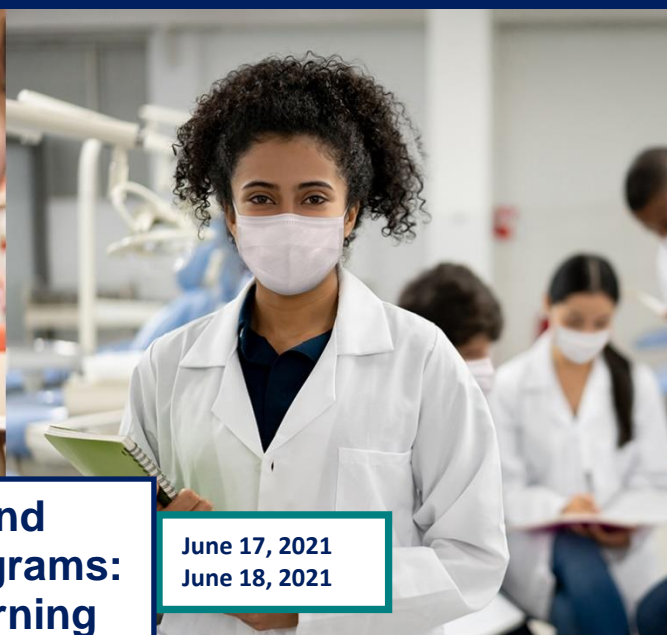


Conference Agenda and Speaker Biographies



Strengthening Accessibility and Inclusion within Professional Programs: Practicums and Experiential Learning

June 17, 2021
June 18, 2021

(please click here to view the [Accessibility Note](#) for the conference)

BACKGROUND ON THE CONFERENCE

In the early years of [Accessibility Services](#) at the [University of Toronto](#), our focus was predominantly on implementing reasonable and effective academic accommodations. As it emerged that students in professional programs were experiencing difficulties in clinical settings, and not necessarily in academic areas, clinical accommodations began to be explored in greater depth. Over the years, accommodation planning has been further refined and developed, and unique and creative accommodations for practicum settings have been implemented based on an increasingly closer collaboration between Accessibility Services and Professional Faculties at the University.

A Professional Faculties committee was established at Accessibility Services in 2019. The group meets weekly to fine tune processes, share insights, and problem-solve complex situations. This conference arises out of the work of that committee and a desire to further collaborate with our postsecondary and community partners on furthering the goals of accessibility and inclusion.

For more information on these efforts, please see the '[Information for Faculty and Academic Staff on Effective Accommodations for Placements, and Practicums](#)' resource

This conference is presented by the student Accessibility Offices of the University of Toronto ([St. George Campus](#), [University of Toronto Mississauga](#), [University of Toronto Scarborough](#)), in collaboration with the University of Toronto [Office of the Vice-Provost Students](#). As well, a special thank you to [Stanford Medicine](#), [Stanford Radiology](#), and [Stanford Medicine Abilities Coalition](#) for their support



We wish to acknowledge the land on which the University of Toronto operates. For thousands of years it has been the traditional land of the [Huron-Wendat](#), the [Seneca](#), and the [Mississaugas of the Credit](#). Today, this meeting place is still the home to many Indigenous people from across Turtle Island and we are grateful to have the opportunity to work on this land. <https://indigenous.utoronto.ca/about/land-acknowledgement/>

Conference Agenda: Day 1

Thursday, June 17th 2021

- 9:30 am** **Greeting & Access Check**
- Natalie Roach, MEd, Assistant Director, Accessibility Services, UofT*
- 9:35 am** **Land Acknowledgement, Welcome, opening comments**
- [Heather Kelly](#), Ed.D. Executive Director, Student Life Programs & Services, UofT*
- 9:50 am** **Introduction to Dr. Peter Poulos, MD**
- [Pearl Levey](#), Ph.D. Accommodations Specialist for Practicum, Placements and Laboratories, Accessibility Services, University of Toronto*
- 10 – 11 am** **Keynote address: Disability, Diversity and Inclusion**
- [Dr. Peter Poulos](#), MD, Clinical Associate Professor Radiology, and Founder and Director of [Stanford Medicine Abilities Coalition](#)*
- Moderator: Natalie Roach, MEd, Asst. Director, Accessibility Services, UofT*
- 11 - 11.15 am** **Keynote Questions**
- 11:15 – 12 pm** **Lunch break**
- 12 - 1:30 pm** **Clinical Coaching: An innovative model for Supporting Students in Clinical Fieldwork Education**
- [Pearl Levey](#), Ph.D., Accommodations Specialist - practicum, Accommodations Specialist for Practicum, Placements and Laboratories, Accessibility Services*
- [Lisa van der Laan](#), MSc. OT Reg. (Ont.), Accessibility Advisor, Professional Faculties South, Accessibility Services, UofT*
- [Anne Hunt](#), Ph.D, OT Reg (Ont)Assistant Professor, Teaching Stream , Department of Occupational Science & Occupational Therapy, UofT*
- [Jaimie Coleman](#), PT, BPHE, MScPT, MHM, Academic Coordinator of Clinical Education and Graduate Coordinator, Department of Physical Therapy, UofT*
- [Naomi Davids-Brumer](#), MScOT, (Advanced Standing) is an Assistant Professor, Teaching Stream in the Department of Occupational Science and Occupational Therapy at the University of Toronto*
- Moderator: Alexa Quach, MScOT, OT Reg. (Ont.), Accessibility Advisor, Trinity College & Professional Faculties Centre, Accessibility Services, UofT*

Conference Agenda: Day 1

1:30 – 2:30 pm

Using Simulation to Teach Practice Skills: Preparing Students for Field with Increased Support and Accommodations

[Toula Kourgiantakis](#), PhD, RSW, CCFT, Assistant Professor, Teaching Stream, Factor-Inwentash Faculty of Social Work, University of Toronto

[Eunjung Lee](#), Ph.D, MSW, RSW, Associate Professor, Factor-Inwentash Faculty of Social Work, University of Toronto

Moderator: Hannah Jackson, MSW, RSW, Accessibility Advisor, Professional Faculties North & Woodsworth College, Accessibility Services, UofT

2:30 - 2:45 pm

Break

2:45 – 3:45 pm

Accommodations in Professional Programs: A Conversation

[Terry Gardiner](#), Director, Student Programs, Faculty of Law, Mental Health & Wellness, Indigenous Initiatives Office and Student Programs, University of Toronto.

Moderator: Reshma Dhrodia, MA, MSW, RSW, On Location Team Lead, Accessibility Services, University of Toronto

3:45 - 5:00 pm

Faculty and Staff Panel

This panel will discuss the interactive process in implementing accommodations, the navigation of complex accommodation requests, and the challenges of practicums during a pandemic.

[Anthony Pignatiello, MD, FRCP \(C\)](#), Associate Dean, Health Professions Student Affairs, Temerty Faculty of Medicine, University of Toronto (panelist and moderator)

[Nadine Janes](#), RN, PhD Director, Undergraduate Program, Lawrence S. Bloomberg Faculty of Nursing, University of Toronto

[Anne Marie Chudleigh](#), Assistant Professor, Partnership Coordinator, Master of Teaching Program (OISE)

[Karen Cameron](#), BScPHM, ACPR, Academic Lead, Experiential Education Professional Programs, Leslie Dan Faculty of Pharmacy, University of Toronto

[Anastasia Shiamptanis](#), PharmD, MHSc, Leslie Dan Faculty of Pharmacy, University of Toronto

Co-moderator: Lisa van der Laan, MSc. OT Reg. (Ont.), Accessibility Advisor, Professional Faculties South, Accessibility Services, University of Toronto

Conference Agenda: Day 2

Friday, June 18th 2021

- 9:40 am** **Land Acknowledgement**
Natalie Roach, MEd, Assistant Director, Accessibility Services, UofT
- 9:45 am** **Welcome and Introduction to Dr. Peter Poulos, MD**
[Pearl Levey](#), Ph.D. Accommodations Specialist for Practicums, Placements and Laboratories, Accessibility Services, University of Toronto
- 10 – 11 am** **Technical standards and creative accommodations**
[Dr Peter Poulos, MD](#), Clinical Associate Professor Radiology, Founder and Director of [Stanford Medicine Abilities Coalition](#)
Moderator: Natalie Roach, MEd, Assistant Director, Accessibility Services, University of Toronto
- 11 - 11.15 am** **Keynote Questions**
- 11:15 – 11:30 am** **Break**
- 11:30 – 12:30 pm** **Combining Passions of Art and Medicine**
[Mike Natter](#), Endocrinology, MD. Fellow, PGY-4, NYU Langone Health. Artist, Humanist
Moderator: Sandra Hohener, Accessibility Advisor, School of Graduate Studies, Accessibility Services, University of Toronto
- 12:30 – 1:00 pm** **Lunch**
- 1:00 – 1:15 pm** **Closing Remarks**
[Sandy Welsh](#), Professor, Vice Provost Students, University of Toronto
- 1:15 – 2:45 pm** **The Hidden Curriculum of Accessibility: Learning from Lived Experience and Expertise**
Panelists explore their experiences with accommodations, disclosure, evaluations, and the often unintended barriers to inclusion in professional programs.
[Dr. Erene Stergiopoulos](#), Psychiatry Resident (panelist and moderator)
[Emily Chan](#), MSW, RSW
[Justin Bullock](#), 2nd Year Resident Physician, Department of Medicine, University of California, San Francisco
Moderator: Annicka Stabenow, M.Ed, RP (Qualifying), Accessibility Advisor, Faculty of Applied Science and Engineering & Faculty of Law, Accessibility Services, UofT
- 2:45 pm** **Conference Conclusion & Thank you to Organizing Committee**

Keynote Speaker: Day 1 and Day 2 (Morning)



Peter Poulos

MD
Clinical Associate Professor Radiology
Stanford University
Founder & Director of the
Stanford Medicine Abilities Coalition

Dr. Poulos is a native of Stockton California. He attended Santa Clara University where he earned his BS in Biology. He received his M.D. degree at the University of Texas Medical School at Houston, after which he did Internal Medicine residency at the University of California-San Francisco, finishing in 2002. He stayed at UCSF as a Gastroenterology fellow until 2004. However, after a spinal cord injury, he decided to retrain in Radiology. He did his

Radiology residency at Stanford University, where he also completed a fellowship In Body Imaging in 2009. Dr. Poulos is now faculty in both the departments of Radiology and Gastroenterology and Hepatology. His clinical practice is at the Stanford University Medical Center, where he interprets CT, MRI, and ultrasound primarily of the abdomen and pelvis. His interests include radiology of the acute abdomen, hepatobiliary imaging, and colorectal cancer screening.

Dr. Poulos is Founder and Executive Director of the Stanford Medicine Abilities Coalition (SMAC), a group composed of people with disabilities and their allies at Stanford Medicine. He is also a member of the Radiology Department Diversity Committee, the School of Medicine Faculty Senate Subcommittee on Diversity, and the School of Medicine Diversity Cabinet.

Afternoon Speaker: Day 2



Mike Natter

Endocrinology, MD
Fellow, PGY-4, NYU Langone Health
Artist, Humanist

Michael Natter is an artist, physician and humanist. He earned his undergraduate degree at Skidmore College then went on to complete his post-baccalaureate certificate at Columbia University. He completed medical school at Jefferson Medical College in Philadelphia, PA and then on to do internal medicine residency at NYU/Bellevue in New York City. While medicine was always a passion

of his, especially since his diagnosis with type 1 diabetes in his childhood, he decided to study studio art in undergrad but came to medicine later in life after realizing the overlaps between art and medicine. His work has been featured in media outlets such Annals of Internal Medicine, Buzzfeed, Medscape, and the Philadelphia Inquirer. He is currently in his first year of Endocrinology Fellowship at NYU/Bellevue in New York City. You can follow Dr. Natter on Instagram ([@mike.natter](#)) and Twitter ([@mike_natter](#)) and visit his [website](#).





JUSTIN BULLOCK

B.Eng, MD
2nd Year Resident Physician
Department of Medicine
University of California San Francisco

Justin Bullock is a second-year resident physician in the Department of Medicine at the University of California, San Francisco (UCSF). Originally, from Detroit, Michigan, he completed his undergraduate studies in Chemical-Biological Engineering at the Massachusetts Institute of Technology and medical school at UCSF. Justin is passionate about medical education and disability justice. He has a deep personal interest in narrative medicine, particularly in how healthcare providers can use our own narratives as physician-patients to create change in the medical community.

KAREN CAMERON

BScPHM, ACPR
Academic Lead, Experiential Education
Professional Programs
Leslie Dan Faculty of Pharmacy
University of Toronto



After graduating from the Faculty of Pharmacy at the University of Toronto, Karen completed a hospital pharmacy residency at St. Michael's Hospital, Toronto. She has experience practicing in hospital, ambulatory, primary care and home care with a focus on nephrology, transplant, dialysis, diabetes and geriatrics. Karen has been a course coordinator for the advanced pharmacy practice experience (APPE) rotations in institutional practice, as well as PHM202H (Pharmacotherapy 3 -endocrinology, nephrology, urology) and PHM206H (Medication therapy management 3).

She currently coordinates PHM619H (Physical Findings and Assessment), APPE and EPE rotations and is the Academic Lead Experiential Education for the professional programs. Her current research interests include preceptor models and use of VIC (virtual interactive cases) in pharmacy education.



EMILY CHAN

MSW, RSW
Pediatric Social Worker &
Disability Rights Advocate

Emily Chan is a recent graduate from the Factor-Inwentash Faculty of Social Work program and is working as a Social Worker at a pediatric hospital where she supports families of children with disabilities as they navigate through complex health systems. As a passionate advocate for disability rights and leader in her community, Emily has lent her lived experience as a person with a disability, as well as learned knowledge, to several disability justice and health equity organizations.

She is an active stakeholder on many community committees including the Holland Bloorview Youth Advisory Council, the Young Canadians Roundtable on Health, the March of Dimes Strategic Planning Committee, and the Muscular Dystrophy Accessibility Advisory Committee. Emily also participates in public speaking events such as the Children's Healthcare Canada Annual Conference and the first annual Easter Seals Community Conference where she spoke about the importance of including people with disabilities at the forefront of disability justice conversations and initiatives. In all Emily does, she strives to continue being a champion for change and advancements of disability rights.

Anne Marie Chudleigh

**Assistant Professor, Partnership Coordinator
Master of Teaching Program
Ontario Institute for Studies in Education - OISE
University of Toronto**

Anne Marie Chudleigh is an Assistant Professor in the Curriculum, Teaching and Learning Department at OISE. Anne Marie teaches the Child and Adolescent Development course to Teacher Candidates and is a member of the Master of Teaching Leadership Team as the Partnership Coordinator for the program. Students in the two-year five-term MT program are being prepared to be certified as teachers by the Ontario College of Teachers. As the Partnership Coordinator, Anne Marie is responsible for overseeing all aspects of the practicum components of the program for approximately 800 students.



Jaimie Coleman

**PT, BPHE, MScPT, MHM
Academic Coordinator of Clinical Education and
Graduate Coordinator, Department of Physical Therapy
University of Toronto**

Jaimie joined the Department of Physical Therapy in 2017 as Academic Coordinator of Clinical Education of the MScPT program. She is also Graduate Coordinator and involved in teaching cardiorespiratory content, which has been her area of practice since graduation. Jaimie completed a Bachelor of Physical Education and Health and a Master of Science in Physical Therapy both at the University of Toronto. She has also completed a Master of Health Management at McMaster University, Hamilton (Ontario) and holds the Certified Health Executive (CHE) designation. Jaimie has been involved in various aspects of teaching within the Department of Physical Therapy since 2008. She has facilitated small groups and labs for the cardiorespiratory unit, has been a clinical advisor for research projects and was a clinical instructor for about 30 students. Jaimie gained her experience as a clinical instructor as a physiotherapist at St. Michael's Hospital in the areas of vascular surgery, cardiology and cardiac intensive care unit. She is an APTA credentialed clinical instructor and has further improved her knowledge of clinical education through the Stepping Stones Teacher Certification Program at the Centre for Faculty Development.

Naomi Davids-Brumer

**BA (Psychology), MScOT (Advanced Standing)
Assistant Professor, Teaching Stream
Department of Occupational Science and
Occupational Therapy, University of Toronto**

Naomi has worked clinically with adults and older adults with mental illness, and in private practice with adults with ABI, musculoskeletal injuries and chronic pain. She has also worked as consultant to long-term care facilities for seating and mobility needs, and with a diverse range of employers completing job site assessments around physical and cognitive job demands. After a short period in clinical research management, Naomi joined the fieldwork team in the Department of Occupational Science and Occupational Therapy to support students and clinical sites throughout the required clinical experiences. She has completed additional training in CBT, DBT and leadership, and has a strong interest in mental health and wellness, particularly for students.





Terry Gardiner

BAA, MSW, RSW
Director, Student Programs, Mental Health & Wellness and Indigenous Initiatives Office
Faculty of Law, University of Toronto.

Terry Gardiner is a social worker and educator who has engaged and supported inclusion focused community work across many sectors.

He is the Director, Student Programs at the Faculty of Law where he oversees the Mental Health & Wellness, Indigenous Initiatives Office and Student Programs. He led the development and implementation of equity and diversity focused programming and structure at the Factor-Inwentash Faculty of Social Work, University of Toronto, including leading the Accessibility Working Group. At the Faculty of Kinesiology and Physical Education, University of Toronto he spearheaded the development of a task force on Race and Indigeneity among other initiatives aimed at building a more representative and inclusive community. For over a decade, he has provided support and consultation to students, faculty and staff on individual, interpersonal and structural issues of equity, inclusion and belonging.

Anne Hunt

Ph.D, OT Reg (Ont)
Assistant Professor, Teaching Stream
Department of Occupational Science & Occupational Therapy
University of Toronto

Anne Hunt PhD, OT Reg. (Ont) is an Assistant Professor, Teaching Stream in the Department of Occupational Science & Occupational Therapy. She is an Adjunct Scientist at the Bloorview Research Institute and an Associate Member of the Rehabilitation Sciences Institute. She completed a post- doctoral fellowship in the Concussion Centre at Holland Bloorview Kids Rehabilitation Hospital and earned her PhD in Rehabilitation Science and the Collaborative Program in Neuroscience at University of Toronto. She holds a Master of Science in Occupational Therapy from Columbia University and Bachelor of Science in psychology from McGill University. An occupational therapist by profession, Dr. Hunt's research is focused on developing interventions that enable individuals with acquired brain injury (ABI) to participate optimally in meaningful activities in everyday life. She is also interested in scholarship related to clinical education of health professional students including exploring how clinical coaches can optimize competency development in learners.





Nadine Janes

RN, PhD

**Lawrence S. Bloomberg Faculty of Nursing
University of Toronto**

Dr. Nadine Janes' nursing career began in 1984 when she enrolled in the BScN program at the Faculty of Nursing, University of Toronto. Her continuous learning resulted in a MSc (1994), an ACNP graduate certificate (1998), and a PhD (2006) all from the University of Toronto. After more than thirty rewarding years acquiring expertise as a clinician, educator, scholar, and leader across healthcare sectors, she returned to the faculty in 2019.

As a practicing nurse (RN, CNS, NP) and later as a Director of Interprofessional Practice in a hospital setting, Nadine developed a program of research focused on exploring the complex entanglement of contextual, relational and individual factors that impact nurses' and unregulated care providers' abilities to do what they know they should, and ultimately *want* to do, in long term care practice. This complexity reflects the proverbial black box between knowing and doing in healthcare practice that continues to perplex leaders across both clinical and academic settings.

As Undergraduate Program Director Nadine has turned her scholarly attention to the needs of students. Drawing on her understanding of the complexities between knowing and doing, she is exploring the full range of factors that impact nursing students' abilities to reach their potential during their foundational studies and beyond. This attention includes a specific interest in understanding how nursing students with disabilities can best be supported to meet program learning expectations and realize their aspirations for a career in nursing.

Heather Kelly

Ed.D.

**Executive Director
Student Life Programs and Services
University of Toronto**



Dr. Heather Kelly is the Executive Director, Student Life Programs & Services in the Division of Student Life at University of Toronto, St. George campus and is responsible for a comprehensive range of programs, services and resources for students (Academic Success, Accessibility, Career Exploration & Education, Centre for Community Partnerships, Housing, Multi-faith Centre, Indigenous Student Services, Student Engagement, Student Success and T-Card Services).

She is committed to supporting all students, particularly underrepresented and equity-deserving students, in finding their purpose through the integration of curricular and co-curricular experiences that encourage their meaningful goals and interests. She holds a Doctorate in Education from the Ontario Institute for Studies in Education at the University of Toronto with a research interest in the impact of academic capitalism upon the professional lives of university administrators.



Eunjung Lee

Ph.D., MSW, RSW
Associate Professor
Factor-Inwentash Faculty of Social Work
University of Toronto

Eunjung Lee, PhD, MSW, RSW is an Associate Professor at the Factor-Inwentash Faculty of Social Work at the University of Toronto in Canada since 2017. She has over 20 years clinical social work practice in various mental health fields serving marginalized populations with trauma and violence experiences. She has worked as a clinical supervisor, currently keeping a small clinical consultation.

Dr. Lee is a psychotherapy-process researcher focusing on cross-cultural clinical practice in community mental health. Using critical theories in language, discourse and power, her research focuses on everyday interactions in clinical practice and simulation-based learning in social work education. Analyzing social policy and media studies, her research also explores how policy and its underlying politics construct dominant discourses that impact immigrants and refugees in a global neoliberal era, and theorize Canadian multiculturalism and welfare state.

She teaches clinical courses in mental health in the MSW program and social work theory in the doctoral program at FIFSW. She is Factor-Inwentash Chair in Social Work in Mental Health & Health.

Pearl Levey

Ph.D.
Accommodations Specialist for Practicums,
Placements and Laboratories,
Accessibility Services, University of Toronto

Dr Pearl Levey has worked in the field of learning disabilities for over 40 years. She has a Ph.D. degree in Special Education from the Ontario Institute for Studies in Education in Toronto, and she has worked as a Disability Advisor at Accessibility Services, at the University of Toronto, since 1990. Since 2017 she has been working in the role of Accommodations Specialist for Practicums, Placements and Laboratories. In addition to her work at the University of Toronto, Dr Levey had a private practice in Toronto from 1986 until 2017 where she conducted psycho-educational assessments and provided consultations for both children and adults. She is one of the founding members of the Ontario Branch of the International Dyslexia Association.

Dr Levey is also a member of the Access in Medicine (AIM) Group, which is a nationally representative group of disability resource professionals, faculty, researchers and providers addressing changes to medical education necessitated by the COVID-19 pandemic.



Toula Kourgiantakis

PhD, RSW, CCFT
Assistant Professor, Teaching Stream
Factor-Inwentash Faculty of Social Work
University of Toronto

Toula Kourgiantakis, PhD, RSW, CCFT, is an Assistant Professor, Teaching Stream at the Factor- Inwentash Faculty of Social Work. Her research interests are equity-focused and family-centred practices in mental health and addictions, social work education, and simulation-based learning. Dr. Kourgiantakis is a social worker and family therapist with 25 years of clinical experience.

Anthony Pignatiello

MD, FRCP (C)
Associate Dean
Health Professions Student Affairs
Temerty Faculty of Medicine
University of Toronto

Dr. Pignatiello is the Associate Dean, Health Professions Student Affairs for the Temerty Faculty of Medicine at the University of Toronto. He is a Child & Adolescent Psychiatrist who has worked in various community and health sciences settings. Dr. Pignatiello is also the Medical Director of the provincial TeleLink Mental Health Program at the Hospital for Sick Children, Toronto where he was also previously the Associate Psychiatrist-in-Chief. He is an Associate Professor with the Department of Psychiatry, University of Toronto and has won awards for teaching and his work on telepsychiatry.



Anastasia Shiamptanis

PharmD, MHSc
Assistant Professor (Teaching Stream)
Leslie Dan Faculty of Pharmacy
University of Toronto

Dr. Shiamptanis is currently an Assistant Professor (Teaching Stream) at the Leslie Dan Faculty of Pharmacy, University of Toronto and Strategic Policy Lead at the Ontario College of Pharmacists. She holds a Doctor of Pharmacy Degree from the Albany College of Pharmacy of Union University and a Master of Health Science in Health Administration degree from the Dalla Lana School of Public Health, University of Toronto. Her research interests include pharmacist prescriptions for minor ailments, patient safety and healthcare policy.

Erene Stergiopoulos

BSc (Psychology), MA, MD
Psychiatry Resident
Department of Psychiatry
University of Toronto

Erene Stergiopoulos is a second-year resident in the Department of Psychiatry at the University of Toronto. Her research explores the experiences of medical students and doctors with disabilities, and the hidden curriculum around disability and wellness in medical training. She completed her BSc in Psychology, MA in History and Philosophy of Science, and MD at the University of Toronto. She works as a freelance journalist, with bylines in STAT News, Nautilus Magazine, and VICE magazine.



Lisa van der Laan

**MSc. OT Reg. (Ont.),
Accessibility Advisor, Professional Faculties South
Accessibility Services, University of Toronto**

Lisa van der Laan is an Accessibility Advisor at [Accessibility Services](#) (St. George Campus), University of Toronto. Lisa's portfolio includes working with students and staff in professional faculties to help navigate and implement disability related accommodations. Lisa has a Master of Science in Occupational Therapy from the University of Toronto and is a registered Occupational Therapist. Lisa previously worked as an Occupational Therapist at the [Centre for Addiction and Mental Health \(CAMH\)](#), supporting adults with mental illness in their recovery journeys and goals.

Lisa has additional certifications in Cognitive Behaviour Therapy, Dialectical Behaviour Therapy, Cognitive Adaptation Training and Trauma Counselling for Front Line Workers and has mentored numerous mental health clinicians and students. Lisa uses a client-centred, holistic approach to her work and is passionate about connecting students with disabilities with resources and navigating accommodations to help level the playing field specifically in the clinical environment.



Sandy Welsh

**PhD
Vice-Provost Students, University of Toronto
Professor, Department of Sociology
University of Toronto**

Professor Sandy Welsh began her term as [Vice-Provost Students](#) on July 1, 2015. As Vice-Provost, Students, Professor Welsh is responsible for working closely with Principals, Deans and academic divisions across three campuses to enhance the student experience at University of Toronto – including Student Life programs and services on the St. George Campus, student health and wellness, international student services and study abroad programs, and Hart House. She is also responsible for University-wide policies and procedures affecting students.

Professor Welsh has held numerous administrative roles at the University of Toronto, including Vice-Dean Graduate Education & Program Reviews, Acting Chair of Sociology and Special Advisory roles to both the Dean, Faculty of Arts and Science and the Vice-President & Provost.

Appointed to the Department of Sociology, Professor Welsh's primary research focuses on workplace and sexual harassment. Her current research explores how changes in federal and provincial regulations affect the adoption and implementation of workplace harassment and work-family policies in Canadian corporations. Professor Welsh received her BA (high honours) from Oberlin College, MA from SUNY Buffalo, and PhD from Indiana University-Bloomington. She joined the U of T faculty in 1994.

Conference Organizing Committee



Reshma Dhrodia, MA, MSW, RSW, On Location Team Lead, Accessibility Services, University of Toronto



Sandra Hohener, Accessibility Advisor, School of Graduate Studies, Accessibility Services, University of Toronto



Hannah Jackson, MSW, RSW, Accessibility Advisor, Professional Faculties North & Woodsworth College, Accessibility Services, University of Toronto



Pearl Levey, Ph.D. Accommodations Specialist for Practicums, Placements and Laboratories, Accessibility Services, University of Toronto



Michael Nicholson, MEd, MSW, RSW, Director, Accessibility Services (St. George Campus), University of Toronto



Alexa Quach, MScOT, OT Reg. (Ont.), Accessibility Advisor, Trinity College & Professional Faculties Centre, University of Toronto



Natalie Roach, MEd, Assistant Director, Accessibility Services, University of Toronto



Annicka Stabenow, M.Ed, RP (Qualifying), Accessibility Advisor, Faculty of Applied Science and Engineering & Faculty of Law, Accessibility Services, University of Toronto



Lisa van der Laan, MSc. OT Reg. (Ont.), Accessibility Advisor, Professional Faculties South, Accessibility Services, University of Toronto

The Organizing Committee also wishes to recognize:

- [Verbit Captioning Services](#) for the provision of Real Time Captioning (RTC) for the workshop
- Sign Language Interpreting (SLI): **Jessica Carrol**, **David Kolenda**, **Ryan Kraft** and **Jodi Taylor**
- **Tina Doyle**, (Director, [AccessAbility Services, University of Toronto Scarborough](#)) and **Elizabeth Martin** (Director, [Accessibility Services, University of Toronto Mississauga](#))