


Elizabeth “Joy” Noonan, LL.B., LL.M., Chartered Mediator (C.Med.)

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Member of the Canadian Academy of Distinguished Neutrals

Accomplished lawyer, former partner in a large national law firm, dedicated to full time neutral and conflict resolution work since 2007. Mediates and arbitrates employment, labour, civil and commercial matters, helping clients to resolve conflicts in a manner that is effective, pragmatic, durable and just. Long-time mindfulness practitioner, offers conflict coaching and mindfulness coaching/training. Senior trainer and facilitator with the internationally renowned Potential Project.

Areas of expertise include:

- Alternative Dispute Resolution
- Workplace Restoration
- Arbitration & Mediation
- Workplace Investigations
- Mindfulness Facilitation
- Leadership Coaching

PROFESSIONAL EXPERIENCE

PRINCIPAL/OWNER

NOVEMBER 2008 to PRESENT

APTUS Conflict Solutions Inc. (Ottawa/Toronto) ▪ www.aptusrx.com

Facilitate alternative dispute resolution with strong emphasis on mediations, arbitrations, workplace assessments and conflict coaching. Have overseen in excess of 2500 completed mediations, facilitations and other conflict resolution mandates. Have completed more than 700 workplace investigations and assessments.

- Provide clients with specialized, results-focused mediation services in the context of employment, civil and commercial litigation proceedings, pre-litigation disputes, or to repair ongoing working relationships.
- Resolve multi-dimensional conflicts through keen insight and careful guidance to overcome impediments and find a lasting resolution.
- Investigate allegations of workplace misconduct while applying 20+ years of legal experience as well as an in-depth understanding of workplace dynamics and human behaviour. Make accurate, thoughtful, factual assessments and draw conclusions that will withstand scrutiny.
- Arbitrations and/or Med-Arb per collective agreement grievance proceedings; contractual arbitration clauses; the *Canada Labour Code* and other legislative arbitration provisions; or, by the voluntary agreement of all parties.
- Facilitate workplace restoration services through team and individual coaching, team building activities, training, mediation, investigation and dispute resolution to build and maintain a healthy and productive workplaces.

SENIOR FACILITATOR

MAY 2015 to PRESENT

Potential Project (International) ▪ www.potentialproject.com

Certified as a facilitator in 2015, the goal is to inspire, enable and encourage calm awareness in workplaces through leadership and small team programs and training. Assist teams and companies to increase performance, innovation, resilience and leadership capabilities through calm, focussed awareness [mindfulness].

- Facilitate programs that allow managers and leaders to create positive company cultures that enhance performance, motivation, and company results.
- Encourage and facilitate a more productive and less stressful work experience by improving focus, building emotional mastery, and enhancing self-management.

EQUAL PAY COMMISSIONER

OCTOBER 2017 to PRESENT

Northwest Territories

Appointed by the NWT legislature pursuant to the Public Service Act to assist in preserving the government’s commitment to equal pay for work of equal value regardless of sex or gender.

- Receive and review complaints, conduct investigations and assist with any informal resolution efforts.
- Prepare and submit reports annually to the NWT Legislative Assembly.

PAST PROFESSIONAL EXPERIENCE:

Mediator/Arbitrator/Investigator ADR Chambers and the Stitt Feld Handy Group, Toronto, ON	2007-2008
Partner, Head of Employment and Administrative Law Group (Ottawa) Heenan Blaikie LLP, Ottawa, ON (Toronto Partner in 1998)	1994-2007
Associate Lawyer Fasken Martineau Walker LLP, Toronto, ON	1989-1994

EDUCATION

- Master of Laws - LLM (specializing in ADR)** Osgoode Hall Law School, *Ottawa, ON*
- Bachelor of Laws LL.B,** Dalhousie University, *Halifax, NS*
- Bachelor of Arts (Hons),** Mount Allison University, *Sackville, NB*

PROFESSIONAL DEVELOPMENT

Mindfulness Based Stress Reduction (MBSR) Training [8-week course]	2020-2021
Mediation-Arbitration [MED-ARB] certification workshop [ADR Institute of Canada]	2021
Zoom Masterclass Training [ADR Institute of Ontario]	2020
Alternative Dispute Resolution - Advanced Training, University of Winsor/Stitt Feld Handy Group	2007

RECENT PUBLIC* SPEAKING/TEACHING:

- Canadian Bar Association (CBA):** Virtual Advocacy Basics for Young Lawyers [webcast] (2021); Making Mindfulness Accessible (2019).
- Ontario Bar Association (OBA):** Virtual mediation best practices (2020, 2021); Six Minute Employment Lawyer on Investigations (2016); workplace investigations best practices (various dates 2012-2014).
- Law Society of Upper Canada:** Mediation Primer for Litigators (2016, 2017 Toronto); Ethical issues in Employment Law (2019).

ADR Institute of Ontario (ADRIO): Mediator Mentor (2020); Mindfulness for Mediators (2020); Bringing a Quiet Mind into ADR (2018).

Conference Board of Canada (CBC): Mindful Awareness in Workplaces (2015,2016, 2017); Roundtable on Protecting Against Psychological Injury in the Workplace (GWL Centre for Mental Health in the Workplace) (2015).

Lancaster House: Workshop Leader; Human Rights, Workplace Investigations, Privacy and Mental Health in Workplaces (various dates 2009-2017); Managing Absenteeism and Disabilities (2014); Co-Chair Annual Labour Law Conference (2014); Annual Human Rights and Labour Law Conference (2017).

ADR Institute of Canada (ADRIC) National Conference: Workshop - Mindfulness for ADR Professionals (2016).

Advocates Society: Women in Litigation -‘Credibility’ (2015).

(* private retainers for speaking/training/facilitating are not listed)

DESIGNATIONS

Canadian Academy of Distinguished Neutrals

Chartered Mediator (ADR Institute of Canada)

MEMBERSHIPS

ADR Institute of Canada (and Ontario)

Law Society of Ontario

Canadian Bar Association (Ontario) Alternative Dispute Resolution Section

PEI Business Women’s Association

VOLUNTEER COMMITMENTS

Director: ADR Institute of Ontario, elected 2019.

Past Directorships: Volcano Non-Profit Theatre Productions Inc.; Women’s Business Network (Ottawa); Westboro Academy (Ottawa); Chair, Advisory Board Children’s Wish Foundation (NCC region).

Committee Work: ADRIC Regional Chartered Mediator Accreditation Committee (2014 ongoing, now Co-Chair); ADRIO membership committee.

CAUSES

Ambassador: *Women for Mental Health Initiative (Royal Ottawa Hospital)*

Fundraiser - Trial Participant: *Michael J. Fox Foundation; Parkinson’s Canada*

Sponsor: *Accelerate Campaign for Juvenile Type 1 Diabetes; Ottawa Food Bank*