

### **CARMEN PAQUETTE – SENIOR ASSOCIATE**

Carmen is a dynamic and energetic facilitator, capable of facilitating in French, English and Spanish. For the past 30 years Carmen has worked on diversity issues from a number of perspectives through her work as a facilitator and organizational developer. From 1995 – 1998, she was a member of the Equality Rights Panel that grants funding to test legal cases addressing human rights and equality issues in Canada for three years. Prior to that she worked for three years as an Ontario Human Rights Commissioner addressing human rights complaints and policies to promote equality in Ontario.

In her work for Graybridge Malkam, Carmen:

- Designed a program to make workplaces in Canada “racism-free” and subsequently delivered a Train-the-Trainer for the professional facilitators of the program.
- Designed and delivered Diversity, Employment Equity and Respectful Workplace training across Canada for private and public sector organizations.
- Conducted research on respectful workplace current practices for a policing organization.
- Designed and delivered a Diversity Train-the-Trainer for a large federal government department.
- Designed and delivered “Interviewing Across Cultures” and “Bias-Aware Selection” training.
- Provided training and coaching for Employment Equity advisors and committee members.
- Conducted interviews with public servants to identify respectful workplace issues and concerns within a small federal agency.

Carmen completed the Management of Organizational Change Program from the Université du Québec à Hull in 1998. She also holds an M.A. in Adult Education from the University of Ottawa. She has undergone training in International Development and has a number of training experiences in Africa and Latin America.



Participant feedback :

« Facilitateur très intéressé et motivé par le sujet ce qui a rendu la journée très intéressante et bénéfique. Elle a su capter notre intérêt pour la journée! »

« The highlight of the session was the way in which Carmen's knowledge and experience was able to illuminate unclear corners in our knowledge. »

« Quelle expérience enrichissante! À quand le prochain atelier! Merci beaucoup Carmen! »

