



## NADINI SANKAR-PERALTA

*(M.Ed, Q.Med, AccFM)*

A multilingual mediator, arbitrator, adjudicator, and negotiator with extensive experience in dispute resolution across tribunals, boards, and complex conflict settings. A seasoned leader with a proven track record of guiding parties toward fair, effective, and lasting resolutions. Passionate about fostering justice, inclusion, understanding and meaningful dialogue, I bring a balanced, insightful, and solution-oriented approach to every case. Committed to making a difference, I approach each dispute with professionalism, integrity, and a genuine dedication to helping others navigate challenges with clarity and confidence.

### PROFILE:

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| <ul style="list-style-type: none"> <li>• Mediation/Negotiation/Arbitration</li> <li>• Program/Project Management</li> <li>• Board Governance/Strategic Planning</li> <li>• Indigenous Affairs Forté</li> <li>• Research &amp; Evaluation</li> </ul> | <ul style="list-style-type: none"> <li>• Policy Coordination/Analysis/Development</li> <li>• Stakeholder/Partnership Building</li> <li>• Conflict Resolution/ Labour Relations</li> <li>• Budget/Financial/Staff Management</li> <li>• Consulting/Inspection/Investigation Skills</li> </ul> |
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### ADJUDICATION/ARBITRATION/MEDIATION/TRIBUNAL & BOARD WORK:

- **Board Director, Alternate Dispute Resolution (ADR) Institute of Ontario (ADRIO):** Current Board Director, Co-Chair of the Governance Committee, and former director member of HR and Nominations Committees. ADRIO is a public, non-profit organization promoting alternate dispute resolution practices across Ontario.
- **Chair and Adjudicator, Committee of Adjustments, City of Toronto:** Appointed by Mayor/Council since 2015, making decisions on applications for minor variances to the zoning bylaws, community, land, and development disputes in a quasi-judicial setting.
- **Adjudicator, Property Standards Committee, City of Toronto:** Appointed by Mayor/Council for 2023-24 hearing appeals related to orders related to violations of municipal by-laws in a quasi-judicial setting.
- **Mediator, Arbitrator, and Appeals Tribunal Member, Sport Dispute Resolution Centre of Canada (SDRCC):** Serving on all types of sports and sporting issues since April 2021 with a Safeguarding designation.
- **Youth Restorative Justice Mediator/Arbitrator:** Funded by the Ministry of the Attorney General, ON, working with youth (ages 13-17), victims, and families to resolve criminal charges, monetary compensation, and decide on judicial sanctions of young offenders to restore justice (2011-2020).
- **Family Mediator, York Mediation, Family Justice:** Facilitated resolutions for divorce, custody, access, property, financial asset division and amicable separations agreements.
- **Roster Mediator, Local Integrated Health Networks (LHINs) & Access Care Centers:** Under the Ministry of Health and Long-Term Care (MOHLTC), resolving healthcare disputes between patients and LHINs.

- **Senior Negotiator, Ministry of Health and Long-Term Care (MOHLTC):** Portfolio Lead for negotiations on sensitive physician contracts and salaries with the Ontario Medical Association (OMA).
- **Negotiator, Ministry of Indigenous Affairs Ontario:** Managed complex land claims, sensitive land-related issues and tripartite negotiations involving Ontario First Nations, federal government, other Indigenous communities, and related interest groups.
- **Vice Chair and Director, Board of Directors, Rexdale Community Health Centre:** Chaired the Governance Committee and served on the Quality and Performance Measurement Committee, addressing political and monetary impacts.
- **Labour Relations Advisor/Employment Mediator:** Represented unionized members in grievances and collective agreement disputes within the Provincial Government.
- **Senior Advisor:** Provided senior policy and program analysis, legislative interpretation, and negotiation advice across social services, energy, environment, Indigenous affairs, education, and employment portfolios within federal, provincial, and municipal governments. Conducted stakeholder consultations and authored Cabinet submissions.

#### **EDUCATION AND PROFESSIONAL TRAINING:**

- **Juris Doctor (JD) Law:** Northwestern California University School of Law (1 year completed)
- **Master of Education (M.Ed):** York University, Toronto (Publication: "Access to Postsecondary Education: A Single-Parent Predicament")
- **Bachelor of Arts:** Political Science and French, Carleton University, Ottawa
- **Postgraduate Diploma in Dispute Resolution:** Specializing in community negotiation/mediation, York University
- **Certification in Family Mediation:** University of Waterloo
- **Arbitration Training:** ADR Institute of Ontario and Canada
- **Negotiation, Mediation Skills & Facilitation Skills:** Provincial Government
- **Competing Human Rights Mediation Training:** Ontario Human Rights Commission (OHRC)
- **Indigenous Knowledge and Training:** Forté in Indigenous affairs, traditions, political systems, history, protocols and on-reserve experience, continuous learning and integration of the Indigenous lens in all I do as part of my truth and reconciliation with Indigenous peoples.
- **Diversity, Equity, Inclusion and Social Responsibility Training:** lived experience and continuous annual training and implementation into policy development in government
- **Ethics and Conflict of Interest Training:** ADR Institute of Ontario
- **Safe Sport and Universal Code of Conduct Training:** Sports Dispute Resolution Centre of Canada (SDRCC), 2021
- **Safeguarding Training:** Sports Dispute Resolution Centre of Canada (SDRCC), 2021

#### **LANGUAGES & TECHNICAL SKILLS:**

- **Languages:**
  - **English:** Fluent
  - **French:** Good reading/listening comprehension
  - **Spanish:** Advanced reading/speaking/writing
  - **English Dialects**

- **Technical Proficiency:**
  - **MS Office Suite:** Word, Excel, PowerPoint, MS Project, Outlook
  - **Online Business Applications:** Expert experience in chairing and conducting work, meetings, hearings, tribunals, etc. online

#### **ACCREDITATIONS:**

- Qualified Member (Mediation, Arbitration, Negotiation) in good standing with the ADR Institute of Ontario/Canada (ADRIO/ADRIC) with a **Q.Med** designation. Working towards my **C.Med** and **Q.Arb** designations in 2025-26
- Accredited Family Mediator in good standing with the Ontario Association of Family Mediators (OAFM), **AccFM** designation
- Member in good standing with the Society of Ontario Adjudicators and Regulators (SOAR)
- **\$1M** professional liability insurance - no claims to date

#### **NATIONAL/PROVINCIAL KEY SPEAKING ENGAGEMENTS:**

- ***Understanding Trauma Informed Justice*** for the Canadian Italian Advocates Organization (CIAO) at Canopy by Hilton in Yorkville, Toronto in 2024.
- ***Writing the Right Way: How to Tackle Sensitive Topics in your Arbitration Awards*** for the Sport Dispute Resolution Centre for Canada in the Saskatchewan 2022 public conference.
- ***Words Matter - Understand the Meaning and the Effect*** at the “Stop Only Picking Dandelion Heads and Get to the Root of the Problem” 2nd Annual Virtual Conference for those suffering with substance abuse, Manitoba, 2023.

#### **INTERPRETATION/APPLICATION OF LEGISLATION & REGULATIONS. I have:**

##### **Interpretation and Application of Legislation & Regulations**

- **Policy Analysis and Advising:** Over 15 years of experience in senior policy analysis and advisory roles within various provincial ministries, including Environment, Children, Community & Social Services, Indigenous Affairs, Education & Training, Energy, Infrastructure, and Municipal Affairs.
- **Legal Education:** Completed one year of law school, enhancing my understanding of legal principles and frameworks.
- **Decision Notes and Cabinet Submissions:** Authored decision notes and Cabinet submissions to achieve ministerial consensus on Ministry programs and initiatives. Collaborated with ministry legal teams and drafted documents in plain language for public interpretation.
- **Legislation Interpretation:** Extensive experience in interpreting legislation and regulations across federal, provincial, and municipal governments. This includes the Freedom of Information and Protection of Privacy Act (FIPPA) and the Municipal Freedom of Information and Protection of Privacy Act (MFIPPA).
- **Cross-Government Collaboration:** Successfully worked with federal counterparts such as Canada Revenue Agency, Environment Canada, Health Canada, and Indigenous Affairs and Northern Development Canada, ensuring consistent application of legislation and regulations.

- **Specific Legislation Expertise:** Interpreted various aspects of the Personal Health Information Protection Act, 2004 (PHIPA) and the Child, Youth and Family Services Act, 2017 (CYFSA) in roles within the Ministry of Health and Long-Term Care and the Ministry of Children, Community and Social Services.