

# International Human Rights Internship Program

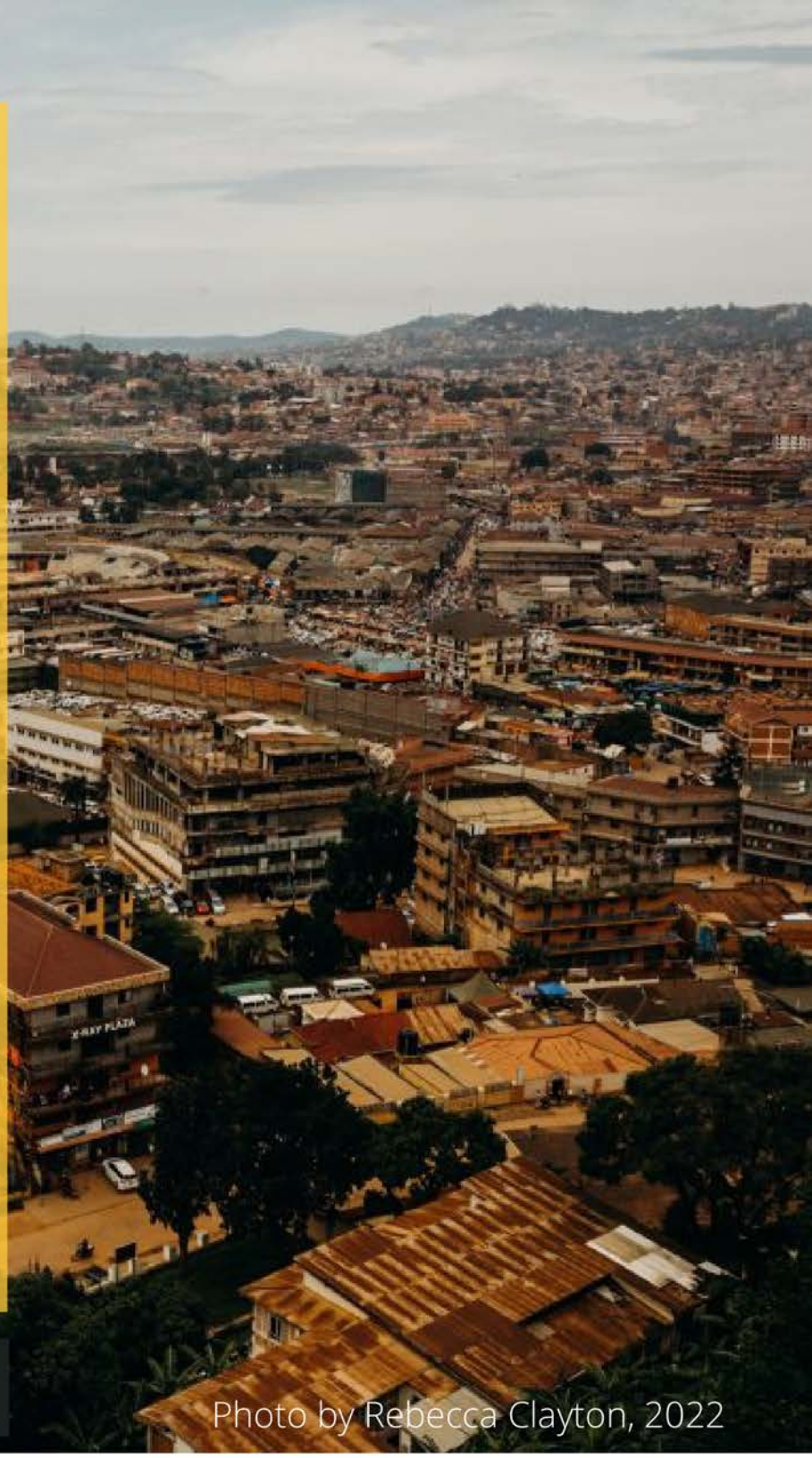
## 2021 ANNUAL REPORT





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# Director's Foreword

A year into the Covid 19 pandemic has allowed IHRIP and its partners to develop new modalities of offering experiential learning opportunities to the students. Aside a small minority of students who were able pursue their internship entirely on site, the majority of the 30 students completed their internship in remote or hybrid settings. The remote internship model proved to be more conducive for research-based internships, leading to the establishment of some new partnerships in Canada. While the ongoing pandemic curtailed mobility, it also provided rich opportunities for our students to engage with cutting-edge issues of human rights. Cyber surveillance, transnational digital repression, housing rights in Canada, promotion and protection of LGBTQI+ rights at the international level, advancement of the rights of people with disabilities in Canada, are some examples of new areas of engagement by interns under the auspices of IHRIP. The Justice Department of the Mohawk Council of Akwesasne and the Justice and Correctional Services of the Cree Nation Government welcomed our students in their community and provided them with a transformative experience. The Yukon Human Rights Commission and the Maliiganik Tukisiiniakvik Legal Services in Iqaluit also hosted in-person interns which has always proven to be an eye-opening experience for students about the state of human rights in Canada's North. The Blogs and the Working Paper Series (Volume X) are a testament to the transformative experience students undergo as human rights interns.

The continued success of IHRIP in offering dynamic and innovative experiential learning opportunities to our students would not be possible without the generous support of our donors and the exceptional behind-the-scenes work of our student coordinators and CHRLP staff.

Sincere thanks to the interns, partners, donors, and the coordination team for another unique and excellent year of this exceptional program.

In solidarity,



Nandini Ramanujam

Program Director, International Human Rights Internships

Co-Director and Director of Programs, Centre for Human Rights & Legal Pluralism

McGill University, Faculty of Law



Photo by Tim Parr, 2021



## What is the International Human Rights Internship Program?

McGill University's Faculty of Law enjoys a rich tradition of human rights education and involvement. Since 1992, the Faculty has established a number of partnerships with non-governmental organizations (NGOs) in Canada and abroad.

Administered by the Centre for Human Rights and Legal Pluralism (CHRLP), the International Human Rights Internship Program (IHRIP) is a fully credited course that allows students to earn six credits towards the completion of the B.C.L. / LL.B. degree. The program is managed by the Faculty's Human Rights Committee under the direction of Professor Nandini Ramanujam.

Each fall, the Program interviews and selects law students for placements as interns with NGOs, courts, and public institutions for a period of 12 weeks over the summer. Partner organizations provide students with practical work experience in human rights investigation, monitoring and reporting. The internships also provide exposure to the operation and implementation of human rights instruments and norms.



# 2021 IHRIP Team



**Nandini  
Ramanujam**  
*Program  
Director*



**Julia Green**  
*Student  
Coordinator*



**Bianca  
Braganza**  
*Student  
Coordinator*



**Sharon Webb**  
*Programs  
Coordinator*

With thanks also to the Working Paper editorial team **Andrew Rintoul**, **Kevin Pinkoski** and **Kimia Towfigh**



# 2021 Interns

**Ayelet Ami**

Centre for Law and Democracy | Halifax, Canada

**Isabel Baltzan**

Legal Clinic on Human Rights and Disability | Lima, Peru

**Johanna Cline**

Avocats sans frontières | Québec City, Canada

**Katerina Cook**

Dignity Network | Canada

**Janelle Deniset**

Ateneo Human Rights Center | Manila, the Philippines

**Camila Franco**

Instituto de Democracia y Derechos Humanos | Lima, Peru

**Mehri Ghazanjani**

HIV/AIDS Legal Network | Toronto, Canada

**Christoph Ivancic**

British Columbia Civil Liberties Association | Canada

**Garima Karia**

Yukon Human Rights Commission | Whitehorse, Yukon

**Kendra Landry**

Bulgarian Center for Not-for-Profit Law | Sofia, Bulgaria

**Bryce Lansdell**

Wiyasiwewin Mikiwahp Native Law Center of Canada | Saskatchewan, Canada

**Niamh Leonard**

Citizen Lab | Toronto, Canada

**Attou Mamat**

Commission des droits de la personne et des droits de la jeunesse | Montréal, Canada

**Gabriela de Medeiros**

Justice Department at the Mohawk Council of Akwesasne | Ontario/Quebec/New York Border

**Kazumi Moore**

Office of the Federal Housing Advocate at the Canadian Human Rights Commission | Ottawa, Canada



# 2021 Interns Cont'd

**Kassandra Neranjan**

Canadian Civil Liberties Association | Toronto, Canada

**Sarah Nixon**

Maliiganik Tukisiiniakvik Legal Services | Iqaluit, Canada

**Mohammed Odusanya**

Raoul Wallenberg Centre for Human Rights | Montréal, Canada

**Tim Parr**

Justice and Correctional Services of the Cree Nation  
Government | Waswanipi, Canada

**Nick Pineau**

HIV-Aids Legal Network | Toronto, Canada

**Hannah Reaburn**

Republic of Namibia Ministry of Justice | Windhoek, Namibia  
and Avocats sans frontières | Québec City, Canada

**Alex Recher**

Institute for Human Rights and Development in Africa | Banjul,  
The Gambia

**Chloe Rourke**

Council of Canadians with Disabilities | Winnipeg, Canada

**Chrys Saget-Richard**

Equitas | Montreal, Canada

**Emma Sitland**

Human Rights Watch | New York City, USA

**Ellen Spannagel**

Forum for Human Rights | Prague, Czech Republic

**Jeremy Wiener**

Commission des droits de la personne et des droits de la  
jeunesse | Montréal, Canada

**Taryn Wilkie**

International Centre for Ethnic Studies | Colombo, Sri  
Lanka

**Mathew Yaworski**

Yukon Human Rights Commission | Whitehorse, Yukon





# Ayelet Ami

Centre for Law and Democracy |  
Halifax, Canada



**Ayelet Ami** is a second-year BCL/JD student at McGill University. She holds a DEC in Social Sciences from Dawson College, having completed the program's Law, Society and Justice profile. Keenly interested in human rights, she pairs her legal studies with a position as the McGill Wallenberg Advocacy Group's (WAG's) Director of Legal Advocacy, fighting for political prisoners' freedom. She is also a copy editor at the Faculty of Law's bilingual newspaper, the Quid Novi, and a caseworker at the Legal Information Clinic at McGill (LICM). Having gained some insight into the critical interplay between justice and freedom of expression through her work at WAG and into freedom of the press and access to information through the Quid and LICM respectively, she wonders what these rights entail internationally.

**"Our supervisors fostered a comfortable and, at times, fun environment with social hours, icebreaker activities, and a virtual cocktail hour. They even held a career information session for us three interns, offering insight into various human rights jobs and personal advice."**

The **Centre for Law and Democracy** (CLD) works to promote, protect and develop those human rights which serve as the foundation for or underpin democracy, including the rights to freedom of expression, to vote and participate in governance, to access information and to freedom of assembly and association.

***What kind of work did you complete this summer, Ayelet?***

"I designed two detailed brochures on Access to Information (ATI) at the World Bank and International Finance Corporation, and updated Indicator 1 of CLD's Right to Information (RTI) Rating. The brochures guide users through both institutions' ATI policies and procedures, including the kinds of information actively disclosed, those that may be requested or are restricted, how to submit a request for information, and how to appeal a denied request. (...) The RTI Rating is a global tool assessing the strength of states' guarantee of a right to information. My work entailed reviewing constitutional provisions for the right to information and, in their absence, researching judicial findings of such a right. I assessed the strength of this legal guarantee against a set standard and scored each country accordingly. Given my profound interest in constitutional law, this was unsurprisingly one of my favourite assignments at CLD."

***What recommendations would you give to future interns, Ayelet?***

"When it comes to CLD's social hours, I would strongly advise interns to lean in. With most of our internship work being independent, it can be easy to forget that we are part of a team working toward the common goal of promoting and strengthening democracy. These light-hearted sessions are vital reminders of this. Something I should have done, and which I recommend, would be to schedule a session, like a social hour, with one's fellow interns "outside" of work."

To read Ayelet's blog posts about her internship experience, click [here](#).





# Isabel Baltzan

## Legal Clinic on Human Rights and Disability | Lima, Peru



**Isabel Baltzan** is a 1L student in the BCL/JD program at McGill. Before starting her legal studies, she completed a BSc in pharmacology at McGill. Her interest in healthcare, human rights and accessibility have driven her academic and research interests. She currently works as a research assistant at the Ingram School of Nursing Migration and Reproductive Health Research Group and volunteers with Pro Bono Students Canada through the Law Faculty, working to vulgarize family law matters for Inter-Val 1175, a women's shelter in Montreal. She hopes to continue working to promote equity at the intersection of health and law in all aspects.



The **Clinic on Human Rights and Disability** is focused on disability, discrimination and overcoming sociolegal barriers that hinder the rights of persons with disabilities. The core of the Clinic's work is providing legal aid in strategic cases where disability has restricted a person's – or a group's – right. The Clinic also regularly provides legal workshops for persons with disabilities and their family members.

### ***What did your work at the Legal Clinic on Human Rights and Disability entail, Isabel?***

"I followed a course taught by Renata Bregaglio Lazarte, a professor of law at the PUCP, on disability law and human rights. Accompanying the course was work in a legal clinic run by the IDEHPUCP, which focused on cases concerning disabled people – whether it was questioning legislative choices, helping people advocate for their rights, get access to justice or navigate through tricky procedure."

### ***What recommendations would you give to future interns, Isabel?***

"I would recommend future interns to try to understand the context around the cases being presented. For example, read up on the history of disability law in Perú and the conceptions of disability in Perú, since there may be cultural differences with your own conceptions. I would also advise to keep an open mind when taking the course and take advantage of the opportunity to listen to perspectives other than your own. Recognize that the historical context of a country is intrinsically reflected in their legal system and that just because things may be different in Canada, doesn't mean that they are better."

***"I felt I was able to have an impact even if I was far away and quite removed from the reality of Perú (especially during the pandemic). I was thankful for the students and how friendly and welcoming they were, and I loved the tangible impact we were able to have with the cases we worked on, speaking directly with clients and suggesting solutions"***

To read Isabel's blog posts about her internship experience, click [here](#).





**Johanna Cline** is a first year BCL/JD student at the McGill Faculty of Law. A New Brunswick native, she moved to Montreal to pursue a bachelor's degree in Honours Philosophy with a minor in Gender, Sexuality, Feminist and Social Justice Studies (GSFS) at McGill University. During her undergraduate degree, Johanna worked as a research assistant on topics in feminist philosophy, epistemic injustice and discrimination. She also volunteered on the board of directors at the St-James Drop-In Centre, a centre for those who are experiencing homelessness and marginalization in Montreal.

At McGill, Johanna is a junior editor at the McGill Journal of Law and Health. She also volunteers with the LEX program and the LSA's Mental Health Committee.

Her legal interests include access to justice, human rights, the intersection of law and health and the philosophy of law.



# Johanna Cline

**Avocats sans frontières | Québec, Canada**



LAWYERS WITHOUT BORDERS  
AVOCATS SANS FRONTIÈRES  
ABOGADOS SIN FRONTERAS

**Avocats sans frontières Canada** est une ONG dont la mission est de soutenir la défense des droits des personnes les plus vulnérables par le renforcement de l'accès à la justice et à la représentation légale. Fondé au Canada en octobre 2002, ASFC compte sur plus de 25 employés à temps complet à son siège de Québec et sur le terrain, de même que sur environ 200 bénévoles. ASFC met actuellement en œuvre des programmes de coopération en Haïti, en Colombie et au Guatemala.

### ***What kind of work did you complete, Johanna?***

My work consisted primarily of legal research on various legal concepts, as well as research into ASFC's countries of operation. My work varied in length, urgency and formality of tone. Some memos were highly specific and written on a more pressing timeline while others were broad and could be completed in weeks or even months. I was fortunate to have a supervisor who purposefully assigned me work on topics I was interested in, including intersectionality and sexual and reproductive health law.

**"Despite having to work remotely, I had an excellent experience interning at Avocats Sans Frontières Canada (ASFC). Not only was the work interesting and engaging, but the work culture was also collegial and I felt supported throughout the summer. I also felt that I had many opportunities to learn through my work, dialogue with coworkers and the organizations many workshops."**

### ***What was the work environment at ASFC like?***

"The work culture at ASFC is friendly and collegial. There was a clear effort to integrate me into the work culture. I was invited to attend workshops and sit-in on meetings to learn more about the organization and my colleagues. Colleagues try and foster friendly discussion and include interns in pre-meeting chat. This can be nerve-wracking when French is your second-language but I quickly found myself feeling more at ease as my colleagues made it clear that I should not worry if I made an error. Whether the next intern is in-person or online, I am certain that they will find themselves feeling included and connected."





# Katerina Cook

Dignity Network | Canada



## Dignity Network Canada

is a coalition of civil society organizations from across Canada committed to advancing the human rights of people worldwide, regardless of sexual orientation, gender identity and expression, or sex characteristics (SOGIESC). The Dignity Network serves as a Canadian hub for cross-organization communication and knowledge-sharing on global LGBTIQ and SOGIESC human rights issues, with a particular emphasis on international partners' perspectives.



**Katerina Cook** is a second-year BCL/JD student at the McGill Faculty of Law. Prior to studying law, she was at the University of King's College in Halifax, Nova Scotia, where she was awarded Best Contemporary Studies Honours Thesis for her paper on the phenomenology of LGBTQ-parented families.

En dehors de ses études, elle est passionnée du chant choral et de son travail en clinique juridique, où elle poursuit son intérêt pour l'accès à la justice et la vulgarisation de concepts juridiques.

## ***What did your work at the Office of the Federal Housing Advocate entail, Katerina?***

"When I began my internship, DNC was gearing up to write a submission to the Canadian government for their planned National LGBTQ2 Action Plan. DNC wanted to ensure that the Plan included an international component (foreign policy and aid). In preparation for the submission, (...) [I was asked] to reach out to the members of DNC's Global Advisory Board, a group of activists/community leaders from across the globe working in their respective regions. I was to interview them about what they would like to see in the plan and how their particular needs and interests could be represented. This was the highlight of my internship. I spoke with nine members of the Board via Zoom, in various time zones, and with varying levels of stable internet connection. Some members worked in well-established organizations, had international connections and could exactly pinpoint the demands they wanted to make of the Canadian government. Others spoke of threats to their lives, difficulty accessing housing and employment."

## ***What recommendations would you give to future interns?***

"It's hard to help out if you don't yet have a grasp of how the organization works. I would recommend scouring the DNC and ACTIF websites for information, and get to know GAC/Canadian foreign policy and aid, if you are not familiar with it. I sat in on a couple of DNC Zoom meetings before the start of my internship to get a feel for the organization. This really helped give me a head start in May."



**Janelle Deniset** is a second-year student at McGill's Faculty of Law. She holds a Master of Global Affairs from the University of Toronto's Munk School of Global Affairs along with a Bachelor of Arts (hon.) in Political Science from the University of Winnipeg.

Prior to attending law school, Janelle worked as a Policy Analyst for Global Affairs Canada in Inter-American Affairs. Previously, she worked in Nairobi, Kenya, as a Special Projects Officer for the Aga Khan Foundation Canada, as part of their international youth fellowship program. She also spent time in Geneva, Switzerland as a Junior Policy Officer at the Canadian Permanent Mission to the United Nations, where she was part of a team that successfully supported the adoption of a resolution on the elimination of violence against women and girls, including Indigenous women and girls, at the 32nd session of the Human Rights Council. Janelle continues to pursue her interests as a law student at McGill. She is currently volunteering for the International Refugee Assistance Project (IRAP) as well as the McGill International Law Society (MILS).



# Janelle Deniset

Ateneo Human Rights Center |  
Manila, the Philippines

## ***What kind of work did you complete this summer, Janelle?***

"My favourite part of the internship was the work itself! I was able to work on a number of different types of work such as research, legislative advocacy, funding proposals, and reviewing/analyzing domestic and international laws. In addition, I was able to attend meetings with various stakeholders including Plan International and the UNHCR, as well as with government agencies. I was particularly happy to work on and learn more about issues that I am really passionate about such as child early and forced marriage, refugees and forced migration, statelessness, labour migration and COVID-19, extrajudicial killings in the Philippines, and terrorism."

## ***What was your overall experience like?***

"Overall, I had a really positive internship experience with the Ateneo Human Rights Center (AHRC) and I would recommend this internship to other students. Due to the COVID-19 pandemic, I conducted my internship remotely from my apartment in Winnipeg, Manitoba. As a result, my experience is different than previous interns with the organization because I have never met my colleagues in person and I have never been to the Philippines. I feel like my colleagues made an effort to get to know me on a personal level and wanted me to feel like a valuable member of the team, even though I was many miles away."

**AHRC** was established as one of the first university-based institutions engaged in the promotion and protection of human rights in the Philippines. AHRC pursues its mandate of protecting and promoting human rights through increasingly varied programs and services. Among other things, it is engaged in legal assistance, research and publication, law and policy reform advocacy, training and education, institution building, curriculum development, and values formation. In pursuing its goals, AHRC works closely with various government, the academe, NGOs, grassroots organizations, and other civil society groups.

THE  
**ATENEIO**  
HUMAN RIGHTS  
CENTER







# Camila Franco

Institute for Democracy and Human Rights  
| Lima, Peru



**Camila Franco** is a second year BCL/JD student at McGill's Faculty of Law. She holds a Bachelor of Arts in Psychology and Sociology, and a Certificate of International Learning from the University of Alberta. Prior to coming to McGill Law, Camila worked as a front-line social worker at the Youth Restorative Action Project, a youth justice committee in Edmonton that supports vulnerable youth navigating the justice system. At the Faculty, Camila previously served as a program coordinator for the L.E.X. (Law, Éducation, Connexion) youth outreach program. She is also a Senior Case Worker at the Legal Information Clinic at McGill and an active member of Radlaw, where she participates in various abolitionist initiatives and co-produces Legalease, a community radio show. Camila is passionate about youth empowerment, abolitionism, migrant justice, state accountability, as well as extra-judicial means to expand access to justice such as education, storytelling, and civic participation.

## *What did your work at the Instituto de Democracia y Derechos Humanos entail, Camila?*

"The biggest project I had throughout my internship was conducting comparative research on the ways in which Indigenous peoples (and specifically Indigenous women, where possible) demonstrate resilience to climate change. This exposed me to a lot of environmental law work, and Indigenous traditions from different tribes and nations on a global scale. I had to find patterns in climate change, patterns in mitigation and adaptation strategies and highlight barriers to Indigenous and non-Indigenous group partnership. I was able to create a 15-page report for the institute and present my findings to the "Organización Nacional de Mujeres Indígenas Andinas y Amazónicas del Perú" (ONAMIAP), the group with whom IDEHPUCP was partnering up for in a local Peruvian project."

## *What did you take away from this experience?*

"During my placement I was able to learn more about the vital role that "behind the scenes" human rights work entails. For example, the collection of experiences, human rights statistics, and creation of resources to broaden the awareness of these rights, and the creation of spaces to enable broader dialogue and education, and supporting other institutions in achieving their goals toward human rights standards."

## **The Institute for Democracy and Human Rights**

(Instituto de Democracia y Derechos Humanos – IDEHPUCP) is an academic center attached to the Pontificia Universidad Católica del Perú. Its goal is to strengthen democracy and the respect for human rights in Peru through academic and professional training, applied research, and the promotion of public policy with the state and civil society.

Since its foundation in 2004, the IDEHPUCP has been closely working with diverse national and international organizations, regional and local governments, civil society organizations and citizens devoted to the country's democratic culture.





# Mehri Ghazanjani

HIV/AIDS Legal Network |

Toronto, Canada



**Mehri Ghazanjani** has finished her first year of the BCL/JD program at the Faculty of Law of McGill University. She holds a PhD in sociology from McGill University, with a specialization in ethnic conflict and civil war. Mehri took four trips to Iran, Turkey, and the Kurdistan Region of Iraq to conduct field observations and interviews with Kurdish Peshmerga. Her dissertation offers a comprehensive account of the emergence and growth of Kurdish insurgencies and provides insights into practical possibilities of conflict resolution in Iran while situating the conflict in the broader geopolitical context of the Middle East. Furthermore, as a course lecturer at McGill, her goal has been to help her students develop their critical thinking skills and to create a positive learning environment by respecting and promoting intellectual diversity. Whether listening to the stories of Kurdish Peshmerga, studying/teaching civil conflict and war, or actively engaging in the pro-democracy movements of Iran, Mehri was reminded again and again that justice is not a given, and that strong advocates are needed to help give voice and strength to those who are so often silenced or ignored. Her personal life and academic experiences have reinforced her beliefs in the importance of human rights and the potential of the law to protect and strengthen them.

**The Canadian HIV/AIDS Legal Network** is engaged in education, legal and ethical analysis, and policy development. The Legal Network promote responses to HIV/AIDS that: implement the International Guidelines on HIV/AIDS and Human Rights; respect the rights of people with HIV/AIDS and of those affected by the disease; facilitate HIV prevention efforts; facilitate care, treatment, and support of people with HIV/AIDS; minimize the adverse impact of HIV/AIDS on individuals and communities; and, address the social and economic factors that increase vulnerability to HIV/AIDS and to human rights abuses.

**“I think the work the Legal Network is doing in providing legal aid and support to marginalized communities is very important. It’s absolutely essential for law students to learn about and appreciate this work. More specifically, it’s important to see how civil society organizations can give voice to those who are often silenced by structural inequalities, and how they can bring about a positive change in our communities. Often in law school the obsession that students develop with big law firms prevents them from truly appreciating the important role that public interest organizations can play in our society.”**

***What kind of work did you complete this summer, Mehri?***

“The highlight of my work at the HIV Legal Network was getting involved in an ongoing project aimed at bringing a constitutional challenge to Jamaica’s anti-sodomy laws. For this project, I started with researching the history of the criminalization of homosexuality in Jamaica and the significance of the 2011 and 2012 Sexual Offences Act and the Sexual Offences (Registration of Sex Offenders) Regulations. I then researched differences in sex offender registries in different jurisdictions (Canada, the US, and Europe) and provided updates on the legal tests these jurisdictions have applied in their analysis of punishment by researching and analyzing pertinent cases laws.”

To read Mehri's blog posts about her internship experience, click [here](#).





**Christoph Ivancic** is a third-year BCL/JD student at the McGill Faculty of Law. He holds a BA in Political Science from the Memorial University of Newfoundland where he wrote a thesis in critical feminist legal studies examining sexual assault law. Christoph has had a number of experiences at various intersections of human rights and law. Early in his undergraduate degree, he worked for the Victim/Witness assistance program at the courthouse in Thunder Bay, Ontario, where he got an appreciation for the impacts of the criminal justice system on Canada's indigenous peoples. Later in his degree, he was an investigator for the Newfoundland Human Rights Commission. These experiences gave him an appreciation for human rights as both a practical and theoretical project. Currently, Christoph is interested in projects that allow him to engage with both sides of human rights, working on policy projects with Dyslexia Canada and volunteering at the McGill Legal Information Clinic. He is also a lover of oral advocacy and hopes to be mooted in the coming year.



# Christoph Ivancic

## British Columbia Civil Liberties Association | British Columbia, Canada

### ***What kind of work did you complete during your internship, Christoph?***

"Some of the work that I participated in included: research for engagement with the mass casualties commission, research for a memo on the rights of migrants on arrest or detention, a memo on how the board might reconcile their position on freedom of expression with their recent commitment to equity, diversity, and inclusion, and research on extending voting rights to permanent residents.

### ***What was the work environment like?***

"The work environment was calm, respectful, and caring. I was always able to express complications that might delay my work without the fear that this would cause a crisis. If there were any projects that interested me, I could always ask to work on them, and the Policy Director would do what they can to get me assigned. The work itself was quite enjoyable; it allowed me to marry my theoretical positions with real legal work for the first time, something I will aim to find again as my legal career progresses. The work load itself was perfect, there was always enough to do but I was never overwhelmed."

**"I would recommend the BCCLA to any law student that is deeply interested in indigenous issues, would like to work in a policy context, and is looking for a work environment that is caring and comfortable while remaining intellectually challenging."**

The **BCCLA** has been actively advancing human rights and civil liberties through litigation, law reform, community-based legal advocacy, and public engagement and education for the last half century. The BCCLA was established in 1962 by a group of academics and activists at the University of British Columbia in response to draconian police responses to religious minorities in the province. The BCCLA has since grown to become a non-partisan, charitable society with thousands of supporters and volunteers, including many pro bono lawyers providing tens of thousands of hours of legal assistance in our ground breaking test case litigation and over 100 precedent-setting legal interventions at various appellate courts. Though we are based in BC, our work is national in scope with legal interventions and law reform advocacy across Canada.

To read Christoph's blog posts about his internship experience, [click here.](#)







# Garima Karia

## Yukon Human Rights Commission

### | Whitehorse, Canada



**Garima Karia** is a second-year BCL/JD student at McGill's Faculty of Law. She holds an Honours B.A. in political science and history from McGill and spent a semester on exchange at Sciences Po Paris. During her undergrad, Garima was lucky enough to gain work experience in venture capital and strategy at the Business Development Bank of Canada and in private equity and impact investing at a firm in London, England. At the Faculty, Garima is a Senior Editor for the McGill Law Journal and Contours, an active member of the Women of Colour Collective, and a research assistant in tax and contracts. She is deeply interested in the relationship between private law, economic systems, and critical studies. She believes that intersectional approaches are necessary for more equitable legislating and policymaking in traditionally quantitative and business-oriented fields. Some of Garima's most meaningful law school experiences took place during her time as a volunteer caseworker at the Legal Information Clinic at McGill and with L.E.X., an organization that provides legal workshops and mentorship sessions to youth belonging to under-represented groups in legal education and in the legal profession or who face systemic barriers to education. This work cemented her ongoing commitment to access to justice.

### ***What was your overall experience like, Garima?***

"It was an immense privilege for me to be able to spend 9 weeks in Whitehorse, especially during a time when COVID-19 was still quite serious in many parts of the country and the world. As someone with a deep commitment to Reconciliation and interest in Indigenous legal traditions and Aboriginal law, it was somewhat of a dream come true to be able to spend time in the Great North – the traditional territory of many First Nations. In Yukon alone, 11 of the 14 First Nations are self-governing, which was interesting to witness and learn about."

### ***What did your work entail?***

My main long-term task was to research and write memos on legal questions posed to me by the Director and/or the Legal Counsel. These are usually confidential and relating to investigations currently underway or general questions that the Commission may have about new projects/initiatives, jurisdiction, etc. I wrote two shorter memos that took me 1-2 weeks and then one very long memo (term paper length) that was a bit like my "capstone" project for the summer on a legislative issue. The Director and Legal Counsel are great about answering questions, reading drafts, and providing feedback. When a legal issue was particularly tangled, I spent hours discussing the facets with the Director, who is a fabulous resource and really knowledgeable/generous with his time.

### **The Yukon Human Rights**

**Commission** promotes equality and diversity through research, education and enforcement of the Yukon Human Rights Act. The YHRC is an impartial and independent organization. Its vision can be summarized as follows: 1) to provide accessible public information and education about human rights throughout the Yukon 2) to partner proactively with individuals and institutions to improve understanding of and respect for human rights in the Yukon 3) to model best practices as an employer and organization and 4) to provide a fair and effective process for dealing with human rights complaint. The Yukon Human Rights Commission makes every effort to help settle complaints by assisting both the individual or group making the complaint and the individual or group to whom the complaint has been made against.







**BCNL**

**Kendra Landry** is a second-year student at McGill's Faculty of Law. She grew up in small-town Nova Scotia and completed a bachelor's degree in English and French from Université de Moncton. Afterwards, she moved to Ottawa to complete a master's degree in English literature from Carleton University, concentrating on feminist and queer studies. At the Faculty, she served as both senior and specialized editor for the McGill Journal of Sustainable Development Law, and as VP Events for Lawyers without Borders McGill. Additionally, she volunteered with the Legal Information Clinic at McGill, and completed a Pro Bono Students Canada placement with the National Self-Represented Litigants Project. She currently works as a research assistant in the field of health law and has thoroughly enjoyed acting as a group assistant for the first-year extra-contractual obligations course this year. Kendra is passionate about intersectional feminism, disability rights, and access to justice. In her free time, she loves swimming, biking, and playing the guitar. She is thrilled to undertake a remote internship with the Bulgarian Centre for Non-for-Profit Law, and to engage meaningfully with disability law and policy.



The **Bulgarian Center for Not-for-Profit Law** (BCNL) was founded in 2001 as public-benefit foundation. BCNL is part of the network of the International Center for Not-for-Profit Law (ICNL) and of the European Center for Not-for-Profit Law (ECNL) which operate in over 100 countries worldwide with the aim to protect the right to association and develop the legal framework for civil organizations. The BCNL's mission is providing support for the drafting and implementation of legislation and policies with the aim to advance the civil society, civil participation and good governance in Bulgaria.

# **Kendra Landry**

**Bulgarian Center for Not-for-Profit Law |**  
**Sofia, Bulgaria**

## ***What kind of work did you complete, Kendra?***

"This summer, I mainly helped BCNL with their two main projects: the Born Ready advocacy campaign and their child justice initiatives. A great deal of my work this summer consisted of reaching out to other disability rights organizations around the world, to garner support for BCNL's petition. I summarized their long research report about supported decision-making and abolishing guardianship, and corresponded with dozens of Canadian and international organizations to ask for support/visibility. Additionally, I helped with their child justice initiatives, and again, wrote smaller, digestible summaries of their research report entitled: "Can Justice in Bulgaria be Child-Friendly? A Contextualized Analysis of the Steps, Safeguards, and the Reluctance in terms of the Implementation of Directive 2012/29/EU and Directive 2016/800/EU." I also conducted my own research on the topic, and finished the summer with a condensed research paper about the shortcomings of Bulgaria's criminal justice system for children. This paper was then reviewed by Velina Todorova, a scholar whose work I heavily relied on."

## ***What was your overall experience like?***

"I really liked the projects undertaken by BCNL, and learned a lot about disability policy and child rights. I helped with their advocacy campaigns to abolish legal guardianship for persons with disabilities, increasing the visibility of the project and reaching out to other NGOs. Additionally, I helped with their work on the rights of child victims and child perpetrators of crimes; I wrote smaller, digestible summaries of their large multi-year research project on the topic, and even got to correspond with one of the leading scholars in child rights in Bulgaria. My supervisors were always kind, and I never felt overwhelmed."

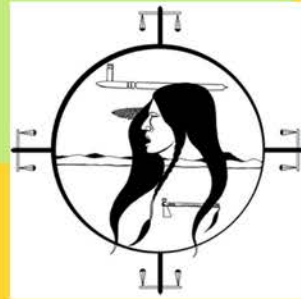
To read Kendra's blog posts about her internship experience, click [here](#).





# Bryce Lansdell

## Wiyasiwewin Mikiwahp Native Law Center | Saskatchewan, Canada



**Bryce Lansdell** is a first year BCL/JD student at McGill's faculty of law. He holds a Bachelor of Music, honours piano performance from Western University and a Master of Music in piano performance from McGill. During his undergraduate degree, Bryce helped organise an improvised music program for adults who were marginalized and housing-insecure with Sanctuary London. He also helped found the Youth Music Network, a free after school music program in Little Burgundy, during his Master's while working with McGill's Institute for the Public Life of the Arts and Ideas (IPLAI). Prior to law school, Bryce worked as a music director and collaborative pianist. He is passionate about the intersection of law, human rights, and community development

**"My internship helped widen my horizon about the various initiatives being taken both within academia and Indigenous communities to revitalize Indigenous law. I also came to see some of the tensions between efforts to revitalize Indigenous law on its own terms compared with attempts to integrate Indigenous legal traditions within state courts."**

The **Native Law Center** at the University of Saskatchewan was founded in 1975 by Dr. Roger C. Carter whose commitment to social justice issues convinced the University of the need for a Centre to facilitate access to legal education for Indigenous peoples. This was to promote the development of the law and the legal system in Canada in ways which better accommodate the advancement of Indigenous peoples and communities, and to disseminate information concerning Indigenous peoples and the law. Structured initially as an independent special project within the University of Saskatchewan, the Centre became a department of the College of Law in 1984.

From the beginning, the Centre has nurtured innovation in its program areas of teaching, research, and publication. Today, the ILC continues to build upon that history and remains attentive to the contributions made as well as the challenges confronted by Indigenous peoples in Canada and internationally. The ILC continues to provide programs, strategies, and solutions that are not only sound in scholarship but practical and visionary in their application, which will ensure the inclusion and recognition of Indigenous laws.

### ***What kind of work did you complete this summer, Bryce?***

"My primary task this summer was serving as a teaching assistant for two summer courses offered to Indigenous students who are about to enter their first year of law school. One of the most meaningful parts of my internship involved accompanying students and making space for them to share and express themselves in relation to the news of multiple findings of unmarked graves of Indigenous children in Canada this summer. The way so many of the students were personally affected by residential schools was heartbreaking to hear about and will stay with me."

To read Bryce's blog posts about his internship experience, click [here](#).





**Niamh Leonard** is a second-year law student at McGill University and has a particular interest in democracy and governance.

As president of the board of directors of the national nonprofit Apathy is Boring, she helps support young Canadians in becoming active citizens. In the 2019 federal election, Apathy is Boring reached over 1.4 million young Canadians. Niamh is also a board member at the Welcome Collective and at the Schumacher Center for a New Economics. Prior to law school, Niamh worked at the McConnell Foundation, a philanthropic foundation that applies social innovation and social finance approaches to Canada's most pressing challenges, including the equitable transition to a low-carbon economy and the quest for justice for Indigenous peoples.



# Niamh Leonard

Citizen Lab | Toronto, Canada

**"Although the remote setting initially made it more challenging to get to know colleagues, I quickly settled into the weekly beat of the Lab and felt at home. I am grateful that I got to learn about international law, national security, surveillance technologies, trade, and human rights. What I learned at the Lab will undoubtedly continue to shape my outlook on human rights and democracy for a long time yet."**

## ***What did your work at Citizen Lab entail, Niamh?***

"During my time at the Citizen Lab, my work focused on two projects: (1) researching and drafting an academic article about how greater government and corporate transparency requirements regarding the export of surveillance technologies can prevent human rights harms and (2) conducting interviews and transcribing interviews for an ongoing study about transnational digital repression."

## ***What was your overall experience like?***

All in all, I learned a great deal during my summer. It took me at least a month of reading literature to become familiar with the Lab's work in more depth. It was a very enjoyable and fulfilling experience. Because of how much I appreciate the experience, I applied to continue at the Lab as a legal clinic course in the fall. Staying on at the lab one day a week throughout the fall semester will allow me to capitalize on my learnings from the summer to finish the draft of my article and draft the results of the digital transnational repression project.

The **Citizen Lab** is an interdisciplinary research and development organization based at the Munk School of Global Affairs and Public Policy at the University of Toronto. Its mission is to conduct research, develop products, and engage in high-level strategic policy and legal engagement at the intersection of information and communication technologies, human rights, and global security. They conduct research through a "mixed methods" approach that incorporates elements of political science, law, computer science, and area studies. Their research focuses on the mechanisms of transparency and accountability that exist between corporations and government agencies in the context of personal data collection and other surveillance activities.

[To read Niamh's blog posts about her internship experience, click here.](#)





**Attou Mamat** is a third-year BCL/JD student at McGill's Faculty of Law. She is also pursuing a minor in Gender, Sexuality, Feminist and Social Justice Studies. Avant ses études en droit, Attou a complété un DEC en Sciences de la nature au Cégep de l'Outaouais, à Gatineau, sur le territoire non-cédé de la nation algonquine anishinaabe. À McGill, elle s'implique notamment auprès de l'Association des étudiant(e)s noir(e)s en droit depuis 2018 et du journal *Contours* depuis 2019. Cette année, elle a contribué à la révision du mandat du journal pour adopter une approche intersectionnelle tenant compte de la diversité de genre. En sa capacité de présidente du comité de baladodiffusion, elle a travaillé sur le nouveau balado *Outspoken! / Franc-parler!*, qui explore le thème de la justice de genre sous cette approche.

Attou is deeply interested in justice both within and beyond institutional mechanisms. Her research interests include critical race theory, decolonial theory, feminist theory, police and prison abolition, and transformative justice. In 2018-2019, she volunteered for Pro Bono Students Canada at the Center for Research-Action on Race Relations and worked on numerous cases related to police interactions and racial profiling.



La **Commission** est un organisme indépendant du gouvernement et remplit sa mission au seul bénéfice des citoyens et dans l'intérêt du public. La mission de la Commission est d'assurer la promotion et le respect des droits énoncés dans :

1. la Charte des droits et libertés de la personne
2. la Loi sur la protection de la jeunesse (LPJ)
3. la Loi sur le système de justice pénale pour les adolescents (LSJPA)

Elle doit aussi veiller à l'application de la Loi sur l'accès à l'égalité en emploi dans des organismes publics

# Attou Mamat

## Commission des droits de la personne et des droits de la jeunesse | Montréal, Canada

### ***Quelle a été ton expérience avec la Commission, Attou?***

"Mon stage à la Commission des droits de la personne et des droits de la jeunesse (CDPDJ) a été une expérience fort enrichissante et formatrice. J'ai pu collaborer avec les avocates de la Direction des Affaires juridiques de la CDPDJ sur deux principaux projets : l'un concernant des dossiers en profilage politique en contexte de manifestations, l'autre concernant une révision législative en matière de jeunesse. J'ai aussi pu travailler sur d'autres mandats de recherche un peu plus courts pour alléger la charge de travail des avocates."

### ***Qu'as tu retenu de cette expérience, Attou?***

"Ce que j'ai le plus apprécié de mon expérience, c'est l'opportunité de me plonger dans des domaines du droit qui m'étaient peu familiers. Par exemple, en travaillant sur la révision législative en matière de jeunesse, j'ai pu apprendre à connaître les lois des divers protecteurs de la jeunesse au Canada et les mandats de ceux-ci dans chaque province et territoire. En travaillant sur les dossiers en profilage politique, j'ai pu me familiariser avec des concepts tels que le privilège d'immunité d'intérêt public. N'ayant pas suivi le cours de Preuve civile avant mon stage, des mandats de recherche tels que celui en lien avec ce privilège m'ont permis de découvrir des règles de preuve importantes. Aussi, j'ai apprécié la nature variée de mes différents mandats de recherche : j'ai eu à consulter non seulement des décisions de tribunaux, mais aussi de la doctrine, des articles de journaux, des textes législatifs, le journal des débats parlementaires, etc."





**Gabriela de Medeiros** was born in Brazil and moved to Canada at age 7, and since then has been deeply concerned with the conditions that make it possible for some people to live well and freely while others struggle in poverty.

She has studied languages, communications, and psychology, and eventually found herself at McGill Law, where she has continued pursuing these questions. The major in International Human Rights has given her the incredible opportunity to engage with potential systemic solutions, and she is honoured to be completing this degree with an internship at the Akwesasne Justice Department.



# Gabriela de Medeiros

## Justice Department at the Mohawk Council of Akwesasne | Akwesasne, Canada-US Border

### ***What was your overall experience like, Gabriela?***

"Most of my time with the Akwesasne Justice Department was spent online, due to the borders closing... When I was finally allowed to travel to Akwesasne, I was placed in the Ontario side of the Department, at the Court House rather than at the main offices. These weeks were by far one of the most interesting work opportunities I've ever had. I worked with three extremely friendly and helpful women who made the hour commute worth every second. Not only were they patient and attentive to my questions, they were also genuine in their camaraderie, sharing lunches and snacks and always including me in conversations. I learned a lot about the ethos of the Justice Department and, I believe, of indigenous sovereignty movements."

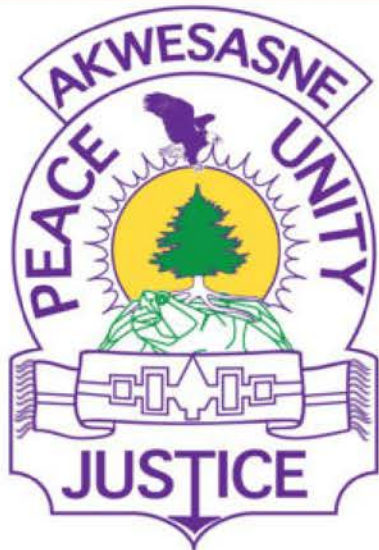
### ***What was the work environment like?***

"My relationships were extremely collegial and friendly. The work culture was one of open doors – if you are helpful, you will always receive help back. Even though others are always busy with their own work and would sometimes give me very short directions for what was expected of me, I could always ask for more guidance and they would sit with me patiently. I never felt like I was bothering when I went to ask for their attention."

### **The Akwesasne Justice Department**

strives to provide a comprehensive Justice System for the people of Akwesasne which is equitable, fair and respectful of individual rights and is also respectful of our Culture and Heritage as Mohawks. The department's goals are as follows:

1. To develop and administer a community based justice system based on traditional principles.
2. To provide community members with the institutions to resolve internal conflicts and disputes, and a forum for the adjudication of community law.
3. To manage and expand the application restorative justice programs and native court worker program.
4. To provide community members with a local supervision program for adult, youth offenders and federal parolees from the courts and correctional centers in Ontario, Quebec and New York State.





# Kazumi Moore

Office of the Federal Housing Advocate at the Canadian Human Rights Commission | Ottawa, Canada



Canadian  
human rights  
commission

Commission  
canadienne des  
droits de la personne

**Kazumi Moore** is a second-year BCL/JD student at McGill's Faculty of Law. She also holds a bachelor's degree in International Management and International Relations from McGill's Desautels Faculty of Management. Kazumi works part-time for the Policy and Economic Research Council (PERC) as an economic policy researcher, as well as at the Faculty as a research assistant for Professor Christians. Outside of academics, Kazumi is a senior editor for the McGill Journal of Dispute Resolution and a caseworker for the Legal Information Clinic at McGill. Her legal interests include international law, access to justice, and income inequality.

## *What was your overall experience like, Kazumi?*

"Overall, I think I had one of the greatest internship experiences. I was able to work on things I was interested in, pull from my legal education, and learn a lot about a new area, housing (...). My favourite part of the job was the team dynamic. I loved my OFHA colleagues. My supervisor in particular had a lot of experience working with students and put a great system in place. One of the best things my colleagues did for me was let me explore and research potential topics for my term paper."

## *What did your work entail?*

"The majority of my time was spent working on the book we were creating to brief the eventual Federal Housing Advocate. I researched and wrote the sections on Canadian jurisprudence on economic, social, and cultural rights, people with disabilities and their right to housing, evictions and arrears, and how COVID-19 affected housing. This was a great opportunity to learn about these issues and familiarize myself with the right to housing, while also taking advantage of my unique vantage point (it's possible that the Advocate would not have a background in a specific area of housing, so making sure the briefing book was simple and jargon-y). The briefing notes were often sent out to other departments at the CHRC (like legal, Accessible Canada Act) so I was able to get valuable feedback as well."

The **Canadian Human Rights Commission** is in charge of representing the public interest and holding the Government of Canada accountable on human rights issues. The Commission is authorized to work with federally regulated employers to ensure that they are preventing discrimination and promoting inclusion through proactive compliance with these laws. Within the Commission, the **Federal Housing Advocate** is an independent, self-contained unit empowered to drive meaningful action to address housing need and homelessness in Canada. The Office of the Federal Housing Advocate, housed at the Canadian Human Rights Commission, works to promote and protect the right to housing in Canada, including the progressive realization of the right to adequate housing. The Advocate's work aims to effect change on key systemic housing issues and advance the right to housing for all Canadians.





**Kassandra Neranjan** is a Gender Justice Researcher and Advocate entering her third year in the BCL/JD program at McGill University Faculty of Law. Kassandra completed her undergraduate degree in International Relations and Peace, Conflict and Justice Studies at Trinity College, University of Toronto. With passions at the nexus of intersectional feminism and global affairs, Kassandra's research has brought her to examining different experiences of women globally across her academic career. This includes gendered aid provision for Rohingya refugee women and girls in Bangladesh; women's experiences under security decentralization in Myanmar, women's adaptive capacity and resilience under climate change; and long-term responses for access to justice in Rohingya refugee camps for survivors of sexual and gender-based violence. As a gender justice advocate, Kassandra has spoken in various spaces addressing global affairs and feminist policymaking from the Toronto Women's March to the United Nations General Assembly. As a law student, Kassandra is executive editor of *Inter Gentes: McGill Journal of International Law and Legal Pluralism*, Vice President of the Woman of Colour Collective, and Co-Founder of 'Dictum' – the school's first student-run think tank.



# Kassandra Neranjan

Canadian Civil Liberties Association |  
Toronto, Canada



**"I produced multiple (..) memos including one that analyzes the Law Society of Manitoba and their requirement for prospective lawyers to have a 'good character'; a memo on socioeconomic rights and remedies; a memo on abortion access; and more. The research materials I produced were often used to contribute to litigation efforts, alongside other research, analysis, and discussions."**

## ***What was your overall experience like, Kassandra?***

"My experience at the CCLA was overarchingly one that allowed me to grow as a future jurist and ameliorate critical skills for legal work. In producing multiple memos on diverse topics, I was not only able to grow my understanding of civil liberties across cross-cutting social and legal affairs, but also expand how to approach them legally. This included applying various constitutional analyses I had learned throughout my degree at McGill and was finally able to apply to practical and quotidian legal questions. It also meant understanding how to turn to academic debates, scholarly sources, news media coverage, international law, and more to enhance legal arguments. Critically, because of the CCLA's advocacy role in lobbying for policy and legislative change, I was also able to take critical research and transform them into viable policy recommendations. These are all key skills human rights lawyers or movement lawyers may need on the field. The skills I left this internship with have been some of the most applicable to my interests."

The **CCLA** fights for the civil liberties, human rights, and democratic freedoms of all people across Canada. Founded in 1964, we are an independent, national, nongovernmental organization, working in the courts, before legislative committees, in the classrooms, and in the streets, protecting the rights and freedoms cherished by Canadians and entrenched in our Constitution.

To read Kassandra's blog posts about her internship experience, [click here.](#)





# Sarah Nixon

## Maliiganik Tukisiiniakvik Legal Services | Iqaluit, Canada



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LEGAL SERVICES BOARD OF NUNAVUT  
TAPKUAT MALIGALIGIYIT KIVGAQITIT KATIMAYIT NUNAVUTMI  
LA COMMISSION DES SERVICES JURIDIQUES DU NUNAVUT

**Sarah Nixon** is a third year BCL/JD student at McGill's Faculty of Law. She holds a BA in Human Rights and Legal Studies from Carleton University. She grew up in Thunder Bay, on Robinson-Superior Treaty territory. Before deciding to come to law school, she worked as a server in fine dining, and as a legislative reporter for iPoliticsINTEL, where she primarily followed the Senate Committee on Aboriginal Peoples. At McGill, Sarah works as a Senior Editor with the McGill Law Journal, and as the Co-Executive Editor of Rooted, a multimedia publication which explores and promotes Indigenous law and perspectives. Sarah has also worked in the Faculty of Law as a research assistant on topics in criminal and constitutional law, and as a volunteer with Pro Bono Students Canada, the Legal Information Clinic at McGill, and the Immigrant Workers Centre.

**Maliiganik Tukisiiniakvik Legal Services** is the legal aid office that serves the Baffin region of Nunavut. The lawyers work in criminal, family, poverty and civil law. The largest section is the criminal law section. The court workers working in Iqaluit and in communities throughout the territory do substantive legal work by representing clients in Justice of the Peace Court. For 40 years, Maliiganik Tukisiiniakvik, through its legal aid clinic in Iqaluit, has focused on public legal education, law reform and client representation. Today, 8 criminal law lawyers, 3 family law lawyers, 1 poverty law lawyer, 2 full time Iqaluit Inuit court workers and Inuit Court Workers in 12 Baffin Communities continue the work of the last 40 years ensuring that access to justice remains at the forefront in Nunavut.

### ***What kind of work did you complete this summer, Sarah?***

"Throughout the summer (...) I got to play a central role in ensuring the release of multiple individuals from custody, convincing Crowns to stay charges, and preparing successful sentencing submissions for absolute or conditional discharges so that clients were not saddled with criminal records. This work far exceeded my expectations in terms of how 'hands on' the placement would be."

### ***What was your overall experience like?***

"My internship with Nunavut Legal Aid in the criminal division was an incredible opportunity to learn about the practice of criminal defence in Nunavut. My supervisor was very willing to give me responsibility and ownership over my work, and I felt that she would give me about as much responsibility as I signalled that I could manage. At the same time, I also felt comfortable asking her for further instruction or telling her if ever I was uncomfortable with the degree of responsibility being placed upon me. I am grateful that she was also willing to expose me to all elements of criminal defence work."

### ***What recommendations would you give future interns?***

"Practice soft skills and cultural competency in whatever manner you can – I think the worst mistakes I could have made in this role would be to offend or put off a client or staff member through an inadvertent ignorant statement, for instance. This work requires a high degree of compassion, understanding, and tact in all forms of communication."

To read Sarah's blog posts about her internship experience, click [here](#).





# Mohammed Odusanya

## Raoul Wallenberg Centre for Human Rights | Montreal, Canada



**Mohammed Odusanya** is a first-year student in the BCL/JD program at McGill University. He holds a Joint Honours degree in Art History and Gender, Sexuality, Feminist & Social Justice Studies from McGill. During his undergraduate degree, he interned for Senator Kim Pate, conducting research on mass incarceration in the Canadian penal system. He was also the advocacy coordinator for the Black Students' Network, during which time he co-organized the inaugural Black Grad.

The **Raoul Wallenberg Centre for Human Rights** is a unique international consortium of parliamentarians, scholars, jurists, human rights defenders, NGOs, and students united in the pursuit of justice, inspired by and anchored in Raoul Wallenberg's humanitarian legacy.

The Wallenberg Centre is organized around five pillars of pursuing justice, each of which reflects and represents Wallenberg's humanitarian legacy:

1. Heros of Humanity
2. The Holocaust and Genocide
3. Protecting Democracy
4. Defending Political Prisoners
5. Advancing Women's Rights

### ***What did you take away from your experience, Mohammed?***

"There were numerous opportunities to learn that I partook in. For instance, there was a virtual discussion with Indigenous leaders in the wake of the discovery of Indigenous children's bodies at the sites of former residential schools. During a different workshop I learned how NGOs are adapting to different jurisdictions application of Magnitsky sanctions. Neither of these workshops were mandatory, but I found that they helped me better understand the priorities of the RWCHR as an organization."

### ***What was the work environment like?***

"The work environment was very collegial. I found that because the RWCHR is such a small organization that does a lot of work, interns are needed and are treated as necessary to the organization. I never felt there was a huge emphasis placed on hierarchies."

### ***What recommendations would you give to future interns?***

"I think that being eager is a key way to adapt to the work culture at the RWCHR. Everyone there is friendly, and I found that the best way to get to know people in this virtual setting was volunteering for things and getting to know people through working alongside them."



To read Mohammed's blog posts about his internship experience, click [here](#).

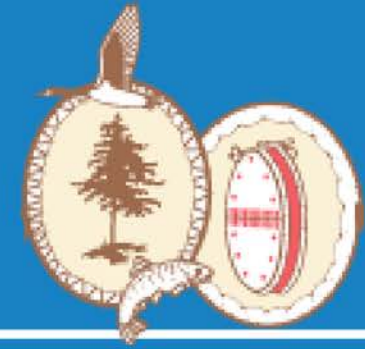






# Tim Parr

**Justice and Correctional Services of the Cree Nation Government | Waswanipi, Québec, Canada**



**Waswanipi** is a Cree community in the Eeyou Istchee territory of central Quebec, Canada, located along Route 113 and near the confluence of the Chibougamau and Waswanipi Rivers. The Waswanipi Justice Committee is there to help, support, assist and provide guidance to the members of Waswanipi, when there is conflict in the family, and/or with the law.

**"I underwent a week-long intensive training program, which required producing a successful Mock report, to become a certified Gladue writer. I conducted research for the Department and wrote a Gladue report and submitted it to the Courts. Most of the resources for proposing alternative sentencing measures for the Gladue report are community-based. Information is not necessarily available online. The people working at the Department are your best resource for finding information on alternative community-based measures. I had to make several calls and get in touch with multiple community actors to develop a healing plan for my client. I learnt quite a bit from this process."**

**Tim Parr** graduated with distinction from Concordia University, with a Specialization in Film Studies (with a Minor in Law and Society) at the Mel Hoppenheim School of Cinema. He received the Sandra and Leo Kolber Scholarship for his achievements in the program. He pursued his graduate studies at Mel Hoppenheim where he received the Concordia and De Sève Graduate University fellowships. He also was awarded a Joseph-Armand Bombardier research grant through the Social Science and Human Research Council of Canada (SHRCC) for his thesis on the representation of the World Trade Centre (WTC) in film. After completing his thesis, Parr was admitted to the Faculty of Law at McGill. Parr contemplated studying law before studying film while he was a Liberal Arts student at Vanier College. His studies have been guided by an interdisciplinary approach. While he is interested in criminal law, human rights, and legal technology, he enjoys engaging critically with film, literature, and philosophy. He volunteered as a caseworker at the Legal Information Clinic at McGill and did legal research for the Center for Research Action on Race Relations through the Pro Bono Students of Canada.

## ***What was your daily routine like?***

"I worked out of the office in the Justice buildings during the weekdays or when I was not travelling from community to community (...) Chisasibi is quiet. During the right time of the year, you can see the Northern lights. The Great River was a sight to behold. Life had a different pace in Mistissini. My hotel room overlooked lake Mistissini, the largest source of fresh lake water in Quebec. A true treasure (...) A friend from law school lives in Mistissini and invited me to have supper with her and her family. I tried goose for the first time and learnt a lot about Cree culture in the process.

To read Tim's blog posts about his internship experience, click [here](#).





**Nick Pineau** is a second-year BCL/JD student at McGill University's Faculty of Law. He holds a Bachelor of Commerce from the University of Victoria, and he has worked in the technology and energy sectors of Canada. At McGill Law, Nick currently serves as a senior editor for *Inter Gentes*, the McGill Journal of International Law and Legal Pluralism. He also acts as a caseworker with the Legal Information Clinic at McGill, helping deliver legal information to local community members and thereby seeking to increase access to justice. Nick also volunteers with L.E.X. "Law - Éducation - Connexion", where he delivers law-related workshops to Montréal high school classes with other McGill law students to aid in democratizing legal instruction.



# Nick Pineau

HIV/AIDS Legal Network |  
Toronto, Canada

## ***What are your recommendations for future interns, Nick?***

"There is generally a ton of work to be done at the Network, so I would recommend being vocal about the projects you are interested in working on. I was happy to be spending nearly my entire summer on drug policy-related aspects — as this is a pressing issue in Canada right now — but if a future student would like to work on a broader area of research, let the supervisor know and they will be happy to assist."

## ***What was your overall experience like?***

"There were several aspects that allowed me to have an excellent internship this past summer. First, the people at the HIV Legal Network are fantastic... Second, I found the work itself to be compelling. I was able to significantly deepen my understanding of criminal law and human rights in the Canadian context, and more broadly understand the role non-governmental organizations play in advocating for those whose voices are not represented at the government level. Finally, with this work came the opportunity to significantly sharpen my legal research and writing skills. As an example, I conducted comparative policy research and drafted a memo that dealt with a novel legal issue, all of which enhanced my skillset and will be greatly beneficial to my future career as a lawyer."

**"My overall experience with the HIV Legal Network was excellent. Despite unfortunately being required to work remotely because of the COVID-19 pandemic, my internship with the organization remained an excellent opportunity for learning and growth throughout the summer. I have come away with a far greater understanding of human rights, criminal law, and harm reduction because of the work I did throughout the summer. I would highly recommend this internship for any student who are interested in any of these areas of law and would like to work with a leading organization in the field."**

The **Canadian HIV/AIDS Legal Network** is engaged in education, legal and ethical analysis, and policy development. The Legal Network promote responses to HIV/AIDS that: implement the International Guidelines on HIV/AIDS and Human Rights; respect the rights of people with HIV/AIDS and of those affected by the disease; facilitate HIV prevention efforts; facilitate care, treatment, and support of people with HIV/AIDS; minimize the adverse impact of HIV/AIDS on individuals and communities; and, address the social and economic factors that increase vulnerability to HIV/AIDS and to human rights abuses.

To read Nick's blog posts about his internship experience, [click here.](#)





**Hannah Reaburn** is a first-year JD/BCL student at McGill University's Faculty of Law. She is a Junior Editor on the McGill Journal of Law and Health. She also volunteers with the Edmonton Community Legal Centre, which provides legal advice and information to low-income people in Alberta. Prior to law school, Hannah completed a MA degree in Social Justice Education at the University of Toronto. Her SSHRC-funded thesis research focused on student engagement in the revision of sexual violence policies at universities in Ontario. During her BA degree at Ryerson University, Hannah worked at the Centre for Women and Trans People on campus where she did a variety of advocacy work pertaining to institutional responses to sexual violence. Additionally, Hannah has worked as a Research Assistant at the University of Toronto, Ryerson University, The 519 in Toronto, and at the Ontario Ministry of Child, Community and Social Services. These projects have included work on sexual violence, reproductive justice, LGBTQ rights, and trauma-informed mental health care.



# Hannah Reaburn

Republic of Namibia Ministry of Justice | Windhoek, Namibia  
and  
Avocats sans frontières | Québec, Canada

The mandate for the **Ministry of Justice** is to administer justice in the Republic of Namibia. The distinguished mandate as per the functions is: to provide legal services and access to justice. Through its Directorate of Legislative Drafting, the Ministry is charged with the function of scrutinising and drafting bills for Parliament, Proclamations of the President, Regulations and Government Notices from Ministries, Offices and Agencies, as well as Rules of the Supreme Court, High Court and Magistrate Courts. In addition, the Ministry provides legal advice to Ministries, Offices and Agencies of Government, mainly on the drafting of legislation, subsidiary legislation and particulars of legislation in force.

**ASFC** est une ONG dont la mission est de soutenir la défense des droits des personnes les plus vulnérables par le renforcement de l'accès à la justice et à la représentation légale. Fondé au Canada en octobre 2002, ASFC compte sur plus de 25 employés à temps complet à son siège de Québec et sur le terrain, de même que sur environ 200 bénévoles. ASFC met actuellement en œuvre des programmes de coopération en Haïti, en Colombie et au Guatemala.

## ***What was your overall experience like, Hannah?***

"I completed two internships this summer, each on a part-time basis. Originally, I was supposed to work full-time with the Minister of Justice in Namibia but, due to complications with Covid-19 and the nature of remote work, I began a second internship with Avocats Sans Frontières Canada (ASFC) on June 21st. To my understanding, this was a non-conventional approach to the IHRIP but I actually found it to be quite beneficial to my learning as a law student and as someone interested in human rights work more generally. At ASFC, the work that I completed tended to be background research for existing projects. This was really helpful to me in that I had a few colleagues who were able to mentor me in conducting legal research and show me how the law and legal work can be used in collaboration with other fields to provide direct resources to individuals. I found that the Ministry of Justice making broad political changes while ASFC focused more on resources available directly to individuals made them an excellent combination of internships as they demonstrated the breadth of human rights work that can be accomplished with legal resources."

**"I was, and remain, really grateful for the flexibility of the Ministry of Justice, ASFC, and the CHRLP in allowing me to pursue two internships."**

To read Hannah's blog posts about her internship experience, click [here](#).







# Alex Recher

**Institute for Human Rights and Development in Africa | Banjul, The Gambia**

**Alex Recher** is a first-year BCL/JD student at McGill's Faculty of Law originally from New York State, USA. Previously, he completed a Bachelor of Arts with Honors in International Affairs and French at Skidmore College in Saratoga Springs, NY, during which time he studied abroad in London, Paris and Senegal. He also interned at New York City Housing Court in the Bronx, NY and in the Political Office of the US Embassy in Kinshasa, DR Congo.



## ***What kind of work did you complete this summer, Alex?***

"My work consisted of three different types of tasks: (1) researching and memo writing, (2) drafting of communications and (3) translation. Researching and memo writing constituted the majority of tasks I was given during my internship. I would receive cases from my supervisor, who would also send witness statements collected from field visits. My supervisor would also tell me which court or treaty body with whom IHRDA aims to bring the case. After reading the witness statements, I would identify potential legal issues they raised and begin my research."

## ***What recommendations would you give to future interns, Alex?***

"Perhaps the biggest piece of advice I can give is take advantage of any interactions you have with superiors. From the people I was able to meet, everyone was very friendly and insightful. They were understanding of what it is like to be an intern will likely be excited to get you involved, even despite limitations. Specifically, I would recommend, if possible, trying to establish regular (weekly or bi-weekly) meetings with your supervisor to discuss your projects and hear their thoughts on human rights in Africa."

IHRDA's principal focus is to ensure that the enforcement mechanisms of African human rights treaties are an effective instrument to redress human rights violations on the continent. IHRDA achieves its goals through four main program areas: legal advocacy, litigation, capacity building, research and publication, and more broadly, cooperating with the African regional human rights system. Since its founding, IHRDA has worked to increase the number and quality of human rights cases brought to the African Commission on Human and Peoples' Rights [ACHPR]. It has done this primarily through litigation training as well as launching or otherwise providing support to cases before the ACHPR and other African instances.

**"Overall, I found this internship to be impactful. Though the remote environment had its challenges and drawbacks, they were not enough to outweigh the experience of diving into unique subjects that few other strictly legal internships could provide. It helped improve my research and writing skills in both English and French and my ability to communicate on subjects related to international law and human rights in a legal context."**



# Chloe Rourke

**Council of Canadians with Disabilities |**  
**Winnipeg, Canada**



The **Council of Canadians with Disabilities** (CCD) is a social justice organisation comprised of individuals with all types of disabilities that advocates for an inclusive and accessible Canada in which people with disabilities can fully exercise their human rights as outlined in the United Nations Convention on the Rights of Persons with Disabilities. The Council brings together disability advocacy organisations to defend and advance people with disabilities' human rights through public education, advocacy, litigation intervention, research, consultation, and partnerships. CCD supplements their partners' expertise by acting as a convening body and consensus builder.

**Chloe Rourke** is a second year BCL/JD student at the McGill Faculty of Law. Prior to law, she studied cognitive science and sociology at McGill. After graduating Chloe moved to Ottawa to work in disability management and health systems improvement. She managed short-term disability benefit claims and accommodation requests for clients. Chloe also completed an internship with the Canadian Foundation for Healthcare Improvement working to improve care for residents with dementia in long-term care homes in the Maritime provinces. Since returning to Montreal she has volunteered with Climate Justice Montreal, Les Fruits Défendus and completed a permaculture design course.

## ***What did your work at the Council for Canadians with Disabilities entail, Chloe?***

"During my internship I worked on a variety of projects including developing CCD's internal policies, researching and preparing policy briefs, and collaborating with CCD's external partners. Overall, the internship provided an excellent opportunity for me to deepen my knowledge of the social, economic and legal issues impacting persons with disabilities in Canada and abroad as well as the process of advancing human rights more broadly (...) Throughout the summer I conducted an organizational audit and prepared a draft of a privacy policy for CCD. As well, I revised their anti-oppression policy. Both will be sent to the CCD Board for review. I believe these projects provided valuable experience in non-profit governance... Over the summer I also prepared multiple policy briefs on the intersection of disability and other issues (e.g. Disability and Employment). This task was useful in deepening my understanding of the issues impacting persons with disabilities as well as the CCD's policy positions."

## ***What was most impactful about your experience?***

"I attended a panel with disability rights activists from New Zealand and Canada and interviewed them regarding these critical issues. I found this to be the most fulfilling part of the internship. It has given me insight into the development and implementation of international human rights treaties and in particular the role of civil society groups in human rights advancement. I was also offered the opportunity to continue working for [my supervisor] after the end of my internship and will be an author on the final paper. The paper touches on critical legal issues that have direct impact on people with psychosocial disabilities and intersects with CCD's ongoing work."





# Chrys Saget-Richard

Equitas | Montreal, Canada

**Chrys Saget-Richard** is a 4L student at the McGill University Faculty of Law. Prior to their legal studies, they completed a Bachelor's in Social Work at Ryerson University, while heavily involved in equity work and activism around issues of anti-Black racism, decolonization and anti-colonialism, Queer and Trans liberation struggles, mental health, disability and education. They currently volunteer at the Peterborough Community Legal Centres Trans ID clinic and work as a legal research assistant with JusticeTrans, an organization dedicated to increasing access to justice for trans folks in Canada.

**"I loved my experience with Equitas so much that I could see myself working there one day. Non-profits are hectic, but everyone at Equitas is definitely committed to doing the best work humanly possible, and I continue to be inspired by them and the organization's partners daily."**

**Equitas** is dedicated to the defence and promotion of human rights through education. Its education programs support the development of pluralistic and democratic civil societies. Equitas' main activities include the annual three-week International Human Rights Training Program (IH RTP), bringing together over 100 participants from about 50 countries. The IH RTP strengthens the capacity of human rights organizations to undertake human rights education efforts through training, awareness campaigns, information dissemination, and advocacy.

## ***What recommendations would you give to future interns, Chrys?***

"Ask questions. All of the questions. Any questions. Staff are moving forward in their jobs and sometimes it can feel like they forget that interns are still learning key information. Every single person who I interacted with was so kind and willing to take a moment to explain things to me. If I could turn back time, I would have asked more questions and for more clarifications."

## ***What was the work environment like?***

"Equitas truly loves having and sincerely wants to support their interns, period. There is a relatively in-depth onboarding process where they take the time to work with and get to know new interns and make a point of creating meeting spaces for the larger Equitas staff to welcome every intern."





**Emma Sitland** is a second-year student in the BCL/JD program at McGill. Prior to her legal studies, she completed her undergraduate degree in International Development Studies and African Studies at McGill University. Emma's interest in social justice and human rights led her to pursue experiences interning at the Commission for Human Rights and Administrative Justice in Ghana and with Equitas Centre for International Human Rights Education here in Montreal. At the Faculty of Law, Emma has been involved as an Executive Editor on the McGill Journal of Sustainable Development Law and on the executive committee of Avocats sans frontières McGill. She also volunteers with the Legal Information Clinic at McGill and Pro Bono Students Canada.

HUMAN  
RIGHTS  
WATCH



# Emma Sitland

Human Rights Watch |  
New York City, United States

**"My internship at Human Rights Watch during 12 weeks over Summer 2021 was an outstanding experience. Every day, I learned something new, interesting, and relevant to my (hopefully) future career in human rights law."**

### ***What was your overall experience like, Emma?***

"The work was challenging – I was often given assignments about subjects that I was not entirely familiar with and asked to do complex legal analyses – but this meant that I was constantly gaining new legal skills and knowledge, making the experience even more valuable. I was intellectually challenged, surrounded by lawyers who were passionate about human rights, and working for an organization that I have admired ever since I decided that I wanted to work in human rights. In short, I could not have had a better internship experience (at least not in the context of a global pandemic)."

### ***What was the highlight of your internship?***

"It is difficult to pinpoint one highlight of my internship, since I found so many of the projects that I worked on to be very rewarding, but I had the opportunity to work on a long-term research project on corporate accountability that was an exciting opportunity for me since that is an area that I am very interested in eventually working in. Overall, it was an incredibly rewarding experience to get to contribute to Human Rights Watch's work. I was not given any small administrative tasks or menial work, every assignment I was given felt like it mattered and that it was advancing the International Justice team's work."

**Human Rights Watch** is the largest human rights organization based in the US, employing lawyers, journalists, and academics in seven internationally-located offices. HRW researchers conduct fact-finding investigations into human rights abuses in all regions of the world. The intern is placed in International Justice Program, and works on advocacy related to the international criminal tribunals. The McGill partnership with Human Rights Watch started in 2002.

To read Emma's blog posts about her internship experience, [click here.](#)





# Ellen Spannagel

Forum for Human Rights | Prague,  
Czech Republic



**Ellen Spannagel** is a second year BCL/JD student at McGill's Faculty of Law. She holds a Bachelor of Journalism and Humanities from Carleton University. She is passionate about work that is disability-inclusive and centers gender, sexual, and romantic minorities. She is also passionate about storytelling, and the ways in which knowledge is built, translated, and shared across regions and communities. Ellen grew up in Calgary, Alberta, and she enjoys spending her free time outdoors.

## ***What was your overall experience like, Ellen?***

"Interning at Forum for Human Rights was an incredible experience. I received interesting and meaningful work around issues I am passionate about and my relationship with my supervisors exceeded my expectations, extending beyond simple instruction and guidance to a kind of mentorship. The lawyers at Forum for Human Rights are exemplary – they are super committed to advancing human rights and social justice on multiple levels and it was an amazing experience for me to learn about the myriad of avenues the organization uses to pursue state accountability and remedies for human rights violations. I feel privileged to have helped them with several projects on issues I feel strong about, including environmental law and LGBTQ rights, all while deepening my understanding of how the law can be used as a tool for justice thanks to their commitment and knowledge."

## ***What kind of work did you complete this summer?***

"The majority of my work at Forum for Human Rights consisted in helping with drafting a submission to the CRC Committee on the rights of Roma children in Slovakia to drinking water and sanitation. This was a monster project- it ended up being almost 80 pages and required a significant amount of research on the rights to water, sanitation, and waste disposal from the UN treaty bodies, the comments of the Special Rapporteurs, and regional courts. Beyond the substantive work, it also took a significant amount of time to edit, review, cite, and format correctly. What was exciting about being involved in this project was that my lawyer supervisor gave me a lot of creative license: I actually ended up writing many of the sections and structuring much of the content myself. My supervising lawyer was super considerate of my reflections and critiques and I truly felt like a partner in drafting the submission."

FORUM  
Human Rights

## **Forum for Human Rights**

(FORUM) is a Central European legal non-governmental organisation focusing on international human rights litigation and advocacy in Central Europe. FORUM works to ensure that human rights are respected, protected and fulfilled in accordance with relevant international human rights standards, using litigation and advocacy to promote human rights before national and international courts and domestic and international human rights bodies. It provides support and leads domestic and international litigation and advocacy activities.







Commission  
des droits de la personne  
et des droits de la jeunesse  
Québec



# Jeremy Wiener

Commission des droits de la personne et des droits de la jeunesse | Montréal, Canada

**Jeremy Wiener** is a second-year BCL/JD student at McGill's Faculty of Law. He holds a bachelor's degree in Political Science from Queen's University and studied at Sciences Po Paris.

Jeremy has worked at the Raoul Wallenberg Centre for Human Rights, served on the editorial board of the McGill Journal of Sustainable Development Law, and volunteered at a range of legal clinics including the Legal Information Clinic at McGill. He now helps to direct the Wallenberg Advocacy Group, a student club dedicated to defending political prisoners; volunteers at the Clinique juridique itinérante; interns at McGill's Institute for Health and Social Policy; and works as a research assistant. Jeremy's interests are underpinned by the pursuit of justice.

La **Commission** est un organisme indépendant du gouvernement et remplit sa mission au seul bénéfice des citoyens et dans l'intérêt du public. La mission de la Commission est d'assurer la promotion et le respect des droits énoncés dans :

1. la Charte des droits et libertés de la personne
2. la Loi sur la protection de la jeunesse (LPJ)
3. la Loi sur le système de justice pénale pour les adolescents (LSJPA)

Elle doit aussi veiller à l'application de la Loi sur l'accès à l'égalité en emploi dans des organismes publics

## ***What did you enjoy most about your internship, Jeremy?***

What I liked most about the experience was how varied the legal research that I was asked to complete was. First: constitutional law relating to free speech. Second: civil procedural law. Third: law regarding the admissibility of evidence. Fourth: law of business associations. Such varied research allowed me to consider what areas of law I enjoy researching more than others. It also gave me unique insight into what working in a governmental organization's litigation department is like – insight which is rare to come by outside of articling opportunities.

## ***What recommendations would you give to future interns?***

Ultimately, the experience will be what you make of it. If you love preparing legal memos, then tell the supervisor. If you would like to try drafting a portion of a factum that the CDPDJ will submit on behalf of a complainant, then tell your supervisor. And if you would like to try sitting in on a mediation, then tell your supervisor. Doing so will ensure that you get the most out of the opportunity that you can, which is what the IHRIP team and generous benefactors supporting the opportunity wish for us.

To read Jeremy's blog posts about his internship experience, click [here](#).







# Taryn Wilkie

International Centre for Ethnic Studies (ICES)  
.| Colombo, Sri Lanka



## ***What kind of work did you complete this summer, Taryn?***

"The project I worked on was interviewing women activists in Sri Lanka about their lives and experiences to be posted online in the Digital Museum of Memory and Coexistence which the Centre runs. I was responsible for researching the country context, designing the interview questions, finding and contacting people to interview, conducting the interviews, and editing and transcribing them as necessary. I ended up interviewing seven people who worked in diverse areas, including women's rights, peace and reconciliation, minority rights, disability rights, LGBTIQ+ rights, and plantation workers' rights."

## ***What did you gain from your time working at ICES?***

"I found the experience of designing a research project essentially by myself was very useful, and provided me with new skills, specifically pertaining to designing, conducting, and transcribing interviews. I think these will be helpful skills for any future research projects, and provided me with greater confidence interacting with people I do not know. Additionally, I found the interviews themselves very meaningful. I think I gained a much greater understanding of Sri Lanka and activism by speaking with the women, and I left each interview feeling inspired to continue working in the human rights field. The interviews led me to consider aspects of human rights work I had never thought of before, and the women also shared with me very interesting and meaningful stories about their lives and their activism which I greatly appreciated. Despite being remote, the internship still provided me with some personal connections, which was very welcome during the pandemic, and overall, I really enjoyed the work."

The **ICES's** goal is to contribute towards relevant rigorous intellectual traditions that recognize our common humanity, promote diverse identities, and generate ideas that inform and guide policies and institutions in order to promote justice, equity and peaceful coexistence. The unique mission of ICES is to deepen the understanding of ethnicity, identity politics, conflict and gender, and to foster conditions for an inclusive, just and peaceful society, nationally, regionally and globally, through research, publication, dialogue, creative expression and knowledge transfer. The ICES has been an important player in the areas of reconciliation, justice, gender and human rights and has been particularly influential in shaping policy and public imagination on issues of gender equality, ethnic diversity, religious coexistence, and constitutional reform in Sri Lanka.

**Taryn Wilkie** is a second-year law student in the BCL/JD program at McGill. Prior to starting law school, she completed a dual degree Bachelor of Arts, Honours in Political Science with a minor in International Relations (UBC) and a Bachelor of Arts from Sciences Po, Euro-American campus de Reims, France. At McGill, Taryn works with the International Refugee Assistance Project, researching and writing blog posts on Canadian immigration and refugee law. She also volunteers with Solidarity across Borders, working on humanitarian and compassionate grounds claims. Her legal interests combine human rights, immigration and refugee law, and using the law to combat gender discrimination.







# Mathew Yaworski

## Yukon Human Rights Commission

### | Whitehorse, Canada



**Mathew Yaworski** is a mature student and second year BCL/JD student. He holds an Honours Bachelor of Arts (York), Master of Public Administration (Dalhousie), and Master of Industrial Relations (Queen's) degrees. A lifelong stutterer, Mathew is a proud member of the Canadian Stuttering Association and McGill Law Club for Persons with Disabilities. He is passionate about disability rights, employment equity, and workplace and social justice. He served as the Student Accessibility Commissioner for the Dalhousie University Student Union. He was also a member of the Policy Pro Bono Program at Queen's University, where he worked as an advisor to Outreach St. George's Kingston, a non-profit secular organization assisting vulnerable persons. Since arriving at McGill, Mathew volunteered with Lawyers without Borders. This year, he worked as a Junior Student Advocate with the Legal Information Clinic at McGill and was President of the McGill Labour & Employment Law Club. He continues to serve as a Student Ambassador for the Faculty of Law. Prior to attending McGill, Mathew worked as a policy advisor and in human resources (labour relations), in the private and public sectors. He previously worked for General Motors of Canada, the Province of Ontario, the Government of the Northwest Territories, the Government of Canada, the University of Calgary, and the City of Toronto.

#### ***What was your overall experience like, Mathew?***

"I feel this is a great placement: everyone is friendly and grateful for our presence, and I enjoyed doing real and meaningful work. Everyone at the Commission was very vocal about how happy and grateful they were to have Garima and I working with them."

#### ***What was the work environment like?***

"The work culture was very collegial due to its small workforce. It was not hierarchical, or seniority driven. Everyone's door was always "open" if I had a problem or issue, even the Director's. Every Thursday, the office team would meet for Team Coffee, lasting approximately a half hour to forty-five minutes, before lunch."

#### ***What are your recommendations for future interns?***

"I recommend that future interns take the time to review the Commission's website and learn as much as they can about the Commission before speaking with them. Future interns, especially those who do not have any prior experience with human rights agencies, must appreciate the full extent of the work that the Commission does. There are many opportunities for students to gain experience: public education and outreach, policy analysis and development, research, complaint intake and evaluation, mediation, negotiation, and participating in hearings."

The **Yukon Human Rights Commission** promotes equality and diversity through research, education and enforcement of the Yukon Human Rights Act. The YHRC is an impartial and independent organization. Its vision can be summarized as follows: 1) to provide accessible public information and education about human rights throughout the Yukon 2) to partner proactively with individuals and institutions to improve understanding of and respect for human rights in the Yukon 3) to model best practices as an employer and organization and 4) to provide a fair and effective process for dealing with human rights complaint. The Yukon Human Rights Commission makes every effort to help settle complaints by assisting both the individual or group making the complaint and the individual or group to whom the complaint has been made against.





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