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INTERNATIONAL BAR ASSOCIATION CONFERENCE 2024

A conference presented by the IBA Women Lawyers' Committee

10th World Women Lawyers' Conference: Driving Change

23–25 October 2024, The Ritz-Carlton, Toronto, Canada

Working programme and list of participants

Wi-Fi

Network: Ritz Carlton Conference
Password: no password

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All speaker materials and biographies can be found at www.ibanet.org/conference-details/conf2503

Conference Co-Chairs

Jennifer Bishop *Aird & Berlis, Toronto, Ontario; Chair,
IBA Women Lawyers' Committee*
Darren Leung *Torys, New York*

Local Host Committee

Jill Fraser *Aird & Berlis, Toronto, Ontario*
Maureen Ward *Bennett Jones, Toronto, Ontario*
Cathy Beagan Flood *Blake, Cassels & Graydon, Toronto, Ontario*
Edona Vila *Borden Ladner Gervais, Toronto, Ontario*
Zahra Nurmohamed *Cassels Brock & Blackwell, Toronto, Ontario*
Alix Herber *Fasken Martineau DuMoulin, Toronto, Ontario*
Melissa Tehrani *Gowling, Montreal, Quebec*
Donna D'Andrea *Hicks Morley, Toronto, Ontario*
Ayse Dalli *McCarthy Tétrault, Montreal, Quebec*
Beth McGrath KC *McInnes Cooper, St Johns, Newfoundland and Labrador*
Sonia Bjorkquist *Osler, Hoskin & Harcourt, Toronto, Ontario*
Samaneh Hosseini *Stikeman Elliott, Toronto, Ontario*
Gillian Dingle *Torys, Toronto, Ontario*
Mariam Al-Shikarchy *Wildeboer Dellelce, Toronto, Ontario*

Thursday 24 October

All working sessions will take place in the Grand Ballroom.
All coffee/tea breaks and lunch will take place in the Grand Ballroom Foyer

0800 – 1700	Registration
0800 – 0830	Networking breakfast
0830 – 0845	Welcome remarks and introduction of conference opening speaker <i>Jennifer Bishop Aird & Berlis, Toronto, Ontario; Chair, IBA Women Lawyers' Committee</i>
0845 – 0900	Conference opening speaker <i>Jaime Carey Carey, Santiago; Vice President, International Bar Association</i>
0900 – 0905	Introduction of keynote speaker
0905 – 0930	Keynote speaker <i>Jeff Davis Chief Legal and Corporate Affairs Officer, Ontario Teachers' Pension Plan Board, Toronto, Ontario; Member, IBA Law Firm Management Committee Advisory Board</i>

MOBILE TELEPHONES

Delegates are requested to ensure that mobile telephones and any other portable devices are switched to silent in working sessions.

Headline social event sponsors

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0930 – 1045

Breaking barriers and building bridges

Women General Legal Counsel from around the world will discuss their road to leadership, successes, failures, cooperation with external law firms, everyday challenges and what keeps them awake at night.

Moderators

Clara-Ann Gordon *Neiderer Kraft Frey, Zürich; Senior Vice Chair, IBA Women Lawyers' Committee*

Mariana Norton Dos Reis *Cuatrecasas, Lisbon; Mentorship Officer, IBA Women Lawyers' Committee*

Speakers

Katherine Darras *General Counsel, International Swaps and Derivatives Association, New York*

Sarah Qadeer *Chief Legal Officer, Deloitte, Toronto, Ontario*

Karin Schwab *Deputy General Counsel, eBay, San Francisco, California*

Petra Winkler *Group General Counsel, Schindler, Zurich*

1045 – 1100

Coffee/tea break

1100 – 1200

Impact of AI tools and legal technology on the practice of law

This session will present a lively panel discussion featuring speakers from the artificial intelligence (AI) industry and top-tier law firms. We will delve into the transformative effects of AI tools and legal technology on the legal profession and discover how cutting-edge innovations are reshaping legal practices, enhancing efficiency and redefining the landscape of legal services. Let's jointly discuss opportunities and challenges presented by this technological revolution.

Moderator

Dr Cornelia Topf *Gleiss Lutz, Frankfurt; Website Officer, IBA Women Lawyers' Committee*

Speakers

Katie Daniels *Head of Compliance for Canada Pension Plan Investment Board, Toronto, Ontario*

Mark Doble *CEO, Alexi, Toronto, Ontario*

Dustin Paterson *Director, Innovation, Torys, Toronto, Ontario*

Annalisa Reale *Chiomenti Studio Legale, Milan; Secretary, IBA Women Lawyers' Committee*

Noah Waisberg *CEO & Co-Founder, Zuva, Toronto, Ontario*

Sally Wong *Strategic Business Development Lead, Harvey, New York*

1200 – 1230

IBA sponsorship toolkit – information and updates

Claudia Barrero *Philippi Prietocarrizosa Ferrero DU & Uria Spa, Bogota; Co-Vice Chair, IBA Women Lawyers' Committee*

1230 – 1245

IBA Gender Project – information and updates

Sara Carnegie *Director of Legal Projects, International Bar Association, London; Member, IBA Diversity & Inclusion Council*

Jo Weller *Lexis Nexis, London*

MOBILE TELEPHONES

Delegates are requested to ensure that mobile telephones and any other portable devices are switched to silent in working sessions.

Headline social event sponsors (continued)



1245 – 1400

Lunch

1400 – 1500

Hot topic roundtables

TOPIC ONE

Taxing topics: global trends in taxation

Zahra Nurmohamed *Cassels Brock & Blackwell, Toronto, Ontario*

TOPIC TWO

Current trends in project finance and development

Adeola Sunmola *Udo Udoma & Belo-Osagie, Lagos; African Regional Forum Liaison Officer, IBA Women Lawyers' Committee*

TOPIC THREE

Going private, staying private or selling

Rebecca Cochrane *Wildeboer Dellelce, Toronto, Ontario*

TOPIC FOUR

Director's liability in M&A transactions

Beth McGrath KC *McInnes Cooper, St Johns, Newfoundland and Labrador*

TOPIC FIVE

Proactive risk management: litigation pain points

Samaneh Hosseini *Stikeman Elliott, Toronto, Ontario; Diversity and Equality Officer, IBA Litigation Committee*

TOPIC SIX

Diversity, inclusion and corporate social responsibility

Charlene Theodore *Chief Inclusion Officer, McCarthy Tétrault, Toronto Ontario*

TOPIC SEVEN

Considerations in cross-border negotiations and disputes

Erika Levin *Fox Rothschild, New York; North American Regional Forum Liaison Officer, IBA Women Lawyers' Committee*

TOPIC EIGHT

Corporate investigations and compliance

Maureen Ward *Bennett Jones, Toronto, Ontario; Diversity and Equality Officer, IBA Asset Recovery Committee*

TOPIC NINE

Employment in remote world

Donna D'Andrea *Hicks Morley, Toronto, Ontario*

TOPIC TEN

The rise of private debt

Amanda Balasubramanian *Torys, Toronto, Ontario*

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Conference dinner sponsors



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& Harcourt LLP

1500 – 1515

Presentation of the IBA Outstanding International Woman Lawyer Award

1515 – 1530

Coffee/tea break

1530 – 1645

Male champions for change

Male law firm leaders from around the world who have committed to the IBA Women Lawyers' Committee's Male Champions for Change Initiative will share their experiences, including the successes and challenges, in advocating for and sponsoring women at their organisations.

Moderators

Lise Lotte Hjerrild *Horten, Copenhagen; Member, IBA Women Lawyers' Committee Advisory Board*

Neftalí Garro *BLP Legal, San Jose; Communications Officer, IBA Women Lawyers' Committee*

Speakers

Jamie Carey *Carey, Santiago; Vice President, International Bar Association*

Steve Cohen *Wachtell Lipton Rosen & Katz, New York; Member, IBA Corporate and M&A Law Committee Advisory Board*

Jeff Davis *Chief Legal and Corporate Affairs Officer, Ontario Teachers' Pension Plan Board, Toronto, Ontario; Member, IBA Law Firm Management Committee Advisory Board*

Yosbel Ibarra *Greenberg Traurig, Miami, Florida; Strategy Officer, IBA Law Firm Management Committee*

Khalid Garousha *A&O Shearman, Abu Dhabi*

Alexander Schwarz *Gleiss Lutz, Düsseldorf; LPD Council Member, IBA LPD Council*

1645 – 1745

Marketing/Business Development for Women: One Size Does Not Fit All

Small- and medium-sized firms may have different marketing strategies from big firms. These different marketing strategies are necessitated by a range of factors, notably a firm's brand may be less known, they may operate with a smaller budget and workforce than a large firm, and in certain instances they may offer legal services which are less broad than in a bigger firm. Furthermore, women lawyers of small- and medium-sized firms may be facing specific and unique challenges, in comparison with male lawyers generally or women lawyers from big firms. In this panel, the speakers will share their experience and tips and we will welcome ideas, comments and questions from the audience.

Moderators

Masako Banno *Okuno & Partners, Tokyo; Co-Vice Chair, IBA Women Lawyers' Committee*

Anne Toupenay-Schueller *Jeantet, Paris; European Regional Forum Liaison Officer, IBA Women Lawyers' Committee*

Speakers

Yuling Li *Hansheng Law Offices, Shanghai*

Rachel Manno *Wildeboer Dellelce, Toronto, Ontario*

Cynthia Spry *Babin Bessner Spry, Toronto, Ontario*

Jessica Terpstra *HOUTHOF, London*

1900 – 2200

Conference dinner

Casa Loma

1 Austin Terrace

Toronto, ON M5R 1X8

Ticket price: US\$150

Enjoy the iconic Casa Loma, a historic museum and landmark of Toronto.

One place per registered delegate is permitted. Transport will not be provided.

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0800 – 1230

Registration

0800 – 0845

Networking breakfast

0830 – 0840

Welcome remarks from Conference Co-Chair

Darien Leung *Torys, New York*

0840 – 0845

Introduction of keynote speaker

0845 – 0915

Keynote speaker

The Honourable Minister Anita Anand *President of the Treasury Board and Minister of Transport, Ottawa, Ontario*

0915 – 1015

Driving change from the top: CEO perspectives on gender equity

Join high-level executives who lead by example and are at the forefront of driving change as they share experiences about how they share experiences about how their organization's commitment to gender representation yields tangible results. Learn about their approaches, the challenges they face, and how corporate culture is finding ways to sustain progress and change for the better.

Moderator

Jennifer Bishop *Aird & Berlis, Toronto, Ontario; Chair, IBA Women Lawyers' Committee*

Speakers

Matthew Akman *EVP, Corporate Strategy and President Power, Enbridge, Toronto, Ontario*

Nicole McNeill *CEO, Municipal Property Assessment Corporation, Toronto, Ontario*

Sam Sebastian *VP & Country Manager, Google Cloud/AI, Toronto, Ontario*

1015 – 1115

Measuring the pulse on ESG: cross jurisdictional perspectives from litigation to M&A

This session dives into the latest environmental, social, and governance ('ESG') law and issues across jurisdictions. The panel will examine the status of ESG laws in Canada, Europe and the US and provide guidance on key cross-jurisdictional trends from ESG litigation to regulatory and M&A issues. The panel will close with remarks around the role of the lawyer in the context of an ESG practice.

Moderator

Edona Vila *Borden Ladner Gervais, Toronto, Ontario; Treasurer, IBA Product Law and Advertising Committee*

Speakers

Anne Drost *Blake Cassels & Graydon, Montréal, Québec*

Anna Gassner *GSK Stockmann, Luxembourg*

Jennifer King *Gowling, Toronto, Ontario*

Jenna Levine *Wachtell Lipton Rosen & Katz, New York*

Virginia Schweitzer *Fasken, Ottawa, Ontario; Newsletter Editor, IBA Mining Law Committee*

1115 – 1130

Coffee/tea break

MOBILE TELEPHONES

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1130 – 1215

Young lawyers and leadership

The panel will host an interactive discussion on hot topics relating to young women lawyers in the profession. The panel will ask how senior lawyers can provide support in an increasingly complex and fast paced legal environment.

Moderator

Jennifer Schubert *MoloLamken, New York*

Speakers

Adrianna Finger *Debevoise & Plimpton, New York*

Brittany Lisbon *Skadden, New York*

Sarah Schultes *Kirkland & Ellis, New York*

1215 – 1315

Fireside chat: taking a seat at the table and speaking up

Abundant research shows that heterogeneity in groups boosts the quality of decision-making. But simply adding a member of an underrepresented group to improve diversity is not the answer. This is something we can relate to, have experienced, or have observed. Join us in a conversation about ways that we can help each other to be present, to show up, and to speak up.

Moderator

Mian Wang *Greenberg Traurig, Boston, Massachusetts*

Speakers

Lydia Danon *Cooke Young & Keidan, London; Newsletter Editor, IBA Litigation Committee*

Selena Kim *Gowlings WLG, Toronto, Ontario*

Priya Prakash Royal *Royal Law Firm, Washington DC*

1315 – 1330

Closing remarks

1400 – 1600

Afternoon tea

Shangri-La Toronto

188 University Avenue

Toronto, ON M5H 0A3

All delegates are welcome to attend. One place per registered delegate is permitted at no extra cost.

No transport will be provided, but the Shangri-La is a nine-minute walk from the Ritz-Carlton.

MOBILE TELEPHONES

Delegates are requested to ensure that mobile telephones and any other portable devices are switched to silent in working sessions.

Championing Women in the Legal Profession

Aird & Berlis is a proud sponsor of the 10th World Women Lawyers' Conference and is committed to fostering the growth and advancement of women lawyers.

We take an integrated approach to championing the women in our workplace, which is reflected through our practices, client teams and community partnerships.



Jennifer Bishop
Partner, Aird & Berlis
Chair, IBA Women
Lawyers' Committee
jbishop@airdberlis.com



Jill Fraser
Managing Partner,
Aird & Berlis
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Jacqueline (Jack) Goslett
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Adria Leung Lim
Partner and Co-Chair,
Aird & Berlis Women's Initiative
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Bennett
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Empowering Women, Shaping the Future of Law

We are honoured to help drive meaningful change for women in law as proud sponsors of the 10th World Women Lawyers' Conference, hosted in one of our home cities.

At Bennett Jones, we are breaking barriers in the legal profession every day. Home to some of Canada's top female lawyers, we are committed to fostering a diverse and inclusive workplace.

We believe in a future where everyone can rise, lead and make a difference. Together, we can create a brighter, more inclusive legal profession.

[BennettJones.com](https://www.bennettjones.com)



The logo for Blakes, featuring the word "Blakes" in a white, elegant script font with a small star above the 's', set against a red background that tapers to the right.

*Blakes**

For the changemakers of the world,
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Canadian Lawyers

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Embrace new possibilities. Shape the future of law with us.

BLG is Canada's Law Firm: a group of diverse professionals inspiring change through collaboration, innovation and relationships. For over 200 years BLG has delivered practical legal advice for domestic and international clients. With over 2000 legal and business professionals from coast to coast, BLG serves the legal needs of businesses and institutions across Canada and beyond.

Let's connect to discuss potential collaborations — wherever your business is heading in Canada or around the world.



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Collaboration. Partnership. Success.

Proud to be part of the IBA's 10th World Women Lawyers' Conference and the collective advancement of women in the field of law.

Together, we can drive change.

Cassels

We are proud to
sponsor the
10th IBA World
Women Lawyers'
Conference.



Paving a path to a better future.

As a sponsor of the IBA Women's Law Conference and a member of the planning committee, we're proud to work with the IBA and our legal colleagues to drive meaningful change when it comes to gender equality. At Fasken, the inclusion of women within the firm and broader legal professional has been a long-standing focus.

Fasken is at the forefront of championing women leadership in the legal profession. We were the first Canadian firm to commit to the Mansfield Rule, which created a process to ensure diversity is a key factor in leadership, hiring and promotion. We are empowering women to take on leadership roles: 50% of our regional managing partners are women, 4 out of 10 of our Partnership Board are women and since 2020, our Partnership Board Chair has been a woman.

Our firm's regional Women's Affinity Networks are instrumental in supporting women through mentoring and professional development initiatives. We partner with several organizations aimed at fostering the inclusion of women within the profession, such as: Women's General Counsel of Canada, NISSA Institute for Women's Development, Women's Infrastructure Network, and more.

We are committed to creating a more diverse and inclusive journey. Together, we can forge a better path where everyone can thrive.



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Driving progress, together.

Real change requires a collective effort toward a shared destination. That's why we're proud to ride alongside the Women Lawyers' Committee on its journey of empowerment, advancement and community-building.



Discover how we're driving change at [gowlingwlg.com/DEI](https://www.gowlingwlg.com/DEI)



Hicks Morley is Proud to Support

The 10th World Women Lawyers' Conference

Hicks Morley is Canada's largest labour and employment firm. With over 50 years of experience exclusively advising employers, our dedication to excellence in client service and legal expertise, integrity, Diversity, Equity and Inclusion, mentorship and collaboration is the reason why we are consistently rated amongst the best law firms in Canada. Our 120+ lawyers partner with clients, including other law firms without labour and employment law expertise, to strategically navigate complex legal issues and achieve positive outcomes.

Hicks Morley is committed to the advancement of women in the legal profession and is proud to support the International Bar Association and the World Women Lawyers' Conference in their efforts to drive change.

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Changing the **Face of Law**

Diversity, Equity and Inclusion are at the core of McCarthy Tétrault's values. Our award-winning DEI Strategy, **Inclusion Now**, is designed to accelerate our firm's ability to support, retain and advance Black and Indigenous people, people of colour, members of the LGBTQ2S+ community, people with disabilities and women.

McCarthy Tétrault has a rich history of championing women leaders in the legal profession and the larger business community. We've increased opportunities for women, who currently represent 41% of our lawyers, 50% of our leadership team and 40% of our Board members. However, we know there is more work to do.

Together, we are building a firm and profession that looks like Canadian society.



“ I joined McCarthy Tétrault because I believed in the firm's vision for equity and inclusion. Now, I am proud to lead our mission to break systemic barriers and ensure our workplace empowers women to succeed at all stages of their careers. ”

– Charlene Theodore, Chief Inclusion Officer,
McCarthy Tétrault

Helping Forge Women's Futures in Law

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At McInnes Cooper, we prioritize our people. A certified Great Place to Work and signatory of the Mindful Business Charter, we're proud to provide a work environment where people thrive.

Read some of the journeys of the extraordinary women at McInnes Cooper at mcinnescooper.com/forge-your-future

Championing diversity and embracing equality

Promoting women in leadership is a core value at Osler. We champion a supportive, collaborative culture that fosters the sharing of different perspectives.

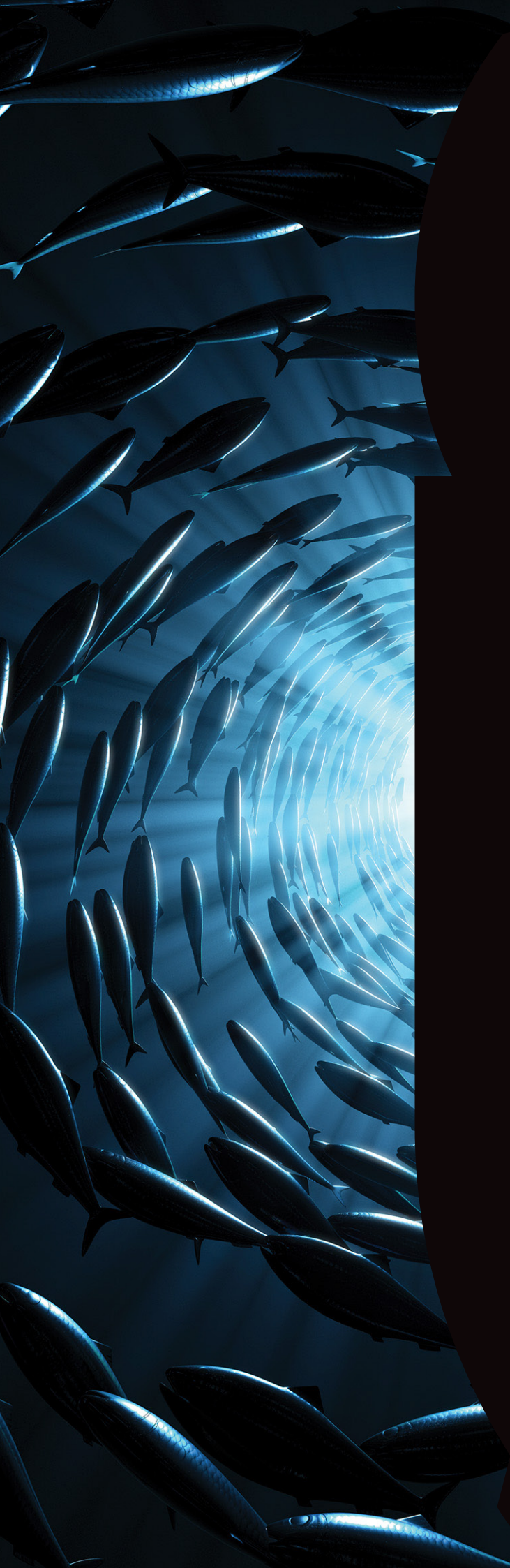
From initiatives focused on accelerating the advancement of women to our annual *Diversity Disclosure Practices* report that contributes to the broader conversation about equity and inclusion in Canadian businesses—we are dedicated to playing our part in supporting and promoting women leaders of today and tomorrow.

Learn more about Osler's commitment to diversity and inclusion at osler.com/inclusion

Osler, Hoskin & Harcourt LLP

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innovation and ambition.
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building the new future.

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Transformative Legal Experts

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Stikeman Elliott is proud to sponsor the 10th IBA World Women Lawyers' Conference.

We are honored to support this global platform for advancing women's leadership in law. At Stikeman Elliott, we remain dedicated to creating pathways for diversity and innovation in the legal profession.

Stikeman Elliott

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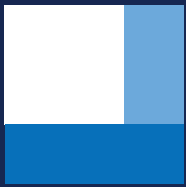
[torys.com](https://www.torys.com)

Setting the bar for excellence.

Torys is committed to the elevation and development of women in the law. We are proud of our women lawyers, who have helped to build our firm's reputation for legal excellence and collaboration across areas of practice and all major industries and sectors.

Learn more about Torys, our culture, and the way we work with clients at [torys.com](https://www.torys.com).





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One of Canada's premier
corporate, securities and
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Proud to Sponsor the International Bar Association's 10th World Women Lawyers' Conference: Driving Change

We look forward to seeing you in Toronto



Mariam Al-Shikarchy
Tax Partner



Rebecca Cochrane
Corporate/Securities
Partner



Rachel Manno
Debt Partner



Divya Shahani
Entertainment &
Media Partner