

Bio for Carol Wall:

Carol Wall recently retired as the Regional Director for the Ontario Region with the Federal Mediation and Conciliation Service, where she provided grievance and mediation assistance in numerous collective bargaining disputes in a variety of industries, as well as designing customized joint workshops for unions and employers to improve their labour relationship between their bargaining periods.

Previously, Carol was a negotiator with the Public Service Alliance of Canada (PSAC) until she joined the Service in 2006. Carol was the first Human Rights Director with the Communications, Energy and Paperworkers Union of Canada (CEP, currently Unifor after CEP merged with Canadian Auto Workers [CAW] in 2013) and previously held positions as a national representative, responsible for negotiating collective agreements, presenting arbitrations, designing, facilitating educational courses, and the like. Carol represented CEP as part of the Canadian Labour Congress Delegation at the 2001 World Conference Against Racism, Racial Intolerance, Xenophobia and Discrimination in Durban, South Africa.

While working at the *Toronto Star* for seventeen years, she was a National Account Executive, who also designed and facilitated sales training courses and held various union executive board positions in her home local "The Southern Ontario Newspaper Guild (SONG)," CEP Local 87-M. She was an executive board member of the Pay Equity Advocacy and Legal Services Clinic (PEAL). Carol is a co-author of the book *Education for Changing Unions* published in 2002, which won "Best Book Related to the Field of Labor Education" from the United Association for Labor Education based in Chicago, Illinois.

Bio for Pat Wright:

Pat Wright, B.Sc., M.Ed. is an instructor for the Leadership and Community Engagement program for the McMaster University Centre for Continuing Education in Hamilton. She recently retired from the Hamilton Centre for Civic Inclusion, where she was the Interim Executive Director and the Manager of Training and Community Engagement. She continues to develop curriculum and provide training to local community organizations in diversity and inclusion issues and in building inclusive organizations. She was also the Education Lead for the Neighbourhood Leadership Institute, working in the community to help deliver a 10-week leadership capacity program to residents in selected communities in Hamilton.

She has been involved in the community as an activist for over 30 years as a teacher and community organizer for OSSTF/FEESO and SEIU. She was the first Black person elected to the OSSTF/FEESO Provincial Executive. As an elected representative for the Ontario Secondary School Teachers' Federation at the provincial level, Pat represented secondary school teachers provincially, nationally and internationally. She was also elected as one of two visible-minority Vice-Presidents of the Ontario Federation of Labour. She chaired the Race Relations Advisory Committee for the city of London and was also a member of the Board of Governors of Fanshawe College.

Pat has spent the last 20 years working within the non-profit sector and with equity-seeking groups as a community educator and trainer. She has a wealth of experience as a presenter and facilitator to audiences large and small, she has made formal presentations to select parliamentary committees at Queen's Park, and works within the community addressing concerns and facilitating informal dialogue. Pat was also the Anti Racism Trainer and Facilitator for the Hamilton-Wentworth District School Board,

and in that capacity, authored two resource books (i) *Using An Equity Lens—A Guide To Creating Equitable and Inclusive School Environments* and (ii) *Assessing Learning Materials for Bias*. Pat is profiled in the first edition (2002) of *Who's Who In Black Canada*, is the winner of the 2006 District 60 Toastmasters Humorous Story Contest, and also winner of the 2009 John Holland award for Community Service in Hamilton.

At present, Pat continues to speak out on issues of community interest and deliver customized training and Equity, Diversity and Inclusion (EDI) workshops to individuals and organizations in Hamilton and across Ontario. She wrote *Letters to Inspire* for the online magazine *Illuminescence*, a Hamilton-based international e-magazine targeting young women. She later published a collection of her e-magazine writings in her first book—*Letters to Inspire*. She also registered a Publishing Company called Gamatrica Publications. Through its Book-Cubs department, Gamatrica Publications encourages children to write, illustrate and publish their own stories and become little authors. Pat is gathering materials to publish her next book on *Using Inclusion Strategies to Engage Diverse Communities*.

Other written presentations and papers

- Power Relationships and Race: An exploration into how one acts upon, and influences the other. Guest Lecture Presentation—Brescia College, University of Western Ontario.
- The Struggle Continues—Editorial Opinion in *Share*, Community newspaper, Toronto.
- Violence in Schools—The Need for a full Service School, *Orbit* Vol 25, Number 3, 1994, publication of the Ontario Institute for Studies in Education.
- Racism in Schools: Psychological Violence from a Parent's Perspective. Conference Paper, York University, Toronto, ON.
- Ontario's Visible Minority Youth: a place in school. Conference paper for Dialogue '92—Valuing Diversity.
- Strategies for Educational Equity; Guest Presentation York University, Toronto, ON.