



# Journey Towards Truth and Reconciliation: Considerations For In-House Legal Counsel

November 18, 2021

# Symposium

November 18, 2021 - Toronto

Dear Guests:

Welcome to the Fasken Toronto Mini-Symposium.

We are pleased to host this virtual complimentary half-day event to provide you with educational webinars for continuing professional development. By attending, you can achieve up to three hours of education that can be applied towards CPD requirements of the Law Society of Ontario.

Our speakers will present the latest developments in various areas of law which will permit you to select those most relevant to your practice and your continuing professional development. We recognize that your continued professional development enables you to provide counsel and assist in the ongoing operation of your business.

We would appreciate your completion and submission of the online surveys that can be found on each of the webinar landing pages. Your feedback will ensure that we continue to provide high-quality events and learning opportunities that are relevant to you.

As the Managing Partner of Fasken's Ontario Region, I thank you for joining us today. I trust our event will not only meet, but exceed, your expectations.

A handwritten signature in blue ink, appearing to read 'Martin K. Denyes', is positioned above the printed name.

Martin K. Denyes

Managing Partner, Ontario  
Fasken

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# Symposium

Fasken Toronto Mini-Symposium – November 18, 2021

## Agenda

Time	Session & Speakers
8:50 am – 9:00 am	Registration
9:00 am – 10:00 am	<b>SESSION 1</b> <b>1a. Hot Topics in Cybersecurity Risk</b>  <b>Fasken Speakers:</b> Alex Cameron and Daanish Samadmoten <b>Guest Speakers:</b> Alireza Arasteh, MBA, MSc, BEng, CISSP, Managing Director, Mandiant Services and Gregory Eskins, Managing Director, Cyber Product Leader, US & CAN, Marsh <i>or</i> <b>1b. Putting the “Cure” back in ERP Procurement: A Re-Enactment of an ERP Procurement Gone Wrong</b>  <b>Fasken Speaker:</b> John P. Beardwood
10:00 am – 10:10 am	Break
10:10 am – 11:10 am	<b>SESSION 2</b> <b>2a. The Future of Work</b>  <b>Fasken Speakers:</b> Alix Herber, Christopher Steeves and Douglas Tsoi <b>Guest Speaker:</b> Deenah Patel, Senior Director, Solution Enablement & Marketing, Future of Work & Culture, RBC <i>or</i> <b>2b. Cases You Need to Know from the Past Year</b>  <b>Fasken Speakers:</b> Zohar Levy, Zohaib Maladwala, Nicholas Carmichael and Rachel Laurion
11:10 am – 11:20 am	Break
11:20 am – 12:20 pm	<b>SESSION 3 PLENARY</b> <b>3a. Journey Towards Truth and Reconciliation: Considerations For In-House Legal Counsel</b>  <b>Fasken Speakers:</b> Amy Carruthers and Sandeep Tatla <b>Guest Speakers:</b> Bindu Cudjoe, SVP, General Counsel & Corporate Secretary, Canadian Western Bank and Chastity Davis-Alphonse, Chastity Davis Consulting

# Journey Towards Truth and Reconciliation: Considerations For In-House Legal Counsel

Amy Carruthers, Partner, Fasken

Sandeep Tatla, Chief Equity, Diversity and Inclusion Officer, Fasken

Guest Speakers:

Bindu Cudjoe, SVP, General Counsel & Corporate Secretary, Canadian Western Bank

Chastity Davis-Alphonse, Sole Proprietor, Chastity Davis Consulting

Toronto Mini-Symposium

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## Please note the following

- **Survey:** please click on the “Survey” tab underneath the video window to complete our survey.
- **Handout:** the materials can be downloaded via the “Handout” tab, also underneath the video window.
- **Questions:** please put any questions for the speakers into the “Questions” chat box.
- **Technical Support:** if you require support, please click the “Tech Support” button.

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## ▼ Introduction – Chastity

## ▼ Introduction – Amy

- Who am I?
- Why am I on this panel?
- Welcome

## ▼ Key Takeaways

- Developing a reconciliation plan is a process, not a task
- When approached as a process, it will require an investment of time and effort

## ▼ Challenges

- Different backgrounds/levels of awareness
- Different views/perspectives/lived experience
- Not only different starting points but potentially different goals/what are trying to achieve
- Building consensus in a collaborative and respectful way requires work

## ▼ Process

- Find a champion/sponsor – is it you?
- Form a committee/team – diversity/representation
- Clarify expectations – participation, respect
- Education – TRC Report and CTA, UNDRIP, intercultural competency, review other plans

## ▼ Process

- Draft/ refine – start broad then prioritize, divvy up/share the load, avoid implementation level detail
- Engagement – internal and external
- Adoption – process, announcement
- Implementation



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## **Q&A Session**

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**Sandeep Tatla**

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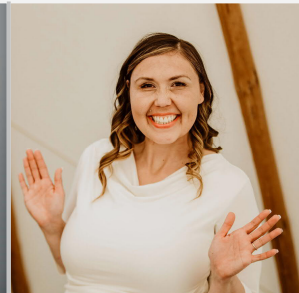
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## Biographies

**Bindu Cudjoe** (she/her)  
**Senior Vice President, General  
Counsel and Corporate Secretary  
CWB Financial Group**

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Bindu Cudjoe is Senior Vice President, General Counsel and Corporate Secretary for CWB Financial Group, leading a team of 70 individuals responsible for managing legal and regulatory compliance risks and investigations across the group and is a key driver of CWB's equity, diversity, and inclusion activity, including as executive sponsor of the CWB Network of Black Employees.

Prior to joining CWB, Bindu spent six years at BMO Financial Group where she served most recently as Vice President, Deputy General Counsel – Technology and Operations & Chief Knowledge Officer. Prior to that, Bindu was a Partner with McMillan LLP in the financial services group and started her legal career at Borden Ladner Gervais LLP.

She is a mother of three, active in her professional and local communities and is currently:

- director and chair of the Oakville Community Foundation
  - founder of the Oakville Community Foundation's Women Giving Collective
- director of the global board of the Association of Corporate Counsel
- director of the National GC Network
- director of Women General Counsel Canada Network
  - founder of Women General Counsel's General Counsel University
- founding member of the Ryerson University Law & Business Advisory Council
- member of the advisory board for Alexa Translations

A frequent speaker in Canada and the U.S. on issues of innovation in the legal industry, legal operations and equity, diversity and inclusion more broadly, Bindu received the President's Award for Women General Counsel Canada in 2021, was nominated as a Female Trailblazer by Canadian Lawyer magazine in 2021, and named one of the Top 25 Most Influential Lawyers in Canada by Canadian Lawyer Magazine in 2016 and a Lexpert Rising Star: Leading Lawyers under 40 in 2014.



Chastity Davis is a mixed heritage woman of First Nations and European descent. She is a proud member of the Tla'amin Nation and married into the Tsilhqot'in Nation. Chastity is sole proprietor to her own multi-award-winning consulting business. She has worked with 100+ First Nation communities in BC and several well-known corporations, companies, not-for-profits, and Indigenous organizations. Chastity's work is completed in the spirit of reconciliation and focuses on building knowledge and capacities for both Indigenous and non-Indigenous individuals, organizations, communities, and governments.

Chastity's approach is from an Indigenous women's lens. She is on the leading edge of Indigenous Gender-Based Analysis Plus (IGBA+) in Canada working with the federal and provincial governments, Tsilhqot'in National Government, and several others to weave the Indigenous women's lens into their daily practices including Impact Assessment processes, policies, and procedures. Chastity is creator and visionary of "Deyen – An Invitation to Transform" - one of the only online learning platforms in the world that centers the wisdom, knowledge, and lived experiences of the original Matriarchs of the lands often called Canada.

Chastity has a Master of Arts in Intercultural and International Communications, a Bachelor of Arts in Professional Communication, and a Diploma in Marketing Management & Professional Sales from BCIT. Chastity is also a certified yoga teacher in two modalities: Yin and Kundalini. She weaves the ancient practice and philosophy of yoga into her personal and professional life.



## Amy Carruthers\*

PARTNER

### Vancouver

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### Areas of Expertise

Corporate/Commercial | Indigenous Law | Mergers & Acquisitions | Derivatives | Environmental | Oil and Gas | Energy | Power | Renewable Energy | Climate Change

### Education

1999, LLB, University of Toronto

1996, BA (Honours), Philosophy, University of British Columbia

### Jurisdiction

British Columbia, 2000

### Language

English

Amy Carruthers is a corporate/commercial Partner in the Vancouver office with a solid background as a transaction lawyer and extensive experience in the energy industry. She is a regional leader of the firm's Global Energy Group and past regional leader of the Indigenous Law Group. Amy drafts and negotiates complex commercial contracts regarding the purchase and sale of energy, investments in and other transactions involving resource projects, as well as relationships with Indigenous communities to foster reconciliation and facilitate project development.

Her experience includes: the development, construction and financing of generation and transmission facilities and related infrastructure; the purchase and sale of existing projects and facilities; and the creation of companies, partnerships, joint ventures, and other contractual arrangements among project investors, participants and other stakeholders.

Amy has also advised on the development of consultation and accommodation plans and negotiation of consultation, funding and impact benefit agreements with Indigenous groups; the purchase and sale of structured energy products including renewable energy credits and other green attributes; and compliance with Canadian derivatives regulations relating to energy transactions.

Some of the clients Amy works with include BC Hydro, Powerex, Vancouver Airport Authority, Leagold Mining Corporation, Aris Gold Corporation and Coastal GasLink Pipeline.

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Prior to joining Fasken in 2014, Amy worked with a regional firm in Vancouver for many years and then took a short break from private practice to work in-house with a client, where she gained invaluable experience from the client perspective. She now has over 20 years of experience as a corporate/commercial solicitor, and recently had the privilege of serving on Fasken's committee to develop its newly adopted Reconciliation Plan.





## Sandeep Tatla

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### Area of Expertise

Canada

### Education

2004, LLB, Western University

2001, BA (Honours), Double Major in Psychology and Law & Society, York University

### Accreditations

2020, Certificate, Associate Diversity Coach Certification, Howard University

2009, Certificate, Alternative Dispute Resolution, University of Windsor

### Languages

English | Punjabi

Sandeep Tatla is the Chief Equity, Diversity and Inclusion Officer at Fasken. Sandeep works with the firm's leadership to develop and implement a strategy that further solidifies a culture of equity, diversity and inclusion at the Firm.

A catalyst for change, Sandeep is a forward-thinking executive leader with demonstrated experience successfully leading diversity, equity and inclusion change strategies across different and complex industries. Her focus is on systemic and sustainable change.

Sandeep has held leading roles in the field, including with an industry leading financial services firm, provincial regulatory body and most recently at one of Canada's largest privately held technology companies.

Sandeep's work and views on diversity and inclusion have been published in the Harvard Business Review and HR Professional as well as through interviews with journalists from several major news outlets including: The Globe & Mail, National Post, Financial Post and CBC Radio.

Prior to specializing in diversity and inclusion, Sandeep practiced labour and employment law for several years focusing on employment, human rights law and equity legislation.

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