrave Handbook of Learning for Transformation, initiator and lead editor of the We Will Lead Africa book series and short story collections about global African experiences. She is Simon Fraser University's first Vice-President, People, Equity and Inclusion.



Dr. Yabome Gilpin - Jackson

Vice President, People, Equity and
Inclusion, SFU

Day 2: Conference / October 16, 2026

SFU Closing Keynote

The SFU closing keynote brings the conference to a close with concluding remarks from Dr. Yabome Gilpin-Jackson that weaves together the threads of the past two conference days. Her remarks will draw on the insights and discussions from the plenaries, conversations and concurrent sessions to offer one shared picture of what has been heard, learned and carried forward. The keynote speaker turns the attention to our own roles in creating and modelling a vision of the future that holds all humanity. Dr. Gilpin-Jackson invites reflection on the stories from our lives that deeply connect us to why inclusive excellence matters. She considers each person's role and commitment moving forward, and what needs to shift to broaden our lens and work toward an even more inclusive future. She closes by turning attention to what comes next and where we go from here.

Opening Panel

Day 1: Conference | Thursday Oct 15, 2026

Session Title: Exploring Roots, Place and Purpose: bringing a holistic lens to embedding inclusive excellence and well-being in higher education.

Arig al Shaibah, Travis Salway, Naomi Narcisse and Roselen Dhaliwal

Moderated by Paola Ardiles Gamboa

The opening plenary will build on the keynote address, bringing together four panelists to reflect on the keynote speaker's remarks and share responses grounded in their own experiences. The conversation will intentionally draw from a range of lenses, including institutional roles, academic background, advocacy, spiritual, professional, and lived experience, creating space for different ways of knowing, understanding, and engaging with the themes raised in the keynote. Panelists will be invited to bring their whole selves into the conversation, offering reflections shaped by their distinct identities, knowledge, and areas of expertise.

Session Speaker Bios

Day 1: Conference | Thursday Oct 15, 2026



Arig al Shaibah

Associate Vice-President, Equity and Inclusion

Dr. Arig al Shaibah is UBC's Associate Vice-President for Equity & Inclusion. In this role she champions pan-institutional equity goals and oversees the university's Equity & Inclusion Office serving both Vancouver and Okanagan campuses. With over two and half decades of experience working in the Canadian higher education sector. Dr. al Shaibah has held several senior leadership roles prior to her current role at UBC, including serving as McMaster's inaugural Associate Vice-President Equity & Inclusion, as Dalhousie's Vice-Provost Student Affairs, and as Assistant Dean Student Life and Learning at Queen's.

As a scholar-practitioner, she also holds an Honorary Associate Professor affiliation with the Department of Educational Studies at the University of British Columbia.

Travis Salway

SFU, Faculty of Health Sciences



TJ (Travis) Salway is an associate professor at the Faculty of Health Sciences at Simon Fraser University, an affiliated researcher at the British Columbia Centre for Disease Control, and director of the REAFFIRM Collaborative, an interdisciplinary lab dedicated to exploring factors that contribute to health inequities and identifying strategies for improving health among 2S/LGBTQ+ populations.

He created MindMapBC, a tool for finding 2S/LGBTQ-affirming mental healthcare, and has contributed to guidelines for respectful and sensitive research with transgender and Two-Spirit people. Renowned for his advocacy, Salway played a key role in strengthening Canada's anti-conversion therapy legislation and continues to monitor policy effectiveness while educating the public on these critical issues.

Session Speaker Bios

Day 1: Conference | Thursday Oct 15, 2026



Skel7áws, Naomi Narcisse
PhD candidate
& Director of Indigenous Initiatives

Mom, Daughter, Granddaughter, Aunty, Sister, Warrior, and Another Coyote. Naomi is a lifelong learner, protecting & sharing traditional knowledges. As the current Director of Indigenous Initiatives – Office of People Equity Inclusion, she fosters an environment of connection, belonging, and community.

While experiencing firsthand the barriers in higher educational spaces, Skel7áws is a leader in sharing holistic pathways while upholding equitable approaches. She is guided by her mentors, Matriarchs, Ancestors, tmicw (land) and NxeKmenlhkálha múta7 nt'ákmenlhkálha (traditional laws and way of life). Skel7áws shares from a St'át'imc and Secwépemc women's perspective, on the interconnection of traditional laws, education, land, and language through oral stories.

Roselene Dhaliwal
Director of Equity and Inclusion



Roselene Dhaliwal, PhD, is a scholar-practitioner in health promotion, equity, diversity and inclusion. For more than 20 years, she has worked across community, health care, and higher education settings, leading initiatives that foster healthy and inclusive environments.

She earned her PhD from Simon Fraser University's Faculty of Education with her dissertation entitled, "Making the Invisible, Visible: Tracing Inequity and Exclusion through a Lens of Sikhism". Roselene currently serves as the inaugural Director of Equity and Inclusion with Canadian Mental Health Association, BC Division. Since 2020, she has also developed and taught "Centering Justice, Equity, Diversity & Inclusion in Practical Life Settings" in SFU's Faculty of Arts and Social Sciences.

Session Speaker Bios

Day 1: Conference | Thursday Oct 15, 2026

Session Title: Translating Commitments into Praxis, Advancing Inclusive Excellence: Roundtable with Senior Leaders.

Tina Chen, Malinda Smith and Arig al Shaibah

This Roundtable features leaders from Canadian post-secondary institutions thinking together on how we work collectively to advance equity, social justice, and anti-racism at the current moment. Speakers include: Arig al Shaibah (Associate Vice-President Equity & Inclusion, University of British Columbia), Carrie Smith (Vice-Provost for Access, Community, Belonging, University of Alberta), and Tina Chen (Vice-Provost Equity, University of Manitoba).

All Roundtable participants have been involved in the CanU15/GermanU15 Working Group on EDI in Research & Society for the last 2 years, including sub-working groups on: building more inclusive institutions; creating a shared understanding of equity, diversity, and inclusion; key indicators, data collection and governance for equity, diversity, and inclusion.

The participants in the CAPDHHE roundtable are all speakers in «Mountainside Chats » at the CanadaU15/GermanyU15 EDI Working Group's June 2026 Conference on Inclusive Excellence in Research-Intensive Universities. The CAPDHHE roundtable will build upon and share insights from discussions at the June Conference centered on: research with Indigenous peoples and across knowledge systems, questions of justice within research-intensive universities, governance of data and knowledge, and the role of universities within democratic societies.

The focus of the CAPDHHE roundtable will be on translating commitments into practice – and how we work institutionally and collectively-- to advance inclusive excellence while navigating tensions between global collaboration and national responsibility. Select deliverables from the June 2026 conference be also presented to broaden access to these resources and to support our collective action across Canadian universities.

Tina Mai Chen

Vice-Provost (Equity), University of Manitoba



Tina Mai Chen (she/her) is Vice-Provost (Equity) at the University of Manitoba. She leads the UM Office of Equity Transformation and holds the university's senior leadership position to advance equity, diversity, inclusion, accessibility, and anti-racism. Dr. Chen is also Distinguished Professor of History, with research and teaching focused on feminism, anti-colonial solidarities, anti-racist activism, and alternative political imaginaries in modern Chinese, Asian, and World history.

Her current research examines gendered aesthetics and gender inclusivity in figure skating through embodied research methodologies, critical choreographies, and queer theory. In addition, Dr. Chen is active in local and national community work, with recognitions including : WXN Top100 Women, Canada Race Relations Foundation Community Champion Award, and YMCA/YWCA Woman of Distinction Award.

Session Speaker Bios

Day 1: Conference | Thursday Oct 15, 2026

Session Title: Building Cultures of Consent: Collaborative Approaches to Developing Trauma-Informed, Evidence-Based Sexual Violence Prevention Education With Students.

Nicole McFadyen

Since 2023, the Sexual Violence Prevention & Support Centre has been on a journey to develop intersectional, trauma-informed, and evidence-based sexual violence prevention education for and with students in post-secondary environments. Using the development process behind the phenomenally successful online Building a Culture of Consent at the University of Toronto: Consent, Communication, and Sexual Violence Prevention Education Module for Students, and our growing student-led peer drop-in program as case studies, this session will provide participants with concrete tools and best practices for collaborative sexual violence prevention education development and delivery.

Participants will be introduced to trauma-informed, intersectional research practices and important considerations for preparing, onboarding, and supporting student peer education.

In discussing the scope and application of trauma-informed research practices to consultations, survey, and focus groups, participants will use case studies to practice adapting standardized materials to include working with participants that have with lived experience of sexual violence. Participants will also discuss and review resources for onboarding and supporting peer educators, including the importance of training in responding to disclosures of sexual violence, role scope, trauma-informed supervision, and access to supportive resources.

This session will benefit those working in human rights, sexual violence, student education positions, and policy consultation. It will also be of benefit to staff and/or faculty engaging in research related to gender-based and sexual violence, participatory action research, qualitative and mixed-methods research methodologies, human rights, and pedagogical approaches to harm reduction and violence prevention.



Nicole McFadyen

Assistant Director, Education and Communication,
Sexual Violence Prevention & Support Centre

Nicole D. McFadyen, PhD, is a sociocultural anthropologist with extensive academic and front-line experience supporting survivors of sexual violence in both academic and community settings.

She has led the development and delivery of sexual violence prevention education to students, staff, and faculty at diverse post-secondary institutions and is currently Assistant Director, Education & Communication, at the University of Toronto & Sexual Violence Prevention & Support Centre.

Session Speaker Bios

Day 1: Conference | Thursday Oct 15, 2026

Session Title: Students negotiating sexual violence disclosure within Post-Secondary Settings.

Jori Jones

This session provides an overview of a study exploring how post-secondary students navigate decisions about seeking support following experiences of sexual violence, with a focus on the role of disclosure within post-secondary institutions. Grounded in intersectionality, trauma- and violence-informed practice, and equity-oriented design, the conversation focuses on how power, institutional trust, and disclosure-dependence shape students' pathways to care.

Drawing on qualitative interviews with students in Ontario, emerging Canadian research, and practice-based insights from an Ontario university sexual violence support office, this session highlights how institutional language, procedures, and response pathways impact student's decision to disclose and seek help.

An invitation to reflect on concepts such as epistemic injustice and structural violence to deepen acknowledgement of how disclosure processes may privilege certain forms of knowledge, communication, and readiness, while excluding or misinterpreting others.

The session will invite critical reflection on how current institutional approaches may avoid reproducing access inequities, and where opportunities exist for more responsive, student-centred designed care.



Jori Jones

Associate Director of the Office of Sexual Violence
Support and Education

Jori Jones is the Associate Director of the Office of Sexual Violence Support and Education at Toronto Metropolitan University. She is also a PhD candidate in Social Work at the University of Toronto.

Her research focuses on the power of disclosure and examines how students with experiences of sexual violence navigate support systems, with particular attention to differential outcomes shaped by identity, power, and institutional response.

Session

Day 1: Conference | Thursday Oct 15, 2026

**Session Title: Responding to Disclosures of Sexualized Violence:
Intersectional Approaches to Survivor Support.**

Paola Quirós-Cruz and Belinda Karsen

People of equity-deserving communities and identities are disproportionately affected by gender-based and sexualized violence (GBSV) and may face additional barriers when seeking support (Jones & Ashcroft, 2025). As a result, a survivor-centered approach requires an understanding of how social identities and systems of power intersect to shape interactions between survivors and support people. Cultivating a self-aware, culturally informed, and intersectional practice can help individuals—whether they are faculty, staff, or students—respond to disclosures in ways that are more empathetic and equitable.

This interactive session will offer a condensed demonstration of a newly launched workshop developed by the SFU Sexual Violence Support & Prevention Office (SVSPO), which aims to strengthen participants' capacity to provide intersectional, survivor-centered support to individuals impacted by GBSV. Through personal reflection, group discussion, and case-based learning, the workshop invites participants to reflect on their own social identities, power, and positionality and to consider how self-awareness can enhance their ability to respond with empathy, respect, and equity when supporting students or colleagues of diverse identities who have been impacted by GBSV.

Participants will apply the key concepts of the workshop in small group discussions of a sample case study. The session will conclude with a facilitated discussion on opportunities for integrating inclusive, intersectional, and trauma-informed approaches into participants' practice as community members and potential support people.

Session Speaker Bios

Day 1: Conference | Thursday Oct 15, 2026



Paola Quirós-Cruz

Educator, Sexual Violence Support & Prevention Office

Paola Quirós-Cruz (they/them) is a queer Colombian immigrant based on the unceded territories of the Musqueam, Squamish, and Tsleil-Waututh First Nations. Passionate about centering voices at the intersections of queerness, the BIPOC diaspora, and the diverse experiences of international students, Paola has dedicated their work to serving immigrants, refugees, and local and international students since moving to Canada in 2004.

Currently, they serve as one of the Educators at Simon Fraser University's Sexual Violence Support & Prevention Office (SVSPO), where they facilitate educational and outreach initiatives for SFU and Fraser International College (FIC) undergraduate and graduate students. Paola's commitment to this work is deeply rooted in their lived experiences as a racialized immigrant and survivor, driving them to center the voices and needs of equity-deserving communities.

Paola utilizes creative approaches and popular education as tools for community engagement, fostering connection, empowerment, and communities of care.

Belinda Karsen

Social justice educator and Educational Specialist



Belinda Karsen (she/her), M.A., is a social justice educator and Educational Specialist with Simon Fraser University's Sexual Violence Support & Prevention Office (SVSPO).

Her work focuses on advancing equitable, trauma-informed approaches to gender-based violence prevention, support, and response in the post-secondary environment. Her approach is grounded in relationship-building, intersectionality, and a commitment to creating welcoming, judgment-free learning spaces where participants can engage thoughtfully with complex topics.

Session Speaker Bios

Day 1: Conference | Thursday Oct 15, 2026

Session Title: Embedding Inclusive Leadership into SFU's Community Well-being Plan

Paola Ardiles Gamboa, Naomi Narcisse, Dawn Barroso

How can inclusive leadership nurture the conditions for community well-being? As Simon Fraser University (SFU) develops its first institution-wide Community Well-Being Plan, inclusive leadership has emerged as a key priority for advancing well-being, belonging, and psychological health and safety across the university. Building on SFU's legacy as one of the co-designers and first signatories of the Okanagan Charter, this work reflects a whole-community approach that recognizes the interconnected well-being of students, faculty, and staff.

This interactive session will introduce SFU's Community Well-Being Framework and share how inclusive leadership is braided into the plan. Participants will engage in discussion on applying a decolonized approach while shaping engagement, decision-making, and collaboration across the university in response to the complex challenges facing the post-secondary sector. Through guided reflection, participants will also consider how these teachings can be applied within their own institutions and communities.

Dawn Barroso

Lead, Well-being Plan & Initiatives, Organizational Health & Well-being, VP People, Equity and Inclusion



Dawn Barroso (she/her) is guided by curiosity, connection, and a commitment to collective well-being. She lives and works on the unceded lands of the Coast Salish Peoples and, as the first-generation daughter of Vietnamese refugees with roots in the Yukon Territories, brings deep commitment to equity, inclusion, and well-being. Known for her relational and heart-centered approach, Dawn is passionate about bringing people together to create healthier and more inclusive communities. As Lead, Well-being Plan & Initiatives in the Organizational Health and Well-being Office at Simon Fraser University (SFU), she co-leads the development and implementation of SFU's Community Well-being Plan, fostering inclusive leadership and collaboration across the university.

Session

Day 1: Conference | Thursday Oct 15, 2026

Session Title: Beyond the Checkbox: Building Institutional Well-being, Inclusive Excellence, and Sustainable Change

Maï Yasué, Madison Tardif, Brenda Morrison and Sandhya Ghai

Post-secondary institutions are navigating an increasingly complex landscape marked by polarization, declining trust, rising numbers of complaints, increasing legal and public scrutiny, and growing expectations to foster inclusive, healthy learning and working environments. While many institutions have strengthened policies, training, and compliance processes, practitioners continue to ask a common question: how do we create lasting cultural change that harnesses complexity rather than simply responding to individual issues as they arise?

This interactive workshop explores how institutions can move beyond fragmented, checkbox approaches toward more relational, integrated, and sustainable ways of fostering institutional well-being and inclusive excellence. Rather than treating equity, human rights, conflict resolution, and well-being as separate priorities, participants will explore how these domains can work together to strengthen institutional culture, relationships, and organizational learning.

Delivered by three facilitators, the session combines research, practical experience, and participant dialogue. The first segment introduces evidence-informed principles for creating sustained institutional change and explores why many well-intentioned initiatives struggle to achieve lasting impact in increasingly polarized environments.

The second examines how restorative approaches can complement existing human rights and accountability processes by expanding institutions repertoire of responses to identity-related conflict and harm while supporting relationship repair, shared understanding, and institutional learning. In the final segment, participants will work through a realistic post-secondary case involving an identity-related complaint, applying an integrated framework to consider how restorative, relational, and formal responses can be combined to support individual well-being, interpersonal repair, organizational accountability, and long-term systems change.

Participants will leave with practical strategies for strengthening institutional capacity, responding more effectively to complex situations, and creating cultures where well-being, inclusion, and relational accountability become embedded in everyday leadership, relationships, and decision-making.

Session Speaker Bios

Day 1: Conference | Thursday Oct 15, 2026



Maï Yasué

Assistant Dean, Equity & Social Accountability

Maï Yasué (PhD) joins SFU's School of Medicine as Assistant Dean, Equity & Social Accountability (ESA), where she provides strategic leadership to advance equity, inclusion, and social accountability across the MD program. She works closely with faculty, staff, learners, and community partners to support inclusive and culturally safe approaches across education, research, and clinical settings.

With nearly 20 years of experience in academic roles, Dr. Yasué most recently served as Associate Director in the Respectful Environments, Equity, Diversity, and Inclusion (REDI) Office at UBC's Faculty of Medicine. In this role, she led institutional EDI strategy, developed educational programming, and provided leadership on complex equity- and conflict-related issues. Her interdisciplinary teaching and research span education, public health, and conservation, grounded in both qualitative and quantitative approaches. She is deeply committed to mentoring and advancing equitable, community-engaged scholarship.

Madison Tardif

Acting Associate Director at the Office of Respectful Environments, Equity, Diversity, and Inclusion



Madison Tardif is the Acting Associate Director at the Office of Respectful Environments, Equity, Diversity, and Inclusion (REDI) within the Faculty of Medicine. She provides leadership to the REDI team in the development and delivery of our education and training programming. She collaborates with leaders in departments, centres, and administration units, and staff, and faculty to identify institutional and individual barriers to inclusion and to foster long-term socio-cultural change towards justice, equity, decolonization, indigenization, and inclusion (JEDI). She offers strategic guidance and supports capacity-building for department heads, faculty, staff, and students who are dedicated to implementing decolonization, anti-racism, and inclusive practices. Madison's journey into this field was influenced by her own multiracial background, sparking her exploration of identity, power dynamics, privilege, and systems of oppression.

Session Speaker Bios

Day 1: Conference | Thursday Oct 15, 2026



Brenda Morrison

Director of the Centre for Restorative Justice

Brenda Morrison is Simon Fraser University's Director of the Centre for Restorative Justice. She is passionate about interdisciplinary work that develops critical and reflective praxis that frames problems of crime and justice; public health and safety; education and development in ways that re-imagine and transform individuals, communities and governance.

Her work is theoretically eclectic, weaving the arts, land-based learning and diverse epistemologies.

Sandhya Ghai

Director of Equity, Diversity, and Inclusion



Sandhya Ghai is the Director of Equity, Diversity, and Inclusion at Simon Fraser University Library. In her current and previous roles, she has guided institutions and organizations in cultivating mindful inclusion and creating brave spaces for learning, unlearning, and relearning.

She holds master's degrees in Adult Education and English and is a certified Intercultural Practitioner. Currently pursuing doctoral studies, Sandhya is examining the illusion of systemic inclusion and identifying the conditions that move equity initiatives beyond performative practices toward meaningful, sustainable, and systemic change. She is passionate about advancing cultures where equity, inclusion, and belonging are embedded in everyday practice.

Session

Day 1: Conference | Thursday Oct 15, 2026

Session Title: Reimagining Systems Together: Applying Equity-Centred Community Design to Advance Inclusive Excellence in Postsecondary Education
Nada El Masry and Shikhank Sharma

Across Canada, post-secondary institutions are making meaningful commitments to equity, accessibility, reconciliation, and inclusive excellence. Many have adopted human-centred and equity-centred approaches to design more responsive programs, services, policies, and engagement processes. Yet translating these commitments into everyday institutional practice remains an ongoing challenge. While engagement has become more common, many practitioners continue to ask: How do we move beyond consultation toward meaningful collaboration? How do we address historical harms, build trust, and share decision-making with the communities most affected?

This workshop introduces Equity-Centred Community Design (ECCD), developed by Creative Reaction Lab, as one practical framework that can help institutions deepen equity-centred practice and action. Building on principles that may already be familiar to participants, ECCD intentionally invites practitioners to examine history, harm, healing, power, and language throughout the design process.

Rather than asking communities to adapt to existing institutional systems and cultures that have historically excluded some voices while privileging others, ECCD encourages us to ask deeper questions about how institutional systems, policies, processes, relationships, and language have been designed, who they have historically served, and how they might be reimagined alongside community.

Drawing on RADIUS SFU's experience applying ECCD, including our Participatory Grantmaking Initiative, participants will explore how the framework can support institutional priorities such as accessibility beyond compliance, anti-racist and decolonizing practice, community partnerships, student wellbeing, institutional accountability, and inclusive decision-making. Through facilitated reflection, an applied case study, and hands-on activities, participants will apply the ECCD framework to a post-secondary challenge, examine power dynamics, and identify opportunities for more equitable systems change. Participants will leave with a practical understanding of the ECCD framework, a personal action plan for applying the approach within their own context, and a set of guiding questions to strengthen engagement, build trust, and support more community-centred decision-making.

Session Speaker Bios

Day 1: Conference | Thursday Oct 15, 2026



Nada El Masry
Director of Programs

Nada El Masry (she/her) is the Director of Programs at RADIUS SFU, where she leads work focused on equity, social justice, and community-led systems change. A Libyan-born Palestinian, Nada brings extensive experience working alongside racialized refugee and migrant communities and previously led RADIUS' Refugee Livelihood Lab, supporting efforts to build social, economic, and political capital. Her work is grounded in advancing more equitable and inclusive systems through community engagement, capacity building, and institutional change. Nada has also been recognized with a BC Anti-Racism Award for her contributions to anti-racism and equity.

Shikhank Sharma
Strategist, Facilitator, and Program Designer



Shikhank is a strategist, facilitator, and program designer with over a decade of experience working across social innovation, philanthropy, civil society, and academia to lead initiatives focused on equity-centered design, systems change, justice, and sustainable development.

In these contexts, he has supported universities, civil society organizations, social innovators, capital providers, and government institutions across North America and internationally in designing strategies and delivering programs that drive systemic impact.

He currently facilitates the Migrant Systems Change Leadership Certificate offered by RADIUS at Simon Fraser University.

Session

Day 1: Conference | Thursday Oct 15, 2026

**Session Title: Evaluating Inclusive Excellence at the Institutional Level:
Accounting for progress in a complex system**
Lucy Buchanan Parker and Elsie Achugbue

The University of British Columbia is a large public research-intensive university, with a long history of equity and inclusion planning and implementation efforts. In 2023, the university's newly appointed Associate Vice-President, Equity & Inclusion developed and launched an institutional Strategic Equity & Anti-Racism (StEAR) Framework as a tool to guide the planning, implementation, and evaluation of the university's equity and anti-racism commitments over a three-year time horizon.

This case study and applied framework will describe the UBC Equity & Inclusion Office's efforts to monitor progress on institutional equity and anti-racism priorities through the development and of a robust evaluation methodology.

Drawing on literature about evaluating systems change, the StEAR Evaluation Approach attempts to account for the complex, non-linear, and emergent nature of organizational efforts to advance inclusive excellence. It understands progress not only as a function of the effectiveness of individual actions and initiatives, but as a consequence of a holistic collective effort towards systemic change that advances inclusive excellence and wellbeing across the institution. Using a relational, adaptive, and embedded approach to evaluation, the act of monitoring and evaluating these efforts becomes part of the initiative itself, with activities related to the evaluation becoming one of the drivers of systemic change at UBC.

Session participants will be introduced to practical examples of information-gathering methods for evaluating progress on institutional equity and inclusive excellence priorities, multiple ways to make sense of "progress" on these efforts, and examples of real-time adaptation and iteration that are enabled by an ongoing, embedded evaluation approach.

Session Speaker Bios

Day 1: Conference | Thursday Oct 15, 2026



Lucy Buchanan Parker

Associate Director for Institutional Initiatives Planning and Evaluation in the Equity and Inclusion Office

Lucy is Associate Director for Institutional Initiatives Planning and Evaluation in the Equity and Inclusion Office at the University of British Columbia.

In this role, Lucy leads the development and implementation of planning and evaluation processes and structures to advance UBC's Strategic Equity and Anti-Racism (StEAR) Framework. Lucy holds a Masters in Social Policy and Planning from the London School of Economics and Political Science, and brings over fifteen years of experience working to advance equity in the higher education and non-profit sectors as a strategist, project manager, evaluator, and researcher.

Elsie Achugbue

Director of Institutional Initiatives Planning and Evaluation in the Equity and Inclusion Office



Elsie is Director of Institutional Initiatives Planning and Evaluation in the Equity and Inclusion Office at the University of British Columbia. Elsie leads and advises on the development, implementation and evaluation of strategic plans, programs and initiatives to advance equity priorities and commitments throughout university systems and processes.

Elsie holds a Master in City Planning from the Massachusetts Institute of Technology, and brings over 20 years' experience promoting equity and empowerment in the areas of community and economic development, city and regional planning, and strategic planning and evaluation.

Session Speaker Bios

Day 1: Conference | Thursday Oct 15, 2026

Session Title: Changing the culture of physics at the department level

Elliot Athanasopoulos, Florian Baer, Chloe Chan, Steve Dodge and Sepideh Mirabi

Physics is known for its universalism, but its culture is anything but. Physics remains one of the most male-dominated disciplines in STEM, and an emerging body of physics education research has documented a variety of identity-based barriers to participation along dimensions of gender, race, ability, and sexual orientation.

In 2020, a team of faculty, staff, and students in the SFU Physics Department joined the APS Inclusion, Diversity, and Equity Alliance (APS-IDEA), an international network designed to support cultural change in physics. Members of the current SFU Physics IDEA team will describe their efforts to assess and improve the social climate in their department, including regular meetups for LGBTQ+ students, facilitated classroom discussions of sexual violence in science, and professional development workshops targeted toward gender minorities.

Elliot Athanasopoulos

BSc student, Department of Physics, and the Vice President of the SFU Physics Student Association..



Elliot is a third year BSc student in mathematical physics and has been a member of SFU Physics IDEA since summer 2025. He is the undergraduate IDEA representative for the physics student association (PSA). Initiatives he's been involved in include planning and executing bi-weekly LGBTQ+ in STEM meetups (ongoing since fall 2025), augmenting student engagement in our upcoming climate survey as well as aiding in its design process, hosting fundraisers for queer support charities at SFU, and planning pride in physics events for the PSA. Elliot hopes that his work in IDEA will eliminate barriers and promote belonging and visibility so that everybody may enjoy physics as much as he has.

Session Speaker Bios

Day 1: Conference | Thursday Oct 15, 2026



Florian Baer

PhD student, Department of Physics

Florian Baer is a PhD Candidate in Physics at SFU. He joined SFU Physics IDEA in 2022 with a goal to help queer students feel supported. He has since worked on various queer events, including dinner get-togethers, November "LGBTQ+ in STEM Day" celebrations, and, with Elliot Athanapoulos, bi-weekly "Pride in STEM" meetups for all members of the Faculty of Science.

His activities have focused on making the department a more visibly queer-inclusive space, helping other queer students feel more comfortable being and expressing themselves.

Chloe Chan

BSc student, Department of Physics



Chloe Chan, BSc student, Department of Physics, Simon Fraser University, cca434@sfu.ca

Chloe Chan (she/they) is a BSc Physics Honours student at Simon Fraser University and an Executive Member of the SFU Physics Student Association. They represented the university in the West Coast Collaboration for the 2026 CCUW*iP Planning Committee, and more recently is helping to lead SFU's bid to host the upcoming Pride STEM Canada, the nation's premier conference for 2SLGBTQ+ professionals and students in STEM. They have been involved in SFU IDEA for the past two years and are passionate about creating opportunities that make it easier for gender minorities and queer folks to stay in the physics community.

Session Speaker Bios

Day 1: Conference | Thursday Oct 15, 2026



Steve Dodge

Professor of Physics at SFU

Steve Dodge (he/him) is a Professor of Physics at SFU.

He is a founding member of SFU Physics IDEA, and current serves as its Faculty Coordinator. He led the first departmental climate assessment in 2022 and has been involved in several initiatives to improve the departmental experience for LGBTQ+ students, women, and gender minorities.

Sepideh Mirabi

PhD student, Department of Physics



Sepideh Mirabi is a PhD Candidate in Physics at SFU. She joined SFU Physics IDEA in February 2023 and founded GeMini Physics, which is dedicated to supporting women and gender minorities in Physics. She and her GeMini team members are on a mission to create a welcoming and supportive community that offers opportunities for professional development, networking, and academic workshops. Sepideh is passionate about fostering an inclusive environment where women and gender minorities feel valued, inspired, and empowered to excel academically and professionally in their journey.

Session

Day 1: Conference | Thursday Oct 15, 2026

Session Title: "I'm not one of them"

Nadiya Ekhteraeetoussi

Problem:

International and immigrant women in academic and organizational contexts frequently experience exclusion and lack of belonging, despite their valuable contributions. They navigate intersecting barriers related to cultural differences, language, visa restrictions, gender discrimination, and systemic exclusion. However, one of the main challenges they are usually facing is the equity, diversity, inclusion and accessibility so called (EDIA) challenges.

Many report feeling invisible, unheard, and saying "I am not one of them", leading to reduced participation, lower engagement, and compromised wellbeing. Organizations often lack understanding of these specific, intersectional barriers and frameworks to address them, resulting in lost talent and compromised institutional equity.

Approach:

This 75-minute interactive workshop brings together international and immigrant women and institutional leaders, faculty, and professionals in shared dialogue and action. Participants will: (1) understand the specific EDIA barriers these women face in academic and organizational contexts through lived experience storytelling; (2) assess where exclusion happens in their own organization using a Belonging Audit tool; and (3) develop concrete, collaborative action plans to increase inclusion. Highlighting case study analysis, small group work, and facilitated dialogue, all self-identified women, international/immigrant women, and leaders move from awareness to partnership and accountability.

Participants leave with validated experiences, peer connections, practical tools, and a 90-day action plan for implementation. This, session directly advances CAPDHHE's commitment to equity, diversity, inclusion, and accessibility. By creating spaces where international and immigrant women are truly heard and leaders commit to concrete change, we strengthen institutional belonging and challenge systemic exclusion. Participants leave connected, empowered, and ready to build more inclusive organizations. Based on the need and number of participants and willingness to join I am ready to provide this presentation both as Workshop or Facilitated Dialogue session.

Session Speaker Bios

Day 1: Conference | Thursday Oct 15, 2026

Nadiya Ekhteraeetoussi

PhD Candidate in Educational Leadership and
EDIA advisor, Researcher.



Nadiya Ekhteraeetoussi is a PhD candidate in Educational Leadership at the University of Regina and a researcher based in Vancouver, BC. She also works as a Career Advisor with the Survivors of Violence (SOV) Hub at YWCA BC, supporting self-identified women survivors of violence as they rebuild their careers. Her research examines the equity, diversity, inclusion, and accessibility (EDIA) barriers that immigrant women face in higher education and community life across Canada.

She has been involved in various projects focused on marginalized communities, including housing for immigrants and refugees, campus accessibility, EDI challenges for public sector professionals, breastfeeding challenges for immigrant women, and Indigenous nursing mentorship. Her peer-reviewed work includes a 2026 scoping review on nursing education and a 2024 study on post-COVID professional learning, and she has shared her findings with institutional and government audiences across Canada. Nadiya's research is closely tied to her advocacy. She founded and chaired her student union's first EDIA Committee, served on the University Senate, and was Saskatchewan Chair of the Canadian Federation of Students, representing more than 16,000 students at the provincial and federal levels. She also started a support group for immunocompromised students and for pregnant and parenting student mothers, giving women who are often overlooked on campus a place to find support and a collective voice.

She holds an M.A. in Education and brings more than ten years of academic leadership experience across international borders. Her recognitions include the 2024 Saskatchewan Multicultural Leadership Award, two SCPOR Trainee Awards, and a 2025 YWCA Women of Distinction finalist nomination in the Igniting Equity category.

Session

Day 1: Conference | Thursday Oct 15, 2026

Session Title: Building Accessibility Together: Diverse Perspectives, Shared Responsibility

**Diana Bedoya, Victoria Claydon, Joanna Angelidis, Stefan Vukovic
Sarah Louise Turner and Bianca Brigidi**

Creating more accessible departments requires navigating diverse perspectives, competing priorities, and institutional realities. While accessibility is a shared responsibility across students, instructors, administrators, and support units, translating this shared commitment into meaningful action requires collaboration, relationship-building, and a willingness to engage with diverse perspectives.

This panel presentation shares lessons learned from a collaborative accessibility initiative within a STEM department at Simon Fraser University. The initiative brought together students, faculty, accessibility professionals, educational developers, and individuals with lived experience of disability to identify barriers, establish priorities, and develop recommendations to guide ongoing department-level accessibility planning.

Drawing on the perspectives of faculty, accessibility services, educational development, and graduate student leadership, panelists will discuss the relationship-building, collaboration, and decision-making processes that shaped the initiative. They will also share key findings from department-wide student and faculty surveys exploring experiences with accessibility, accommodations, universal design, and institutional supports, reflecting on successes, challenges, and implementation tensions related to accessibility, inclusion, workload, academic standards, and equity.

Attendees will gain practical strategies for engaging stakeholders, collecting and using local evidence, and advancing accessibility initiatives within their own institutional contexts. The session will be particularly relevant to faculty, educational developers, accessibility professionals, administrators, academic leaders, and students seeking collaborative, evidence-informed approaches to strengthening accessibility within higher education.

Session Speaker Bios

Day 1: Conference | Thursday Oct 15, 2026



Diana Bedoya

University Lecturer, Biomedical Physiology and Kinesiology

Diana Bedoya is a University Lecturer in the Department of Biomedical Physiology and Kinesiology at Simon Fraser University, where she teaches functional anatomy, nutrition, obesity, and health promotion.

She is passionate about creating learning environments that are rigorous, engaging, and accessible to all students. Diana co-leads the BPK Accessibility Committee and has worked collaboratively with students, faculty, educational developers, and accessibility professionals to better understand accessibility challenges and identify opportunities for meaningful change. Her interests include inclusive teaching, educational innovation, and translating evidence into practical strategies that support student success.

Victoria Claydon

Professor, Department of Biomedical Physiology and Kinesiology



Dr Claydon is a clinical physiologist conducting partner-oriented research examining the cardiovascular consequences of disorders affecting the autonomic nervous system. Her research focuses on the autonomic consequences of spinal cord injury, syncope (recurrent fainting episodes) and altered cardiac autonomic signalling. Centering meaningful engagement with community partners, she partners with patient, peer, and sport organizations throughout the research lifecycle, fostering meaningful, impactful, and feasible research. An advocate for IDEA (inclusive, diverse, equitable and accessible) teaching and learning, Dr Claydon is a member of the BPK Accessibility Committee, striving to foster accessibility in the classroom, the laboratory, and beyond.

Session Speaker Bios

Day 1: Conference | Thursday Oct 15, 2026



Joanna Angelidis

Director, Centre for Accessible Learning

Joanna Angelidis is the Director of the Centre for Accessible Learning at Simon Fraser University, where she supports disability-related access, academic accommodation, and accessibility planning across learning environments. She brings experience from K-12 and post-secondary contexts, with work focused on reducing barriers, supporting equitable participation, and navigating accommodation processes with clarity and care. Joanna is particularly interested in how understandings of accessibility and disability shape student and educator experiences, and in collaborative approaches to building more accessible educational environments.

Stefan Vukovic

MSc Candidate, Department of Biomedical Physiology
and Kinesiology



Stefan Vukovic is a graduate student investigating noninvasive methods of reducing cardiovascular disease risk and improving autonomic function assessment for people with spinal cord injury. During his BSc Honours in Kinesiology at Simon Fraser University, Stefan also worked for Kids Brain Health Network to support projects improving the lives of children with neurodevelopmental disabilities. As Graduate Student Representative of the BPK Accessibility Committee, Stefan seeks to enhance student experiences by engaging with the graduate caucus to bring forward their unique perspectives and diverse accessibility needs.

Session Speaker Bios

Day 1: Conference | Thursday Oct 15, 2026



Sarah Louise Turner

Educational Developer, Centre for Educational Excellence

Sarah Louise Turner is an educational developer with Simon Fraser University's Centre for Educational Excellence. She is heavily involved in curriculum, educational leadership, inclusive teaching initiatives, teaching assessment, reflective practices and embodied pedagogies throughout all levels of the university. She has a passion for collaboration and transformative learning, is a trained ISW and FDW facilitator and brings her extensive experience in the arts to her work at SFU. For roughly a decade she was a lead facilitator for the Certificate Program in University Teaching and Learning.

Bianca Brigidi

Educational Developer, Center for Educational Excellence



Bee Brigidi is an educational developer at the Centre for Educational Excellence at Simon Fraser University. Besides working in EDI through inclusive teaching, critical pedagogy, and anti-oppression education, she is a mother, scholar, a daughter, a friend, and a huge fan of forests! She has a PhD in History and Indigenous Studies from University of California Santa Barbara (UCSB), and has been a faculty member and a multidisciplinary scholar privileged to learn and unlearn from a range of experiences in communities and institutions such as the University of California Santa Barbara, Santa Barbara Community College, Quest University, McGill University, among others.

Session

Day 1: Conference | Thursday Oct 15, 2026

Session Title: How organizational positioning shapes strategy, authority, and constraints in addressing systemic ableism within post-secondary institutions

Angie Conrad and Joyce Barlow

This session brings together two practitioner perspectives to explore how accessibility legislation, human rights obligations, and institutional structures shape efforts to address systemic ableism in post-secondary education. Drawing on experiences from accessibility services and equity offices, the presenters will examine how organizational location influences assumptions, strategy, decision-making authority, and the differing constraints practitioners navigate in advancing accessibility and inclusion.

Participants will consider what drives accessibility work across post-secondary institutions, including the intersections between provincial accessibility legislation and human rights frameworks. The session will also compare approaches across two institutional contexts, highlighting how similar goals can produce distinct, and sometimes competing, strategies depending on local structures, mandates, and resources.

It invites participants to consider how accessibility is situated in their respective institutions and what barriers might exist based on its organizational positionality and how one might support dismantling them.

Session Speaker Bios

Day 1: Conference | Thursday Oct 15, 2026



Angie Conrad

Anti-Ableism and Age Inclusivity Specialist
Office of the Provost and Vice-President (Academic)

Angie Conrad holds an undergraduate degree in Community Rehabilitation and Disability Studies from the University of Calgary and a Master in Public Administration from the University of Manitoba. She is the Anti-Ableism and Age Inclusivity Specialist with the Provost and Vice President (Academic) office at the University of Manitoba. She previously held the position of Manager, Accessibility Policy with Canada Post, and has held roles including neurodevelopmental services with the Winnipeg Regional Health Authority, and the Province of Manitoba in the area of adult disability services.

Angie volunteers as a Technical Committee member, Accessibility Standards Canada, Board of Commissioners Manitoba Human Rights Commission, Steering Committee Member with Barrier Free Manitoba, and was recently on the Human Rights Committee of Council, City of Winnipeg.

Joyce Barlow

Associate Director, Campus Accessibility



Joyce Barlow has extensive experience in disability management and occupational therapy. As the University of Waterloo's Associate Director, Campus Accessibility, she collaborates with departments and faculties across the campus to manage the University's institutional AODA compliance, while implementing processes to create a more accessible environment and inclusive culture for persons with disabilities. Joyce has been a co-chair of the COU's AODA Coordinators subgroup and member of the Reference Group on Accessibility since 2017, working collaboratively with other accessibility professionals across Ontario Universities to share knowledge, resources, tools, and best practices in accessibility within the post-secondary education sector.

She has also served as a technical member of the Accessibility in Built Environment Technical Committee for Accessibility Standards Canada.

Session Speaker Bios

Day 1: Conference | Thursday Oct 15, 2026

Session Title: Beneath the Surface: Positionality, Accountability, and Allyship in Community-Based Research

Raphael Ochil and Miranda Eng

Community-based research is about more than producing reports and recommendations, it requires intentional attention to relationships, power, accountability, and community leadership. Drawing on RADIUS SFU's work leading the Black Entrepreneurship Knowledge Hub (BEKH) Western Regional Hub, this interactive workshop introduces the Iceberg Model as a practical framework for examining what lies beneath successful research partnerships. It also uses the PAALS (Positionality, Accountability, Allyship, Community Leadership) framework to create actionable plans for accountable community research practices. Through a real-world case study, guided reflection, and group discussion, participants will explore how positionality, accountability, allyship, and shared decision-making shape meaningful community-engaged research. Attendees will leave with practical tools and reflection questions to strengthen partnerships, foster institutional accountability, and build more equitable and community-centred research and engagement practices.



Raphael Ochil

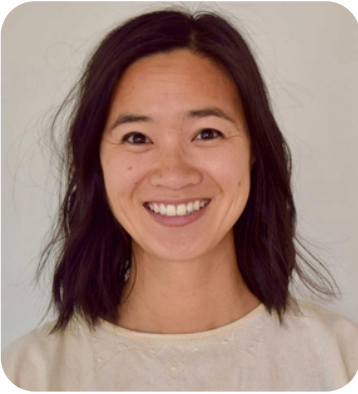
Manager, Black Entrepreneurship Knowledge Hub.

Raphael Ochil (he/him) is the Western Hub Lead for the Black Entrepreneurship Knowledge Hub (BEKH) and Portfolio Manager for Consulting and Training Services at RADIUS, Simon Fraser University. With more than a decade of experience spanning project management, community development, social innovation, public policy, evaluation, sales, and marketing, Raphael partners with organizations, businesses, governments, and post-secondary institutions to co-create practical solutions that address systemic inequities and foster more inclusive communities. Drawing on both professional expertise and lived experience as a Black African, Raphael designs and facilitates equity-centred and trauma-informed engagement processes that build trust, strengthen collaboration, and support meaningful organizational change. His work focuses on translating research and policy into actionable strategies that improve equity, inclusion, and community impact.

Raphael holds both a Bachelor of Arts and a Master of Arts in Political Science from Simon Fraser University, specializing in Public Policy and International Relations. He is certified by the National Collaborating Centre for Healthy Public Policy in the Framework for Analyzing Public Policies and is a member of the Canadian Evaluation Society. Born and raised in Ghana, West Africa, Raphael brings a global perspective and a deep commitment to advancing equity through collaborative leadership, research, and capacity building.

Session Speaker Bios

Day 1: Conference | Thursday Oct 15, 2026



Miranda Eng

Associate Director, Consulting and Training Services,
RADIUS SFU

Miranda Eng (she/her) is the Associate Director, Consulting and Training Services at RADIUS, a systems change hub based at SFU's Beedie School of Business that offers community-based social innovation labs and equity-centred organizational consulting. RADIUS operates on the unceded territories of the xwməθkwəy̓əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish), and səliłw̓ ətaʔt̓ (Tsleil-Waututh) peoples.

Miranda brings over 15 years of experience working with and consulting for academic institutions, all levels of government, and member associations. At RADIUS, she has led major consulting and training programs across SFU and the University of Victoria, including an equity audit for SFU's Outstanding Alumni Awards, the development of SFU's Inclusive Excellence program for faculty search committees, and initiatives to build inclusive leadership competencies among student-facing staff and faculty.

Across her government and consulting roles, Miranda has focused on building equity- and community-centred capacity among public sector decision-makers. She has worked with clients including the Planning Institute of BC, the City of Vancouver, the City of Calgary, the City of Burnaby, and has led large-scale community engagement programs on issues ranging from exploring mobility pricing with Metro Vancouver, to evaluating housing challenges and progress for the Nunavut Housing Corporation, to supporting UBC's response to the climate emergency.

Miranda holds a Bachelor of Commerce in Finance and Economics from UBC, an MSc in Strategic Management and Planning from University College Dublin, and a Prosci Certification in Change Management.

Session

Day 2: Conference | Friday Oct 16, 2026

Session Title: Blackness in the Academy

June Francis, Prof-Collins Ifeonu and Tricia-Kay Williams

Moderator: Maureen Kihika

Despite widespread institutional commitments to equity, diversity, inclusion, and decolonization, universities continue to fall short in creating conditions where Black students, staff, and faculty can genuinely flourish. This interactive roundtable session will examine how universities can move beyond aspirational commitments to equity, diversity, inclusion, and decolonization by embedding Black flourishing into the everyday practices of institutional life. The discussion will draw on the lived experiences of established and emerging Black scholars and university staff at Simon Fraser University, to explore how their challenges, the pedagogical insights they offer, and their hopes for more inclusive institutions can inform practical approaches that institutions can adapt to create environments where Black faculty, staff, students, and communities can thrive.

While the classroom is a critical site where most students experience the university, this panel emphasizes that Black flourishing is routinely undermined by the everyday practices, policies and cultural norms that shape the broader university environment. Thus, this discussion highlights the importance of campus spaces, institutional culture, programming, community, wellness, food, and cultural affirmation to underscore that meaningful inclusion requires authenticity rather than symbolic representation. The conversation will be guided by key themes that translate into concrete takeaways on:

- Blackness in the Academy and the conditions necessary for Black flourishing.
- Moving beyond EDI rhetoric toward meaningful institutional transformation.
- Translating institutional commitments into everyday practices across teaching, research, administration, and campus life.
- The classroom as a key site for fostering belonging, critical engagement, and diverse ways of knowing.
- Black wellness through Afrocentric approaches that recognize the interconnectedness of knowledge, culture, care, community, and place.
- Academic freedom and the role of Black scholarship in challenging dominant epistemologies.
- Practical strategies for creating institutional environments that support Black inclusion and flourishing.

Session Speaker Bios

Day 2: Conference | Friday Oct 16, 2026



June Francis

Co-Director of the Institute for Black and African
Diaspora Research and Engagement and Beedie
Professor of Business at Simon Fraser University (SFU).

Dr. June Francis is Co-Director of the Institute for Black and African Diaspora Research and Engagement and Beedie Professor of Business at Simon Fraser University (SFU). She is Chair of British Columbia's Anti-Racism Data Committee, Chair of the Hogan's Alley Society, Co-Founder of The Co Laboratorio and Honorary Consul for Jamaica in Vancouver. She co-founded the Black Caucus and previously served as Special Advisor to the President on Anti-Racism at SFU. Born in colonial Jamaica, Dr. Francis is an internationally recognized scholar, educator, advocate and consultant committed to dismantling structural barriers affecting Indigenous, Black and other racialized communities. Her experience spans academia, entrepreneurship, civil society, and the private and public sectors at the local, national and international levels.

Her research examines racism in academia and marketplaces, land rights, decolonization, interculturality, leadership, community well-being, participatory engagement, and traditional knowledge and cultural rights. An award-winning professor, she has pioneered the teaching of decolonization and anti-racism in business education and has taught in Beedie's Executive MBA in Indigenous Business Leadership since its inception. Through CoLab, she works with private and public sector organizations, governments and school boards to safely collect and use equity data to identify and address systemic barriers embedded in workplace cultures, marketing, supply chains, entrepreneurship, policies, programs, partnerships and service design.

Her honours and awards include the Rosemary Brown Award, the SFU Chancellor's Distinguished Service Award, the King Charles III Coronation Medal, the Ubuntu Legacy Award from the BC Black Business Association, the Cliff Shultz Award for exemplary research, outreach, and a lifelong commitment to improving society and human flourishing and recognition as one of Canada's 100 Accomplished Black Women. She was also named to Vancouver Magazine's Power 50 in 2022 and 2023 and recognized by the province of BC and the City of Vancouver for contributions to the City and education.

Dr. Francis holds degrees from the University of the West Indies (MSc.), York University (MBA), the University of Washington (PhD), and BPP School of Law (LLB).

Session Speaker Bios

Day 2: Conference | Friday Oct 16, 2026



Prof-Collins Ifeonu

Assistant Professor of Sociology in the Department of Sociology and Anthropology at Simon Fraser University, Canada

Prof-Collins Ifeonu is an Assistant Professor of Sociology in the Department of Sociology and Anthropology at Simon Fraser University, Canada. He earned his doctoral degree in Sociology from the University of Alberta.

His research focuses on the intricate connections between Canada's labor, migration, and education policy, with particular attention to how these policy regimes shape the lived experiences of international students from sub-Saharan Africa. His publications have appeared in avenues such as Punishment and Society, Race, Ethnicity and Education, and The Journal of Global Higher Education. He has also been involved in projects focused on capturing the perspectives of Black communities in the prairies, including co-authoring a report documenting Black Albertans' opinions on the federal government's Black Justice Strategy. Prof is a steering committee member of SFU's Institute for Black and Africa Diaspora Research and Engagement (IBADRE).

Tricia-Kay Williams

Owner and Registered Clinical Counsellor of Metamorphose Counselling and Consultation Ltd.



Tricia-Kay Williams is the Owner and Registered Clinical Counsellor of Metamorphose Counselling and Consultation Ltd. Tricia is skilled in treating, anxiety, trauma, transitional career, and relational issues.

She is an active community and social services professional who is a board member at New Hope Community Services and L2SLiberia.

She is also the Clinical Counsellor for Black Students at Simon Fraser University, where she works interdepartmentally to improve equity for marginalized students and is a member of IBADRE - Institute for Black African Diaspora Research and Engagement at SFU.

Tricia-Kay is the host of a YouTube Channel and Podcast called Meta Transitions that seek to reduce stigma of seeking help, and champions Diversity, equity and inclusion for emerging adults navigating a life, career and relational transition.

Session Speaker Bios

Day 2: Conference | Friday Oct 16, 2026



Maureen Kihika

Assistant Professor of Sociology and Anthropology and the Labour Studies program at Simon Fraser University.

Maureen Kihika is an Assistant Professor of Sociology and Anthropology and the Labour Studies program at Simon Fraser University. She is a race and labour scholar with teaching and research interests in migration, race, labour/work and the global political economy. Writ large, Maureen's work analyses how race, gender and other intersecting categories of social difference shape the Black diasporic experience in Canada.

Session

Day 2: Conference | Friday Oct 16, 2026

Session Title: Human Rights Frameworks for the Current Challenges facing University and College Campuses

Erin Hallock

Human rights and EDI offices in universities and colleges across the country are facing increasing community expectations, pressures and challenges in responding to the complex ways that geopolitical conflicts and the spread of EDI backlash are showing up on our campuses. This session will explore relatable scenarios and emerging patterns arising in our work and provide human rights frameworks, strategies and communication approaches to address them in trauma-informed and principled ways.

Specific topics to be discussed will include:

- Balancing of freedom of expression (and academic freedom) and the limits enforced through human rights policies
- Navigating the differences between subjective experiences of harm or lack of safety and the application of objective legal tests related to discrimination and harassment
- Responding to complaints of “reverse discrimination”

The goal of this session is to help practitioners strengthen our shared understanding and confidence in communicating to our campus communities about the robust protections provided by human rights law and policies, but also their reasonable and appropriate limitations in university environments. While the application of human rights frameworks may not satisfy all community members, no matter what we do, the hope is that greater clarity and transparency will help to manage expectations and increase trust in and understanding of our work. This will support us in showing care and respect for the wellbeing of all community members, while maintaining our core mandates of upholding equity, inclusion and human rights.

Session Speaker Bios

Day 2: Conference | Friday Oct 16, 2026



Erin Hallock

Director, Human Rights Services, Toronto Metropolitan University (TMU)

Erin Hallock (she/her), Director, Human Rights Services, Toronto Metropolitan University (TMU)

In her role as Director, Human Rights Services at TMU, Erin provides leadership to Human Rights Services, an office that provides strategic advice and consultations, delivers education and training on human rights and manages the university's confidential complaint resolution process for students, faculty and staff under TMU's Discrimination and Harassment Policy (DHP) and Sexual Violence Policy (SVP).

Erin first joined TMU in 2020, bringing with her extensive experience in labour and employment law, along with expert knowledge of and commitment to human rights. Prior to TMU, she practiced as a lawyer for 10 years, regularly representing union and employee clients before courts, arbitrators and tribunals, including the Human Rights Tribunal of Ontario and Canadian Human Rights Tribunal. Erin also previously worked to advance the rights of refugees with the United Nations High Commissioner for Refugees and Legal Aid Ontario. Erin graduated with a bachelor of arts and science degree from McMaster University, followed by a law degree from the University of Toronto.

Session

Day 2: Conference | Friday Oct 16, 2026

Session Title: Lost in Translation: A Diagnostic Tool for Auditing Human Rights Complaint Policies in Post-Secondary Institutions

Thais Costa Rabelo Amorim

Canadian post-secondary institutions publicly commit to equity, diversity, and inclusion. They adopt policies addressing discrimination, bullying, and harassment. They establish complaint mechanisms for staff and faculty who report violations. Yet a consistent and documented gap exists between what these policies promise and what complainants encounter when they try to use them.

This session draws on doctoral research in progress at the University of British Columbia examining how BC public universities translate human rights legal requirements into institutional complaint policies — and what staff and faculty experience when they navigate those policies. A comparative analysis of three BC institutions (UFV, VIU, and TRU) reveals seven recurring translation patterns: how policies frame the problem of harassment, who participates in governance, how prevention is operationalized (or not), how freedom of expression is balanced against protection from harm, how accessible processes are in practice, how intersectionality is addressed, and how policies relate to external legal frameworks such as the BC Human Rights Code and WorkSafeBC's OHS Regulation.

The central argument is that the distance between policy and experience is not accidental. It is produced — through choices made in translating legal obligations into institutional procedures. These choices determine what gets emphasized, what gets obscured, and who bears the cost of the gap. Participants in this session will work with a diagnostic tool — the Policy Translation Audit — designed to make those choices visible.

The tool structures analysis across the seven themes, with prompts calibrated for three positions: those who write or implement policy, those who have navigated a complaint process as staff or faculty, and those who have been on both sides. Small group discussion across these positions surfaces institutional patterns that neither group could identify alone. The session is grounded in empirical comparative research, guided by the scholarship of Ahmed (2012, 2021), Bacchi and Goodwin (2016), and al Shaibah (2023), and designed to produce concrete, actionable takeaways for practitioners across institutional roles

Session Speaker Bios

Day 2: Conference | Friday Oct 16, 2026



Thais Costa Rabelo Amorim

EdD student in Educational Leadership and Policy at
the University of British Columbia

Thais Costa Rabelo Amorim is an EdD student in Educational Leadership and Policy at the University of British Columbia, where her doctoral research examines how BC public universities translate human rights legal requirements into institutional complaint policies — and what staff and faculty experience when they try to use them.

She holds an LL.B. from Faculdade de Direito Milton Campos and an M.A. in Child and Youth Care from the University of Victoria. A Child and Youth Care educator with fifteen years of experience in post-secondary education, her scholarship integrates critical policy analysis, human rights law, and anti-oppressive practice. She is a member of CAPDHHE.

Session Speaker Bios

Day 2: Conference | Friday Oct 16, 2026

Speaker Title: Repairing Harm in Institutions: Moving from Good Intentions to Accountable Practice

Tracy Hall and Mindy Gobbi

In equity and human rights work, harm continues to occur even when intentions are good. Within institutional and governance contexts, the response after harm can be just as damaging as the original incident: equity deserving voices may be dismissed, leaders may default to avoidance or defensiveness, and risk management may be prioritized over accountability. This interactive workshop focuses on what happens next, how institutions can repair harm in ways that rebuild trust, strengthen inclusive cultures, and lead to meaningful, lasting change.

Grounded in a transformative justice approach that centers healing, accountability, and collective care (rather than punishment), this session invites participants to examine how equity related decisions, actions, or omissions can cause harm within leadership, governance, and institutional systems. Participants will engage in scenariobased cases drawn from postsecondary contexts and will practice applying a practical repair framework that includes: (1) meaningful acknowledgment and apology, (2) restitution and support, and (3) concrete changes to prevent repeat harm.

A central emphasis of the session is learning over perfection. Participants will build capacity to acknowledge harm without defensiveness; clearly distinguish repair from punishment, consequence, and risk management; and identify leadership actions that make accountability both possible and sustainable. The workshop is designed for postsecondary professionals who influence policy, culture, and decision making and who need realistic tools for moments when equity commitments are tested. Participants will leave with adaptable templates, language, and facilitation prompts that can be used immediately, whether responding to a misstep, reengaging harmed community members, or shifting institutional conditions that allowed harm to occur.

Session Speaker Bios

Day 2: Conference | Friday Oct 16, 2026



Tracy Hall

Equity & Inclusion Specialist

Tracy Hall (she/her) is an Equity & Inclusion Specialist committed to strengthening institutional wellbeing through human-centred, trauma-informed, and accessible practices. Her work supports individuals and teams navigating equity-related harm, accessibility concerns, and complex decision-making within post-secondary environments.

A trusted collaborator, Tracy works across policy, education, and response processes to help translate equity commitments into practical action. She brings particular expertise in supporting accountability, facilitating difficult conversations, and creating conditions for learning, trust repair, and sustainable organizational change.



Mindy Gobbi

Equity, Diversity, Inclusion, and Accessibility (EDIA) leader and the Manager of the Office of Equity and Inclusion at the University of Northern British Columbia

Mindy Gobbi (she/her) is an Equity, Diversity, Inclusion, and Accessibility (EDIA) leader and the Manager of the Office of Equity and Inclusion at the University of Northern British Columbia. She leads system-level initiatives that embed reconciliation, anti-racism, and accessibility into governance, policy, and everyday practice. Mindy's work is grounded in relationship building, integrity, and accountable action, bridging data, research, and lived experience to support meaningful institutional change. She also brings experience in human resources, providing her with a strong understanding of people-focused policies, processes, and organizational systems.

She is completing a Master's in Interdisciplinary Studies focused on Indigenous-immigrant relations, decolonization, and reconciliation, strengthening her applied approach to equity leadership, institutional responsibility, and culture change within organizations.

Session

Day 2: Conference | Friday Oct 16, 2026

Session Title: Between Care and Capacity: Equity, Human Rights, and Institutional Limits

Chantelle Perera

Postsecondary institutions are increasingly being asked to respond to rising volumes of discrimination, harassment, and sexual violence concerns while navigating organizational change, growing expectations for accountability, and finite resources. At the same time, equity practitioners must balance prevention, support, procedural fairness, and institutional risk within increasingly complex systems.

This session examines these realities through the evolution of Sheridan College Central Office for Resolution & Equity (CORE). As part of a broader institutional redesign, formal investigations are being centralized within CORE across multiple policy areas to promote consistency, investigative quality, and procedural fairness, while specialized offices continue to lead intake, support, consultation, and early resolution Processes.

Using a practitioner-led case study, participants will explore the opportunities and tensions that emerge when institutions seek to strengthen investigative rigor while maintaining accessibility, trust, and prevention-focused practices. Rather than presenting a best-practice model, the session invites critical reflection on how institutions determine which functions should be centralized, which should remain distributed, and what trade-offs accompany those decisions.

Through facilitated discussion and applied exercises, participants will examine practical decision-making tools that can support institutional planning, including: Assessing which functions are best centralized versus decentralized. Understanding complaint resolution as a continuum from prevention to Investigation.

Evaluating decisions through the competing lenses of capacity, risk, and trust. Navigating tensions between care, procedural fairness, and institutional Constraints. Grounded in lived practice and collective problem-solving, this session is designed to create space for honest conversation about the realities of contemporary equity and human rights work while identifying approaches that participants can adapt within their own institutional contexts.

Session Speaker Bios

Day 2: Conference | Friday Oct 16, 2026



Chantelle Perera

Manager, Central Office for Resolution & Equity (CORE), Sheridan College

Manager, Central Office for Resolution & Equity (CORE), Sheridan College Chantelle Perera (she/her) is a lawyer and Manager of Sheridan College & Central Office for Resolution & Equity (CORE). With more than 18 years of legal practice experience, her background includes community legal clinics, adjudicative decision-making at the Landlord and Tenant Board, and private practice employment and human rights law.

In her current role, Chantelle leads work related to equity, human rights, conflict resolution, sexual violence response, and institutional investigations. She has extensive experience conducting mediations and formal investigations and advising leaders on complex issues involving procedural fairness, institutional accountability, and risk management. Her professional interests include centralized investigation models, prevention-focused resolution systems, and the practical realities of advancing equity and human rights initiatives within complex postsecondary institutions.

Session Speaker Bios

Day 2: Conference | Friday Oct 16, 2026

Session Title: Practising Human Rights in Difficult Times: A Facilitated Discussion for BIPOC attendees

Njeri Damali Sojourner-Campbell and Lavonne Hood

The work of BIPOC human rights practitioners is challenging at the best of times. But what about when things get really difficult?

This session will provide a safer environment at the conference for BIPOC attendees to:

- Name the unique challenges posed by leading human rights work in this historical moment
- Share strategies for self-care, community-building, rest and restoration
- Participate in a facilitated "vision-building" activity to co-create a collective vision of what we hope for are working towards



Njeri Damali Sojourner-Campbell

Partner, Labour, Employment, Human Rights and
Education Lawyer

Njeri Damali Sojourner-Campbell is a creative and practical problem solver.

Once a student activist, Njeri now devotes her civic engagement time to mentorship and the literary arts. She believes in the transformative power of legal professionals and is committed to the creation of a more equitable professional community. Immediately after her Call to the Bar in 2015, Njeri founded UJIMA Mentorship Circle, a supportive space for Black female-identified students and lawyers. Through UJIMA, Njeri leverages her professional relationship to forge bonds between her mentees, experienced practitioners and members of the bench. Njeri and her wife are currently working with Osgoode Hall Law School to establish an endowment to support African-Indigenous law students.

Njeri is recognized by her peers in the international Black science fiction and fantasy communities as a thought leader in literary appreciation and community-building upon leaders. In her spare time, she can be found sampling artisanal teas and craft stouts and reading and reviewing science fiction and fantasy novels.

Session Speaker Bios

Day 2: Conference | Friday Oct 16, 2026



Lavonne Hood

Associate Vice-Principal (Human Rights, Equity, and Inclusion)

Lavonne has been the Associate Vice-Principal (Human Rights, Equity and Inclusion) since June 2023. Prior to joining the HREO, Lavonne served as the University Ombudsperson at Queen's from August 2019.

Throughout her career, Lavonne has been deeply committed to I-EDIAA. Before joining Queen's in October 2018 as Senior Legal Counsel, she worked as Legal Counsel for the Department of Justice, where she served as the Co-Chair of the Advisory Committee on Visible Minorities. This work garnered her both the individual and team National Awards for Employment Equity and Diversity Leadership from the Department of Justice.

Lavonne is a central point of contact with respect to providing expertise on statutory human rights matters, advancing equity and accessibility policy development and education, and establishing and fostering positive relationships with equity-deserving communities and organizations both internal to Queen's and within the broader Kingston community.

Lavonne also works closely with the Vice-Principal (Culture, Equity, and Inclusion) and senior leadership to develop and implement long-term strategic planning to guide institutional areas of focus and university wide objectives aimed at advancing human rights, equity, diversity, inclusion, anti-racism, and accessibility.

Session Speaker Bios

Day 2: Conference | Friday Oct 16, 2026

Session Title: Navigating Complex Disclosures: A Trauma-, Equity-, and Human Rights Informed Institutional Response to Graduate Student Harm

Trish Everett, Rana Hakami, Nancy Lam, Laura Reid, and Megan Tweedie

Post-secondary institutions are increasingly navigating complex, multi-layered disclosures that intersect human rights, academic progression, workplace safety, and power dynamics.

These situations often require coordinated responses across institutional offices while centering student well-being, accountability, and procedural fairness. This interactive case study session engages participants in a realistic, hypothetical scenario involving an international doctoral student experiencing academic precarity, financial strain, alleged retaliation, and concerns about research safety. Participants will work in small groups representing institutional offices (e.g., Human Rights Office, Safe Disclosure Office/Internal Audit, Ombudsperson) to collaboratively respond to disclosures and develop integrated strategies.

Participants will navigate how to respond and balance competing priorities while working within a framework of guiding principles—including trauma-informed, equity-centred, people-centred, procedurally fair, legally compliant, and transformative justice approaches. The session emphasizes early intervention, cross-office collaboration, and accountability while exploring how institutional systems can both support and unintentionally exacerbate harm.

Participants will identify key intervention points, design coordinated responses and reflect on implementation challenges across different institutional contexts. Aligned with the conference theme of inclusive excellence and well-being, this session offers facilitation strategies and insights to help practitioners operationalize equity- and rights-informed practices in complex, real-world scenarios.



Trish Everett

Case Manager at Simon Fraser University Human Rights, Bullying and Harassment Central Hub and Ombuds Office

Trish Everett, PhD – Trish is SFU's Case Manager for the Human Rights Office, Bullying & Harassment Central Hub, and Office of the Ombudsperson.

She provides confidential, trauma-informed guidance on discrimination, harassment, bullying, and procedural fairness, drawing on extensive experience in advocacy, conflict resolution, and equity focused practice in higher education.

Session Speaker Bios

Day 2: Conference | Friday Oct 16, 2026



Rana Hakami

Rana is Education Specialist with SFU's Human Rights Office

Rana Hakami, MA, RCC – Rana is Education Specialist with SFU's Human Rights Office, leading educational initiatives focused on human rights awareness, bullying and harassment prevention, and respectful learning and working environments. A Registered Clinical Counsellor, she brings expertise in student affairs, leadership development, and inclusive educational practice.

Nancy Lam

Director of Internal Audit at Simon Fraser University



Nancy Lam, CPA, CIA, CFE – Nancy is Director of Internal Audit at Simon Fraser University. With a wealth of experience in audit, compliance, fraud, risk management, and ethical oversight, she applies collaborative, practical approaches to strengthen governance, accountability, and cultures where speaking up is supported.

Session Speaker Bios

Day 2: Conference | Friday Oct 16, 2026



Laura Reid

Ombudsperson at Simon Fraser University

Laura Reid, MA, JD – Laura is Ombudsperson at Simon Fraser University, providing confidential, independent, and impartial support to students navigating concerns related to procedural fairness, university policies, and administrative processes. She brings extensive ombuds experience and expertise in fairness, natural justice, and student centred problem resolution.

Megan Tweedie

Director of the Human Rights Office at Simon Fraser University



Megan Tweedie, JD – Megan is Director of the Human Rights Office at Simon Fraser University, providing strategic leadership for human rights education, consultation, and complaint resolution. An experienced lawyer in human rights, employment, and public interest law, she advances equity, procedural fairness, and access to justice through collaborative leadership.



About CAPDHHE

CAPDHHE is the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education. A community of human rights practitioners dedicated to improving campus belonging and preventing discrimination and harassment at colleges and universities across Canada.

Our work includes knowledge sharing, professional development, and creating a collaborative network of experts. Our objective is to provide professional development resources, networking, and support to individuals working in post secondary campus roles focused on human rights and EDI. We foster proactive prevention of discrimination and harassment and support innovation in practice across Canadian higher education institutions.

For more information about CAPDHHE visit www.capdhhe.ca

A photograph of a modern university courtyard with a large, multi-story building in the background. The building has a grid-like facade with many windows. In the foreground, there are trees and a body of water reflecting the building. The entire image has a reddish-orange tint.

About Simon Fraser University

SFU is a leading research university, advancing an inclusive and sustainable future. Over the past 60 years, SFU has been recognized among the top universities worldwide in providing a world-class education and working with communities and partners to develop and share knowledge for deeper understanding and meaningful impact. Committed to excellence in everything we do, SFU fosters innovation to address global challenges and continues to build a welcoming, inclusive community where everyone feels a sense of belonging. With campuses in British Columbia's three largest cities—Burnaby, Surrey and Vancouver—SFU has 10 faculties that deliver 368 undergraduate degree programs and 149 graduate degree programs for more than 37,000 students each year. The university has a thriving network of more than 200,000 alumni across the globe.

SFU is committed to creating a diverse, equitable and inclusive community where all feel welcome, safe, accepted and appreciated. We recognize that to do this effectively means aligning our work towards academic quality, diversity and inclusion, and organizational excellence. It will take all of us, working together to maintain an environment of inclusive excellence that we can be proud to be part of.

To learn more please visit: <https://www.sfu.ca/edi/actions/inclusive-excellence.html>

Acknowledgements

This CAPDHHE Conference was brought together by a dedicated organizing team including people from Simon Fraser University, CAPDHHE volunteer Board members and staff, as well as the invaluable participation of post-secondary EDI professionals, including academics and practitioners.

This CAPDHHE Conference would not be possible without the generous support of our sponsors:



MORRIS J. WOSK
CENTRE FOR DIALOGUE



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Well-being at CAPDHHE and cultural guide at Vancouver

Well-being, conference vendors and Vancouver places to explore.



In this guide



AT THE CONFERENCE

Well-being at the conference	02
Support and your conference tote	03



VENDORS

Vendors at CAPDHHE	04
------------------------------------	----



EXPLORE VANCOUVER

Indigenous and cultural experiences	06
Iconic Vancouver	07
Art galleries and museums	09
Food, markets and neighbourhoods	10
Nature and easy excursions	11

Use the linked contents or PDF bookmarks to move through the guide. Destination links open official visitor information and Google Maps searches. Check current hours, admission, closures, access details and your route before travelling.

[Conference information](#)



AT THE CONFERENCE

Well-being at CAPDHHE

This conference focuses on the theme of inclusive excellence and well-being. Promoting equity, inclusion and human rights in the post-secondary sector requires us to create well-being environments, both physical and social. Below you will find some guidelines, spaces and tools to support your well-being while attending CAPDHHE 2026.

Respectful participation

Our community guidelines are intended to ensure the safety of all guest speakers and event participants, and to foster honest, socially accountable dialogue at our events. Thank you for respecting these guidelines!

1. Above all, there will be zero tolerance for those who promote violence against others on the basis of race, ethnicity, national origin, sexual orientation, gender identity, religious affiliation, or disability.
2. Don't assume anyone's gender or pronouns based on their name or appearance. Please refer to people using the names and/or pronouns they provide.
3. Take space, make space: share your perspective, and make space for other voices to be heard too. Recognize that we are all here to learn.

Infant and child feeding rooms

Our infant/child feeding rooms are private, comfortable spaces designed to support nursing and new parents who need a place to feed their child while on campus. Please speak to a volunteer or visit the registration desk for the current room location and access details.

Prayer room

A prayer room is available through SFU's Multifaith Centre. At SFU Vancouver (Harbour Centre), a space is designated for drop-in prayer. Please speak to a volunteer for directions to the nearest quiet space.

[Captions and translation on page 3](#)

Menstrual equity

SFU's Menstrual Equity Initiative provides free, organic, eco-friendly menstrual products in washroom dispensers across all three SFU campuses, Burnaby, Surrey, and Vancouver. At our Vancouver campus conference locations, free menstrual products are located inside the following all-gender washrooms:

Harbour Centre

1260, 1364, 1368, 2922, 2932

Morris J. Wosk Centre for Dialogue

C34, C54

Products are available to anyone who needs them, no cost and no request required.



AT THE CONFERENCE

Support and your conference tote

Live captions and translation

CAPDHHE 2026 is using Wordly, a live captioning and translation app, to make conference sessions more accessible. Wordly provides real-time transcription and translation directly to your own phone, tablet, or laptop; no app download is required. Every session has a QR code that you can scan to join. Please speak to a volunteer for the session link or QR code to join.

Quiet spaces

If you need a moment away from the conference activity, quiet study spaces are available. Please speak to a volunteer for directions to the nearest quiet space.



Your conference tote bag

In your conference tote bag you will find:

Totem Spirit

With the fast pace of daily life, we can sometimes lose track of things worth remembering. This little Totem Spirit made from reclaimed wood can be used as a touchstone to use as a reminder to pay attention to what's important. Each piece is laser etched with an inspiring word, use for inspiration and blessing.

Supplied by Native Northwest

Lanyard

Designed by Naa Sheka Fashion, these lanyards are inspired by Kente, a centuries-old textile tradition originating in Ghana, West Africa. Historically associated with royalty and special ceremonies, Kente is celebrated for its vibrant colours and intricate geometric patterns, which convey cultural identity, heritage, and storytelling. Drawing inspiration from traditional weaving, the lanyard designs feature bold zigzags and colourful patterns that bring Ghanaian artistry into a contemporary setting. Reflecting Naa Sheka's Ghanaian heritage, these designs celebrate cultural pride, creativity, and the power of art to connect communities.

Designed by Naa Sheka Fashion

Also included

Notebook, pen, mints and a water bottle.



AT THE CONFERENCE

Vendors at CAPDHHE

Meet the artists, designers and makers sharing their work.

The vendors at CAPDHHE were carefully selected to represent Black and Indigenous businesses and communities based in Vancouver and the Lower Mainland.

The vendors were present from noon until the end of the day on October 15th, providing conference attendees with the opportunity to purchase and explore a variety of products.

Some of the items available included African and Indigenous artwork, clothing prints, skincare products, jewelry and woodwork.

Hawk Lace

HANDCRAFTED JEWELRY



HAWK LACE

Hawk Lace will be sharing an array of handcrafted jewelry created from crystals and gemstones from around the world. Jewelry designs include earrings, rings, bracelets, and necklaces that utilize both contemporary and Indigenous design concepts. Jewelry is designed to inspire confidence, wellness, culture, and beauty.

hawklace.com

Naa Sheka

FASHION & WELLNESS



Naa Sheka is a Canadian-Ghanaian designer and entrepreneur whose work celebrates culture, creativity, and connection. Through Naa Sheka Fashion, she creates contemporary pieces inspired by Ghana, West African textiles and design, including lanyards, bookmarks, hoodies, and T-shirts. She is also the founder of Sheka Shea, offering natural shea butter products sourced from Ghana and connected to women's cooperatives and local communities. Her work brings together fashion, heritage, natural wellness, and socially conscious entrepreneurship.

naasheka.com

[More vendors on page 5](#)



AT THE CONFERENCE

Vendors at CAPDHHE

Art, storytelling and cultural education.

Sih'le Skincare

NATURAL SKINCARE



At Sih'le, we believe that beauty is about much more than how you look. We believe in nature's beauty and healing benefits. We combine natural, sustainably sourced ingredients to create simple yet effective formulations that leave your skin nourished and radiant.

Sih'le Skincare carries a range of products including facial serums, body moisturizers, handmade soaps, facial cleansers, whipped body butter, bath salts, perfume oils, and face mists.

sihle.ca

Kelly Poitras

Métis art

Kelly Poitras is a Métis Artist who shares stories through colours and sensory representing her Ancestors known as 'The Flower People'.

[Explore Kelly's work on Facebook](#)

Brad Henry

ART & CULTURAL
EDUCATION

Brad Henry is a distinguished visual artist and cultural educator whose work is deeply rooted in the traditional teachings and artistic forms of the Inland Tlingit and Vuntut Gwich'in peoples. Brad's art reflects the rich visual language of Northwest Coast and Inland Tlingit design, capturing the spirit, stories, and landscapes of the Yukon, British Columbia, and Alaska. Through art, workshops, and cultural education, Brad shares Indigenous knowledge and hopes to foster understanding and connection.

More vendors will also be joining us!

[Explore Vancouver from page 6](#)



Indigenous and cultural experiences

Bill Reid Gallery of Northwest Coast Art

Located in the heart of downtown, the gallery celebrates contemporary Indigenous Northwest Coast art and the work and legacy of renowned Haida artist Bill Reid.

[Website](#)[Google Maps](#)

Chinese Canadian Museum

Located in Vancouver's historic Chinatown, the museum shares the history, experiences and contributions of Chinese Canadians through exhibitions and storytelling.

[Website](#)[Google Maps](#)

Dr. Sun Yat-Sen Classical Chinese Garden

A traditional Ming Dynasty-style garden in Chinatown featuring Chinese architecture, gardens and cultural programming, including select tea ceremonies.

[Website](#)[Google Maps](#)

Momiji Japanese Garden

A serene Japanese-style garden known for its traditional design, peaceful setting, and stunning maple trees. Built to commemorate the 50th anniversary of the forced relocation of Japanese Canadians, the garden stands on a site of historical significance and provides a space for reflection, remembrance, and honouring the resilience of the Japanese Canadian community.

The linked garden is Momiji Gardens at Hastings Park.

[Website](#)[Google Maps](#)



Iconic Vancouver

Stanley Park

Vancouver's iconic waterfront park at the edge of downtown, with forest trails, beaches, mountain and ocean views, and the Brockton Point Totem Poles.

[Website](#)[Google Maps](#)[Stanley Park Seawall on page 11](#)

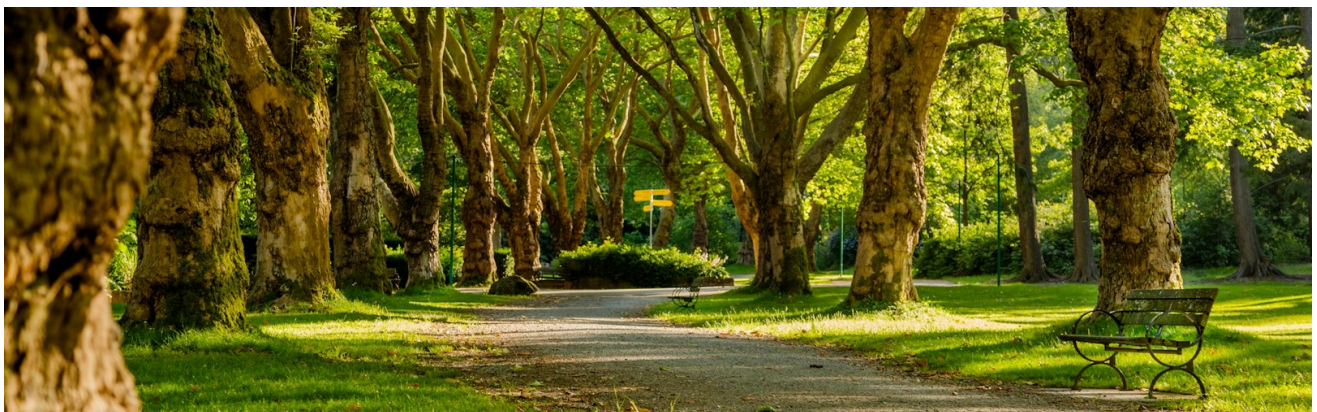
Gastown

Vancouver's historic district, known for heritage architecture, cobblestone streets, the Steam Clock, restaurants, galleries and shops.

[Website](#)[Google Maps](#)

Chinatown

Explore one of Vancouver's oldest cultural neighborhoods, with historic architecture, restaurants, shops and cultural attractions. The Chinese Canadian Museum and Dr. Sun Yat-Sen Garden can easily be combined into one visit.

[Website](#)[Google Maps](#)

— Stanley Park

[More places on page 8](#)



EXPLORE VANCOUVER / 02 / CONTINUED

Iconic Vancouver

Canada Place

Enjoy harbour and mountain views on a waterfront walk by Canada Place.

[Website](#)[Google Maps](#)

Coal Harbour

An easy waterfront walk from the Vancouver Convention Centre with harbour, mountain and seaplane views. Continue along the seawall toward Stanley Park.

[Website](#)[Google Maps](#)

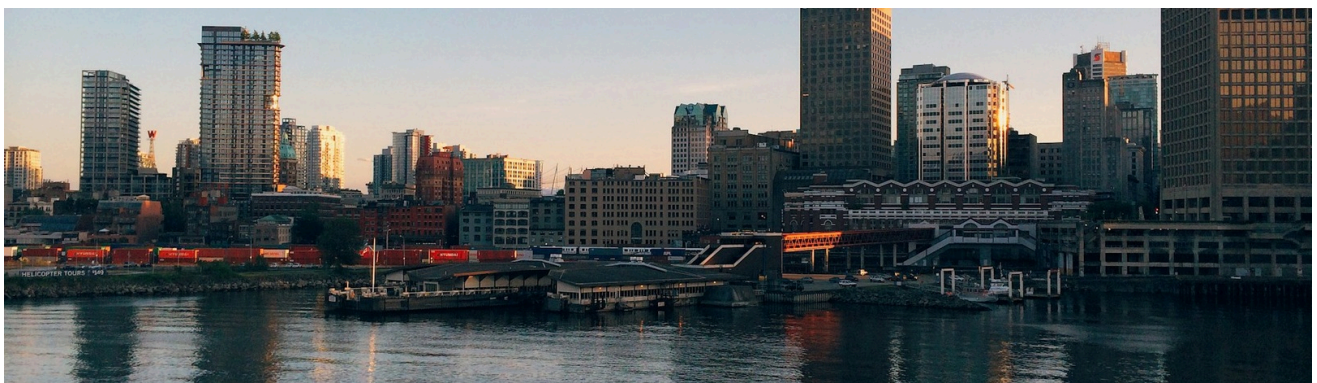
English Bay

A great option for an evening walk or sunset.

[Website](#)[Google Maps](#)

West End

Walk the seawall through Vancouver's West End to English Bay and Sunset Beach.

[Website](#)[Google Maps](#)

— Vancouver waterfront, viewed from Canada Place



Art galleries and museums

Vancouver Art Gallery

Centrally located beside Robson Square, with rotating Canadian and international exhibitions and programming featuring BC, Indigenous and Asia-Pacific art.

[Website](#)[Google Maps](#)

Contemporary Art Gallery

A smaller, independent public gallery featuring contemporary art, located downtown on Nelson Street.

[Website](#)[Google Maps](#)

Museum of Anthropology at UBC

Located at the University of British Columbia campus, the museum features extensive collections of Indigenous art and cultural objects, with a particular focus on First Nations of the Northwest Coast.

[Website](#)[Google Maps](#)

Museum of Vancouver

Located in Vanier Park, the museum explores Vancouver's history, communities, and development through rotating exhibitions and permanent collections.

[Website](#)[Google Maps](#)



Food, markets and neighbourhoods

Granville Island

Just across False Creek from downtown, with the Public Market, local food, artisan shops, galleries and waterfront restaurants. Take the small False Creek ferry from downtown for the full experience.

[Website](#)[Google Maps](#)

— Granville Island

Robson Street

One of downtown Vancouver's main shopping and dining streets, with an especially diverse range of Asian restaurants around the Robson/Denman area.

[Website](#)[Google Maps](#)

Yaletown

A walkable former warehouse district with restaurants, cafés, patios and access to the False Creek seawall.

[Website](#)[Google Maps](#)

Mount Pleasant

Known for its cafés, breweries, restaurants, independent businesses and colorful murals.

[Website](#)[Google Maps](#)

Steveston Village

A historic fishing village in Richmond with waterfront walks, seafood restaurants, small shops and heritage sites.

[Website](#)[Google Maps](#)



Nature and easy excursions

Stanley Park Seawall

Walk or rent a bike for one of the easiest ways to experience Vancouver's combination of city, ocean, forest and mountain scenery.

[Website](#)[Google Maps](#)

False Creek Ferry

Take a small passenger ferry between downtown, Yaletown and Granville Island for an inexpensive sightseeing experience on the water.

Map link: Granville Island dock. Use the trip planner to choose a boarding point.

[Website](#)[Google Maps](#)

Capilano Suspension Bridge

Cross the suspension bridge above the Capilano River, with forest-canopy walks at Treetops Adventure and canyon views from Cliffwalk. On the North Shore, this makes a good half-day excursion for visitors who have more free time.

[Website](#)[Google Maps](#)

Grouse Mountain

Ride the Red Skyride to the mountaintop and take in views of Metro Vancouver and the surrounding mountains from scenic lookouts. On the North Shore, this makes a good half-day excursion for visitors who have more free time.

[Website](#)[Google Maps](#)[More places on page 12](#)



Nature and easy excursions

Queen Elizabeth Park

One of Vancouver's highest points, offering landscaped gardens and city and mountain views.

[Website](#)

[Google Maps](#)

Bloedel Conservatory

A tropical conservatory in Queen Elizabeth Park.

[Website](#)

[Google Maps](#)

VanDusen Botanical Garden

A large botanical garden featuring landscaped grounds, ponds, seasonal displays, and plants from around the world.

[Website](#)

[Google Maps](#)



— Queen Elizabeth Park

Prepared from the CAPDHHE 2026 well-being, vendor and Vancouver visitor guides. Official visitor links were checked in October 2026; details can change.

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