

Lynn Iding, CPHR, CCIP

Inclusion Strategist



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Language(s) spoken: English

Bar Admission(s): Ontario, 2003

Lynn is a lawyer with a master's degree in law focusing on human rights and equity, and is recognized as a Canadian Certified Inclusion Professional through the Canadian Centre for Diversity and Inclusion. Lynn is a Chartered Professional, Human Resources and a Qualified Administrator of the Intercultural Development Inventory, a tool used to measure intercultural competencies.

Lynn has 20 years of experience providing training and coaching on workplace issues and diversity, equity, and inclusion, including:

- Training and coaching on appropriate and respectful workplace behavior;
- Providing one-on-one coaching on DEI issues, talent management, workplace practices, inclusive leadership, group coaching on mitigating bias, developing inter-cultural competence, and building cultures of inclusion;
- Developing and delivering respectful workplace and DEI online training series, leadership development curriculum to management teams, and educational curriculum focused on bias mitigation, increasing cultural competence, inclusive mentorship & sponsorship, and inclusive leadership;
- Developing DEI and HR best practices in recruitment toolkits;
- Providing numerous training and workshops on issues relating to workplace issues and DEI;
- Regular speaker at conferences and events on human resources and DEI including with NALP (National Association for Law Placement), the Canadian Bar Association, the Ontario Bar Association, York University, the University of Western Ontario, McGill University, and Cape Breton University;
- Leading Stewart McKelvey's DEI strategy with support from the Executive as an active member of the Firm's DEI Committee and the Director of Human Resources;
- Building a DEI program from initial concept through to final completion;

- Revamping recruitment processes with a view to reducing bias and enhancing diversity and inclusion; and
- Leading a renewed onboarding, orientation, training, engagement, and performance management program strategy to reduce bias and foster a culture of inclusion.

Education & Career

Education

University of Toronto, LLM, 2008

Western University, LLB, 2002

York University, BA, 1996

Activities

Member, Canadian Bar Association

Member, diversity and inclusion committee, Stewart McKelvey

Member, National Associate of Law Placement (NALP) Canadian Section

Member, Canadian Pension and Benefits Institute

Member, Canadian Payroll Association

Accolades

Canadian Certified Inclusion Professional, 2021