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A. PROFESSIONAL PROFILE

Lorne Foster is a Black Canadian academic and social researcher, specializing in public policy formation especially in the areas of human rights, race relations and anti-racism practice. He is a Full Professor at [York University](#), and Director of the [Institute for Social Research](#) (ISR), which is the leading university-based survey research and data science center in Canada. He was appointed the Tier I [York Research Chair](#) (YRC) in Black Canadian Studies and Human Rights. Foster created the Workplace Diversity and Human Rights Certificate (DHRC) in partnership with the Human Resources Professional Association (HRPA). This inclusive workplace initiative was the first Canadian [university-industry partnership](#) (UIP) sponsored by a legislated [regulatory agency](#). His interdisciplinary social research combines empirical [data science](#) with [critical policy studies](#) particularly in areas of [anti-racism](#), [social equity](#) and evidence-informed notions of [social justice](#).

Foster is a maternal descendent of [Aminidab Handsor](#), arrived in Accomack County, Virginia in the mid-1600s most likely from [Portuguese Angola as a Black indentured servant](#). According to the history of the [Nanticoke-Moors of Delaware](#) who have intermarried for generations, Aminidab's descendant [Peregrine Handsor](#), Foster's great, great grandfather, migrated from Sussex County Delaware to Dover Township, Kent County near Chatham, Ontario in 1857.

Foster was born and raised in [Chatham-Kent, Ontario](#), part of the traditional territory of the [Odawa](#), [Potawatomi](#), [Ojibwe](#) and [Wyandot First Nations](#) of Canada.

B. EDUCATION

- 1984 PhD. Sociology (Dissertation: “Trivial Encounters in the Everyday Life of the City”), York University, Toronto, Canada.
- 1979 M.A. Urban Sociology (Thesis: “Making the Scene: Culture and Subculture in the City”), York University, Toronto, Canada.
- 1976 B.A. Sociology (Honours), York University, Toronto, Canada.

C. HONOURS AND SPECIAL RECOGNITIONS

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|------|-----|---|
| 2024 | (1) | Norwegian Coat of Arms, Oslo Police District |
| 2021 | (1) | York University Research Award Winner |
| | (2) | Tier 1 York Research Chair. |
| | (3) | Dean’s Letter of Acknowledgement of Research Achievements. |
| 2020 | (1) | York Research Release Program Award. |
| 2019 | (2) | Creation of the eponymous graduate studies Foster-Greene Award for Excellence in Public Policy, Administration and Law — <i>“the commemorative MPPAL Alumni Award named after the program’s two inaugural Directors — Professors Ian Greene and Lorne Foster — who were instrumental to the program’s success.”</i> |
| | (3) | Dean’s Letter of Acknowledgement of Research Achievements. |
| | (4) | York Research Release Program Award. |
| | (5) | SSHRC Partnership Development Grant. |
| | (6) | Canadian Institutes of Health Research (CIHR) Grant. |
| 2018 | (1) | York Research Release Program Award. |
| 2017 | (1) | Appointed Chair, Community Safety Council (CSC) by the President, York University. |
| 2016 | (1) | Appointed Chair, Race Inclusion and Supportive Environments (RISE) by the President, York University. |
| | (2) | Appointed to President’s Advisory Committee on Human Rights (PACHR). |
| | (3) | Research Development Fellowship Award, York University Faculty Association (YUFA). |
| | (4) | The Wellesley Institute — Advancing Urban Health, Letter of Acknowledgement, SAMI Faculty, Social Aetiology of Mental Illness Training Program Health Systems and Health Equity Research Group, Social and Epidemiological Research Department. |
| | (5) | York Research Release Program Award. |

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| 2015 | (1) | Nominated for Faculty of Liberal Arts and Professional Studies Award in Social Justice Research. |
| | (2) | Research Development Fellowship, York University Faculty Association (YUFA). |
| 2013 | (1) | The School of Public Policy & Administration (SPPA) Certificate of Appreciation, <i>"for your commitment in Public Service and your ongoing service of Education for Good Governance."</i> |
| | (2) | Centre for Addiction and Mental Health (CAMH) Letter of Acknowledgement, SAMI Faculty, Social Aetiology of Mental Illness Training Program Health Systems and Health Equity Research Group, Social and Epidemiological Research Department. |
| 2012 | (1) | Nominated Dean's Award for Excellence in Teaching. |
| | (2) | Dean's Merit Award. |
| 2011 | (1) | Multicultural History Society Ethnic Voices Series Special Recognition Award. |
| | (2) | Dean's Merit Award. |
| 2010 | (1) | Guest Co-Editor, <i>Canadian Diversity</i> (Summer 2010 Issue). |
| | (2) | Dean's Merit Award. |
| | (3) | SAMI Faculty Appointment, New Faculty Mentor, Centre for Addiction and Mental Health (CAMH) and the Wellesley Institute. |
| 2009 | (1) | Teaching Research, Experiments, Engagement and Sharing (TREES) Award. |
| | (2) | Dean's Merit Award. |
| 2008 | (1) | Atkinson Faculty of Liberal and Professional Studies Research Fellowship. |
| | (2) | Dean's Merit Award. |
| 2007 | (1) | Atkinson Faculty of Liberal and Professional Studies Research Fellowship. |
| 2005 | (1) | Ethno-Cultural Coalition on Social Justice, Community Service Award. |
| | (2) | Adjunct Scholar Appointment, Multicultural History Society of Ontario, University of Toronto. |
| 2002 | (1) | League for Human Rights Certificate of Recognition, <i>"for your commitment to the promotion of human rights and on-going support for the work of the League."</i> |
| 2001 | (1) | Canadian Race Relations Foundation Award of Excellence Finalist for program coordination at the League for Human Rights, in the field of anti-discrimination programs and youth leadership development. |
| | (2) | Media Human Rights Award Nomination, League for Human Rights of B'nai Brith, <i>"for alerting, informing and sensitizing the public with regard to the nature and value of human rights in Canada."</i> |
| 2000 | (1) | Toronto Committee on Community, Race and Ethnic Relations Certificate of Recognition, <i>"for the promotion of ethno-racial awareness in media."</i> |

D. EMPLOYMENT HISTORY

2019–Present Full Professor, School of Public Policy & Administration, York University.

- 2010–2018** Associate Professor, School of Public Policy & Administration (50%) & Department of Equity Studies (50%), York University.
- 2007–2009** Assistant Professor, School of Public Policy & Administration, York University.
- 2005–2006** Visiting Lecturer, Department of Sociology, King's College, University of Western Ontario.

E. UNIVERSITY SERVICE APPOINTMENTS

- 2023–Present** Community Safety Advisory Group
- 2022–Present** Advisory Council on Black Inclusion
- 2019–Present** Director, Institute for Social Research (ISR)
- 2017–Present** Chair, Community Safety Council (CSC)
- 2016–Present** President's Advisory Committee on Human Rights (PACHR)
- 2016–Present** York Academic Planning and Policy Committee (APPC)
- 2016–Present** Affiliate Member, York Collegium for Practical Ethics (YCPE)
- 2014–Present** Director, Diversity and Human Rights Certificate (DHRC) in partnership with the national Human Resources Professional Association (HRPA)
- 2013–Present** Associate Member, Canadian Forum on Civil Justice, Cost of Justice Project (CFCCJ)
- 2012–Present** Ethics Committee, School of Public Policy & Administration (SPPA)
- 2011–Present** York Centre for Public Policy and Law, Ad Hoc Alternative Dispute Resolution Committee
- 2010–Present** Petitions Committee, Faculty of Liberal Arts and Professional Studies
- 2010–Present** Graduate Hiring and Appointments Committee, Master of Public Policy, Administration and Law (MPPAL)
- 2009–Present** Executive Committee, School of Public Policy & Administration (SPPA)
- 2007–Present** Tenure & Promotions Committee, School of Public Policy & Administration (SPPA)
- 2019–2020** Academic Director, Statistics Canada Research Data Centre (RDC)
- 2016–2019** Inaugural Chair, Race Inclusion and Supportive Environments (RISE)
<https://rights.info.yorku.ca/rise/>
- 2015–2016** Undergraduate Program Director (UPD), School of Public Policy & Administration (SPPA)
- 2014–2019** Associate Member, Institute for Social Research (ISR)
- 2014–2016** Academic Planning and Policy Committee, Faculty of Graduate Studies
- 2011–2019** Executive Committee, Department of Equity Studies
- 2011–2016** Appointments Committee, School of Public Policy & Administration (SPPA)
- 2010–2019** Curriculum Committee, Department of Equity Studies
- 2009–2019** Tenure & Promotions Committee, Department of Equity Studies
- 2009–2018** Research and Ethics Committee, Department of Equity Studies
- 2009–2013** Graduate Program Director (GPD), Master of Public Policy, Administration and Law (MPPAL), School of Public Policy & Administration (SPPA)

2008–2015	Faculty Advisor, McLaughlin College
2007–2008	Petitions Committee, Atkinson Faculty of Liberal and Professional Studies
2007–2014	Admissions Committee, Master of Public Policy, Administration and Law (MPPAL)
2007–2014	Awards and Bursary Committee, Master of Public Policy, Administration and Law (MPPAL)
2007–2011	Ad Hoc Committee, School of Public Policy & Administration (SPPA)

F. PUBLICATIONS

BOOKS

Foster, L. & Jacobs, L. *The Black Book: Public Sector Investigations in Disaggregated Race Data* (Under Contract, University of Toronto Press, scheduled for publication in fall 2026).

Phirangee, K & **Foster, L.** (Eds.). (2025) *Decolonizing Digital Learning: Equity Through Intentional Course Design*. (London: Routledge, May 2025).

Foster, L., Jacobs, L., Siu, S., & Azmi, S. (Eds.). (2018). *Racial profiling and human rights in Canada: The new legal landscape*. University of Toronto Press (416 pp.).

Foster, L., & Jacobs, L. (Eds.). (2017). *Labour and human rights in China and Canada*. Asian Pacific Dispute Resolution (APDR) Working Papers Series (e-version). University of British Columbia (117 pp.).

Foster, L. (2015). *Workplace diversity and human rights primer: Building inclusive organizational practice and culture*. HRP (256 pp.).

Foster, L., Azmi, S., & Jacobs, L. (Eds.). (2012). *Balancing competing human rights in a diverse society: Institutions, policy, principles*. University of Toronto Press (484 pp.).

Foster, L. (2011). *Writing justice: Voicing issues in the third media*. Multicultural History Society of Ontario, University of Toronto (306 pp.).

Foster, L. (2010). *Enhancing the role of municipalities against racism and discrimination: Inventory of tools for evaluating municipal policies aimed at fighting racism and discrimination*. OHRC-CRRF (111 pp.).

Foster, L. (2002). *Intercultural relations: Toward a working relationship of Blacks and Jews in Canada*. League of Human Rights (92 pp.).

Foster, L. (1998). *Turnstile immigration: Multiculturalism, social order and social justice in Canada*. Thompson (190 pp.).

SPECIAL EDITION JOURNALS & MONOGRAPHS

Phirangee, K. & **Foster, L.** (Eds.) (2024). Decolonizing Digital Learning: Equity Through Intentional Course Design. Special Edition, *Distance Education*, Volume 45, Issue 3. <https://www.tandfonline.com/toc/cdie20/45/3>

Foster, L., Jacobs, L., & Azmi, S. (Eds.) (2017). *Racial profiling and human rights policy*. (Published in partnership with the Ontario Human Rights Commission.) Special Edition, *Canadian Diversity, Association for Canadian Studies (ACS)*, 14(1). (Also in French translation.) http://www.ohrc.on.ca/sites/default/files/Racial%20Profiling%20and%20Human%20Rights_Canadian%20Diversity.pdf (52 pp.).

Foster, L., Azmi, S., & Jacobs, L. (Eds.) (2010). *Balancing competing human rights claims*. (Published in partnership with the Ontario Human Rights Commission.) Special Edition, *Canadian Diversity, Association for Canadian Studies (ACS)*, 8(3). (Also in French translation.) http://www.ohrc.on.ca/sites/default/files/Balancing%20competing%20human%20rights_Diversity%20Magazine_2010.pdf (56 pp.).

CHAPTERS IN BOOKS (REFEREED)

Phirangee, K and **Foster, L.** (2025). Introduction to Decolonizing Digital Learning: Equity Through intentional Course Design. Found in Krystle Phirangee, Lorne Foster (eds), *Decolonizing Digital Learning: Equity Through intentional Course Design*. (pp. 3-17). London: Routledge.

Foster, L., & Jacobs, L. (2018). The importance of collecting race data: Preventing racial profiling and promoting inclusive citizenship. In L. Foster, L. Jacobs, B. Siu, & S. Azmi (Eds.), *Racial profiling and human rights in Canada: The new legal landscape* (pp. 221–255). Irwin Law.

Foster, L., & Jacobs, L. (2018). Community engagement in policing: As a dialogic tool for combating racial profiling. In L. Foster, L. Jacobs, B. Siu, & S. Azmi (Eds.), *Racial profiling and human rights in Canada: The new legal landscape* (pp. 271–298). Irwin Law.

Foster, L., Jacobs, L. and Siu, B. (2018). Race Data and Traffic Stops in Ottawa, 2013–2015: A Report submitted to Ottawa Police Services Board and Ottawa Police Service. In L. Foster, L. Jacobs, B. Siu, & S. Azmi (Eds.), *Racial profiling and human rights in Canada: The new legal landscape* (pp. 358–379). Irwin Law.

Foster, L. (2015). Black and mad and Black and bad: Implicit bias as a psychosocial determinant of Black Canadian mental health and well-being. In M. Jacobs & L. A. Visano (Eds.), *Righting humanity in ~~my~~ our time?* (pp. 223–281). APF Press.

Foster, L., & Jacobs, L. (2014). The Ontario Human Rights Commission and the framework for mapping and addressing competing human rights. In S. Day, L. Lamarche, & K. Norman (Eds.), *14 arguments in favour of human rights institutions* (pp. 361–387). Irwin Law.

Foster, L., & Jacobs, L. (2012). Framing competing human rights claims: The promise of shared social citizenship. In S. Azmi, L. Foster, & L. Jacobs (Eds.), *Balancing competing human rights in a diverse society: Institutions, policy, principles* (pp. 225–241). Irwin Law.

Foster, L. (2011). The foreign credentials gap: Understanding the dynamics of racialized immigration in Canada. In S. E. Bosanac & M. Jacobs (Eds.), *Work, occupations and professionalization* (pp. 215–257). de Sitter Publications.

Foster, L. (2009). The role of the “third media” in minority empowerment. In A. Itwaru (Ed.), *The white supremacist state: Eurocentrism, imperialism, colonialism, racism* (pp. 263–315). Other Eye.

Foster, L. (2009). The 21st century taxi driver: An examination of the hidden injuries of race in urban Canada. In R. Barmaki (Ed.), *Racism, culture and the law: Critical readings* (pp. 133–164). APF Press.

Foster, L. (2008). The devaluation of foreign doctors: Discourses on culture and power in Canada’s medical profession. In M. Jacobs (Ed.), *Critical readings in health* (pp. 96–147). APF Press.

Foster, L. (2008). Foreign credentials in Canada’s multicultural society. In M. Wallis & S-m Kwok (Eds.), *Daily struggles: The deepening racialization and feminization of poverty in Canada* (pp. 129–142). Canadian Scholars’ Press, Inc.

Foster, L. (2006). Foreign credentials in Canada’s multicultural society. In S. E. Bosanac & M. Jacobs (Eds.), *The professionalization of work* (pp. 282–335). de Sitter Publications.

Foster, L. (1994). City primeval: High noon in Detroit. In P. Preston & P. Simpson-Housley (Eds.), *Writing the city: Literature and the urban experience* (pp. 125–149). Rutledge Kegan Paul.

Foster, L. (1992). Small talk in the big city: A look at some of the dimensions of everyday conversation. In K. Gerecke (Ed.), *The Canadian city* (pp. 39–48). Black Rose Books.

Foster, L. (1991). The countercultural aspects of the bebop era. In R. Witmer (Ed.), *Ethnomusicology in Canada* (pp. 81–91). Institute for Canadian Music, University of Toronto Press.

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Foster, L. P., & Jacobs, L. A. (2025). Indigenous Consumer Racial Profiling in Canada: A Neglected Human Rights Issue. *Genealogy*, 9(4), 136.
<https://doi.org/10.3390/genealogy9040136>

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<https://www.tandfonline.com/doi/full/10.1080/01587919.2024.2362413#d1e215>.

Foster, L. (2024). "The Toxic Mix of Multiculturalism and Medicine: The Credentialing and Professional-Entry Experience for Persons of African Descent" *Genealogy* 8, no. 3: 92.

<https://doi.org/10.3390/genealogy8030092>

Foster, L. & Jacobs, L., & Sui, B. (2017). The Ottawa traffic stop race data collection project (TSRDGP). In S. Azmi, L. Foster, & L. Jacobs (Eds.), *Racial profiling and human rights policy. Special Edition, Canadian Diversity, Association for Canadian Studies (ACS)*, 14(1), pp. 16–18. (Published in partnership with the Ontario Human Rights Commission.) (Also in French translation.)

<http://www.ohrc.on.ca/sites/default/files/Racial%20Profiling%20and%20Human%20Rights%20Canadian%20Diversity.pdf>

Foster, L., & Jacobs, L. (2017). Community engagement as a tool for combating racial profiling. In S. Azmi, L. Foster, & L. Jacobs (Eds.), *Racial profiling and human rights policy. Special Edition, Canadian Diversity, Association for Canadian Studies (ACS)*, 14(1), pp. 43–46. (Published in partnership with the Ontario Human Rights Commission.) (Also in French translation.)

<http://www.ohrc.on.ca/sites/default/files/Racial%20Profiling%20and%20Human%20Rights%20Canadian%20Diversity.pdf>.

Foster, L., & Jacobs, L. (2017). Why police should collect racial data. In S. Azmi, L. Foster, & L. Jacobs (Eds.), *Racial profiling and human rights policy. Special issue of Canadian Diversity, Association for Canadian Studies (ACS)*, 14(1), pp. 48–51. (Published in partnership with the Ontario Human Rights Commission.) (Also in French translation.)

<http://www.ohrc.on.ca/sites/default/files/Racial%20Profiling%20and%20Human%20Rights%20Canadian%20Diversity.pdf>

Foster, L., & Jacobs, L. (2017). Introduction: Labour and human rights. In L. Foster & L. Jacobs (Eds.), *Labour and human rights in China and Canada*. Asian Pacific Dispute Resolution (APDR) Working Papers Series, 4(1), 2 pp. University of British Columbia.

<http://apdr.iar.ubc.ca/dissemination/publications/workingpapers-series/volume-4-labour/volume4number1/>

Foster, L. (2017). Learning networks as a tool for good governance: The case of the Canada-China forum on industrial relations and employment standards. In L. Foster & L. Jacobs (Eds.), *Labour and human rights in China and Canada*. Asian Pacific Dispute Resolution (APDR) Working Papers Series, 4(1), 22 pp. University of British Columbia.

<https://open.library.ubc.ca/soa/cIRcle/collections/ubccommunityandpartnerspublications/52387/items/1.0352008>

- Foster, L., & Jacobs, L. (2017).** Inclusive workplace practice in Canada: Competing equalities in an industrial-mobile society. In L. Foster & L. Jacobs (Eds.), *Labour and human rights in China and Canada*. Asian Pacific Dispute Resolution (APDR) Working Papers Series, 4(1), pp. 11. University of British Columbia.
<https://open.library.ubc.ca/soa/cIRcle/collections/ubccommunityandpartnerspublicati/52387/items/1.0355237>
- Foster, L. (2015). A human rights-based approach to immigrant workers: The policy on removing the Canadian experience barrier. *International Journal of Criminology and Sociological Theory*, 8(1), 1–15. <https://ijcst.journals.yorku.ca/index.php/ijcst/article/view/40243>.
- Foster, L. (2015). Organizational change and the policy on removing the Canadian experience barrier. *Journal of Promising Practices on Diversity and Equity*, 2(1), 20–28.
- Foster, L., & Jacobs, L. (2012).** Workplace practice and diversity in Canada: Employment policy in global modernity. *Think India Quarterly*, 15(3), 57–72.
- Foster, L. (2011). The foreign credentials gap in Canada: The case for targeted universalism. *Directions*, 3(3), 22–36. Canadian Race Relations Foundation, Research and Policy on Eliminating Racism. (Also in French translation.)
- Cohn, D., **Foster, L., & Greene, I. (2011).** Learning from history: Program reviews and public safety. *Policy Options*, 32(2), 8–13. Institute for Research on Public Policy.
- Foster, L., & Jacobs, L. (2010).** Shared citizenship as the context for competing human rights claims: Towards a social policy framework. In S. Azmi, L. Foster, & Jacobs, L. (Eds.), *Toward a policy framework for addressing competing human rights claims*. *Canadian Diversity*, 8(3), 10–13. (Also in French translation.)
- Foster, L., Jacobs, L., & Azmi, S. (2010).** Editors' Introduction. In S. Azmi, L. Foster, & Jacobs, L. (Eds.), *Toward a policy framework for addressing competing human rights claims*. *Canadian Diversity*, 8(3), 9. (Also in French translation.)
- Foster, L. (2009). Lawyers of colour and racialized immigrants with foreign legal degrees: An examination of the institutionalized processes of social nullification. *International Journal of Criminology and Sociological Theory*, 2(1), 189–217.
- Foster, L. (2008). Foreign trained doctors in Canada: Cultural contingency and cultural democracy in the medical profession. *International Journal of Criminology and Sociological Theory*, 1(1), 1–25.
- Foster, L. (1990). The cauldron of ethnicity. *Currents: Readings in Race Relations*, 6(1), 5–11.

Foster, L. (1989). Ethnic marketing and human resource development: The case of Blacks in Canada. *Human Affairs, International Journal of Social Studies*, 16, 106–126.

Foster, L. (1988). Canada needs skilled immigrants. *The African Messenger*, 1(6), 19–44.

Foster, L. (1987). The political experience of Blackness in Canada. *Human Affairs, International Journal of Social Studies*, 12, 25–53.

Foster, L. (1987). The native demand for self-government. *Currents: Readings in Race Relations*, 4(2), 5–16.

Foster, L. (1986). The paint job: Definitional negotiations between house painters and their clients. *Qualitative Research, an Ethnographic and Interactionist Perspective*, 4, 111–130.

TEXTBOOK, CURRICULUM MATERIALS

Foster, L. (2017). *Workplace Diversity and Human Rights Certificate*. Third Edition. Human Resources Professional Association (HRPA) Professional Certificate Programs (440 pp.).

Foster, L. (2015). *Workplace Diversity and Human Rights Certificate*. Second Edition. Human Resources Professional Association (HRPA) Professional Certificate Programs (440 pp.).

Foster, L. (2014). *Certificate in Human Rights Compliance*. Division of Continuing Education, York University (305 pp.).

Foster, L., Rickwood, R., & Siu, B. (2010). *Equity Policy, Law and Planning*. Master of Public Policy, Administration and Law, School of Public Policy & Administration, York University (66 pp.).

Foster, L., Roberts-Fiati, G., & Aying Talob, D. (2003). *Diversity in Canadian Families — Course Reader*, Department of Early Childhood Education, Toronto Metropolitan University (303 pp.).

COMMISSIONED RESEARCH REPORTS

Foster, L & Jacobs L. (2025). *Indigenous Consumer Racial Profiling (CRP) Report* – Re: Wilson v Canadian Tire et al., (BC Human Rights Complaint CS-003916). Report prepared on behalf of the Heiltsuk Nation and Ng Ariss Fong, Lawyers, Randall Building 8th Floor, 555 West Georgia Street Vancouver, BC Canada V6B 1Z5. (50 pp.).

Foster, L & Jacobs L. (2024). Toronto Police Services ‘Carding’ Class Action Suite, Court File No. CV-23-00704364-00CP. Report prepared on behalf of the Black Legal Action Centre (BLAC), Black Action Defence Committee (BADC) and McCarthy Tétrault LLP, Suite 5300 TD Bank Tower, Box 48, 66 Wellington Street West. Toronto ON M5K 1E6. July (111 pp.).

Foster, L & Jacobs L. (2024). *Race Data and Traffic Stops in Ottawa III Progressing Towards Bias-Free Policing: Ten Years of Race Data on Traffic Stops in Ottawa and an 18-Month Action Plan*. Report for Ottawa Police Services Board (OPSB) and Ottawa Police Service (OPS), June (95 pp.). <https://pub-ottawa.escribemeetings.com/filestream.ashx?DocumentId=188294>.

Foster, L & Jacobs L. (2024). *The Ontario Provincial Policy (OPP) DNA Canvass Protocol External Human Rights Expert Review*. Ontario Provincial Police and Ministry of the Solicitor General of Ontario (40 pp.).

Foster, L & Jacobs, L. (2024). *Ligue des Noirs du Québec et al. v. City of Montreal S.C.* 500-06-000967-196. Expert Report prepared on behalf of IMK s.e.n.c.r.l./LLP and the City of Montreal. (90 pp.).

Foster, L. & Jacobs, L. (2023), *Approach to Benchmarking Racial Disproportionalities for Policing Insights* Mississauga, ON: Ontario Association of Chiefs of Police (OACP) Expert Advisory Panel. (37 pp.).

Foster, L., Jacobs, L. & Azmi, S. (2024). *Preventing Racism and Racial Discrimination in Policing Training Plan*. York Regional Police Service (YRPS). (47 pp.).

Foster, L. (2023). *Expert Witness Report on Foreign-Trained Professionals of African Descent*. Health Professions Appeal and Review Board. In The Matter of a Registration Hearing — Medicine Between: The Registration Committee of the College of Physicians and Surgeons of Ontario — And — Dr. IMG. The College of Physicians and Surgeons of Ontario, 80 College Street, Toronto, Canada, April (46 pp.).

Foster, L., Park, S., McCague, H., Fletcher, M.-A., & Sikdar, J. (2023). *Black Canadian National Survey (BCNS) Final Report*. Canadian Race Relations Foundation (CRRF) and Institute for Social Research (ISR). https://blacknessincanada.ca/wp-content/uploads/2024/04/BCNW-report_2023-1-1.pdf

Foster, L. & Jacobs, L. (2023). *Guidelines for the Collection, Use and Management of Identity-related Data*. Office of Equity and Anti-Racism Initiatives, Government of Nova Scotia (22 pp.).

Foster, L. & Jacobs, L. (2023). *Nova Scotia Anti-Racism and Equity Data Standards*. Office of Equity and Anti-Racism Initiatives, Government of Nova Scotia. (12 pp.).

Foster, L., Jacobs, L. & Azmi, S. (2023). *Enhancing Community Engagement and Community Policing: A Review of York Regional Police Anti-Racism Practice*. York Regional Police Service (YRPS) and York Regional Police Board (YRPB). (97 pp.).

Foster, L.; Azmi, S. & Jacobs, L. (2023). *Review of Peel Regional Police Service anti-racism practices: Moving towards an anti-racist police service*. Peel Regional Police and Peel Regional Police Board.

Foster, L., & Azmi, S. (2022). Review Advising on San'yas' Active Change Work for Ontario' Public Service. *San'yas Indigenous Cultural Safety Learning Programs*. Provincial Health Services Authority in BC (25 pp.).

Foster, L., & Jacobs, L. (2022). *An Examination of Racial Disparities in Use of Force in the Ottawa Police Service*. Ottawa Police Service and Ottawa Police Services Board, November (24 pp.).
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Foster, L., & Jacobs, L. (2022). Independent Expert Assessment Report: Toronto Police Service, Race-Based Data Collection Strategy Phase I. Toronto Police Service and Toronto Police Services Board, November (22 pp.). <https://tpsb.ca/consultations-and-publications/items-of-interest/category/67-race-based-data-reporting>

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Foster, L., & Jacobs, L. (2019). *Race Data and Traffic Stops in Ottawa II, 2016–2018: A Report on Ottawa and the Police Districts*. Report for Ottawa Police Services Board (OPSB) and Ottawa Police Service (OPS), November (69 pp.). (Also in French translation.)
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Foster, L., Jacobs, L., & Wortley, S. (2019). *Perceptions and Experiences with Police Stops in Ontario*. Since January 1, 2018 (Independent Police Checks Review, Government of Ontario), August (36 pp.).

Foster, L. (2017). *Expert Witness Report on Foreign-Trained Professionals of African Descent*. Health Professions Appeal and Review Board. In The Matter of a Registration Hearing — Medicine Between: The Registration Committee of the College of Physicians and Surgeons of Ontario — And — Dr. IMG. The College of Physicians and Surgeons of Ontario, 80 College Street, Toronto, Canada, April (26 pp.).

Foster, L., Jacobs, L., & Wortley, S. (2017). *Anti-Racism Directorate Survey: Report of Findings*. Report for the Anti-Racism Directorate (ARD), Ontario Public Service, Government of Ontario, March (129 pp.).

Foster, L., Jacobs, L., & Wortley, S. (2017). *Framework for the Collection, Use and Management of Race-Related Data*. Report for the Anti-Racism Directorate (ARD), Ontario Public Service, Government of Ontario, March (34 pp.).

Foster, L., Jacobs, L., & Wortley, S. (2017). *Consultation Report for the Framework on Race Data Collection, Management and Reporting: Broader Public Sector*. Report for the Anti-Racism Directorate (ARD), Ontario Public Service, Government of Ontario, March (15 pp.).

Foster, L., Jacobs, L., & Wortley, S. (2017). *International Scan of Race Data Collection Methods and Categories*. Report for the Anti-Racism Directorate (ARD), Ontario Public Service, Government of Ontario, March (15 pp.).

Foster, L., Jacobs, L., & Siu, B. (2016). *Race Data and Traffic Stops in Ottawa, 2013–2015: A Report on Ottawa and the Police Districts*. Report for Ottawa Police Services Board (OPSB) and Ottawa Police Service (OPS), October (72 pp.). (Also in French translation.)

https://www.ottawapolice.ca/en/about-us/resources/.TSRDCP_York_Research_Report.pdf

Foster, L., & Jacobs, L. (2015). *Human Rights Evaluation Report: Windsor Police Service Human Rights Project*. Report for the Windsor Police Service (WPS), November (73 pp.).

http://www.police.windsor.on.ca/about/human-rights/Documents/Final%20REPORT_Foster_Jacobs%20January%202016.1.pdf

Foster, L., & Jacobs, L. (2012). *Final Report on the Canada-China Forum on Industrial Relations and Labour Rights, Beijing, China, May 2011*. Submitted to the International Trade and Labour Program, HRSDC, for the Labour Program, Human Resources and Skills Development Canada (HRSDC), April (33 pp.).

Foster, L. (2012). *Learning Networks as a Tool for Good Governance: The Case of the Canada-China Forum on Industrial Relations and Employment Standards*. Report for the Indian Statistical Institute, Delhi Centre and the Institute of Asian Research at the University of British Columbia, January (20 pp.). [Canada-China Forum Final Report.1.pdf \(yorku.ca\)](#).

Foster, L. & Jacobs, L. (2010). *Towards a social policy approach to competing rights. Towards a framework to address competing human rights claims*. Report submitted to the Ontario Human Rights Commission (OHRC), for the Balancing Competing Rights Policy Dialogue, York Centre for Public Policy and Law, York University, Toronto, Canada (23 pp.).

ENCYCLOPAEDIA ENTRIES

Foster, L. (2016). Bromley Lloyd Armstrong. *The Canadian Encyclopedia*.
<https://www.thecanadianencyclopedia.ca/en/article/bromley-armstrong>.

PUBLIC EDUCATION*

Foster, L. (2021, February 19 Updated 2022, March 7). Anti-Black Racism Hovers Just Beneath the Surface. *Toronto.com*. <https://www.toronto.com/opinion-story/10333159-anti-black-racism-hovers-just-beneath-the-surface/>

Foster, L. (2020, February 26). What Is the Black Canadian Experience? *The Toronto Star*. <https://www.thestar.com/opinion/contributors/2020/02/26/what-is-the-black-canadian-experience.html>.

Foster, L. (2008). At 85, Roy Heron is a leader. Pan-African News Wire. <https://panafricannews.blogspot.com/2008/11/at-85-roy-heron-is-leader.html>,

*** *Note: I have been involved in socially relevant research that contributes both to academic scholarship and to communities beyond the university. I have written over 200 articles in ethno-racial media publications. For these contributions to public education, I received the Multicultural History Society Ethnic Voices Series Special Recognition Award. I have been nominated for two media human rights awards from the League of Human Rights. I also received a letter of recognition for my ethnic media contributions from the City of Toronto Committee on Community, Race and Ethnic Relations for contributions to public education. For a representative sample of my public education articles, see –***
<http://www.yorku.ca/lfoster/CommunityResearchArticlesindex.htm>

EDITORIAL APPOINTMENTS

Guest Co-Editor, *Decolonizing Digital Learning: Equity Through Intentional Course Design*. Distance Education (2024).

Guest Co-Editor, *Asian Pacific Dispute Resolution (APDR) Working Papers Series*. University of British Columbia (2017).

Guest Co-Editor, *Canadian Studies Association Journal: Canadian Diversity* (2010 & 2016).

SELECT CONFERENCES & PAPER PRESENTATIONS

- “Open, Flexible Distance Learning: Then, & Now!” MOOC Conference Program. The International Council for Open and Distance Education 30th ICDE World Conference 2025 <https://icde.org>. Te Whanganui-a-Tara Wellington, Aotearoa New Zealand (in the late New Zealand spring) from 10 to 13 November 2025.
- “Open, Flexible Distance Learning: Then, & Now!” MOOC Pre-Conference Program,. Facilitator. The International Council for Open and Distance Education (ICDE) World Conference 2025. <https://icdewc2025.iqualify.com/course/-OWnLTdk41HFhD4xDY03/#/classConsole>. September/October 2025.
- “Decoloniality of Knowledge”. CIES 2025 Envisioning Education in a Digital Society, Comparative and International Education Society | *The Comparative and International Education Society Annual Conference (CIES)* 2025. Chicago, IL. USA, March 22 - 26, 2025.

- “‘Decolonizing Digital Learning: Equity Through Intentional Course Design.’ Presidential Session’ – *Association for Educational Communication and Technology (AECT) Virtual & International Convention 2024*, Kansas City, MO USA, October 2, 2024.
- “Experiences in Race and Identity-Based Data Collection in a Policing Context.” Oslo Police District in Norway Felles enhet for Forebygging and Norwegian Equality Ombud Oslo Police Headquarters Grønnlandsleiret 44, March 14, 2024.
- “Development of a Comprehensive Race and Identity-Based Strategy.” *Waterloo Community Conference Race Data Collection Conference*. Waterloo Regional Police Service (WRPS). Double Tree Hotel - 30 Fairway Rd S, Kitchener, ON N2A 2N2, January 24, 2024.
- “The Black Canadian National Survey: Positioning Black Community Narratives at the Center of Public Sector.” *York University, federationhss.ca/ Congress 2023 #congressh*, May 30, 2023.
- “Lessons Learned in Developing an Anti-Racist, Equity, Diversity and Inclusion Lens to a Campus Safety Model.” *CAUBO 2022 Annual Conference. Canadian Association of University Business Officers*. Virtual Event, June 14, 2022.
- “Reflecting on Racism and Discrimination: Justice and Human Rights.” *Vaughan Public Libraries, 2191 Major Mackenzie Drive, Vaughan, Ontario, L6A 4W2*, September 30, 2022.
- “A Wicked Problem in Canada: Understanding Systemic Anti-Black Racism.” *Lancaster House — National Human Rights and Accommodation Conference*, Virtual Event, September 30, 2020.
- “Blackness in Canada: Youth and Educations Sector.” Institute for Social Research (ISR) in partnership with the York Region District School Board’s (YRDSB) Human Rights Office, *Blackness in Canada Policy Networking (BCPN) Conference: Critical Issues for Building Robust Community-Academic Alliances*, February 4–5, 2020.
- “Blackness in Canada: Organizational Change Management.” Institute for Social Research (ISR) in partnership with the Toronto District School Board’s (TDSB) Human Rights Office, *Advancing Human Rights in Education: A TDSB/York University Symposium on Organizational Best Practices*, November 26–27, 2019.
- “Addressing Human Rights Issues and Complaints.” *Advancing Human Rights in Education: A Symposium on Organizational Best Practices*. Toronto District School Board (TDSB), November 26, 2019.
- “Race Data Collection as an Equity Tool.” *Race Inclusion and Supportive Environments (RISE) Symposium on Past and Present Anti-Racist Activism*, York University, Toronto, Canada, March 22, 2017.

- “Race Data Collection in Policing: Lessons Learned by Ottawa Police Service (OPS) Traffic Stop Race Data Collection Project (TSRDCP).” Canadian Association of Police Governance (CAPG) Annual Conference, Fairmont Chateau Laurier Hotel, 701 — 1 Rideau Street, Ottawa, Canada, August 12, 2016.
- “How Research Can Influence Public Policy.” Health Systems and Health Equity Research Centre for Addiction and Mental Health (CAMH), The Wellesley Institute, 10 Alcorn Avenue, Suite 300, Toronto, Canada, April 5, 2016.
- “Community Engagement: Good Responses to ‘Racial Profiling’.” Racial Profiling Policy Dialogue. Ontario Human Rights Commission, York University Centre for Human Rights, School of Public Policy & Administration, and Institute for Social Research. York University, Toronto, Canada, February 16–18, 2016.
- “Human Rights and Policing a Multicultural Society.” Living and Learning in Retirement, Glendon Campus, York University, 2275 Bayview Avenue, Toronto, Canada, October 30, 2015.
- “Designing Research to Influence Public Policy.” The Social Aetiology of Mental Illness CIHR Training Program Health Systems and Health Equity Research Centre for Addiction and Mental Health (CAMH), The Wellesley Institute, 10 Alcorn Avenue, Suite 300, Toronto, Canada, October 20, 2015.
- “Select Topics in a Human Rights Toolbox for Police Services — The Police Services Act and the Human Rights Code.” York Regional Police Service, 47 Hillock Drive Aurora, Canada, March 12, 2015.
- “Human Rights in the Public Sector.” Public Policy & Administration, and Human Resource Management Intensive Training Program for Palestinian National School of Administration Instructors, York University, Toronto, Canada, May 22, 2014.
- “Re-thinking Politics, Policy and Governance in Federal Systems: India and the World.” International Political Science Association Conference: Ramjas College, University of Delhi Delhi, India. <https://apdr.allard.ubc.ca/workshops-conferences/conference-2/2013-conferences/>. November 15, 2013
- “Designing Research to Influence Public Policy.” The Social Aetiology of Mental Illness CIHR Training Program Health Systems and Health Equity Research Centre for Addiction and Mental Health (CAMH). Toronto, Canada, October 9, 2013.
- “Empowering Differences in the Workplace” Ministry of the Attorney General Legal Services Division — Diversity in Law Student Recruitment — Best Practices Workshop, 900 Bay Street, MacDonald Block, Erie/Thames/St. Clair Room, Toronto, Canada, July 19, 2012.

- “The Role of Education in Poverty Eradication.” Poverty Eradication Conference. Human Rights Participatory Growth and Poverty Eradication Program (HRPEP). Conference Moderator. York University, Toronto, Canada, May 28, 2012.
- “Balancing Competing Human Rights Claims: From Jurisprudence to Policy.” Checking Our Constitution@30: The Influence of the Canadian Constitution and the Charter of Rights and Freedoms on Legislation, Identities and Federalism. Hosted by the Association for Canadian Studies, The Faculty of Law (Civil Law), University of Ottawa and the Public Law Group of the Faculty of Law (Common Law), University of Ottawa, April 17–18, 2012.
- “Learning Networks as a Tool for Good Governance: The Case of the Canada-China Forum on Industrial Relations and Employment Standards.” Research Design Workshop of Trade in Comparative Perspective, held in Delhi. Co-hosted by the Indian Statistical Institute, Delhi Centre and the Institute of Asian Research at the University of British Columbia, December 8–10, 2011.
- “Designing Research to Influence Public Policy.” The Social Aetiology of Mental Illness CIHR Training Program Health Systems and Health Equity Research Centre for Addiction and Mental Health (CAMH), October 20, 2011.
- “The Changing Global Landscape for Employment Standards and Human Rights Linkages.” Session Workshop Chair, SSHRC MCRI ASIA PACIFIC DISPUTE RESOLUTION PROJECT. Hosted by the York Centre for Public Policy & Law and the Robarts Centre for Canadian Studies, York University, Toronto, Canada, October 13–14, 2011.
- “Balancing Competing Human Rights: The New Policy of the Ontario Human Rights Commission.” University of Ottawa Law School, Centre for Human Rights Research, September 27, 2011.
- “Workplace Inclusion Strategies in Canada.” Partnership between the York Centre for Public Policy and Law (YCPPL) in Canada and Capital University of Economics and Business in China. Referred paper presented at the Canada-China Forum on Industrial Relations and Labour Employment. Beijing, China, May 6–7, 2011.
- “Testing a Competing Rights Policy Framework in the Toronto Secondary School Board (TSSB).” Partnership between the York Centre for Public Policy and Law (YCPPL) and the Ontario Human Rights Commission (OHRC). In the first phase, the YCPPL and the OHRC co-sponsored a Policy Dialogue and Community Engagement Working Series, which took place on March 5–6 of 2010, with a bilingual publication of the proceedings. In the second phase, the YCPPL and the OHRC continued the partnership of testing the competing rights policy framework in the Toronto Secondary School Board (TSSB), December 6–7, 2010.
- “What Is Conflict and How Can It Be Resolved? Towards a Framework to Address Competing Human Rights Claims.” Paper presented at the Balancing Conflicting Rights Policy Dialogue

sponsored by the Ontario Human Rights Commission (OHRC) and the York Centre for Public Policy and Law (YCPPL), York University, March 5–6, 2010.

- “Towards a Social Policy Approach to Competing Rights.” Towards a Framework to Address Competing Human Rights Claims. Paper co-presented with Les Jacobs at the Balancing Conflicting Rights Policy Dialogue sponsored by the Ontario Human Rights Commission (OHRC) and the York Centre for Public Policy and Law (YCPPL), York University, March 5–6, 2010.
- “Enhancing the Role of Municipalities Against Racism and Discrimination.” Inventory of Tools for Evaluating Municipal Policies Aimed at Fighting Racism and Discrimination, York University report presented to the Ontario Human Rights Commission and the Canadian Race Relations Foundation. Paper presented at the Canadian Council of Municipalities Against Racism and Discrimination (CCMARD) Round Table, January 28, 2010.
- “Withering Democratic Heights? Contested Terrains and the Struggle for Equity and Accountability in Canadian Universities.” Organizer, Chair, and Discussant. Conference Session held at University of British Columbia, sponsored by the Canadian Sociology and Anthropology Association, Canadian Federation for the Humanities and Social Sciences Congress, June 2008.
- “Globalization and Transnational Immigration: The Changing Family Structure, Work, Identity and Organizational Practices.” Organizer, Chair, and Discussant. Conference Session held at York University, sponsored by the Canadian Sociology and Anthropology Association, Canadian Federation for the Humanities and Social Sciences Congress, June 2006.
- “Race Discourse, Modernity and the Politics of Fear and Exclusion.” Chair, Conference Session held at York University, sponsored by the Canadian Sociology and Anthropology Association, Canadian Federation for the Humanities and Social Sciences Congress, June 2006.
- “The Role of ‘Third Media’ in Minority Empowerment.” Refereed paper presented at the Annual New College Conference on Racism and National Consciousness. Race, Nation, State and Racial Profiling, New College, University of Toronto, October 29–30, 2005.
- “Diversity Training and Anti-Racism Education.” Paper presented at London Cross Cultural Learning Centre, City of London, Canada, May 2003.
- “Anti-Racism: Four Strategic Approaches.” Paper presented at the United Way of Burlington, Hamilton-Wentworth, Hamilton, Canada, March 2003.
- “Multicultural Youth Outreach and Leadership Development.” Presentation and facilitator at the League for Human Rights, Toronto, Canada, January 2003.

- “Responding to Racism and Antisemitism.” Paper presented at the Canadian Hebrew Academy of Toronto (CHAT), Toronto, Canada, December 2002.
- “Taking Action Against Hate.” Presentation and facilitator at Peel Multicultural Council. Mississauga, Canada, November 2002.
- “Taking Action Against Hate.” Presentation and facilitator at Somali Canadian Community, City of York, Canada, July 2002.
- “Reparations and Racism: Life After Durban.” World Conference Against Racism Review. Moderator for panel discussion. League for Human Rights, Toronto, Canada, November 2001.
- “Racial and Ethnic Stereotypes,” Paper presented at the League for Human Rights, International Week for the Elimination of Racism. Toronto, Canada, March 2001.
- “Responding to Racism and Antisemitism.” Paper presented at the Jamaican Canadian Association, Toronto, Canada, December 2000.
- The Campaign to Defend Immigrants and Refugees (CDIR). “Forum on Canada’s Treatment of Immigrants and Refugees.” Refereed paper presented on “Racism and Mainstream Media Coverage of Canadian Immigration.” Toronto, Canada, September 2000.

SELECT COMMUNITY SERVICE ACTIVITIES

- Adjudication Panel — Morley S. Wolfe Anti-Racism Youth Book Competition from 2006 to 2008. The youth book awards are an annual event sponsored by Toronto Residents in Partnership promoting anti-racism and anti-discrimination in public schools.
- African Cultural Advisory Board, Toronto Zoo from 2005 to 2010. The Advisory Board provides community overview for the African Cultural Program at Canada’s premier zoo, known for its interactive education, conservation activities, and unique wildlife experience. The Board mandate is to inspire people through cultural expression to live in ways that promote the well-being of the natural world.
- Multiculturalism in Action Youth Project from 2004 to 2008. Multiculturalism in Action is an acclaimed educational program for public schools that is designed to teach school children ages 6 to 12 about issues relating to multiculturalism and tolerance through puppetry. The success of the project, in the initial pilot project for the Toronto District School Board, led to the development of national outreach.
- Ethno-Racial Coalition and Social Action Committee (ERCSA) from 2003 to 2005. ERCSA is a multi-ethnic and multi-racial organization dedicated to the enhancement of multiculturalism and economic inclusion in society and community capacity building. ERCSA is engaged in

public education forums, business mentoring, and youth leadership development projects in minority and inner city communities.

- Canadians Against Slavery and Torture (CAST) from 2003 to 2013. CAST is a community coalition and campaign that is dedicated to public education and acts as political lobby against the existence of slavery in the Sudan and torture in the global society.
- Toronto Residents in Partnership (TRIP) from 2002 to 2010. TRIP is a not-for-profit corporation (successor to the North York Committee on Community, Race and Ethnic Relations), mandated to promote racial harmony and understanding through programs in the areas of community development, education, and police services.
- Director for the Concerned Kids Charities of Toronto (Communication through Puppetry) from 2002 to 2006. As a member of the Board of Directors, I oversaw the organizational commitment to public awareness and education for primary and secondary school children in various anti-discrimination programs.
- Blacks & Jews in Dialogue (BJD), League for Human Rights from 1999 to 2004. The League for Human Rights was a finalist for the 2001 Canadian Race Relations Foundation Award of Excellence. The goal of the BJD is to build community partnerships and to strengthen existing alliances within communities. Its mandate is to promote better understanding of cultural diversity, particularly among youth. It also provides a manual containing models of programming for Black and Jewish communities across the country, which can be adapted for other joint community dialogues and initiatives.
- Taking Action Against Hate Project, League for Human Rights from 2001 to 2004. I help conducted public education and awareness workshops for school districts, law enforcement organizations, and community and professional associations focusing on hate and hate crimes in a human rights context. I have also been instrumental in launching a training manual entitled "Taking Action Against Hate" that has become a standard resource for governmental and non-governmental organizations in the field of anti-discrimination work.
- Member, Urban Alliance on Race Relations (UARR) from 1986 to 2000. The UARR is a non-profit charitable organization that engages in seminars and conferences on race relations concerns. The UARR works with boards of education to develop and implement policies and programs, and it works with police services to improve relations with minority racial communities.

SELECT COMMUNITY WORKSHOPS AND PROFESSIONAL DEVELOPMENT TRAINING

- Diversity & Human Rights Compliance Processes for Organizational Settings Workshop. 3-day professional development workshop program offering a unique professional development opportunity for service practitioners to gain a comprehensive understanding of

how to ensure human rights compliance in the workplace. Human Resources Professional Association (HRPA), 150 Bloor Street, Toronto, Canada, December 2022.

- Diversity & Human Rights Compliance Processes for Organizational Settings Workshop. 3-day professional development workshop program offering a unique professional development opportunity for service practitioners to gain a comprehensive understanding of how to ensure human rights compliance in the workplace. Human Resources Professional Association (HRPA), 150 Bloor Street, Toronto, Canada, March 2021.
- Ontario Legislature Internship Programme (OLIP). Data Collection and Analysis Training. The professional development seminar is designed to provide an overview of the history, principles, and methods of ethno-racial and demographic data collection in Canada. The Ontario Legislative Buildings, 1303A Whitney Block, 99 Wellesley Street, Toronto, Canada, Spring 2018.
- York Region District School Board (YRDSB). Human Rights Training. This professional development training course is designed to provide an overview of Ontario's human rights system and its relevance for educators. This Fall training session consists of 10 full-day courses, covering human rights essentials for all the (500) principals and senior management in the Board region, Fall 2017.
- Diversity & Human Rights Compliance Processes for Organizational Settings Workshop. 3-day professional development workshop program offering a unique professional development opportunity for service practitioners to gain a comprehensive understanding of how to ensure human rights compliance in the workplace. Human Resources Professional Association (HRPA), 150 Bloor Street, Toronto, Canada, October 2017.
- Diversity & Human Rights Compliance Processes for Organizational Settings Workshop. 3-day professional development workshop program offering a unique professional development opportunity for service practitioners to gain a comprehensive understanding of how to ensure human rights compliance in the workplace. Human Resources Professional Association (HRPA), 150 Bloor Street, Toronto, Canada, March 2017.
- Diversity & Human Rights Compliance Processes for Organizational Settings Workshop. 3-day professional development workshop program offering a unique professional development opportunity for service practitioners to gain a comprehensive understanding of how to ensure human rights compliance in the workplace. Human Resources Professional Association (HRPA), 150 Bloor Street, Toronto, Canada, March 2016.
- Diversity & Human Rights Compliance Processes for Organizational Settings Workshop. 3-day professional development workshop program offering a unique professional development opportunity for service practitioners to gain a comprehensive understanding of how to ensure human rights compliance in the workplace. Human Resources Professional Association (HRPA), 150 Bloor Street, Toronto, Canada, March 23–25, 2015.

- Public Policy and Administration, and Human Resource Management Intensive Training Program for Palestinian National School of Administration instructors. As part of a contingent of York professors from the School of Public Policy & Administration (SPPA) and other administrative sciences lead by Professor Saeed Rahnema, I developed and delivered intensive training for visiting Palestinian civil servants on “Human Rights in the Public Sector.” The General Personnel Council of the Palestinian Authority (GPC) selected 25 civil servants, through a competitive selection process, as the nucleus of the internal training for the trainers (TOT) program. This capacity-building program was partnered by York University and the Palestinian National School of Administration (PNSA) in collaboration with Al-Quds University and the GPC. York University, Toronto, Canada, May 5–16, 2014.
- Organized and conducted a professional development workshop program on human rights compliance in the workplace at the Human Resources Professional Association (HRPA). This 5–day workshop marked the first of its kind, i.e., a partnership between an academic institution, a government organization, and a professional association. Yorkville Conference Centre, 150 Bloor Street West, Suite 200, Toronto, Canada, April 22–24, 2014.
- Participated in “Youth Criminal Justice Conference” information and partnership forums held in Greater Toronto Area, Durham, and Peel regions, focusing on generating a network for the exchange of information and development of best practices in youth crime prevention. These first-of-a-kind community forums brought together youth services professionals, local communities, young people, the business community, and the police in order to provide information on the *Youth Criminal Justice Act*, and to facilitate partnership strategy sessions. Ontario Ministry of Public Safety and Security, March 2004.
- Conducted a series of workshops throughout Ontario and parts of the United States, at various educational institutions, and community and volunteer organizations for the League for Human Rights “Inter-Cultural Dialogue Program,” providing training in the area of coalition building and strategic alliances, from 1998 to 2004.
- Trainer and facilitator for “Taking Action Against Hate Project,” League for Human Rights. I helped to conduct public education and awareness workshops for school districts, law enforcement organizations, and community and professional associations, focusing on hate and hate crimes in a human rights context, from 2001 to 2004.

PUBLIC APPEARANCES & SELECTED MEDIA INTERVIEWS

- Keynote Speaker, Roots in Racism Conference, 2191 Major Mackenzie Drive Vaughan, Ontario, L6A 4W2, September 30, 2021.
- Keynote Speaker, National Rights & Accommodation Conference, Lancaster House, Virtual Conference, September 30, 2020.
- On-Air Interview, CBC News Network with Suhana Meharchand, August 9, 2020.

- On-Air Interview, CBC Newsmagazine, *The Fifth Estate*, August 7, 2020.
- Press Release, The Traffic Stop Race Data Collection Project (TSRDC II) is the result of a settlement agreement between the Ottawa Police Services Board (Board) and the Ontario Human Rights Commission (OHRC). Ottawa City Hall, 110 Laurier Avenue West, Ottawa, Canada, October 28, 2019.
- Press Release, The Traffic Stop Race Data Collection Project (TSRDC I) is the result of a settlement agreement between the Ottawa Police Services Board (Board) and the Ontario Human Rights Commission (OHRC). Ottawa City Hall, 110 Laurier Avenue West, Ottawa, Canada, October 24, 2016.
- Guest Speaker, York Regional Police Service, Human Rights and the Police Services Act, York Regional Police, Diversity and Cultural Resources Bureau, 7 Don Hillock Drive, Aurora, Canada, January 12, 2014.
- Keynote Speaker, Ministry of the Attorney General Legal Services Division — Diversity in Law Student Recruitment — Best Practices Workshop, Toronto, Canada, July 19, 2012.
- Keynote Speaker, the John Brooks Foundation and Scholarship Fund, October 8, 2011.
- Keynote Speaker, the Black History Month forum hosted by the Black Ontario Public Service Employees Network, February 22, 2011.
- Share — Canada's Largest Ethnic Newspaper interview, quoted extensively on Black leadership in Canada for Black History Month, February 24, 2010.
- Interview on NTDTV (New Tang Dynasty Television), Rogers Cable Channel 817 — Asian Anglers and Hate Legislation, January 9, 2010.
- Press Conference Community Impact Forum — Asian Anglers with Avvy Go (director of the Metro Toronto Chinese & Southeast Asian Legal Clinic), and Susan Eng (former chair of the Metro Toronto Police Services Board), January 9, 2010.
- Presentation to Queen's Park News Conference, with Avvy Go (director of the Metro Toronto Chinese & Southeast Asian Legal Clinic), and David Lepofsky (representative of the Accessibility for Ontarians with Disabilities Act Alliance), July 2, 2008.
- Press Conference on Bill 107 Human Rights Legislation at Ontario Legislature, Queen's Park News Conference with Tom Warner (former Human Rights Commissioner), and Faisal Kutty (vice-chair of the Canadian Council on American-Islamic Relations CAIR_CAN), June 15, 2006.
- Y-Life York University Weekly Newsletter for Students, quoted on interracial marriage, February 27, 2006.

- Toronto Sun Newspaper interview (via phone) on “Interracial Marriage,” Sandy Naiman, February 19, 2006. Reprinted in American Renaissance News posted February 20, 2006.
- Guest Speaker on “Black and Jewish Strategic Alliance” at the Rotary Club of Don Mills, Ontario’s Black History Month celebration, February 20, 2003.
- Guest Speaker on “Racial Profiling in Canada” at the Canadian Hebrew Academy of Toronto (CHAT), February 13, 2002.
- Guest Speaker on “Black Youth Leadership Development” in celebration of Black History Month at the AME Church, Chatham, Canada, February 3, 2001.
- Rogers Cable TV, Channel 4, interviewed on The New Immigration Policy for “Conflicting Interest,” Mississauga, Canada, Studio 11, February 20, 2000, live at 9:00 p.m.

G. RESEARCH FUNDING

EXTERNAL FUNDING

- **2025** “Indigenous-Specific Commercial Racial Profiling.” The Heiltsuk Nation and Ng Ariss Fong, Randall Building, 8th Floor, 555 West Georgia Street, Vancouver, BC Canada V6B 1Z5, (\$30,000) Co-Principal Investigator: **L. Foster** and L. Jacobs).
- **2025** “Waterloo Regional Police Service (WRPS) Community Engagement Consulting Strategy.” Waterloo Regional Police Services Board, (\$36,000). (Co-Principal Investigator: **L. Foster** and L. Jacobs).
- **2024** “Toronto Police Services ‘Carding’ Class Action Suite, Court File No. CV-23-00704364-00CP.” Expert report prepared on behalf of the Black Legal Action Centre (BLAC), Black Action Defence Committee (BADC) and McCarthy Tétrault LLP. (\$50,000). (Co-Principal Investigator: **L. Foster** and L. Jacobs).
- **2024** “Ligue des Noirs du Québec et al. v. City of Montreal S.C. 500-06-000967-196.” Expert Report prepared on behalf of on behalf of the City of Montreal on race-based data collection and police-citizen interactions. (\$129,000). (Co-Principal Investigator: **L. Foster** and L. Jacobs).
- **2024** “Rapid Risk Factor Surveillance System (RRFSS) Survey2024.” Consortium of Ontario Public Health Units data for planning and evaluation of public health and services across Ontario. April 2025 (\$89,905). (Principal Investigator: **L. Foster**).
- **2024** “The Ontario Provincial Police (OPP) DNA Canvass Protocol External Human Rights Expert Review.” Ontario Provincial Police and Ministry of the Solicitor General of Ontario April 2024 (\$29,900). (Co-Principal Investigator: **L. Foster** and L Jacobs).

- **2024** “The Ontario Council on Articulation and Transfer (ONCAT). Study on the college/ university student transfer process.” York University/Seneca College. January, (\$77,775.00). (Principal Investigator: **L. Foster**).
- **2023** ““Race Data Standard”” under the authority of the Dismantling Racism and Hate Act, 2022.” Office of Equity and Anti-Racism Initiative and Government of Nova Scotia (\$149,000). (Co-Principal Investigator: **L. Foster** and L. Jacobs).
- **2023** “Rapid Risk Factor Surveillance System (RRFSS) Survey.” Consortium of Ontario Public Health Units data for planning and evaluation of public health and services across Ontario. November (\$60,508). (Principal Investigator: **L. Foster**).
- **2023** “Rapid Risk Factor Surveillance System (RRFSS) Survey.” Consortium of Ontario Public Health Units data for planning and evaluation of public health and services across Ontario. August, (\$51,850). (Principal Investigator: **L. Foster**).
- **2023** “The Ontario Council on Articulation and Transfer (ONCAT).” Study on the college/ university student transfer process. June (51,580). York University/ Seneca College. (Principal Investigator: **L. Foster**).
- **2023** “Rapid Risk Factor Surveillance System (RRFSS) Survey.” Consortium of Ontario Public Health Units data for planning and evaluation of public health and services across Ontario. June (\$79,842). (Principal Investigator: **L. Foster**).
- **2023-2024** “Race Data and Traffic Stops in Ottawa III Progressing Towards Bias-Free Policing: Ten Years of Race Data on Traffic Stops in Ottawa and an 18-Month Action Plan.” Ottawa Police Services Board (OPSB) and Ottawa Police Service (OPS), June (\$50,000). (Co-Co-Principal Investigators: **L. Foster** & L. Jacobs).
- **2023** “Rapid Risk Factor Surveillance System (RRFSS) Survey.” Consortium of Ontario Public Health Units data for planning and evaluation of public health and services across Ontario. February (\$102,710.80). (Principal Investigator: **L. Foster**).
- **2022** “CAMH 2023.” Government of Ontario, Centre for Addiction and Mental Health (CAMH). Data trend study on alcohol, tobacco and other drug use as well as gauging public opinion on related policies. December, (\$361,886). (Principal Investigator: **L. Foster**).
- **2022–2025** “Waterloo Regional Police Service (WRPS) Race Data Collection Strategy.” Waterloo Regional Police Services Board, (\$220,000). (Co-Principal Investigator: **L. Foster** and L. Jacobs).
- **2022–2024** “York Regional Police Service (YRPS) Anti-Racism Training.” York Regional Police Service and York Regional Police Services Board, (\$105,000). (Principal Investigator: **L. Foster**).

- **2022–2024** “Social support for racialized families of youth with developmental disabilities: Intersectionality informed research.” SSHRC Insight Development Grant, (\$74,739). ([PI] N. Khanlou [PI], [CI] D. Davidson [CI], **L. Foster** (CI), Nunes, F. [CI], Collaborators: R. Bingham, H. Gateri, L. Lum, A. Pour Ebrahim Alamdar, N., & S. VanDeVelde-Coke).
- **2022** York Regional Police Service (YRPS). “Racialized Community Relationship Development Project.” York Regional Police Service and York Regional Police Services Board, (\$80,000). (Co-Principal Investigator: **L. Foster** and L. Jacobs).
- **2022** “Research Data Centre Network: Integrating New Initiatives for a Stronger Future.” Canadian Institutes of Health Research (CIHR) Grant, Center for Research Data Canadian Network. SSHRC/CHIR grant to the CRDCN. October (\$248,906). (Principal Investigator, Dan Silver; Co-Investigator and sub-grant \$31,312, **L. Foster**).
- **2021–2023** Principal Investigator. “Peel Regional Police (PRP) Traffic Stop Race Based Data Collection Project.” Peel Regional Police Service and Peel Region, (\$285,000). (Co-Principal Investigator: **L. Foster** and L. Jacobs).
- **2021–2022** Principal Investigator. York Regional Police Service (YRPS). “Racialized Community Relationship Development Project.” York Regional Police Service and York Regional Police Services Board, (\$80,000). (Co-Principal Investigator: **L. Foster** and L. Jacobs).
- **2021–2022** Principal Investigator. “An Examination of Racial Disparities in Use of Force 2020 and in the Ottawa Police Service.” Ottawa Police Service (OPS) and Ottawa Police Services Board, (\$25,000). (Principal Investigator: **L. Foster** and L. Jacobs).
- **2021–2022** Principal Investigator. “Indigenous Cultural Safety Training Program.” San’yas Indigenous Cultural Safety Training Program, (\$50,000). (Principal Investigator: **L. Foster**).
- **2021–2022** “An Examination of Racial Disparities in Use of Force and Strip Searches 2020 in the Toronto Police Service.” Toronto Police Service (TPS) and Toronto Police Services Board, (\$50,000). (Principal Investigator: **L. Foster** and L. Jacobs).
- **2021** “Ontario Student Drug Use and Health (OSDUHS) 2025”. Government of Ontario, Centre for Addiction and Mental Health (CAMH). October (\$208,048). (Principal Investigator: **L. Foster**).
- **2021** “Ontario Student Drug Use and Health (OSDUHS) 2025”. Government of Ontario, Centre for Addiction and Mental Health (CAMH). March (\$249,900). (Principal Investigator: **L. Foster**).
- **2019–2024** “Canada’s Black Population as an Ethno-Racial National Identity.” This project includes a landmark national survey of Canada’s Black population with the intent to build

networks aimed at equity policy development, implementation, and outcomes across sectors and the major institutions of Canadian society. SSHRC Partnership Development Grant, (\$199,352). (Principal Investigator: **L. Foster**).

- **2019–2020** “Research Data Centre Network: Integrating New Initiatives for a Stronger Future.” Canadian Institutes of Health Research (CIHR) Grant, (\$208,663.71) (Principal Investigator, Dan Silver; Co-Investigator and sub-grant \$55,200, **L. Foster**)
- **2019** “Traffic Stop Race Based Data Collection Project 2016–2019.” This research project provides an evidence-based comparative analysis of three subsequent years of race data collected by Ottawa Police following the landmark 2013–2015 “racial profiling” study in Ottawa. Ottawa Police Service, City of Ottawa, (\$50,000). (Principal Investigator: **L. Foster** and L. Jacobs).
- **2019** “Research Data Consortium Major Grant – Canadian Research Data Centre Network (CRDCN), SSHRC-CIHR, March 2016 CFC-Major Science Initiative. The York RDC established a branch at Nipissing University in North Bay, overseen by the York Statistics Canada analyst. Nipissing has entered into an agreement to provide ISR with \$25,000 annually for this service. The external funding sources completely covered the RDC operating costs in 2018–2019. (\$14.5 million) (Principal Investigator: Byron Spencer, McMaster University; Collaborators: **L. Foster**)
- **2018** “Review of the Workplace Discrimination and Harassment Prevention (WDHP) Program and Related Components of the Respectful Workplace Policy (RWP).” Anti-Racism Directorate (ARD) at the Cabinet Office (CO). Ontario Public Service. (\$148,000). (Principal Investigators: **L. Foster** and L. Jacobs).
- **2017–2018** “Justice Tulloch’s Independent Review of Police Street Checks, Data Science Research on Police Stops in Ontario, General Population and Racialized Communities,” (\$114,650). (Principal Investigator: L. Jacobs, Co-Investigator: **L. Foster**).
- **2017** “Ontario’s Human Rights System and its Relevance for Educators’ Project.” York Region District School Board, (\$70,000). (Principal Investigator: **L. Foster** and L. Jacobs).
- **2016–2017** Principal Investigator. “Consulting Expert on the Anti-Racism Act and Ontario’s Data Standards for the Identification and Monitoring of Systemic Racism.” Anti-Racism Directorate (ARD), Ontario Public Service, (\$148,000). (Principal Investigator: L. Jacobs, **L. Foster** and S. Wortley).
- **2016** Principal Investigator. “Policy Dialogue on Racial Profiling.” The Ontario Human Rights Commission, (\$25,000). (Principal Investigator: **L. Foster** and L. Jacobs).
- **2015–2016** “Human Rights Project Evaluation.” Windsor Police Service, City of Windsor, (\$15,000). (Principal Investigator: **L. Foster** and L. Jacobs).

- **2013–2016** “Traffic Stop Race Based Data Collection Project.” This is the largest “racial profiling” study conducted in Canada. It is widely recognized as a “landmark study” that analyzed two years of race data collected by the Ottawa Police. Ottawa Police Service, City of Ottawa, (\$325,000). (Principal Investigator: **L. Foster** and L. Jacobs).
- **2011** “Competing Human Rights Policy Framework.” I worked with the OHRC to develop a policy that would both guide the OHRC and provide a model for addressing competing human rights claims in Ontario’s schools, universities and colleges, hospitals, and workplaces. The resultant policy is a pioneering innovation in human rights policy, not only the first in Canada, but also the first competing human rights policy developed by a commission anywhere in the world. The Ontario Human Rights Commission (OHRC) and Toronto District School Board (TDSB), (\$80,000). (Principal Investigator: **L. Foster** and L. Jacobs).
- **2011** “Canada-China Forum on Industrial Relations.” Worked with the ITLP of the Government of Canada to organize and lead a major human rights dialogue between Canada and China in Beijing centered on industrial relations and labour rights as human rights. Human Resources and Skills Development Canada, International Trade and Labour Program (ITLP), (\$100,000, Grant Stream: Technical Assistance and Foreign-Based Cooperative Activities). (Principal Investigator: **L. Foster** and L. Jacobs).
- **2009–2016** “Asia-Pacific Dispute Resolution Project: Understanding Integrated Compliance with International Trade and Human Rights Standards from a Comparative Perspective” Collaborative research in Canada, Japan, China, Indonesia, and India on cross-cultural dispute resolution in the areas of international trade and human rights. SSHRC MCRI \$2,500,000. (Principal Investigator P. Potter: Co-Investigator/Collaborator **L. Foster**).

INTERNAL FUNDING

- **2021–2026** Research Chair, Black Canadian Studies and Human Rights (Tier 1). York University, Research Chair Program (YRP, \$125,000).
- **2022** Principal Investigator. “Redress Express: A Community Retrospective.” York Centre for Asian Research (YCAR), Canada-China Initiatives Fund (CCIF Grant, \$1,900).
- **2019** Principal Investigator. “Blackness in Canada Public Policy Networking Conference.” (Liberal Arts and Professional Studies, Events Grant, \$1,000, York University).
- **2017** Principal Investigator. “Race Inclusion and Supportive Environments Symposium.” York University, (Canada @ 150 Grant, \$10,000).
- **2016** Principal Investigator. “Policy Dialogue on Racial Profiling.” (Liberal Arts and Professional Studies, Events and Outreach Grant, \$3,500).

- **2014** Principal Investigator. “Sabbatical Leave Grant.” (York University Faculty Association, \$7,900, York University).
- **2011** Principal Investigator. “Teaching-Learning Development Grant” (York University Faculty Association, \$2,500, York University).
- **2010** Principal Investigator. “The Long Road to Justice: A History of the Human Rights Movement in Canada.” (Liberal Arts and Professional Studies, Minor Research Grant, \$2,000, York University).
- **2009** Principal Investigator. “Teaching Research, Experiments, Engagement and Sharing (TREES) Grant.” (Atkinson Faculty of Liberal and Professional Studies, Teaching Research, Experiments, Engagement and Sharing (TREES) Award, \$1,500, York University).
- **2009** Principal Investigator. “Measures of Success for Economic Integration of Immigrants: The Impact of a Human Rights Framework on the Quality of Settlement Support Service.” (Atkinson Faculty of Liberal and Professional Studies, Junior Faculty Fund, \$1,000, York University).
- **2008** Principal Investigator. “Measures of Success for the Economic Integration of Immigrants: A Project-Specific Analysis of the Workplace Skills Initiative and the Foreign Credentials Recognition Program in Ontario.” (Atkinson Faculty of Liberal and Professional Studies, Minor Research Grant, \$1,600, York University).
- **2007** Principal Investigator. “Measures of Success for the Economic Integration of Immigrants: A Project-Specific Analysis of the Workplace Skills Initiative and the Foreign Credentials Recognition Program in Ontario.” (Atkinson Faculty of Liberal and Professional Studies, Minor Research Grant, \$1,600, York University).

H. TEACHING

2021-2025– Released from all teaching for Research Intensification

GRADUATE

GRADUATE COURSES TAUGHT AT YORK UNIVERSITY

- PPAL 6130 3.0 A & B (2019–2020) — Equity, Policy, Law and Planning
- PPAL 6130 3.0 A & B (2018–2019) — Equity, Policy, Law and Planning
- PPAL 6130 3.0 A & B (2017–2018) — Equity, Policy, Law and Planning
- PPAL 6130 3.0 A & B (2014–2015) — Equity, Policy, Law and Planning

- Post-Graduate Certificate (2014–2015) — Professional Development Certificate in Diversity and Human Rights Compliance, in partnership with Human Resources Professional Association (HRPA) and the Continuing Education Department
- PPAL 6130 3.0 A & B (2013–2014) — Equity, Policy, Law and Planning
- PPAL 6130 3.0 A & B (2012–2013) — Equity, Policy, Law and Planning
- PPAL 6130 3.0 A & B (2011–2012) — Equity, Policy, Law and Planning
- PPAL 6130 3.0 A & B (2010–2011) — Equity, Policy, Law and Planning
- PPAL 6130 3.0 A & B (2009–2010) — Equity, Policy, Law and Planning

UNDERGRADUATE

UNDERGRADUATE COURSES TAUGHT AT YORK UNIVERSITY

- AP/HREQ 3980 6.0A — Social Justice Studies: Theory, Analysis, Practice
- AS/SOSC 1880 6.0B — Social Change in Canada
- AK/SOSC 3570 6.0A — Organizational Practice and the State
- AS/SOSI 3430 6.0A — Ethnicity, Power and Identity
- AS/SOSI 4440 6.0A — Racialization, Discrimination and the Law
- AS/SOCI 3850 6.0A — Sociology of Urban Life
- AK/SOCI 3561 6.0A — Racism and the Law
- AK/SPPA/POLS 6.0A — Political Economy and the State
- AP/PPAL/HREQ 4052A 3.0 — Race, Ethnicity & Social Policy
- AP/PPAL/HREQ 3761 3.0A — Canada's Social Policy

UNDERGRADUATE COURSES TAUGHT AT OTHER INSTITUTIONS

- CSOCI 104 — How Society Works, Toronto Metropolitan University
- CSOCI 103 — Introduction to Social Analysis, Toronto Metropolitan University
- CSOCI 507 — Race and Ethnicity in Canadian Society, Toronto Metropolitan University
- CSOCI 402 — The City and Social Problems, Toronto Metropolitan University
- ECE 204C — Diversity and the Family, Toronto Metropolitan University
- CSOCI 2004 — Principles of Sociology, Sheridan College
- CSOCI 2002 — Human Diversity & Interaction, Sheridan College
- CSOCI 2300 — Ethnic and Race Relations in Canada, Sheridan College
- HIST 2019 — History, Politics & the African Experience, Sheridan College
- SOC 204C — Social Inequality, Wilfrid Laurier University
- CT 223 BR — Crime in Context, Wilfrid Laurier University
- AP/HREQ 3890 6.0A — Social Justice Studies: Theory, Analysis, Practices, University of Western Ontario
- SOCI 383 BR — Sociology of the Family, Wilfrid Laurier University

GRADUATE**PHD SUPERVISIONS**

- Behesta Sharifi, PhD supervisory committee for Socio-Legal Studies (Started September 2024).
- Ladan Adhami-Dorrani, PhD supervisory committee for Social & Political Thought (Started January 2022).
- Danielle Washington, PhD supervisory committee for the School of Nursing. (Started June 2022.)
- Jackie Sikdar, PhD supervisory committee for Socio-Legal Studies (Started January 2022).
- Giovanna Cioffi, PhD supervisory committee for Communication & Culture (Started January 2020).
- Shila Khayambasi, PhD supervisory committee for the Department of Social & Political Thought. (Completed August 2021.)
- Negar Pour Ebrahim Alamdar, PhD supervisory committee for the Department of Social & Political Thought. (Completed August 2018.)
- Morris Beckford, PhD supervisory committee for the School of Social Work. (Started 2019.)
- Dakota West, PhD supervisory committee for Linguistics. (Started 2019.)
- Frank Chimos, PhD supervisory committee for the Department of Social & Political Thought. (Started 2014.)
- Chris Premdas, PhD supervisory committee for the Department of Social & Political Thought. (Started 2014.)

MASTERS SUPERVISIONS

- Paula Gowdie (Completed September 2025, Supervisory Committee, Interdisciplinary Studies, Masters Thesis.)
- Gillian Wassmansdorf. "Participatory Government and Public School Boards Relationship with Student Trustees." (Completed October 2024, MPPAL Major Research Paper.)
- Rohina Kabir. "Arms and Eclipsed Peace: Afghan Ministerial Strategies on Peacekeeping." (Started 2019.)
- Aldeli Albán Reyna. "Who Are You Talking To? A Cross-Sectoral Examination of Black Policy Professionals on the Future of Black Policy Development." (Completed July 2022, MPPAL Major Research Paper.)
- Jasmine Williams. "A Critical Analysis of the Senate's Study on the Human Rights of Prisoners." (Completed August 2018, MPPAL.)
- Yumri Taddese. "Outlawed Looks: Behind the Law's Compulsive Concern with Black Women's Appearance." (Completed May 2017, Social & Political Thought, Masters Thesis.)
- Emmanuel Osaze. "The Non-Recognition or Devaluation of Foreign Professional Immigrants' Credentials in Canada: The Impact on the Receiving Country (Canada) and the Immigrants Themselves." (Completed April 2017, Interdisciplinary Studies, Masters Thesis.)
- Venesse Lewis. "Who Votes in Municipal Elections?" (Completed April 2016, MPPAL.)

- Sandi Trillo. "Civil Society Organizations and Influence in the Public." (Completed April 2015, Supervisory Committee, Interdisciplinary Studies, Masters Thesis.)
- Emad Zahedi. "Identity in Limbo: The Roles of Culture, Religion and Gender among Iranian Immigrants in the Greater Toronto Area (GTA)." (Completed April 2014, Supervisory Committee, Interdisciplinary Studies, Masters Thesis.)
- Tracy McMaster. "Part-Time Workers at the 24 Community Colleges Across Ontario." (Completed April 2013, Supervisory Committee, Interdisciplinary Studies, Masters Thesis.)
- Annalisa Edoo. "Challenges to Modernizing Public Sector Reforms in Canada: It's Not a Business, Bottom-Line!" (Completed July 2012, MPPAL, Major Research Paper.)
- Raajkumar Chendamarai Kannan. "Is it Foreign Credential Evaluation or Employer Commitment? A Quantitative Determination of the True Barrier to Immigrant Employment in Canada." (Completed July 2012, MPPAL, Major Research Paper.)
- Sean Karmali. "An Understanding of Sexual Minorities in the Canadian Refugee System." (Completed July 2012, MPPAL, Major Research Paper.)
- Judy Verbeeten. "A Voice to Be Heard: Democratic Administration and the Regulation of Hate Speech in Canada." (Completed July 2011, MPPAL, Major Research Paper.)
- Farlon Rogers. "Hidden Inequities in the Ontario Youth Justice System Particularly Affecting Lesbian, Gay, Bisexual, Transgender and Queer Youth: The Necessity for Reforms in Law, Policy and Program Planning." (Completed July 2011, MPPAL, Major Research Paper.)
- Yolande Adamaley. "Resource War: An Examination of Funding Disparities in Ontario's Public Schools." (Completed June 2010, MPPAL, Major Research Paper.)
- Kevin Armstrong. "A Case Study of Ajax/Pickering Youth Partnership Initiative." (Completed July 2010, MPPAL, Major Research Paper.)
- Sabeena Grewal. "The Revitalization of Regent Park: An Examination of Ontario Housing Policy." (Completed July 2010, MPPAL, Major Research Paper.)
- Dolores Iriah Solate. "Skilled Immigrations (International Trained Professionals) 1990–1999 Lessons Learned." (Completed July 2010, MPPAL, Major Research Paper.)
- Smirityi Gyawali. "Are Immigrants Getting Poorer?" (Completed September 2009, MPPAL, Major Research Paper.)
- Erica Henry-Jackman. "An Investigation on Antigua and Barbuda's Economic Security Within the Context of its Membership in International Organizations and the Role of Tourism in its Development." (Completed September 2009, MPPAL, Major Research Paper.)

GRADUATE ASSISTANT SUPERVISIONS

- Marcelle-Anne Fletcher, Social & Political Thought, PhD Student. "Blackness in Canada: Canada's Black Population as an Ethno-Racial National Identity." In support of a SSHRC Partnership Development Grant (2019–2023).
- Jackie Sikdar, Social & Political Thought, PhD Student. "Blackness in Canada: Canada's Black Population as an Ethno-Racial National Identity." In support of a SSHRC Partnership Development Grant (2019–2023).

- Rohina Kabir. Interdisciplinary Studies, Masters Student. "Blackness in Canada: Canada's Black Population as an Ethno-Racial National Identity." In support of a SSHRC Partnership Development Grant (2019–2021).
- Shanna Morgan. "Tools for Preventing and Responding to Racism in Municipalities." Research project in support of the coalition of Ontario municipalities that have joined the *Canadian Coalition of Municipalities Against Racism and Discrimination* (CCMARD) (2009–2010).
- Audette Rose. "Tools for Preventing and Responding to Racism in Municipalities." Research project in support of the coalition of Ontario municipalities that have joined the *Canadian Coalition of Municipalities Against Racism and Discrimination* (CCMARD) (2009–2010).
- Barbara Van Tassel. "Tools for Preventing and Responding to Racism in Municipalities." Research project in support of the coalition of Ontario municipalities that have joined the *Canadian Coalition of Municipalities Against Racism and Discrimination* (CCMARD) (2009–2010).
- Maggie Buczek. "The Long Road to Justice: A History of the Human Rights Movement in Canada." Web-project engaging the evolution of human rights policy in Ontario and Canada from a social justice perspective (2008–2009).
- Shanna Morgan. "The Long Road to Justice: A History of the Human Rights Movement in Canada." Web-project engaging the evolution of human rights policy in Ontario and Canada from a social justice perspective (2008–2009).

DEAN'S REPRESENTATIVE AND EXTERNAL EXAMINER

- Carlos Torres, "The Myth of Marital Law: The Dynamics of Crises Management and Fragmented Human Rights Boom in Argentina" (Chair and Dean's Representative, completed, 2013).
- Jennifer P. Mills, "Conference Connections: Identity, Ideology and Institutions in the Congress of Black Women of Canada (CBWC), 1973–2003" (Chair and Dean's Representative, completed, 2013).
- Aqella Tabassum, "Three Essays on the Impact of Financial Evolution on Monetary Policy" (Chair and Dean's Representative, completed, 2012).
- Christopher Taucar, "Assessing Judicial Decisions on Judicial Independence: The Canadian System of Government and Framework for Judicial Review" (Dean's Representative, completed, 2011).
- Andreas Georgiou, "Being and Time of the Everyday: A Critique of Distance and Engagement" (Outside Member, completed, 2011).
- Katherine Osterlund, "Encountering Our 'Others' and Ourselves: Normative Constructions of Monogamy in Contemporary Culture" (Outside Member, completed, 2011).
- Irving W. Andre, "The Significance of Race in the Sentencing of Drug Couriers" (Dean's Representative, completed, 2010).

HONOURS THESIS SUPERVISIONS

- Deon Ampofo. "The Socialization of Education and Sports Amongst African American Male Student Athletes." Bachelor of Arts Honours Thesis, Department of Sociology. (Completed April 2016.)
- Ida Mirzadeh. "Putting Human Beings at the Center Of Human Rights Policy." Bachelor of Arts Honours Thesis, Department of Sociology. (Completed April 2012.)
- Camilla Kozak. "Canadian Public Policy and Immigration Trends." Bachelor of Arts Honours Thesis, School of Social Science, Atkinson Faculty of Liberal and Professional Studies. (Completed April 2009.)
- Sarah Hadley. "The Invalidation of Foreign Credentials: The Cultural Regulation of Labour." Bachelor of Arts Honours Thesis. (Completed April 2008.)

DIRECTED READING COURSE SUPERVISION

- Deon Ampofo. "Addressing Racism and Policing in Canada and the Need for a Social Policy Reform." PPAL 4710 6.0. School of Public Policy & Administration (Fall/Winter 2015–2016).
- Schenella Pinto. "Canadian Civil Liberties and International Security." PPAL 4710 6.0. School of Public Policy & Administration (Fall/Winter 2012–2013).
- Briton Amos. "Inquest Into a Socialist Centralized Communist State and How They Treat and Care for the Most Marginalized Persons in Their Civil Population, the Physically Disabled." IS 5020 3.0. Interdisciplinary Studies (Winter 2012–2013).
- Sandi Trillo. "Civil Society Organizations' Role and Influence in the Public Policy Process." IS 5020 3.0. Interdisciplinary Studies (Winter 2012–2013).
- Arsela Hoxhaj. "Topics in Public Policy." PPAL 6200 6.0. Master of Public Policy, Administration and Law (MPPAL) (Fall/Winter 2011–2012).
- Yavehnia Melissa Pena Lara. "Equity Policy Law and Planning." PPAL 6200 6.0. Master of Public Policy, Administration and Law (MPPAL) (Fall/Winter 2011–2012).
- Ida Mirzadeh. "Invasive 'Spin' Tactics and the Illusion of a Democratic Society." HREQ 4000. 6.0. Department of Equity Studies (Fall/Winter 2011–2012).
- Alexandra Cesta. "Multiculturalism and Urban Crisis." HREQ 4000 6.0. Department of Equity Studies (Fall/Winter 2010–2011).
- Elishka P. Pinto. "Canadian Aboriginal Communities, Public Policy and Strategic Development." PPAL 4000 6.0. School of Public Policy & Administration (Fall/Winter 2009–2010).
- Diana McVie. "Social Movements and Social Change in Canada." HREQ 4000 6.0. School of Social Science, Atkinson Faculty of Liberal and Professional Studies. (Fall/Winter 2007–2008)
- Evan Rosevear. "Multiculturalism in the Age of Neoliberalism and Globalization." Political Economy and the State, PPAL 4115 6.0. School of Public Policy & Administration (Fall/Winter 2007–2008). (*Winner Student Essay Award — The Progressive Economics Forum, "Ensuring Equality: Guaranteed Annual Income and Democratic Legitimacy."*)

OTHER TEACHING-RELATED ACTIVITIESA SELECTION OF GUEST LECTURES:

- April 6, 2018 — Guest Lecture on *Data Collection as an Equity Tool*, Ontario Legislature Internship Program (OLIP), Legislative Building, 23 Queen's Park Crescent, Toronto, Canada.
- April 5, 2016 — Guest Lecture on *How Research Can Influence Public Policy*, Health Systems and Health Equity Research Centre for Addiction and Mental Health (CAMH), The Wellesley Institute, 10 Alcorn Avenue, Suite 300, Toronto, Canada.
- November 11, 2015 — Guest Lecture on *Human Rights and Policing a Multicultural Society*, Living and Learning in Retirement (LLIR), Glendon College, 2275 Bayview Avenue, Toronto, Canada.
- October 20, 2014 — Guest Lecture on *How Research Can Influence Public Policy*, Health Systems and Health Equity Research Centre for Addiction and Mental Health (CAMH), The Wellesley Institute, 10 Alcorn Avenue, Suite 300, Toronto, Canada.
- May 22, 2014 — Guest Lecture on *Human Rights in the Public Sector*, Public Policy & Administration, and Human Resource Management Intensive Training Program for the Palestinian National School of Administration Instructors, York University, Toronto, Canada.
- July 19, 2012 — Guest Lecture on *Empowering Differences in the Workplace*, Ministry of the Attorney General Legal Services Division. This involved a university-government partnership to deliver training for the "Diversity in Law Student Recruitment — Best Practices Workshop." 900 Bay Street, MacDonald Block, Erie/Thames/St. Clair Room, Toronto, Canada.
- October 20, 2011 — Guest Lecture on *How Research Can Influence Public Policy*, Health Systems and Health Equity Research Centre for Addiction and Mental Health (CAMH), 455 Spadina Avenue, Toronto, Canada.
- November 3, 2011 — Guest Lecture on *Diversity and Equity Human Rights Frameworks in the Public Service*, the Black Ontario Public Service Employees Network, Art Gallery of Ontario, 317 Dundas Street West, Toronto, Canada.
- September 18, 2010 — Guest Lecture on *Multiculturalism and Modern Ethnic Communities*, Multicultural History Society, Administrative Headquarters and Oral History Museum, 901 Lawrence Avenue West, Suite 307, Toronto, Canada.
- January–February, 2005 — Series of lectures for SOC 020, *Introduction to Sociology*, Department of Sociology, King's College, University of Western Ontario, London, Canada.
- January–February, 2005 — Series of lectures for SOC 329, *Social Inequality*, Department of Sociology, King's College, University of Western Ontario, London, Canada.
- January 13, 2004 — AS/SOCI 4610 6.0 A — Lecture on *Public Policy Analysis*, for Women, the Welfare State and Social Policy, Department of Sociology, York University, Toronto, Canada.

COORDINATION OF MULTISECTIONAL COURSES

- 2017–2019 — Equity, Policy, Law and Planning (PPAL 6130)
- 2008–2015 — Equity, Policy, Law and Planning (PPAL 6130)

- 2004–2006 — Racialization, Discrimination and the Law (SOCI 4440)

NEW COURSES DEVELOPED

- PPAL 6130 — Equity, Policy, Law and Planning
- * AS/SOSI 4440 6.0A — Racialization, Discrimination and the Law
- * AP/HREQ 3890 6.0A — Social Justice Studies: Theory, Analysis, Practice
- ** PPAS 4052 3.0 — Race, Ethnicity and Social Policy
- As well as Directed Reading Course Instructor

(* Substantially revised by Lorne Foster)

(** This original course was approved by both the School of Public Policy & Administration (SPPA) and the Department of Equity Studies (DES) in 2016 and runs in alternate years in both departments. It is also part of the *Professional Certificate in Public Policy Analysis*; the *Professional Certificate in Public Administration and Law*; and the *Black Canadian Studies Certificate*.)

OTHER PEDAGOGICAL INNOVATIONS

- Human Rights Training for Educators. This professional development training course is designed to provide an overview of Ontario's human rights system and its relevance for educators. (Piloted in Fall 2017 in partnership with the York Region District School Board, this Fall training session consists of 10 full-day courses, covering human rights essentials for all the (500) principals and senior management in the Board region. Fall 2017.)
- Diversity and Human Rights Certificate. I designed this innovative pedagogy to contribute to a comprehensive, human rights-oriented conceptual framework for the analysis and support of diversity in Canada. Its purpose is to serve as a training and capacity-building project in support of enhanced delivery of services by human rights field operations, diversity officers, human resource practitioners, and related professionals, as well providing a resource for the increased diversity awareness among the modern workforce.
- Diversity & Human Rights Compliance Processes for Organizational Settings Workshop. I designed and coordinated this 5-day professional development workshop program instructed by both academics and industry professionals, which offers a unique professional development opportunity for service practitioners to gain a comprehensive understanding of how to ensure human rights compliance in the workplace. (Piloted in May 2014 in partnership with York and the *Human Resources Professional Association*.)
- Public Policy Analysis Study Guide (on-line resource/exercises familiarizing students with theories, models, and analytical frameworks for understanding policymaking, particularly in the Canadian context).

- Experiential Education Action Plan (PowerPoint presentation/action plan for the integration of theory and practice through the strong commitment to integrated learning and the civic engagement of the students and of the campus community).

I. SERVICE

PROFESSIONAL MEMBERSHIPS

- Associate Member, Institute for Social Research (ISR)
- Associate Member, Canadian Forum on Social Justice (CFSJ), Osgoode Hall Law School
- Adjunct Scholar, Multicultural History Society of Ontario (MHSO), University of Toronto
- Member, Institute of Public Administration of Canada (IPAC)
- Executive Committee Member, York Centre for Public Policy and Law (YCPPL)
- Fellow of McLaughlin College, York University
- Affiliate Member, Centre of Excellence for Research on Immigration and Settlement (CERIS), The Ontario Metropolis Centre
- Affiliated Faculty, York Centre for Refugee Studies (YCRS)
- Member, Canadian Sociology and Anthropology Association (CSAA)
- Member, Centre for Practical Ethics (YCPE)

PUBLIC POLICY AND COMMUNITY ENGAGEMENT

Other professional service contributions include/have included:

- Member of the Anti-Racism Advisory Ontario Association of Chiefs of Police (OACP)
- Member of the Anti-Racism Advisory Committee for the York Region District School Board (YRDSB)
- Consultant, Anti-Racism Directorate, Ontario Public Service (ARD)
- Consultant, Tulloch Commission Independent Police Oversight Review
- Consultant, for the design and analysis of the Street Check Survey for the Independent Street Check Review
- Consultant, York Regional Board of Education
- SAMI Faculty, New Faculty Mentor, Centre for Addiction and Mental Health (CAMH)
- Consultant, League for Human Rights, B'nai Brith Canada
- Adjudication Panel, Morley S. Wolfe Anti-Racism Youth Book Competition
- Advisory Committee, The Centre for Equity in Health and Society
- Advisory Board, African Cultural Advisory Board, Toronto Zoo
- Advisory Committee, Canadians Against Slavery and Torture (CAST)
- Consultant, Accessibility for Ontarians with Disabilities Alliance (AODA) Ontario Human Rights Reform
- Consultant, Ontario Racial Equity-Racial Justice Review with Respect to Recent Federal Policies, Programs, and Initiatives — Colour of Change Campaign
- Member, Federation of Asian Canadian Lawyers (AFAL)

- Member, Canadian International Peace Project (CIPP)
- Consultant, Marcus Garvey Centre for Leadership and Education (MGCLE)
- Advisory Committee, Centre for Equity in Health and Society (CEHS)
- Past Member, Race Relations Committee, Peel Multicultural Council (PMC)
- Past Member, Urban Alliance on Race Relations (UARR)

DATE CV PREPARED

December 30, 2025