

AMBROSIA VARASCHIN

DISPUTE RESOLUTION SPECIALIST

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As a dispute resolution specialist with over a decade of national and international program development, intergovernmental and NGO experience, I have an extensive post-graduate education in warzone management and international conflict management, which was completed alongside senior commissioned officers and senior policy advisors working at the UN, NATO, OSCE, and the Canadian Armed Forces. Unfortunately, I suffered catastrophic injuries from a near fatal motor vehicle accident in Ottawa, ending my career as a program manager with Indigenous and Northern Affairs Canada, and preventing me from accepting a position as a senior policy advisor in the Prime Minister's Office for Veteran's Affairs. I have since adapted my international conflict management background to alternative dispute resolution.

I am extremely proud to be the youngest appointee to an international trade council, serving as a member of the Advisory Committee on Private Commercial Disputes for the Canada-US-Mexico Free Trade Agreement, and the co-chair of their Diversity and Inclusion Subcommittee. In addition to being Saskatchewan's only Canada Committee member of the ICC International Court of Arbitration, I am also Canada's representative to the International Court's Disability Inclusion Taskforce, and an honoured arbitrator for Wasel & Wasel's Arbitration Service—the first arbitration organization to focus on Canada-MENA transnational disputes.

Domestically, I serve as a public appointee to the College of Registered Nurses of Saskatchewan's Disciplinary Tribunal, hearing misconduct and malpractice cases as needed. I am also a member of the Sport Dispute Resolution Centre of Canada's Women in Arbitration program with a focus on doping, harassment and misconduct, and discrimination and charter claims.

In addition to my tribunal work, my service offerings include workplace investigations for allegations of negligence, misconduct, malpractice, harassment, workplace violence, and OH&S incidents to determine facts and assess for violations or high-risk behaviour. I am pleased to lead one of the few firms in the country trained and licensed to provide the complete *New Ways* framework of high conflict mediation for families, workplaces, and troubled youth developed by Bill Eddy of the *High Conflict Institute*, Shiv Martin of the *Dispute Resolution Board of Queensland*, and Susan Rayner of the *Australian Mediation Institute*. In this vein, I am a roster Senior Conflict Management Officer with the Department of National Defence and the Canadian Armed Forces for cases related to the sexual misconduct class action, and one of the only Ministry of Justice recognized Gladue Report writers for indigenous criminal cases.

As a Saskatchewan Ministry of Justice recognized family mediator and parenting coordinator, I also provide Mandatory Early Dispute Resolution which includes mediation, arbitration, parenting co-ordination, and conflict coaching for families struggling with change. My high conflict family separation services are one of the few available for family court files involving violence, abuse, and intractable conflict. I operate a trauma-informed and diversity-inclusive practice, and as such I have developed programs that directly address family violence, gender and sexual abuse, parental alienation, child abuse allegations, intergenerational trauma and LGBTQ+ specific issues.

Prior to establishing my practice, Modern ADR, I was a program manager with the Indian Residential Schools Adjudication Secretariat (IRSAS), a quasi-judicial tribunal to assess individual claims of abuse suffered by children in the residential school system. My unit guided extraordinary abuse claimants through the complicated Independent Assessment Process (IAP) adjudication system with highly sensitive and emotionally charged content. We investigated and collected evidence, as well as assisted claimants in completing pleadings, affidavits, statements of claim, and navigating settlement agreements. This required significant case management and public relations skills, including liaising between multiple communities, governments, and non-profit organizations on individual files and organization matters, as well as triaging and assessing claims for merit or expediting, collecting and sorting evidence, assessing credibility, interpreting court orders and legislation, and applying statutory and precedence tests to cases ready to proceed to hearings.

I revolutionized the way the IAP interacted with claimants and processed adjudications by simplifying communications, streamlining workflow, instituting document control measures, and developing digital infrastructure to automate, track, and report out on caseloads, completion rates, and pinpoint bottlenecks. I was the lead on the Employee Wellness Strategy, developing a national training and workplace wellness program for the entirety of the Secretariat to combat the record number of stress leaves, sick days, and employee turnover the department was facing due to tertiary trauma. As a result of my efforts and success, I was a recipient of a Deputy Minister's Recognition Award for Service Excellence, the highest award available in our ministry.

I devote my volunteer hours to improving the healthcare system as a patient advisor, sitting as a member of the Provincial Patient & Family Leadership Council and Practitioner Advisory Council to the Chief Medical Officer with the Saskatchewan Health Authority. I formerly served as Vice-Chair of the Data and Analytics Oversight and Governance Council with the Ministry of Health and on the Steering Committee for the Saskatchewan Centre for Patient Oriented Research. I am a frequent recurring panelist for the Public Service Information Community Connection on topics surrounding privacy and data security, public interest protection, and the role of technology in society. My work at such high levels serves to inform my practice on life sciences and healthcare disputes, digital assets and artificial intelligence issues, and intellectual property and patent protection suits.

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HONOURS

- Youngest ever appointee to an international trade council —
- Appointed to the Disability Inclusion Task Force of the ICC International Court of Arbitration —
- Co-Chair of a trilateral subcommittee for Diversity and Inclusion in North American trade disputes —
- Appointed Public Representative of the Disciplinary Tribunal for the College of Registered Nurses of Saskatchewan —
- Deputy Minister's Award for Service Excellence, Independent Assessment Process of the Indian Residential Schools Adjudication Secretariat —

CURRENT ROLES

Principal, Modern ADR Solutions

- International Court of Arbitration Disability Inclusion Task Force
- CUSMA Private Commercial Disputes Advisory Council (*aka* NAFTA)
- Co-Chair, CUSMA Diversity & Inclusion Subcommittee
- Wasel & Wasel Roster Arbitrator
- Sport Dispute Resolution Centre Women in Arbitration
- College of Registered Nurses of Saskatchewan Discipline Tribunal
- Ministry of Justice Family Mediator & Parenting Coordinator
- Senior Conflict Management Officer, DND/CAF Sexual Harassment
- Board of Governors, Nutrien Wonderhub Children's Museum

Saskatchewan Health Authority

- Practitioner Advisory Council to the Chief Medical Officer
- Provincial Patient & Family Leadership Council
- Executive Leadership Team

DESIGNATIONS

- ACIArb** · Chartered Institute of Arbitrators
Q.ArB · ADR Institute of Canada
Notary Public · Government of Saskatchewan

PAST ROLES

Saskatchewan Ministry of Health

- Vice Chair Data & Analytics Oversight and Governance Council

Indigenous & Northern Affairs Canada

- Vice Chair NexGen Leaders National Executive

Indian Residential Schools Adjudication Secretariat

- Chair Business Process Development & Resource Management
- Co-Chair Employee Health & Wellness National Strategy
- Program Manager Independent Assessment Process

ASSOCIATIONS

- International Mediation Institute
International Chamber of Commerce
World Intellectual Property Organization
ADR Institute of Canada

- International Council for Commercial Arbitration
Institute for the Administration of Justice
Council of Canadian Administrative Tribunals

- Foundation of Administrative Justice
Chartered Institute of Arbitrators
Young Canadian Arbitration Practitioners
ADR Institute of Saskatchewan

EDUCATION

Masters Certificate

Tribunal Administrative Justice* Investigation Specialization

Foundation of Administrative Justice

Masters Specialization

Negotiation, Mediation & Conflict Resolution*

Institute for Research & Education on Negotiation, ESSEC Business School

Professional Certificates

International Conflict Analysis

International Negotiation & Conflict Management

Interfaith/Intercultural Conflict Resolution

United States Institute of Peace

Postgraduate Certificate

International Conflict Management

Norman Patterson School of International Affairs, Carleton University

Bachelor of Arts

Political Studies, International Development & Globalization

University of Saskatchewan/University of Ottawa

TRAINING

National Arbitration Course · ADRIC

Writing Effective Reasons · CCAT

Adjudication for the 21st Century · CCAT

Dealing with Charter Claims · CCAT

Online International Arbitration · CIArb

Mediating High Conflict Disputes · HCI

Mediating Domestic Violence · HCI

New Ways for Mediation · HCI

New Ways Complete High Conflict Dispute System · HCI

International IP Mediation & Arbitration · WIPO

Workplace Inspections · CCOHS

Incident Investigations · CCOHS

Harassment in the Workplace · CCOHS

Principles & Practices of Insurance · IIC

Risk Management · CMC Canada

Operations Management · CMC Canada

Strategic Management · CMC Canada

Project Management · CMC Canada