



**ELIZABETH FRY SOCIETY OF OTTAWA**

**Slate of Candidates for the  
Board of Directors for 2020-2021**

Lynn Frappier

Karen Trines (Nee Sagle)

Sarah Tait

Laura Crich

Kaitlin Mackenzie

Allana Marie Haist

Nancy Richard

Kamal Ubhi

Andrea Loder

**NEW Nominees**

Shawna Holmes

Clare Clancy

Chirag Gehani

Tanya Ironstone

Chloe Halpenny

Emma Tibbo

**Lynn Frappier**

Lynn is a Labour Relations Advisor and a Master Integral Coach™. She has over 16 years experience in human resources in the areas of organizational development, coaching, employee relations, instructional design and delivery and change management. She received a B. Soc.Sc. in Criminology and Sociology (University of Ottawa) and first volunteered with the Elizabeth Fry Society of Ottawa shortly after graduating. An active volunteer, she has been fortunate to work with the Ottawa Lifers' Liaison Group at the University of Ottawa, the Ottawa Therapy Dogs, the 2014 VDay production of the Vagina Monologues and the Discovery University program managed by the Shepherds of Good hope.

**Karen Trines**

Karen is a Senior Program Analyst in the Major Sports Event unit of Sport Canada, as well as the owner of When Sparks Fly Weddings & Events, and she is also a certified Life Cycle Celebrant and wedding officiant. In addition to her professional work, Karen has been competing as a curler since the age of 5. She is a five-time Ontario champion, and has twice represented Ontario at the Scotties Tournament of Hearts, once in 2016 and again in 2018. Karen is also an active volunteer—in addition to her Board roles with Elizabeth Fry Society of Ottawa, she is a member of the Canadian Olympic Committee's #OneTeam Initiative and the You Can Play Regional Board, which both aim to promote inclusivity for LGBTQ+ athletes in sport.

**Sarah Tait**

Sarah holds a PhD in Criminology from Cambridge University, an MA in Criminology from the University of Toronto, and a BA in Women's Studies from McGill University. Her doctoral research compared experiences of care from prisoner and staff perspectives in a men's and a women's prison. Prior to her PhD, she worked as a researcher on a large-scale evaluation of suicide prevention programs in prisons in England and Wales, and consulted for prison managers on staff quality of life. Earlier in her career, she worked at the K-W Sexual Assault Support Centre as the Volunteer Training Manager. She is currently a full-time at-home parent.

**Laura Crich**

Laura is a registered nurse currently pursuing a Master of Health Science at the University of Ottawa. She began her nursing career in emergency medicine at St. Thomas Elgin General Hospital and currently works in the emergency department at the Civic Hospital in Ottawa. While living in London, Ontario she worked at a nurse practitioner-led clinic that specialized in health care for vulnerable and marginalized women and children. This work inspired her thesis research which is exploring Syrian refugee women's reproductive health experiences in Ontario. Another research project she is working on is the mental health and lived experiences of women who access violence against women shelters in Ottawa. Laura is a proud feminist and passionate about women's sexual and reproductive health.

**Kaitlin Mackenzie**

Kaitlin has an extensive background in feminist legal studies and is passionate about improving access to justice for vulnerable groups. She obtained her Juris Doctor from the University of Ottawa, where she was employed as a caseworker at the University's Community Legal Clinic and exclusively represented women victims of violence. Kaitlin has worked with numerous not-for-profit organizations that advance women's equality and strengthen human rights protections in Canada, such as the Council of Canadians with Disabilities (CCD), Canada Without Poverty (CWP), and West Coast Leaf (LEAF).

**Allana Marie Haist**

Allana (she/her) AKA “Mom on the Run” holds a PhD in Political Theory and an MA in Applied Ethics. She is presently a law student at the University of Ottawa, where she serves on the UOttawa branch of NAWL, has been a research fellow with ABS (Access and Benefit Sharing) Canada working on indigenous data sovereignty, and currently is an intern with the Senate of Canada in Sen. Kim Pate’s office. Before becoming a law student, Allana was an instructor at the American University in Cairo, worked for several non-profit organizations, and co-founded a scientific consultancy in Cairo. For fun, Allana is a long-distance running enthusiast. Her greatest accomplishment is having raised a courageous and strong-spirited daughter.

**Nancy Richard**

Nancy is a bilingual HR Professional with over 20 years’ experience working as a generalist and specialist in both the public and private sectors. She has a Bachelor of Fine Arts from the University of Victoria, and a Masters of Arts in Organizational Management and Development from Fielding Graduate University in Santa Barbara, CA. She has served on several committees and working groups, including Human Resources Professional Association’s Exam Validation Committee, a Critical Incident Stress Response team, a values and ethics working group, job evaluation committees, and employee onboarding & career planning speaker panels. She is a Certified Human Resources Leader (CHRL) and Mental Health First Aid Trainer.

**Kamal Ubhi**

Kamal holds a degree in Economics from Carleton University and is a designated Chartered Professional Accountant (CPA). Kamal has over five years of experience working in the finance and accounting sector, and is currently a manager of finance with a non-profit and a registered charity in Ottawa. His skills include financial analysis, modelling and financial reporting. Having worked in the non-profit sector for over three years, Kamal is passionate about giving back to the community. In his spare time, Kamal enjoys woodworking, violin and the outdoors.

**Andrea Loder**

Andrea is a Human Resources Advisor who has worked in various aspects of the Human Resources field in both the private and public sectors for the past 15 years. She obtained her Bachelor of Business Administration from Memorial University (Newfoundland) and a Certificate in Labour Relations (Algonquin College). She currently works as a Human Resources Advisor within the Federal Public Service.

**Shawna Holmes**

Shawna holds a PhD in sociology and has a passion for social justice and community service. She works as a Project Manager with a national not-for-profit organization. Prior to this, she was the Manager of Community Engagement with the Elizabeth Fry Society of Ottawa, where she promoted the organization and its activities through fundraising and advocacy and is excited to be able to continue this work as a member of the Board.

**Clare Clancy**

Clare is a communications professional and former journalist. She has worked across Canada and internationally, including in Tanzania, Rwanda and Zimbabwe. During her journalism career, she reported on politics, justice, and international development. She holds a Master of Journalism from Carleton University

and a Bachelor of Arts (Honours) in Political Studies from Queen's University. Originally from Alberta, she moved to Ottawa in fall 2020 for an exciting role at the Canadian Medical Association.

### **Chirag (Chi) Gehani**

Chi holds a degree in Civil Engineering from Carleton University, and is a designated Chartered Professional Accountant (CPA). He has over 5 years of experience working in Finance, specializing in Financial Performance, Corporate Planning and Operational Investments. Having lived in Ottawa for more than a decade, Chi is looking forward to giving back to his community, and aims to help support the city's more vulnerable populations. Racial equality, LGBTQ+ social issues and animal rights are among his most passionate causes. His hobbies include hiking, pottery, and scuba diving.

### **Tanya Ironstone**

Tanya Ironstone is a Policy Analyst, with professional and first voice background in childhood sexual abuse survival, exploitation and MMIWG. She continues to work in many areas to empower victims of sexual violence. She has a degree in Psychology, a diploma in Indigenous Policy & Administration and has directly contributed to change in legislation around police accountability. As a former Crown Ward, she currently works with others in Ontario toward the possibility of an ethical reset of child welfare systems.

### **Chloe Halpenny**

Chloe (she/her) is a proud feminist and social justice advocate passionate about a more equitable world. She works as a researcher with the Social Research and Demonstration Corporation, leveraging research and evaluation to inform evidence-based social policy and programming. Outside of work, Chloe serves as a Co-Chair of Women's March Ottawa, founding member of the Basic Income Canada Youth Network, undergraduate student mentor, and volunteer with Youth Ottawa and Dress for Success Ottawa. In her spare time, she can usually be found with a good book and her beloved rescue dog. Chloe holds an MPhil in Multi-disciplinary Gender Studies (University of Cambridge), an MSc in Social Policy & Development (London School of Economics), and a Bachelor of Public Affairs & Policy Management (Carleton University).

### **Emma Tibbo**

Emma Tibbo is an Advisor, Strategy and Operations with BDO Canada. Emma is a Certified Lean Six Sigma Black Belt and Change Management Practitioner. Emma also holds an undergraduate in Applied Science, an MBA in Healthcare Strategic Planning and PhD in Forensic Science. Prior to joining BDO, Emma held various senior positions in the Healthcare sector including not-for-profit, community based and diagnostic testing organizations. Emma's fields of expertise are in the areas of strategic planning, organizational reviews, benchmarking, performance management and business process development. Her strong communication, facilitation, problem solving and people skills as well as her ability to obtain buy-in from stakeholders at all levels within organizations makes her a fun person to be around.