

LAVINIA LATHAM, J.D

Social Justice Advocate. Lawyer. Workplace Investigator

Lavinia Latham's Biography

Lavinia Latham is a dedicated social justice advocate and leader in human rights law with an impressive track record of awards and community involvement. Before attending law school, Lavinia used her educational career to advocate and raise awareness about the injustices and discrimination plaguing the Black Canadian community. Lavinia worked as a Criminal Defence Lawyer and an Estates Litigation Lawyer before finally settling into Human Rights Law as a Staff Litigation Lawyer at the African Canadian Legal Clinic. In this role, Lavinia successfully obtained leave to intervene before the Supreme Court of Canada on four separate legal matters of national importance.

Lavinia recently worked for the Toronto Catholic District School Board (TCDSB) as the Human Rights and Equity Advisor (HREA) to the Director. In this role, Lavinia founded and developed the TCDSB's first HREA office which promotes and upholds principles of human rights and equity across the school board. In addition to receiving complaints, Lavinia conducted over 100 human rights training sessions for TCDSB staff members, reviewed all TCDSB policies with a human rights lens, and facilitated effective communication between stakeholders and TCDSB members.

In 2019, Lavinia was recognized as CIBWE's 100 Black Women to Watch. More recently, she was recognized as a 100 Accomplished Black Canadian Women honouree. In 2023, Lavinia co-developed and launched an anti-racist leadership course for the Catholic Principals Council of Ontario. She successfully obtained leave to intervene before the Supreme Court of Canada on four separate legal matters of national importance including successfully litigating a section 12 Charter application before the Ontario Superior Court of Justice and successfully advocated her client's rights before the Office of the Independent Police Review Director (OIPRD) and the Special Investigations Unit (SIU).

Today, Lavinia works at Bernardi Human Resources Law LLP as an employment lawyer and workplace investigator where she conducts workplace investigations, provides employment law advice, and facilitates regular workplace training sessions to inform members of the community about their legal human rights in Canada. She has worked with school boards, universities, municipalities, police services, long-term care homes, and unions to develop and provide training on respectful workplaces, racial sensitivity, and human rights compliance.

Signature Topics



1. *The Resilient Leader: A Lawyer's Guide to Achieving Success Despite Overwhelming Challenges:* Using a storytelling approach, this talk will offer leaders insights from the legal profession on strategies for building resilience, managing stress, staying calm under pressure, and leading their teams to long-lasting success.

2. *Inclusive Leadership Development: How to Balance Business Success with Human Rights Considerations:* This session will explore the delicate balance between achieving organizational objectives and upholding human rights. Using a storytelling approach, this talk will offer practical strategies for leaders to achieve exponential success while creating and maintaining an ethical, human-rights focused workplace environment.

3. *How to Manage Competing Priorities: A Lawyer's Guide to Time Management for Leaders:* Using a storytelling approach, this talk will offer leaders proven techniques from the legal profession to manage time more effectively, enhance productivity, and balance competing priorities just like a seasoned attorney.

4. *The Power of Resilience and Perseverance:* Using a storytelling approach, this talk will teach and inspire participants to not only overcome life's most difficult challenging moments but to leave those difficult challenging moments even stronger than they were before.