

IMTIAZ (BRUCE) L. ALLY
CURRICULUM VITAE

A Place for Mediation Inc.
1240 Bay Street, Suite 802
Toronto, ON M5R 2A7
Phone: 416-967-9432
Fax: 416-922-2287

Citizenship: Canadian

Current

- Doctorate in Counselling Psychology,
California Southern University
- In Process - Counselling Psychology
- Dissertation Proposal: “ Are the current validly tests determinative of mental
- status applicable to the multiethnic population of Ontario ”
- Director To be determined

POST GRADUATE

Osgoode Hall, York University

- Masters Degree in Law LLM
- Specialty – Teaching Mediation, Cross Cultural Mediation
- Thesis : “Should mediation be returned to its roots – a discussion
Regarding the development of a formal certification process”
- Directors Drs. Julie McFarland & Paul Edmond
- Subspecialties in Employment, Personal Injury , Estate , Rights culture,
ethnicity/ religious, engineering/construction and Family/ Marital Law

Bridgwater University 1993

- Doctoral Studies in Psychotherapy Ph.D
- By coursework
- And dissertation

GRADUATE STUDIES

Vermont College, 1988 to 1989

- Masters of Arts Degree in Counselling Psychology
- Thesis: Reconstructive Therapy: A Short Term Modality of Culture-Free Therapy
- Supervised with Dr. Carleen Bagnall, Ph.D.

UNDERGRADUATE STUDIES

York University, 1980 to 1984

- Bachelor's Degree in Psychology
- Specialized in Counselling psychology

INTERNSHIPS

Oshawa Family Court, September 1984-March 1985

- Mediation of disputes between recently separated couples, working in the areas of custody, access, and division of equity.
- Supervised by Jolyne Gritzner, M.S.W.C.S.W., Director of Oshawa Family Court Mediation Project

Sheppard Alderian Counselling Centre, March - June 1986

- Individual Counselling and Family Assessments with Dr. Martin Nash, M.D.
- Trained in and provided counselling for individuals recently separated and learned preparation of assessments.

Sherbourne Integral Counselling Centre, 1988-89

- Supervised in the area of providing marital and group counselling to families in need of therapeutic intervention with Dr. Linda Page, Ph.D.

CERTIFICATES

Certificate in Open Child Adoption Mediation September 2016

- Family Mediation Canada & The Government of Ontario
- Training led by Pat Convey
- 21 hours of intensive training
- Learned the concepts of Openness Adoption

Workplace Fairness Analyst Designation June 2010

- Workplace Fairness Institute
- Supervised by Blaine Donais
- Learnt the dynamics of assessing workplace cultures
- Past the requisite exam with the respect to diagnosing the workplace culture

Certificate in Child Protection Mediation December 2006

- Family Mediation Canada & The Government of Ontario
- Training Led By Maggie Hall
- 21 hours of intensive training CP Med Designation
- Learned all the relevant Child Protection legislation
- Passed the requisite exam and course assessment

Screening For Power Imbalances in the Mediation Process July 2000

- York University .
- Workshop led Professor Desmond Ellis
- Learned several tools for assessing power dynamics.
- A screening mechanism to discern when imbalances were occurring
- Understood the current theories behind power, imbalance and diffusion.

Advanced Alternative Dispute Resolution .1998, December 7-10

- Workshop presented by Stitt Feld Handy Houston ADR Inc.
- In conjunction with University of Windsor Faculty of Law.
- Learned several practical and advanced approaches to mediation
- Learned the most current theories related to Mediation

Alternative Dispute Resolution Program, September 1997 – June 1998

- York University
- Certificate in Alternative Dispute Resolution
- with addition electives in organizational, family mediation, and arbitration
- Learned the most up to date techniques in mediation, theoretical and practical applications, as well as organizational elective mediation,
- Elective training in family mediation led by Cinnie Nobel LLB.
- Elective training in Arbitration Led by Randi Abramowski
- Elective training in civil led by Debora Sword

Cognitive Therapies – Helping People Change, 1998,

- The Institute for the Advancement of Human Behavior, Palo Alto,CA
- Learned the dynamics of assessing and facilitating self-awareness
- Learned exercises and personal journal work
- Led by Dr. Michael Mahoney, Ph.D., of Temple University.

The Ontario Psychological Association, November 1994

- Conference on DSM-IV, by Dr. Thomas A. Widiger
- Learned the techniques
- applications on the new DSM-IV format
- how to assess and diagnose utilizing the re-organized schemes and formulations.

The Harvard Medical School, October 1994

- Department of Continuing Education
- Couples Therapy Learned the new modalities for dealing with couples in various states of marital dysfunction.
- Learned strategic imago therapy with Dr. Harville Hendrix

Marital Therapy: May 1991

- Clinical Innovations for helping couples Improve Relationships
- Neil Jacobson, Ph. D.,
- The Institute for Advancement of Human Behavior, Palo Alto, Ca
- Learned updated techniques and the newest approaches to marital therapy and couple counselling.

Guided imagery: Advanced Training for Health Professionals, June 1990

- The American Imagery Institute and Medical College of Wisconsin, Milwaukee.
- Explored the uses of various forms of mental imagery to invoke extensive emotional, psychological, and physiological changes.

Advanced Workshop on Cognitive Behavior Modification with Adults, October 1988

- The Institute for the Advancement of Human Behavior, Palo Alto, California.
- Learned the dynamics of identifying, assessing, and modifying a client's cognitive events, processes, and structures, with Dr. Donald Meichenbaum, Ph.D. (University of Waterloo, Canada)

The Practice of the Multi-Model Therapy, October 1988

- The Institute for the Advancement of Human Behavior, Palo, Alto, California.
- Learned the dynamics of using humor with clients during the counselling process, with Dr. Annette Goodheart, Ph.D.

Treating alcoholics, Summer 1985

- The Institute for the Advancement of Human Behavior, Palo, Alto, California.
- Learned the steps to identify, quantify and diagnose the problem
- Learned the dynamics of the alcoholic family and treatment of the disease, with Dr. Stephanie Brown, Ph.D., of Stanford University.

Humor Therapy, Summer 1984

- The Institute for the Advancement of Human Behavior, Palo, Alto, California.
- Reviewed the recent formulations and benefits of humor
- Learned the dynamics of using humor with clients during the counselling Process, with Dr. Gerald Piaget, Ph.D., of Stanford University.

University of Toronto, September 1984

- Certificate of Divorce Mediation
- Department of Social Work led by Dr. Howard Irving
- Learned the fundamental theories of Mediation
- The Process of Mediation and how to successfully mediate matrimonial matters

Guided Imagery, Summer 1983

- The Institute for the Advancement of Human Behavior, Palo, Alto, California.
- Learned clinical and intervention techniques for treatment of individuals In distress, with Dr. Martin Bresler, M.D.

CAREER EXPERIENCES

A Place for Mediation-Mediator, 1993 & Arbitrator-Present

Managing a fully integrated practice of 10 mediators with a special focus on cross, inter, intra-cultural, organizational, family and civil mediation. Responsible for management and co-ordination of various services including mediation, arbitration, custody assessments, as well as my own full case load of clients for mediation with

specializations in three areas :- Personal Injury this area constitutes the largest percentage of my practice probably more than 60 %. The reason for this is that I am knowledgeable the SABS in fact I functioned in several capacities including treatment provider for several organizations as well as a DAC for Accident Injury Management (1998 -2000) determining the level of impairments suffered by persons involved in motor vehicle injuries. I have resolved matters in this area ranging from nuisance value up to \$660,000.00, part of the focus in my LLM was devoted to understanding various aspects of the insurance act, as such this is one of my specialty areas
In the area of family and child protection matters which occupies 20% of my time I have resolved literally hundreds of matters. In addition to this I have also provided the appropriate psychotherapeutic interventions to clients in need, I have worked with difficult clients for both privately and for several of the bigger agencies including CAS with parents experiencing difficulties with their mental health and its impact on their ability to provide the necessities of life and a safe environment for their children. In addition to this I have also worked with the CCAS in the rehabilitation of perpetrators and the reunification with their family. I have dealt with the entire spectrum of family ranging from rights, employment , divorce to death .
In addition to the above two areas I have a specialization in construction/ engineering and am one of the members of the professional engineers roster. I have worked with large complex mediations with numerous stake holders to small business contracts. After having completed in excess of four thousand mediations and have written several articles on mediation I am currently in addition to my full mediation practice completing a book on mediation.

Osgoode Hall Law School – Lawyer as Negotiator Program -2015 – Present

Teacher, Lawyer is Negotiator Program

Teaching 2nd and 3rd years students the fundamentals of negotiating in lecture form, didactic and small group with applications to a variety of settings and types of cases
Lecturing on aspects of culture and how it affects the mediation process

Instructing them on advocacy in the course of role plays and invigilating them during the final exams and marking the final grades.

York University – Dispute Resolution Coach 2008- Present PT

Coach students in the Mediation program both core 1 &2

To learn the theories relative to mediation

To facilitate role plays utilizing the theories learned in class

To develop and refine comprehension of requisite mediation skills

To evaluate students readiness/ capability to become mediators

To develop and appreciation of the art and skill in mediation

York University – Dispute Resolution Educator 2007- Present PT

Supervise students in the advanced Mediation training program to

Mediate various matters in the Small Claims Court

To practice and utilize the theories learned in class

To develop and refine mediation skills

To evaluate students readiness/ capability to become mediators

To provide private opportunities to students to observe private mediations

York University – Industrial Relations Course Coach 2008-

Didactic and Group Supervision of students in the various aspects of Mediation
Facilitate the learning of the mediation process
Instruct the students on practical applications of mediation
Conduct and supervise various role plays/ mediations
To practice and utilize the theories learned in class
To develop and refine mediation skills
Evaluate Students abilities

York University – Workplace Relations Course Coach 2008

Didactic and Group Supervision of students in the various aspects of employment law
Didactic and Group Supervision of students in the various aspects of Mediation
Facilitate the learning of the mediation process
Instruct the students on practical applications of mediation
Conduct and supervise various role plays/ mediations
To practice and utilize the theories learned in class
To develop and refine mediation skills
Evaluate Students abilities

Ryerson University Instructor September 2002 to 2003

Co-teaching Michael Silver & Jack Daiter a for credit course in Negotiation & Mediation based on the text Mediation & Negotiation Representing Your Clients written by Michael Silver. This part time evening course is offered through the Departments of Continuing Education and the Department of Business

Alternative Counselling Services, January 1992-1993

Executive Director, January 1990-1993

Clinical Assessor & Mediator, January 1982-1989

Managed one of the largest private non-funded agencies in Ontario.

Working with social Workers, psychometrists, psychotherapists and psychologists in private practice assessments, counselling and mediation for individuals, groups and families in the process of marital dysfunction. Provided custody assessments and family mediated agreements for the court, conflict resolution and home adoption reports. Have conducted workshops with other assessors at U of T for training other professionals. Provided administrative and individual psychotherapy and administered service for the provision of culturally sensitive counselling in twelve different languages. Worked with social workers, psychometrists, psychotherapists, and psychologists in private practice assessments, counselling and mediation for individuals, groups and families in the process of marital dysfunction. Appeared on Telelatino as an expert on Marital Therapy demonstrated the process with several couples. Also on the Jane Hancock show on the lack of services to ethnic communities.

Vision T.V.

Consultant contract, several one day H.R. workshops to assist the staff to develop

a more co-operative and collaborative working relationship, to deal with the issues of behavioral competencies, Have appeared on several of their programs including as a panelist on Mediation / Violence in the Ethnic Community

Youthdale Treatment Centre, July - December, 1987 Crisis Counsellor

Acute support unit supervised by Dr. Brian Kennedy, M.D., F.R.C.P.

Admitting, evaluating and assessing youths in crisis with a potential for suicide, differentially diagnosing various psychiatric disablement based on the D.S.M. 111 Revised Criteria, conducting group, family, individual and marital counselling and designing treatment programs that would ultimately result in family reunification. I have written reports for submission to courts, probation officers and to other health facilities to facilitate transfer and or to facilitate treatment/ evaluation

York Observation & Detention Centre, Ministry of Community & Social Services, Sept. 1985-Jan. 1987 Correctional Officer, Child Protection Worker

Worked with youths incarcerated under the young offenders act. Crimes varying from petty and minor infractions of the law right through to major crimes . Ensured the safety of the inmates, ensured that they attended in school program, were fed, clothed and housed.. Provided supportive and in-depth counselling for those requesting it, utilised cognitive approach as a modality to restructure faulty thinking patterns . Developed behavioural programs aimed at behaviour change.

Madeira Family Services, Sept.- Dec., 1986 **Staff Educator**

Trained staff in assessing individual and group therapy with alcoholics.

Interpretation of Adlerian Lifestyle Forms and preparation of individualised treatment programs.

Therapist in Private Practice, 1978-1982

Working with members of the ethno specific community to resolve difficulties (cross-cultural) affecting partners.

Provided individual, family, marital, and couple counselling.

Worked with couples of different religions and cultures to enrich their marriages.

Volunteer Positions

Canrise Corporation, 1990 – January 2006

Former President of the Board of Directors of Canrise Corporation in Non-Profit Housing. Involved in building an apartment with 95 units for female led families. Integrated project with housing ranging from Market rent to rent geared income units with

subsidies provided by the government.

Provided services to 17 different linguistic communities

Secondary project to house 32 family's negotiations ongoing building to commence shortly?

Ontario Society for Services to Indo – Caribbean Canadians, 1990-2000

Formerly: Ontario Institute for Indo-Caribbean Studies , 1988

Former director and eventually the longest successive President of the Ontario Institute for Indo-Caribbean Studies. Involved in the planning of appropriate community structures, including a centre and provision of services to the Indo-Caribbean Society. Arranging Lectures, Workshops, Meetings and community events as appropriate to the ethnic needs of the community. Arranged a heritage day to recognise the contribution of the Indo- Caribbean community leaders to the Canadian Mosaic.

Parents Without Partners 1990 - 1995

Member of the Advisory Council for the Phoenix Chapter of Parent Without Partners (the largest group of P.W.P.)

Providing direction and expertise to recently separated clients.

Assisting with the implementation of new programs and activities to assist newly clients.

Muslim Distress Line (Current), 1990 - 1993 Executive Director

Jami Mosque of Toronto, Designed and trained potential volunteers to provide crisis intervention, telephone befriending and outreach social services to the Muslim community in need.

Legal Aid Board, Province of Ontario, 1989 - 1996

On the Legal Aid Board for the Province of Ontario by appointment of the Honourable Ian Scott.

Making decisions with respect to the Legal Aid Plan for the Province of Ontario. Balancing the budget of \$200,000,000.00 and allocating the resources amongst the different area offices, accepting appointment to the board and various committees.

Ajopa Nonprofit Homes Corporation, 1992 - 1997

Currently president of the board involved in building 35 town homes to house members of the Indo Caribbean Community and to develop a supportive community forum.

The Indo-Caribbean, January 1987 - 1994 Columnist

The Indo-Caribbean is one of the larger ethnic papers with a circulation of 75,000 (50,000 in Canada and 25,000 in the U.S.A. and England)

Writing advice column on marital, family and individual counselling.

Recognition and assessment of physical and sexual abuse to children and women.

SPEAKING ENGAGEMENTS

Children's Aid Society Of Metro Toronto, February 1994

Speaker on issues facing the Muslim Community, provision of services and development of a Muslim Community Centre.

Ontario Collation On Services To South Asians, February 1994

Speaker on issues relevant to the settlement, adaptation and services to the South Asian Community at large.

Ahimasa South Asian Gay Mens Collective, November 1993

Speaker on cross cultural and intercultural issues relevant to the South Asian community specifically spousal abuse.

Divya, Journal of South Asian Women, October 1993

Moderator on a panel discussing issues relevant to immigration, settlement and adaptation and spousal abuse.

The law Society of Upper Canada, Continuing Legal Education Department, October 1992

Speaker on Custody and Assessment. Contentious issues in the assessment process, how to deal with them.

Multicultural T.V. (Channel 4), Television, July 1992

Speaker on the Effects of Divorce, hosted by Rose Fote, detailing the effects of separation on both the children and the separating parties, as well as outlining appropriate treatment models for recovery.

The Municipality of Metropolitan Toronto, Personnel Department, September 1991

Speaking to Employee Assistance Program Associations of Toronto on the use of Cross Cultural and Culturally Sensitive measures to deal with ethno specific concerns of different populations.

Parents Without Partners, Phoenix Chapter, March 1992

Phoenix Chapter on divorce mediation, family assessments, teaching the mediation process, and explaining the value of mediation over the adversarial process And the systemic approach to assessments.

Ontario Society for Studies in Indo-Caribbean Culture & York University Facility for Indo- Caribbean Studies

Recurrent lecturer and panellist from July, 1988 to the present on the topic of "Issues and Problems Facing Indo-Caribbean Immigrants Today."

Vision T.V., October 1991

Panellist on the effects of Police and media on Minorities, hosted by Rita Deverel. Acted as a mediator and co-facilitator to the Police and members of the ethnic community.

Ontario Institute for Studies in Education, May 1988

Speaking for Alternative Counselling Services on "Re-creation Intimacy."

Human Equality Action Resource Team (H.E.A.R.T.), March 1988 and numerous other occasions

Lecturer at Erindale Campus, University of Toronto, on the subject of "Child Sensitive Divorce."

Ontario Womens' Directorate, Ministry Responsible for Womens' Issues & The Ministry of The Attorney General, February 1988

Speaker at the Ontario Institute for Studies in Education, Toronto and at Mohawk College, Hamilton, Ontario, on the subject of changes in the Family Law Act and how the affect ethnic families.

PUBLICATIONS

Canadian Council for Family Rights, Mandating Mediation, 1992

Connexions the magazine of the association

An article on the value of mandating mediation as a solution to the current adversarial process.

The Federation of Indian Students at (York University)

Several articles on Human Dynamics in FIST, a publication of

Presently writing "Footsteps between the rooms. How to use shuttle Mediation"

"Article on Reconstructive Therapy, a Short Term Modality of Psychotherapy and its Application to Cross-cultural Counselling", published by Guidelines Magazine, University of Saskatchewan in Saskatoon, to train guidance counsellors in the Province of Saskatchewan 1991.

Numerous publications in Muslim Time, a magazine devoted to cultural adaptation of Muslims in Canada.

"Psychosocial Effects of Indo-Caribbean Migration to Toronto," published by the University of Toronto Department of South Asian Studies, 1990.

"Parents Without Partners," Phoenix Chapter, an article on the value of mediation in newly separating couples 1991.

Ebony the magazine of Black/ethnic people in Canada, February 1993

Article on the assessment of black and ethnic people by on untrained and insensitive professionals of the dominant culture.

Caribbean Times Magazine, 1992 - 1993

Ongoing writer on various topics relevant to the Caribbean Community in Canada, including access to fair trials and accurate appropriate medical services.

MEMBERSHIPS AND AFFILIATIONS

- Ontario Association of Counsellors, Consultants, Psychometrists and Psychotherapists.
- Member Association Dispute Resolution Institute Ontario
- Ontario Bar Association ADR Section
- Member of the American Orthopsychiatric Association

- Member of the Ontario Mandatory Mediation Rosters for Ottawa, Windsor
And Ottawa
- Member of the Professional Engineers Mediation Roster
- Member of the Ontario Child Protection Roster