



ANNUAL REPORT

of the

JUSTICES OF THE PEACE APPOINTMENTS ADVISORY COMMITTEE

for the Period from

1 April, 2024 to 31 March, 2025

Toronto, Ontario
June, 2025

ISSN 1918-4166 (Bilingual print)
ISSN 1918-4174 (English Internet)
ISSN 1918-4182 (French Internet)

Persons wishing to comment on the application process of the Justices of the Peace Appointments Advisory Committee are invited to write to:

The Chair
Justices of the Peace Appointments Advisory Committee
720 Bay Street
3rd Floor
Toronto, Ontario
M7A 2S9

TABLE OF CONTENTS

LETTER OF TRANSMITTAL.....	1
CHAIR'S SUMMARY.....	2
INTRODUCTION.....	3
THE COMMITTEE'S PROCESS.....	6
STATISTICS.....	9
APPOINTEE REMUNERATION.....	18
APPENDICES:	
APPENDIX A – Legislation.....	21
APPENDIX B – Justices of the Peace Appointments Advisory Committee	
Member Biographies.....	28
APPENDIX C – Policies and Procedures.....	41
APPENDIX D – Qualifications and Selection Criteria.....	43

June 16, 2025

The Honourable Doug Downey
Attorney General for Ontario
720 Bay Street, 11th Floor
Toronto, Ontario M7A 2S9

Dear Minister Downey:

The Justices of the Peace Appointments Advisory Committee is pleased to present to you the seventeenth report on its activity since it was established pursuant to the amendments to the *Justices of the Peace Act* in 2007.

This report is for the period of April 1, 2024, to March 31, 2025. This report covers the classification of candidates and the other activities that took place during the reporting period in addition to all significant matters related to the operation of the Committee for classifying candidates for appointment as justices of the peace in the Ontario Court of Justice.

Respectfully yours,

[Original signed by Nicholas Charitsis]

Nicholas Charitsis B.B.A., LL.B.
Chair

CHAIR'S SUMMARY

I am pleased to report on the 2024-2025 activities of the Justices of the Peace Appointments Advisory Committee (the "Committee").

During the reporting period, the application intake process continued to be fully digital, and the Committee conducted all meetings virtually except for the Annual General Meeting which was a hybrid event. The Committee continued to refine its processes and procedures to make them more accessible to candidates and strengthen its outreach to increase awareness of the justice of the peace role and application process.

The committee process described in this report commenced in June 2024, when vacancies were advertised. This report reflects committee activities from April 1, 2024 to March 31, 2025 which include the classification of candidates and the other activities that transpired during this period.

On May 10, 2024, the Committee received a letter from the Attorney General with a request to begin advertising to fill 50 base court justice of the peace vacancies in every region of the province. The Committee received an additional letter from the Attorney General on April 17, 2025, advising of 9 more vacancies, all within the same base court locations as advertised earlier by the Committee. This brought the total number of vacancies to 59.

I would like to thank the Committee and supporting Ministry of the Attorney General staff for their diligent work in seeking candidates and reviewing the qualifications of hundreds of applicants for the important role of justice of the peace. Their commitment to the efficient and effective functioning of Ontario's justice system is crucial work and their efforts are appreciated.

Nicholas Charitsis B.B.A., LL.B
Chair

INTRODUCTION

Establishment of the Justices of the Peace Appointments Advisory Committee and its Mandate

The Justices of the Peace Appointments Advisory Committee (the “Committee”) was established in 2007 in the *Justices of the Peace Act*, R.S.O. 1990, C. J.4. On August 14, 2020, further amendments to the *Justice of the Peace Act* came into force that amended the Committee’s composition and means of operating.

The Committee is an independent agency of the Ministry of the Attorney General whose duties are to classify candidates for appointment as justices of the peace, report those classifications to the Attorney General and provide advice to the Attorney General respecting the process for appointing justices of the peace in accordance with the *Act*.

Justices of the peace are appointed by the Lieutenant Governor in Council on the recommendation of the Attorney General. An excerpt of the *Justices of the Peace Act* is attached as Appendix A.

What is the Role of a Justice of the Peace?

A justice of the peace in Ontario is a judicial officer appointed pursuant to the *Justices of the Peace Act*. This *Act* affirms that a justice of the peace has judicial jurisdiction throughout Ontario and creates a framework under which justices of the peace are appointed and hold office, and also provides for the conditions under which they perform their duties.

During this reporting period, there were 348 justices of the peace in Ontario that were assigned to judicial responsibilities. The Ontario Court of Justice, one of Ontario’s two trial courts, is comprised of both provincially appointed judges and justices of the peace.

The judicial functions, powers, and duties of a justice of the peace are set out in legislation and case law. The two central legislative *Acts* which confer jurisdiction upon a justice of the peace are the *Criminal Code* and the Ontario *Provincial Offences Act*, but there are many federal and provincial statutes and regulations that empower justices of the peace with legal authority and/or jurisdiction. Primarily, the two main areas of jurisdiction are criminal law and regulatory law (provincial offences).

Respecting criminal law, justices of the peace preside over virtually all judicial interim release (bail) hearings in the province and the majority of criminal remand courts. They also preside over other criminal hearings. They receive Informations (the document which commences a criminal proceeding), confirm or consider the issuance of process by either a summons or a warrant and are responsible for receiving and considering the denial or issuance of search warrants and other matters of criminal process.

Justices of the peace exercise jurisdiction over the majority of provincial regulatory offences and municipal by-law prosecutions. As in criminal proceedings, justices

of the peace receive Informations and warrant applications, consider the issuance of process and preside at hearings and trials.

On appointment, a justice of the peace must cease other employment and refrain from any political activity. The *Justices of the Peace Act* states that a justice of the peace shall not engage in any other remunerative work without the approval of the Justices of the Peace Review Council. Justices of the peace must retire upon attaining the age of 65 years but may continue in office until attaining the age of 75 years, subject to the annual approval of the Chief Justice of the Ontario Court of Justice.

The Justices of the Peace Appointments Advisory Committee

The Committee is composed of three core members as follows:

1. A judge of the Ontario Court of Justice, or a justice of the peace, appointed by the Chief Justice of the Ontario Court of Justice.
2. A justice of the peace appointed by the Chief Justice of the Ontario Court of Justice who is either the Senior Indigenous Justice of the Peace or another justice of the peace familiar with Indigenous issues or, when the justice of the peace so appointed is not available to act as a member of the Committee, another justice of the peace familiar with Indigenous issues who is designated by the Chief Justice of the Ontario Court of Justice.
3. One person appointed by the Attorney General.

In addition to the core members, the Committee includes the following regional members in respect of its functions in a particular region:

1. The regional senior justice of the peace for the region or, when he or she is not available to act as a member of the Committee, another justice of the peace from the same region who is designated by the regional senior judge.
2. Up to three persons appointed by the Attorney General.
3. A licensee within the meaning of the *Law Society Act* in the region appointed by the Attorney General from a list of three names submitted to the Attorney General by the Law Society of Ontario.

In addition to the core committee and regional members, the Attorney General appointed one member in each region to act as the regional lead during the term of their appointment. The role of the regional lead was to coordinate the screening, interviewing, checking of references and the classification process for justice of the peace candidates within their region.

The full complement of the Committee is up to 38 members.

Since 2008, the core and regional leads have conducted regular meetings, to review ongoing Committee business and confer matters related to its policies and procedures.

In response to restrictions imposed during the COVID-19 pandemic, the Committee transitioned its operation to a digital and virtual environment. In the

2024-2025 process, the Committee's meetings and interviews were held by videoconference except for the Annual General Meeting which was a hybrid event.

A short biography of each of the committee members is provided in Appendix B.

Legislative Amendments

The [Cutting Red Tape, Building Ontario Act, 2024, \(Bill 227\)](#) received Royal Assent on December 4, 2024 but was not proclaimed during the reporting period. Once it comes into force on June 6, 2025, [Schedule 12 of this Act](#) will amend section 2.1 of the [Justices of the Peace Act](#). The number of core members of the Justices of the Peace Appointments Advisory Committee is increased from three to four, with the Attorney General given the power to appoint two of them. New provisions are added to provide for an alternate core member, alternate regional leads and a vice-chair of the Committee.

THE COMMITTEE'S PROCESS

Under a vacancy-based application process, the Committee continued to refine its practices. The Committee made further revisions to its application form, policies and procedures, and selection criteria. All of these documents are available to the public through the Committee's website at www.ontariocourts.ca/oci/jpaac. The copies of the Committee's Policies and Procedures, and Qualifications and Selection Criteria in effect during the reporting period are attached as Appendix C and Appendix D respectively.

From its inception in 2007 to March 31, 2025, the Committee has reviewed a total of 22,185 applications since the development of the application form by the Committee. In addition, the Committee had reviewed a total of 2,168 resumes that were on file with the Ministry prior to the original amendment to the *Justices of the Peace Act* establishing the Committee.

As a result of the advertisement commenced in June 2024, 1,331 applications were received by the Committee.

Activities

1. June 2024 Advertisements

On May 10, 2024, the Committee received a letter from the Attorney General with a request to begin advertising to fill 50 base court justice of the peace vacancies in every region of the province. Accordingly, the Committee advertised for applications, and the posting became available on June 5, 2024. The posting closed on July 31, 2024.

On April 17, 2025, the Committee received a subsequent letter from the Attorney General advising of nine additional vacancies, all within the same court locations, bringing the total number of vacancies to 59.

JPAAC conducted extensive outreach and advertising to all levels of government, stakeholders, partners, community groups, professional organizations, and associations to inform community members throughout all regions of Ontario about the justice of the peace vacancies.

Vacancy promotion: The Committee maintained its use of online and primarily non-paid methods of communications for advertising and outreach. The Committee focused on promoting the justice of the peace vacancies through cost neutral avenues, including social media, website postings and direct outreach to more than 1,500 organizations and associations. For the 2024 cycle, JPAAC sent communications to over 19,000 individuals who registered for vacancy notifications. Additionally, several social media posts were shared on X and LinkedIn, resulting in more than 400 engagements on X and over 2,000 engagements on LinkedIn. Paid advertising was also conducted on 16 different websites targeting prospective qualified candidates in areas and diverse

communities where JPAAC has historically received a lower number of applications.

Webinar – Is this Your Calling: On July 10, 2024, the Committee held a live webinar to provide an overview of the justices of the peace position and the application process, including what to expect during the classification process. The webinar was hosted by Mr. Nicholas Charitsis, Chair of the Committee, with special guest, Senior Indigenous Justice of the Peace Libby Garg, JPAAC Core member. More than 2,200 participants joined the live broadcast.

2. Outreach

JPAAC remained committed to providing justice of the peace candidate recommendations that reflect the diversity of the province. To increase awareness of the justice of the peace role and application process, JPAAC continued to strengthen its outreach to many diverse communities across Ontario.

Engagement with Ministry Stakeholders: JPAAC Chair, Nicholas Charitsis met with the Assistant Deputy Minister of the Anti-Racism Directorate (June 28, 2024) and Assistant Deputy Attorney General of the Indigenous Justice Division (October 30, 2024) to seek guidance on enhancing its outreach to diverse candidates. JPAAC maintained ongoing engagement with these partners throughout the process to leverage their experience.

The Elders' Council: On March 20, 2025, JPAAC Chair, Nick Charitsis and Senior Indigenous Justice of the Peace Libby Garg, JPAAC core member, presented in-person to the Elders' Council. The Elders' Council was established by the Government of Ontario in 2016 to provide advice to the Attorney General to make the justice system more responsive to the needs of Indigenous people and support the reclamation of Indigenous legal systems. JPAAC sought advice from the Elders' Council on how to expand the Committee's outreach and attract qualified Indigenous candidates for the role of justice of the peace, as well as how to remove the barriers for Indigenous candidates throughout the process.

3. Other Committee Activities

Throughout 2024/25, JPAAC continued to develop processes to improve the quality and efficiency of the application process for prospective justice of the peace candidates.

Enhanced Criminal Background Checks: JPAAC introduced a more comprehensive background check for all candidates proceeding to the interview stage, by requiring the completion of a Criminal Record and Judicial Matters Check (CRJMC). Previously, the Committee only required a Criminal Record Check.

Subcommittee Initiatives: To drive operational efficiencies and excellence in the process, JPAAC established eight subcommittees to review all current processes and implement efficiencies and enhancements on an ongoing basis, extending beyond the recruitment cycle. The work of the subcommittees has resulted in

updates to the interview process, the development of training for new members, revisions to the Committee's policies and procedures and the planning of the Committee's first Annual General Meeting in over 6 years.

Annual General Meeting: On March 28, 2025, JPAAC held its first full committee meeting since the pandemic. Members from across the province participated in-person and virtually in a hybrid professional development event to support them in effectively fulfilling their roles on the Committee. Members shared their reflections about the completed process to exchange knowledge and inform discussions about ongoing efficiencies to make timely justice of the peace candidate recommendations to the Attorney General. Deputy Attorney General David Corbett and Associate Chief Justice — Coordinator of Justices of the Peace of the Ontario Court of Justice Jeanine LeRoy attended to deliver remarks. Presentations were also given by Justice Paul Renwick, JPAAC Core Member and Senior Advisory Justice of the Peace Lauren Scully, as well as Senior Indigenous Justice of the Peace Libby Garg, JPAAC Core Member.

STATISTICS – 2024-2025 Application Process

The statistics in the chart below report the number of applications received and classified in 2024-25 as a result of the process initiated in June 2024. In addition, the numbers below represent the number of candidates who were selected for interview and classified as 'Highly Recommended' and 'Recommended'. In total, 1,331 applications were received in the 2024-25 process and 319 candidates were interviewed over 57 individual days.

Base Court Location (Number of Vacancies)	Total Number of Applications Received ¹	Number of Candidates Selected for an Interview ^{**}	Number of Candidates Classified as 'Highly Recommended' and 'Recommended' ³
Barrie (Bilingual) (1)	32	6	3
Brampton (5)	515	96	18
Brampton (Bilingual) (1)	31	10	3
Dryden (Indigenous*) (1)	10	5	1
Haileybury (1)	27	6	1
Hamilton (3)	364	67	14
Kenora (3)	31	13	3
Kingston (2)	144	21	7
Kitchener (3)	251	27	9
Kitchener (Bilingual) (1)	14	3	-
London (Bilingual) (1)	12	1	-
Newmarket (2)	398	58	24
Oshawa (3)	362	50	18
Oshawa (Bilingual) (1)	23	5	3
Ottawa (2)	157	33	11
Ottawa (Bilingual) (3)	48	11	4
Ottawa (Indigenous*) (1)	32	9	1
Owen Sound (Indigenous*) (1)	22	6	2
Sault Ste. Marie (2)	29	7	4
Sioux Lookout (Indigenous*) (1)	8	4	1
St. Catharines (1)	234	40	8
St. Catharines (Indigenous*) (2)	34	12	4
Sudbury (1)	67	12	6
Sudbury (Bilingual) (1)	18	5	2

Base Court Location (Number of Vacancies)	Total Number of Applications Received¹	Number of Candidates Selected for an Interview^{**}	Number of Candidates Classified as 'Highly Recommended' and 'Recommended'³
Thunder Bay (2)	43	11	3
Timmins (Bilingual) (1)	10	0	-
Toronto (10)	685	91	23
Toronto (Bilingual) (1)	42	8	2
Toronto (Indigenous*) (1)	51	11	1
Welland (1)	144	33	9
TOTAL	1,331¹	319²	102³

*Vacancies designated as Indigenous refer to an appointment of a candidate of Indigenous heritage or a person with an in depth understanding of Indigenous communities.

**Note that the Committee may choose not to re-interview previously interviewed candidates.

¹Candidates who applied to multiple base court locations in the same advertising period are counted once in this total.

²Candidates given an interview for multiple base court vacancies in the same advertising period are counted once in this total.

³Candidates recommended for multiple base court vacancies in the same advertising period are counted once in this total.

Diversity Statistics

The Committee recognizes the importance of reflecting the diversity of Ontario's population in the appointments of justices of the peace.

In the current reporting period, the Committee implemented a new application form to align with the legislated categories on diversity statistics. Subsection 2.1 (13)(a) of the [*Justices of the Peace Act*](#) requires that the following information be included in the annual report:

statistics about the sex, gender, gender identity, sexual orientation, race, ethnicity, disability status and ability to speak French of candidates who volunteer that information, including whether the candidates identify as Indigenous or as a member of a Francophone community, at each stage of the process, as specified by the Attorney General.

The Committee incorporated the guidance of the [*Data Standards for the Identification and Monitoring of Systemic Racism*](#) for the collection of personal information about race and ethnic origin.

The Committee has undertaken additional work and consultation around best practices related to collection and reporting on diversity related statistics. The application form for the 2025-26 process will be further updated to align with statistical standards for diverse groups. The names of some concepts and the wording of the definitions in certain categories have been modified since the previous application form.

For reference purposes, accompanying the Committee's data are charts which have been adapted from Statistics Canada. They use the same diversity classification categories and variables to depict the population of Ontario.

Candidates are provided with the option to self-identify on their application. The data is gathered through voluntary self-reporting and is not independently verified. Below are the totals for each of the categories selected by the candidates who wished to self-identify.

Demographic Statistics on Diversity

		Applicants		Interviewed		Recommended	
		Number	Percentage	Number	Percentage	Number	Percentage
Sex	Total	1,331	100%	319	100%	102	100%
	Male	381	28.63%	110	34.48%	29	28.43%
	Female	489	36.74%	125	39.18%	41	40.20%
Gender	Other	3	0.23%	0	0.00%	0	0.00%
	Man	451	33.88%	125	39.18%	34	33.33%
	Woman	538	40.42%	136	42.63%	45	44.12%
	Non-Binary	14	1.05%	2	0.63%	1	0.98%
	Two Spirit	4	0.30%	2	0.63%	0	0.00%
	Other Gender Identity	5	0.38%	1	0.31%	0	0.00%
	Francophone	118	8.87%	30	9.40%	13	12.75%
	Ability to Speak French	118	8.87%	29	9.09%	13	12.75%
	Person with a Disability	117	8.79%	33	10.34%	8	7.84%
	Indigenous Person	82	6.16%	33	10.34%	11	10.78%
	Ethnic Origin*	843	63.34%	220	68.97%	69	67.65%
	Racialized Person**†	442	33.21%	99	31.03%	23	22.55%
	2SLGBTQIA+ Person**	129	9.69%	29	9.09%	5	4.90%

*Note - This question was a multi-select question (meaning a respondent could choose more than one answer). As a result, the percentages could add up to more than 100%.

†In this report, the concept of “racialized person” is based and derived directly from the concept of “visible minority” in the census. The Employment Equity Act defines visible minorities as “persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.” It consists mainly of the following groups: South Asian, Chinese, Black, Filipino, Latin American, Arab, Southeast Asian, West Asian, Korean, and Japanese.

**Note - Respondents were provided with the acronym “2SLGBTQI+” if they wished to identify as part of sexual and gender diverse communities. Following guidance from the Office of Women's Social and Economic Opportunity, the more inclusive acronym “2SLGBTQQIA+” is now being used: 2S: at the front, recognizes Two-Spirit people as the first 2SLGBTQQIA+ communities; L: Lesbian; G: Gay; B: Bisexual; T: Transgender; Q: Queer; Q: Questioning, I: Intersex, considers sex characteristics beyond sexual orientation, gender identity and gender expression; A: Asexual; +: is inclusive of people who identify as part of sexual and gender diverse communities, who use additional terminologies.

Census Profile, 2021 Census of Population, Ontario

Source: Adapted from Statistics Canada. 2023. (table). Census Profile. 2021 Census of Population. Statistics Canada Catalogue no. 98-316-X2021001. Ottawa. Released November 15, 2023.

		Ontario Population, 2021	
		Number	Percentage
Sex¹	Total	14,031,755	100%
	Male	6,968,425	49.66%
	Female	7,255,515	51.71%
	Other²	-	-
Gender Identity³	Cisgender Men	5,715,140	40.73%
	Cisgender Woman	6,028,260	42.96%
	Non-binary Person	15,360	0.11%
	Transgender Persons	24,085	0.17%
	Two Spirit Person	-	-
	Other	-	-
Francophone⁴		651,680	4.64%
Ability to Speak French⁵		1,558,675	11.11%
Person with a Disability⁶		3,235,340	23.06%
Indigenous Person⁷		406,585	2.90%
Ethnic Origin		14,031,755	100.00%
Visible Minority of Person		4,817,360	34.33%
2SLGBTQ+ Person⁸		470,800	3.36%

¹Values are derived from Broad age groups and sex: Canada, provinces and territories, Ontario, Release date 2022-04-27. Statistics Canada. Table 98-10-0034-01.

²Statistics Canada does not collect specific information on intersex Canadians.

³Statistics Canada classifies gender identity using three categories: cisgender person, transgender person and non-binary person. Values are derived from the Broad age groups and gender: Canada, provinces and territories, Ontario, Release date: 2022-04-27. Statistics Canada. Table 98-10-0036-01.

⁴Value is derived from combining the "Mother tongue" and "All languages spoken at home" for the total population excluding institutional residents Census of Population category.

⁵Value is derived from the Knowledge of official languages for the total population excluding institutional residents for "French only" and "English and French" Census of Population categories.

⁶Value is derived from Persons with and without disabilities aged 15 years and over, by age group and gender, Ontario, Release date: 2024-12-03. Statistics Canada. Table 13-10-0374-01.

⁷Value is derived from the Indigenous identity for the population in private households Census of Population category.

⁸Value is derived from Socioeconomic characteristics of the 2SLGBTQ+ population, 2019 to 2021, Ontario, Release date: 2024-01-25. Statistics Canada. Table 13-10-0874-01.

Ethnic Origin Group*

	Applicants		Interviewed		Recommended	
	Number	Percentage	Number	Percentage	Number	Percentage
Total	1,331	100%	319	100%	102	100%
North American Aboriginal	73	5.48%	33	10.34%	10	9.80%
European Origins	289	21.71%	79	24.76%	35	34.31%
French Origins	59	4.43%	18	5.64%	10	9.80%
Western European Origins	78	5.86%	20	6.27%	5	4.90%
Northern European Origins	17	1.28%	5	1.57%	3	2.94%
Eastern European Origins	71	5.33%	19	5.96%	3	2.94%
Southern European Origins	91	6.84%	26	8.15%	2	1.96%
Caribbean Origins	120	9.02%	28	8.78%	7	6.86%
Latin, Central and South American Origins	25	1.88%	7	2.19%	2	1.96%
African Origins	73	5.48%	14	4.39%	3	2.94%
Asian Origins	29	2.18%	7	2.19%	2	1.96%
South Asian Origins	106	7.96%	19	5.96%	4	3.92%
East and Southeast Asian Origins	38	2.85%	12	3.76%	3	2.94%

*Note - This question was a multi-select question (meaning a respondent could choose more than one answer). As a result, the percentages could add up to more than 100%.

Population Overview by Ethnic or Cultural Origins, Ontario, 2021

Source: Adapted from Statistics Canada. Table 98-10-0355-01 Ethnic or cultural origin by gender and age: Canada, provinces, and territories

	Ethnic or Cultural Origin for the Population in Private Households	
	Number	Percentage
Total	14,031,755	100%
North American Aboriginal¹	2,561,050	18.25%
European Origins	7,798,615	55.58%
French Origins	1,043,040	7.43%
Western European Origins	1,610,130	11.47%
Northern European Origins	290,255	2.07%
Eastern European Origins	1,164,400	8.30%
Southern European Origins	1,466,940	10.45%
Caribbean Origins	458,695	3.27%
Latin, Central and South American Origins	427,680	3.05%
African Origins	533,935	3.81%
Asian Origins	3,571,265	25.45%
South Asian Origins	1,394,200	9.94%
East and Southeast Asian Origins	1,520,680	10.84%

¹Value is derived from the North American origins Census of Population category.

Race Category*

	Applicants		Interviewed		Recommended	
	Number	Percentage	Number	Percentage	Number	Percentage
Total	1,331	100%	319	100%	102	100%
Black	193	14.50%	41	12.85%	10	9.80%
East/Southeast Asian	48	3.61%	14	4.39%	3	2.94%
Indigenous	65	4.88%	31	9.72%	10	9.80%
Latino	21	1.58%	7	2.19%	2	1.96%
Middle Eastern	42	3.16%	11	3.45%	3	2.94%
South Asian	139	10.44%	26	8.15%	7	6.86%
White	569	42.75%	155	48.59%	54	52.94%
Another Race Category**	28	2.10%	8	2.51%	1	0.98%

*Note - This question was a multi-select question (meaning a respondent could choose more than one answer). As a result, the percentages could add up to more than 100%.

**Note - Respondents were provided with the option of "Other" if they wished to describe their racial backgrounds in ways that were not captured by the available race categories. Following guidance from Ontario's Anti-Racism Data Standards, the term "other" has been replaced by the term "another race category".

Population Overview by Racialized Group, Ontario, 2021

Source: Adapted from Statistics Canada. 2023. (table). Census Profile. 2021 Census of Population. Statistics Canada Catalogue no. 98-316-X2021001. Ottawa. Released November 15, 2023.

	Visible Minority for the Population in Private Households	
	Number	Percentage
Total	14,031,750	100%
Black	768,740	5.48%
East/Southeast Asian¹	1,482,585	10.57%
Indigenous	406,585	2.90%
Latino²	249,190	1.78%
Middle Eastern³	496,400	3.54%
South Asian	1,515,295	10.80%
White⁴	9,214,395	65.67%
Another Race Category⁵	124,120	0.88%

¹Value is derived from combining the "Southeast Asian", "Chinese", "Filipino", "Korean" and "Japanese" visible minority Census of Population categories.

²Value is derived from the "Latin American" visible minority Census of Population category.

³Value is derived from combining the Arab and West Asian visible minority Census of Population categories.

⁴Value is derived from "Not a visible minority" Census of Population category.

⁵Value is derived from "Visible Minority, n.i.e." Census of Population category.

Appointee Remuneration

The following chart provides a breakdown of the total remuneration for each Committee member over the reporting period from April 1, 2024, to March 31, 2025.

Appointee	Position	Per Diem Rate	Original Appointment Date	Appointment End Date	Total remuneration (not including expenses)
Bastarache, Danielle	Regional Member	\$355	01-April-2022	31-March-2025	\$ 7,810.00
Bazuik, Erika	Regional Member	\$355	31-March-2023	30-March-2026	\$ 4,615.00
Bidani, Anu	Regional Lead	\$355	12-August-2024	11-August-2027	\$ 19,525.00
Buset, Hope	Regional Member	\$355	26-March-2022	25-March-2028	\$ 3,905.00
Charitsis, Nicholas	Chair	\$566	29-March-2022	09-May-2027	\$ 88,385.50
Collings, Terri-Lynn	Regional Lead	\$355	29-April-2019	28-April-2025	\$ 32,482.50
Cowan, Andrew	Regional Member	\$355	03-December-2020	17-November-2027	\$ 17,217.05
Delorey, Dave	Regional Member	\$355	25-September-2024	24-September-2027	\$ 6,212.50
Farouk, Omar	Regional Member	\$355	29-March-2022	28-March-2028	\$ 21,655.00
Gryce, Bonnie	Regional Lead	\$355	30-December-2020	21-April-2027	\$ 12,602.50
Harnden, Janet	Regional Member	\$355	31-March-2023	30-March-2026	\$ 9,230.00
Henderson, John	Regional Lead	\$355	31-December-2018	30-December-2027	\$ 7,277.50
Hirst, Lorraine	Regional Member	\$355	07-April-2022	06-April-2025	\$ 21,300.00
Koepke, Marion	Regional Member	\$355	06-July-2022	05-July-2025	\$ 7,632.50

Appointee	Position	Per Diem Rate	Original Appointment Date	Appointment End Date	Total remuneration (not including expenses)
McAvoy, Jeffrey (JP)	Regional Member	\$355	16-February-2022	18-June-2024	\$ 0.00
McCleave, Karen	Regional Member	\$355	19-November-2020	18-November-2026	\$ 15,442.50
Michaud, Bryan	Regional Member	\$355	01-June-2023	08-July-2024	\$ 0.00
Middleton, Joan	Regional Member	\$355	16-February-2022	15-February-2025	\$ 7,987.50
Munn, Pamela	Regional Member	\$355	29-January-2019	15-February-2025	\$ 6,567.50
Narraway, Kathy	Regional Lead	\$355	22-March-2007	21-March-2026	\$ 65,142.50
Pilot, Greg	Regional Member	\$355	31-March-2023	31-March-2026	\$ 3,550.00
Postuma, Brandon	Regional Member	\$355	26-March-2019	25-March-2025	\$ 3,017.50
Prisco, Nestor	Regional Lead	\$355	02-February-2007	01-February-2025	\$ 6,390.00
Raj, Manu	Regional Member	\$355	23-February-2022	22-February-2028	\$ 17,572.50
Ras, Michael	Chair	\$566	01-January-2020	21-April-2024	\$ 0.00
Samlal, Justin	Regional Lead	\$355	12-February-2019	11-February-2025	\$ 11,360.00
Storms, Peter	Regional Member	\$355	19-June-2024	18-June-2027	\$ 16,152.50
Turner, Deborah	Regional Member	\$355	24-April-2019	23-April-2025	\$ 4,792.50
Webster, Rick	Regional Member	\$355	09-February-2022	08-February-2028	\$ 15,797.50
Zare, Michelle	Regional Member	\$355	29-March-2022	28-March-2025	\$ 20,057.50

Travel and Meal Expenses

Information on the travel and meal expenses incurred by each Committee member for the reporting period is available on the Committee's website at <https://www.ontariocourts.ca/ocj/jpaac/open/>.

Appendix A

LEGISLATION

Excerpt from the *Justices of the Peace Act*, R.S.O. 1990, c.J.4*

Justices of the Peace Appointments Advisory Committee

Composition and governance

2.1 (1) The committee known as the Justices of the Peace Appointments Advisory Committee in English and Comité consultatif sur la nomination des juges de paix in French is continued. 2020, c. 18, Sched. 8, s. 2.

Composition

(2) The Committee is composed of three core members as follows:

1. A judge of the Ontario Court of Justice, or a justice of the peace, appointed by the Chief Justice of the Ontario Court of Justice.
2. A justice of the peace appointed by the Chief Justice of the Ontario Court of Justice who is either the Senior Indigenous Justice of the Peace or another justice of the peace familiar with Indigenous issues or, when the justice of the peace so appointed is not available to act as a member of the Committee, another justice of the peace familiar with Indigenous issues who is designated by the Chief Justice of the Ontario Court of Justice.
3. One person appointed by the Attorney General. 2020, c. 18, Sched. 8, s. 2.

Regional members

(3) In addition to the core members appointed under subsection (2), the Committee shall include the following regional members in respect of its functions in a particular region:

1. The regional senior justice of the peace for the region or, when he or she is not available to act as a member of the Committee, another justice of the peace from the same region who is designated by the regional senior judge.
2. Up to three persons appointed by the Attorney General.

* The [Cutting Red Tape, Building Ontario Act, 2024, \(Bill 227\)](#) received Royal Assent on December 4, 2024 but was not proclaimed during the reporting period. Once it comes into force on June 6, 2025, [Schedule 12 of this Act](#) will amend section 2.1 of the [Justices of the Peace Act](#).

3. A licensee within the meaning of the *Law Society Act* in the region appointed by the Attorney General from a list of three names submitted to the Attorney General by the Law Society of Ontario. 2020, c. 18, Sched. 8, s. 2.

Criteria

(4) In the appointment of members under paragraph 3 of subsection (2) and paragraph 2 of subsection (3), the importance of reflecting, in the composition of the Committee as a whole, Ontario's linguistic duality and the diversity of its population and ensuring overall gender balance shall be recognized. 2020, c. 18, Sched. 8, s. 2.

Regional leads

(5) The Attorney General shall designate a regional lead for each region from among the regional members for that region. 2020, c. 18, Sched. 8, s. 2.

Term of office

(6) The members appointed under paragraph 3 of subsection (2) and under paragraphs 2 and 3 of subsection (3) hold office for three-year terms and may be reappointed. 2020, c. 18, Sched. 8, s. 2.

Chair

(7) The Attorney General shall designate one of the core members to chair the Committee for a term of up to three years. 2020, c. 18, Sched. 8, s. 2.

Term of office

(8) The same person may serve as chair for two or more terms. 2020, c. 18, Sched. 8, s. 2.

Chair votes

(9) The chair is entitled to vote and may cast a second, deciding vote if there is a tie. 2020, c. 18, Sched. 8, s. 2.

Meetings

(10) The Committee may hold its meetings and conduct interviews in person or through electronic means, including telephone conferencing and video

conferencing. 2020, c. 18, Sched. 8, s. 2.

Employees

(11) Such employees as are considered necessary for the proper conduct of the affairs of the Committee may be appointed under Part III of the *Public Service of Ontario Act, 2006*. 2020, c. 18, Sched. 8, s. 2.

Annual report

(12) The Committee shall prepare an annual report, provide it to the Attorney General and make it available to the public. 2020, c. 18, Sched. 8, s. 2.

Same

(13) The annual report must include,

- (a) statistics about the sex, gender, gender identity, sexual orientation, race, ethnicity, disability status and ability to speak French of candidates who volunteer that information, including whether the candidates identify as Indigenous or as a member of a Francophone community, at each stage of the process, as specified by the Attorney General; and
- (b) such other content as the Attorney General may require. 2020, c. 18, Sched. 8, s. 2; 2024, c. 2, Sched. 12, s. 1.

Tabling of annual report

(14) The Attorney General shall table the Committee's annual report in the Assembly. 2020, c. 18, Sched. 8, s. 2.

Information to be maintained in confidence

(15) Any records or other information collected, prepared, maintained or used by the Committee in relation to the consideration of an individual for appointment as a justice of the peace shall be maintained in confidence and shall not be disclosed except as authorized by the chair of the Committee. 2020, c. 18, Sched. 8, s. 2.

Personal liability

(16) No action or other proceeding for damages shall be instituted against any member or former member of the Committee for any act done in good faith in the execution or intended execution of any power or duty that he or she has or had as

a member of the Committee, or for any neglect or default in the exercise or performance in good faith of such power or duty. 2020, c. 18, Sched. 8, s. 2.

Crown liability

(17) Subsection (16) does not, by reason of subsection 8 (3) of the *Crown Liability and Proceedings Act, 2019*, relieve the Crown of liability in respect of a tort committed by a person mentioned in subsection (16) to which it would otherwise be subject. 2020, c. 18, Sched. 8, s. 2.

Justices of the Peace Appointments Advisory Committee

Functions and manner of operating

2.2 (1) The functions of the Justices of the Peace Appointments Advisory Committee are to,

- (a) classify candidates for appointment as justices of the peace;
- (b) report on the classifications to the Attorney General; and
- (c) provide advice to the Attorney General respecting the process for appointing justices of the peace in accordance with this Act. 2020, c. 18, Sched. 8, s. 2.

Manner of operating

(2) The Committee shall perform its functions in the following manner:

- 1. It shall determine the skills, abilities and personal characteristics that are desired in a justice of the peace and make them available to the public.
- 2. It shall develop a candidate application form that specifies what supporting material is required, and it shall make the form available to the public.
- 3. It shall develop the application procedure and make information about it available to the public.
- 4. On the request of the Attorney General, it shall advertise for applications for vacant justice of the peace positions.
- 5. It shall review and evaluate all applications received in response to the advertisement.
- 6. It may interview any of the candidates in conducting its review and evaluation.
- 7. It shall conduct the advertising, review and evaluation process in accordance with the criteria it establishes, which must, at minimum,

provide for an assessment that,

- i. assesses the candidates' professional excellence, community awareness and personal characteristics, and
 - ii. recognizes the desirability of reflecting the diversity of Ontario society in appointments of justices of the peace.
8. It shall make the criteria it established under paragraph 7 available to the public.
9. It shall classify the candidates as "Not Recommended", "Recommended" or "Highly Recommended" and provide a list of the classified candidates to the Attorney General, with brief supporting reasons for the candidates classified as "Recommended" or "Highly Recommended". 2020, c. 18, Sched. 8, s. 2.

Qualifications

(3) The Committee shall not consider an application by a candidate,

- (a) who does not meet the qualifications set out in subsection 2 (1.1); or
- (b) who is or was a member of the Committee within the previous three years. 2020, c. 18, Sched. 8, s. 2.

Chair consent required re interview, classification

(4) The interview of a candidate shall not be conducted, and a meeting for the making of a decision under paragraph 9 of subsection (2) shall not be held, without the consent of the chair of the Committee. 2020, c. 18, Sched. 8, s. 2.

Quorum for interview

(5) If the Committee interviews a candidate, the interview must be conducted by at least three members of the Committee, at least two of whom are regional members referred to in paragraph 2 or 3 of subsection 2.1 (3) from the region for which an appointment is considered and another of whom is a core member under subsection 2.1 (2). 2020, c. 18, Sched. 8, s. 2.

Quorum re classification

(6) The quorum for decisions under paragraph 9 of subsection (2) is three members of the Committee, at least two of whom are regional members referred to in paragraph 2 or 3 of subsection 2.1 (3) from the region for which an appointment is considered and another of whom is a core member under subsection 2.1 (2). 2020, c. 18, Sched. 8, s. 2.

Information to be provided to Attorney General on request

(7) The Committee shall provide the Attorney General with any information about the application, review and evaluation process that the Attorney General requests, other than information collected or prepared by the Committee through a discreet inquiry. 2020, c. 18, Sched. 8, s. 2.

Meaning of discreet inquiry

(8) For the purposes of subsection (7), a discreet inquiry is a confidential inquiry conducted by the Committee into the views or opinions of individuals with knowledge of a candidate's suitability for appointment. 2020, c. 18, Sched. 8, s. 2.

Recommendation of criteria

(9) The Attorney General may recommend criteria to be included in the criteria the Committee establishes under paragraph 7 of subsection (2), and the Committee shall consider whether to include those criteria in the criteria it has established. 2020, c. 18, Sched. 8, s. 2.

Rejection of list

(10) The Attorney General may reject the list of classified candidates provided by the Committee under subsection (2). 2020, c. 18, Sched. 8, s. 2.

Reconsideration or re-advertisement

(11) If the Attorney General rejects the list of classified candidates provided by the Committee, or if there are not enough candidates who are classified as "Recommended" or "Highly Recommended" for the number of vacant justice of the peace positions, the Committee shall either reconsider the applicants and provide a new list to the Attorney General in accordance with paragraph 9 of subsection (2) or re-advertise for applications, as the chair of the Committee considers appropriate. 2020, c. 18, Sched. 8, s. 2.

Recommendation by Attorney General

(12) The Attorney General shall only recommend a candidate who has been classified as "Recommended" or "Highly Recommended" to the Lieutenant Governor in Council to fill a justice of the peace vacancy. 2020, c. 18, Sched. 8, s. 2.

Transition

(13) Despite this section, subsections 2.1 (2) and (12) to (18) of this Act, as they read immediately before the day section 2 of Schedule 8 to the *COVID-19 Economic Recovery Act, 2020* came into force, continue to apply to any vacancy that was advertised by the Committee before that day. 2020, c. 18, Sched. 8, s.2.

Appendix B

JUSTICES OF THE PEACE APPOINTMENTS ADVISORY COMMITTEE MEMBERS BIOGRAPHIES

Core Committee

Nicholas Charitsis, Chair (began term on May 9, 2024)

Nicholas Charitsis was appointed as a member of the JPAAC in March 2019 and as Chair in 2024. Mr. Charitsis was called to the Ontario Bar in 2004. Nicholas is a graduate of Osgoode Hall Law School and earned his Bachelor of Business Administration degree in 1999 from the Schulich School of Business at York University. Upon graduating with honours Nicholas worked at the Toronto law firm of Goodman and Carr LLP, where he was seconded to the Enforcement Branch of the Ontario Securities Commission. Nicholas has worked as a per diem Assistant Crown Attorney and has practiced criminal defense at his own firm Charitsis Law since 2006. Mr. Charitsis is involved in several community initiatives, including Canadian Diabetes Associate, Hear and Stroke Foundation, Run for Southlake Hospital, and is a member of the Oak Ridges Soccer Club Board of Directors.

Michael Ras, Chair (term November 18, 2021 to April 24, 2024)

Michael Ras is a public affairs and strategic communication professional with broad experience advising a variety of industries, professional bodies and corporations across Canada.

Michael is presently CEO of Employee Ownership Canada – a national advocacy not-for-profit dedicated to promoting employee ownership structures to Canadian business. Prior to this position, he was Senior Vice President at Counsel Public Affairs and previously he was Director of Government and Stakeholder Relations at Meridian Credit Union.

In his community, Michael serves on the Board of Career Edge, a social enterprise that provides recent graduates and new Canadians employment opportunities through internship work placements, and is a Lieutenant Governor in Council appointee to the Board of Governors of Wilfrid Laurier University.

The Honourable Vincent Clifford, Regional Senior Justice (term October 16, 2021 to May 16, 2024)

Justice Clifford was appointed as a judge on the Ontario Court of Justice in 2017. In 2020, Justice Clifford was appointed as the Regional Senior Justice for the East Region of the Ontario Court of Justice. In 2021, Justice Clifford was appointed as a Core Member of Ontario's Justices of the Peace Appointments Advisory Committee. Regional Senior Justice Clifford also sits on the Ontario Court of Justice Equity, Diversity and Inclusion Committee, and he chairs the Court's

Decorum Committee. Prior to his appointment as a judge of the Ontario Court of Justice, His Honour was a member of the Law Society of Upper Canada for twenty-six years, working as a lawyer in Ottawa.

The Honourable G. Paul Renwick (began term on May 17, 2024)

In January 2017, Justice G. Paul Renwick was appointed a provincial judge of the Ontario Court of Justice, presiding in Brampton. His Honour's appointment came after 22 years as a prosecutor in Peel, York Region, and the Attorney General's Guns and Gangs Initiative in Toronto, where he spent his last 12 years as a lawyer.

Justice Renwick has completed his Master of Laws degree, he has been published in two peer-reviewed, legal journals, and he has contributed a chapter in a textbook used nation wide by secondary school students.

Notwithstanding all of his professional accomplishments and volunteer work, His Honour wants you to know that his proudest achievement is becoming a father to an amazing teenager.

Her Worship Wendy Agnew, Senior Indigenous Justice of the Peace (term July 1, 2018 to June 30, 2024)

Justice of the Peace Wendy Agnew was appointed to the Ontario Court of Justice in 2009 and is recognized for her leadership and contributions within the judiciary, particularly in matters involving Indigenous communities. She earned her Juris Doctor from the University of Toronto in 2014, articulated and was called to the bar of the Law Society of Ontario in 2015.

From 2018 to 2024 she served as the Senior Indigenous Justice of the Peace for the OCJ. With this appointment she became a member of the Justices of the Peace Appointments Advisory Core Committee (JPAAC) and the newly created the Indigenous Initiatives Advisory Committee.

Wendy is a proud member of Ketegaunseebee (Garden River) First Nation. She continues to be actively involved in community at the local, provincial, and national level as a learner, and educator and a resource support.

Her Worship Libby Garg, Senior Indigenous Justice of the Peace (began term on July 1, 2024)

Her Worship Garg was appointed as Justice of the Peace in 2021. Prior to her appointment, Her Worship was an entrepreneur in the restaurant and technology sectors. She was called to bar in 2013 and previously practiced criminal law. Justice of the Peace Garg holds a juris doctor degree from UBC and a bachelor's degree in commerce and economics from the Sauder School of Business. She has served on numerous committees including JPAAC, the Gladue Bail Operations Committee, Gladue Youth Subcommittee, and the Indigenous Initiatives Advisory Committee. Her Worship is Syilx and a proud member of the Okanagan Indian Band from British Columbia.

Central East Regional Committee

Anu Bidani, Regional Lead (began term on August 12, 2024)

Anu Bidani is the founder and CEO of STEM Minds, a social enterprise that empowers youth to develop a love of learning through STEM (Science, Technology, Engineering & Math) education. With a passion for technology and as a former executive at Scotiabank for 20 years, becoming their Head of eStrategy and Solutions, Anu has been growing her STEM education programs for kids ages 4-18 to unlock their full potential, both locally and internationally. Anu has a bachelor's degree in Computer Science and an MBA from Dalhousie University and has completed the High Potential Leadership program from Harvard Business School.

Her Worship Martha De Gannes, Regional Senior Justice of the Peace (term March 1, 2019 to February 28, 2025)

Worship Martha De Gannes was appointed to the bench in June 2007 for Newmarket, Central East Region and appointed in March 2019 as the Regional Senior Justice of Peace. Prior to this important appointment, Her Worship was the local administrative Justice of the Peace for the Oshawa court location. She became a member of the JPAAC in March 2019. Her Worship held management positions with the Ministry of the Attorney General Law Division over-seeing justice matters related to areas such as the bail safety program and victim services. Prior to her appointment, she worked as a Labour Relations Consultant with a special interest in human rights. Her Worship has a background in Human Resources consulting, business planning, management, and mediation.

His Worship John Domm, Regional Senior Justice of the Peace (began term on March 1, 2025)

His Worship John Domm joined the Justices of the Peace Appointments Advisory Committee in March of 2025 after being appointed Regional Senior Justice of the Peace for Central East Region. His Worship's original appointment as Justice of the Peace in 2021 had him primarily presiding in Barrie, Orillia, and Bracebridge, where he also served as Local Administrative Justice of the Peace.

His Worship holds a bachelor's and a master's degree and has worked in the criminal justice sector for over 35 years, serving communities in urban, rural, and remote locations across the province. He has held numerous leadership positions and served at local, regional, provincial, and national tables. His Worship is eager to contribute to this learned committee and make the best recommendations possible.

Karen McCleave (began term on November 19, 2023)

Karen McCleave is a lawyer who devoted her career to public service as an Assistant Crown Attorney in several judicial districts. She handled a varied caseload, including domestic and sexual assault, child abuse, complex fraud and

homicide. Karen has been on stakeholder committees, such as regional child abuse protocols and community partnering. She was a wiretap agent and provincial mentor for sexual violence cases. Karen taught Crown Attorneys, Provincial and Municipal Prosecutors, Police and others on various legal topics. She is the recipient of two Ontario Excelsior Awards for "outstanding achievement". She has served on Boards of Directors, both professional and community based, and currently sits on the Board of Trustees at the McMichael Canadian Art Collection where she chairs the Governance & Nominating Committee. She received a Volunteer Recognition Award from the City of Vaughan in 2023. Karen is involved in thoroughbred horse-racing.

Peter Storms (began term on June 19, 2024)

Peter Storms, of Aurora, is a former Project Management Director for various domestic and international organizations. He was also involved with various projects including Strategic and Tactical planning, real estate, law-enforcement, corporate development, angel investing, development of business and financial management systems. He is a recipient of the Meritorious Service Cross M.S.C. for his contributions to Canada decorated by the Governor General of Canada. "The Meritorious Service Decorations recognize great Canadians for exceptional deed that bring honour to Canada".

Rick Webster (began term on February 9, 2025)

Richard W. Webster is a graduate of Loyalist College in Business Administration. Rick began his entrepreneurial career as a management trainee for a national building supply retailer which culminated in ownership of the Home Hardware Building Supply Centre in Elmvale Ontario that he owned and managed for 25 years. His community commitments over the years include Board positions on Timber Mart stores, Simcoe Community Living, Barrie Trojans Swim Club, College of Pharmacy and Committees of Adjustment in two municipalities. He was elected Councilor in Springwater Township and served from 2010-2014. In this capacity he served on Finance and Economic Development committees and as a board member of the Nottawasaga Valley Conservation Association. Rick is a past member of the Elmvale Lion's Club and volunteered at the Barrie Hospital in Cancer Care.

Central West Regional Committee

Terri-Lynn Collings, Regional Lead (began term on April 29, 2022)

Terri-Lynn Collings became a member of the JPAAC in April 2019 and is a retired police sergeant from the Hamilton Police Service. During her 30-year tenure, Terri-Lynn performed her duties in patrol, crime analysis, community services and crime prevention. As a sergeant she was the voice of the organization as the Media Relations Coordinator, and she investigated crimes against seniors as a detective in the Victims of Crime Unit. She is an active community volunteer raising funds for golf tournaments, participating in the annual Ancaster Food Drive, a committee member of the Ancaster Heritage Days event and a participant in the Hamilton Out

of the Cold program.

Her Worship Samantha Burton, Regional Senior Justice of the Peace (began term on January 29, 2024)

Justice of the Peace Samantha Burton was appointed as a Justice of the Peace in February 2013. She was called to the Bar in Massachusetts 2004 and in Ontario in 2009. In 2006 she worked with Legal Aid Ontario as a paralegal, and then duty counsel and was assigned to the Ottawa Drug Treatment Court. Justice of the Peace Burton has served on the board of directors of the Elizabeth Fry Society. She was the Local Administrative Justice of the Peace for the Brampton Criminal Court and chair of the Brampton Bail Committee. Justice of the Peace Burton was a member of the Judicial Ethics Advisory Committee from 2017-2024. Justice of the Peace Burton was appointed as Regional Senior Justice of the Peace Central West and commenced January 29, 2024.

Omar Farouk (began term on March 29, 2025)

Omar Farouk serves as a Public Member on the Council and the College of Opticians of Ontario, he was previously elected as an executive member and Vice-President of the College. He currently serves on the Executive Committee, Inquiries, Complaints and Reports Committee (ICRC), and on the Quality Assurance Committee as the Vice-Chair. In July 2019, he was appointed by the Heritage Minister of Canadian Heritage as a Board of Trustee of the Canadian Museum of Immigration at Pier 21 in Halifax. Additionally, in March 2020, he was appointed as a regional member of the Justice of Peace Appointments Advisory Committee of Ontario. Omar is currently the Co-Chair of the Toronto Police Muslim Community Consultative Committee.

Omar has been successful in broadening his knowledge and perceptions on matters of the Public Rights and Interests. He has the firm belief that critical thinking, teamwork, and collaboration in discussions is beneficial towards a "sober second thought". He learnt these skills from his experience on various Boards and Committees that he served on. He has learned that in leadership, accountability, transparency, and integrity are crucial to gaining respect in any professional settings. He demonstrates respect and integrity by being courteous, attentive, patient, and open to what others bring to the table. These very values are manifested in his work ethics. Omar is a licensed marriage officer in Ontario and graduate from York University Toronto in Conflict Resolution and Family Mediation. In 2012 Omar was Awarded by the Governor of Canada the Queen Elizabeth II Diamond Jubilee Award. In 2018, he was a recipient of the inaugural award of Canada 150 Community Award (House of Commons) for outstanding contributions to the growth of the community. In 2025, he was honoured with the King Charles III Coronation Medal

Since 1998, Omar has also served as President of the International Muslims Organizations of Toronto (IMO), leading a congregation of over 6,000. He oversees the operations of the food bank, and coordinates the monthly distribution of over 400 cooked meals to those in need to counter poverty and hunger, improve harmony, friendliness, and trust amongst the communities.

Lorraine Hirst (began term on April 7, 2022)

Lorraine is a lifelong volunteer. For over 30 years she has served her community by leading fundraisers and organizing large events for not-for-profits, including the coordination of catering, decorating and clean-up for these events. Lorraine volunteers her time at food banks, local meal providing centres, as a political campaign volunteer, and has provided many hours of help for various charity fundraisers. She has also assisted the librarian and been a classroom helper in her children's school. She sits on the executive board for a community not-for-profit thrift store and donates her time there as well. Lorraine is a trained doula. She has worked in office administration and in the advertising department of a local city newspaper, The Hamilton Spectator.

Michelle Zare (term March 29, 2022 to March 28, 2025)

Michelle Zare is a paralegal with a career specializing in Workplace Safety and Insurance Law for over 15 years. She established her firm, Zare Paralegal Services Professional Corporation, in 2009.

Her practice is devoted to representing injured workers across the province. She also practices in the area of Canada Pension Plan Disability law, regularly appearing at hearings before the Social Security Tribunal of Canada. Her devotion to lifetime learning is seen through her ongoing active participation in co-chairing and speaking at conferences for the Law Society of Ontario and the Ontario Bar Association's Workers Compensation Section, as well as her experience teaching part-time in the Paralegal Studies Program at Mohawk College.

East Regional Committee

Bonnie Gryce, Regional Lead (began term on April 22, 2024)

Bonnie Gryce retired after 45 years with the Ministry of the Attorney General where she was Sheriff and managed all court operations for the Counties of Hastings and Prince Edward together with sitting on a number of corporate committees. For 21 years Bonnie served her community sitting on the Board of Directors for Corbyville Children's Home where she was Board chair for a number of years. Bonnie holds a certificate in Advanced Alternate Dispute Resolution and Negotiation.

His Worship Herb Kreling, Regional Senior Justice of the Peace (began term on February 4, 2024)

Justice of the Peace Herb Kreling has been appointed regional senior justice of the peace for the East region, effective February 4, 2021. In 2005, His Worship was appointed as a justice of the peace in the East region, base court Ottawa. RSJP Kreling is also the Coordinator for Education and Training in the East Region. He has served as the Local Administrative Justice of the Peace for Zone 1, East Region and on various committees at the criminal and provincial offences courts. Prior to his appointment, Herb served as an Ottawa City Councillor; Chair

of the Algonquin College Board of Governors; Chair of the Ottawa Police Services Board; and President of the Canadian Association of Police Service Boards.

Dave Delorey (began term on September 25, 2024)

No biography provided.

Janet Harnden (began term on March 31, 2023)

Janet Harnden has a strong commitment to her community. As a business leader for 25 years, her recent retirement has allowed her to spend time with her grandsons while continuing to serve her community. Janet has served on many boards, often at executive levels, for the benefit of her community including; Belleville & District Chamber of Commerce, Chamber Government Relations, Downtown Belleville Improvement Association, Belleville Façade Committee, Downtown Police Liaison, Quinte Rotary Music Festival, Belleville Canada Day Committee, school councils and sports associations.

As co-owner of Pinnacle Music Studios for 25 years, Janet and her husband provided a facility to the community which offered music education, music production and access to premium musical instruments. The involvement in the community continued in the form of sponsorships, often Platinum, to the Prince Edward County Jazz Festival, Quinte Rotary Music Festival, Quinte Health Care, Quinte Children's Foundation, Lung Association, Quinte Ballet School, PEC Jazz Education Program, school boards, city events and individuals.

Janet's commitment to her community has been recognized by the Belleville Chamber of Commerce with their inaugural Mentor Award, Quinte Health Care's Partner in Health Care and by Rotary International with the prestigious Paul Harris Fellowship.

Jeffrey (JP) McAvoy (term February 16, 2022 to June 18, 2024)

Jeffrey (JP) McAvoy was appointed as a member of the Justices of the Peace Appointments Advisory Committee in December 2018. Mr. McAvoy practices corporate and commercial law at Conduct Law. Called to the bar in 2001, he received his LL.B from Queen's University in 1999. He represents a diverse range of corporations throughout Canada, the United States, and Eastern Asia. Prior to commencing private practice, Mr. McAvoy worked at a number of Silicon Valley start-ups, one of which was sold for an internet record all cash deal. In addition to practicing law, he is a college professor, best selling author and hosts the top-rated legal podcast The Millionaire's Lawyer.

Bryan Michaud (term June 1, 2023 to July 8, 2024)

No biography provided.

Northeast Regional Committee

Nestor Prisco, Regional Lead (term February 2, 2022 to February 1, 2025)

Nestor Prisco was appointed Sheriff in 1974. For 31 years, he managed all court operations in Nipissing and Parry Sound Judicial Districts. His community involvement has included serving on North Bay City Council, 55 years with the Rotary Club of North Bay, President with the Bliss-Gillmor Non-Profit Housing Complex Inc., President, MacKay Homes Community Fund, Huron University College Board (London, Ontario) and the Nipissing Parry Sound District Housing Authority. Mr. Prisco holds a Master of Public Administration degree from Queen's University.

His Worship Gary McMahon, Regional Senior Justice of the Peace (began term on April 6, 2020)

Regional Senior Justice of the Peace John Gary McMahon became a member of the JPAAC in December 2019. He was appointed as a justice of the peace in 2014. Prior to his appointment, he worked as a lawyer in private practice in Sudbury. He is a former board member of the Canadian Mental Health Association Sudbury/Manitoulin and Sudbury District Restorative Justice as well as a former member of the executive of the Sudbury District Law Association. Before undertaking the practice of law, he worked as an executive assistant to a Member of Parliament. Regional Senior Justice of the Peace McMahon holds a Developmental Services Worker Diploma from Cambrian College, an Honours BA in Psychology from Laurentian University and an MBA—LLB from l' Université de Moncton.

Erika Bazuik (began term on March 31, 2023)

Erika is a dynamic, results-driven, community-engaged leader and bilingual professional with 15+ years in business development, sales, and project management including government-funded projects. A lifelong learner, Erika has successfully adapted across three industries, the private and public sector, and internationally. In Australia and New Zealand, ELB played a strategic role to saturate Lululemon into its first international markets. Passionate about the betterment of Northern Ontario and Canada, she is currently self-employed as a project manager in a consultant capacity for a government funded, 11,000 sq. ft. Francophone community healthcare centre. Erika has recently endeavoured in filling the skilled labour gap through international recruitment with the IVEY Group. Outside of work, Erika volunteers and participates in local groups to drive meaningful change such as physician recruitment. Erika has an MBA specializing in supply chain and logistics.

Deborah Turner (began term on April 24, 2022)

Deborah Turner became a member of the Justices of the Peace Appointments Committee in April 2019. Debby has been on the Board of Directors of the local two site hospital since 2012 and is currently Chair of the Fundraising committee

and sits also on the Executive committee. Debby has been active in the Community through the years of volunteering with the Little Current Figure Skating Club, the Ski Club, Community Service Advisory Committee, Downtown BIA, Classic School of Dance, Holy Trinity Anglican Church Board, Downtown Beautification, Centennial Bridge Committee, Little Current Yacht Club and The Great Lakes Cruising Club. Debby and her husband Jib now own and operate the family business that started in 1879, this year celebrating 146 years of continually owned family business in Canada, the 5th generation of Turners “The Shop across from the Ships”. Debby and Jib have two married daughters, who both live in the North with their husbands, two grandsons, and a great granddaughter. They love the North and what it has to offer to everyone.

Northwest Regional Committee

John Henderson, Regional Lead (began term on December 31, 2024)

Mr. Henderson developed the largest communications firm in Northwestern Ontario providing strategy, marketing and advertising services to the region’s largest business, non-profit and Indigenous organizations. Following the successful sale of the company Mr. Henderson served in strategic roles for the development of the Northwest Tie Line, Thunder Bay Regional Research Institute Cyclotron, Fort William First Nation Economic Development as well as leadership roles for fundraising for the George Jeffrey Children’s Centre and Magnus Theatre. He Currently serves as Director of the Thunder Bay Port Authority. He holds undergraduate degrees from Lakehead University and an Advanced Certificate from Windsor Law School in Alternative Dispute Resolution, Mediation, Negotiation and Arbitration and a Diploma from Allison University in Human Resource Management.

Her Worship Denette Ellard, Regional Senior Justice of the Peace (began term on March 1, 2024)

HW Denette Ellard is the Regional Senior Justice of the Peace for the NWR. Prior to her appointment as a Justice of the Peace, HW Ellard was employed as a Sergeant for the Ontario Provincial Police and held many roles, including the position of NWR Recruiter. She received the Governor General of Canada Police Exemplary Service Medal in recognition of over 20 years of police service. She holds an Honours Bachelor of Political Science Pre-Law degree from Lakehead University and a Master of Public Administration from the University of Victoria. She also holds a certificate in Dispute Resolution from the University of Windsor, Faculty of Law.

Hope Buset (began term on March 26, 2025)

Originally from Thunder Bay, Ontario, Hope Buset received her Bachelor of Laws degree from the University of Manitoba. She received her Ontario Call to the Bar and her Manitoba Call to the Bar in 2006. She practiced as a lawyer in Manitoba for approximately 10 years before returning to Thunder Bay and joining the Bora

Laskin Faculty of Law as the Director of Student Services and Skills in the summer of 2017. She is passionate about working with and mentoring law students and helping them achieve their academic and career goals. Hope sits on several committees at the Bora Laskin Faculty of Law including the Admissions Committee and the Curriculum, Clinic and Integrated Practice Curriculum Committee. She is a board member for the Northwestern Ontario Innovation Centre, and Ingenuity. She also sits as an adjudication panel member for matters falling within Lakehead University's *Sexual and Gender Based Violence Response Policy*. In addition, Hope is currently working on her Master of Education (Social Justice Education) at Lakehead University.

Greg Pilot (began term on March 31, 2023)

Greg Pilot has been an investment advisor and branch manager in the investment industry for over 40 years and continues to do so. He has served on the board of directors of the United Way of Thunder Bay for over 20 years, including serving as a United Way Campaign Chairman as well as President of the United Way of Thunder Bay. He was instrumental in the founding of the Leader of the Way Society in Thunder Bay, the "211" Program in the City of Thunder Bay as well as being the founder of the United Way Endowment Fund. Greg has served as co-chair of the Endowment Fund for the Northern Ontario School of Medicine and has also taught as the accredited instructor for the Institute Of Canadian Bankers Investment Licensing Program.

Brandon Postuma (began term on March 26, 2019)

Brandon Postuma is a unique hardworking individual who has been an integral contributing member to his community in many aspects. As a lifelong resident of Thunder Bay and the surrounding area, he has been involved with countless organizations including his recent start as a Councillor for the Municipality of Oliver Paipoonge. He currently resides in Conmee Ontario, along with his wife and three children. Brandon continues to run several businesses and has a unique set of skills that contributes to his volunteer portfolio. He holds several degrees from the University of Ottawa and Lakehead University which have further equipped him with the necessary competence for this appointment.

Toronto Regional Committee

Kathy Narraway, Regional Lead (began term on March 22, 2023)

Kathy Narraway retired as a principal after 30 years with the Peel Board of Education. Ms. Narraway was a former Board Member at Our Place Peel (a youth shelter) and a long-time member of the Peel Board Sports Advisory Council. Her long-standing community involvement included being an active volunteer on the local School Council, volunteering with the Triangle Prom for Queer Youth, coaching basketball, and organizing annual fundraising/community dances for the Youth Crisis Line. She holds a Bachelor of Education from the University of Toronto and a Bachelor of Science from Queen's University in math and computer science.

Her Worship Melanie Bremner, Regional Senior Justice of the Peace (term February 20, 2018 to February 20, 2025)

Justice of the Peace Melanie Bremner attended the University of Windsor Faculty of Law and was called to the bar in 2002. She was criminal defence counsel in Toronto until her appointment to the Ontario Court of Justice in 2012. She presides in Toronto where she was also the local administrative justice of the peace at Old City Hall. In 2019, Her Worship Bremner was appointed regional senior justice of the peace for the Toronto Region, concluding her appointment in February 2025. Her Worship Bremner is currently a member of the Justices of the Peace Review Council having been appointed in 2020. Her Worship Bremner was appointed to JPAAC in 2019 and concluded her appointment on March 1, 2025.

His Worship Gregory John Fantino, Regional Senior Justice of the Peace (began term on February 21, 2025)

Justice of the Peace Gregory John Fantino was appointed Regional Senior Justice of the Peace to the Toronto Region, effective February 21, 2025. In 2009, Justice of the Peace Fantino was appointed justice of the peace to the Ontario Court of Justice in the Toronto Region. He has also acted as local administrative justice of the peace in Toronto and has offered support and guidance to newly appointed justices of the peace as a secondary mentor.

Justice of the Peace Fantino began his career in commercial underwriting in 1994 for Lombard insurance. Between 2000 and 2007, he became partner and managing director at Arthur J. Gallagher Canada Limited. Prior to his appointment, Justice of the Peace Fantino was senior vice president of Marsh Canada Limited and responsible for leading sales, marketing and business development initiatives.

Justice of the Peace Fantino volunteered with multiple youth charities such as ProAction Cops & Kids, Universal Youth Foundation Canada and the SickKids Foundation. He also served as an off-ice and on-ice official to several leagues sanctioned by the Ontario Hockey Federation.

Justice of the Peace Fantino graduated from York University with a Bachelor of Arts degree with merit, as a Fellow Chartered Insurance Professional (FCIP) specializing in management with the Insurance Institute of Canada and holds a Canadian Risk Management diploma and a certificate in Adjudication for Administrative Agencies, Boards and Tribunals from Osgoode Hall Law School Professional Development, York University.

Danielle Bastarache (term April 1, 2022 to March 31, 2025)

Danielle Bastarache is currently Senior Legal Counsel for Prosecutions at the Regional Municipality of York. Called to the bar in 2007, she received her L.L.B. from the Université de Moncton, New Brunswick, in 2006. She has been an Associate Crown Attorney, a Municipal Prosecutor and has been working in the Administrative Law regulatory sphere since 2013 formerly with the Alcohol Gaming Commission of Ontario (AGCO), the College of Immigration (CICC), the Canadian Investment Regulatory Organization (CIRO) and the Law Society of Ontario. In

addition to practicing law, she volunteers for Big Brother, Big Sister, the CAN Network for the Law Society of Ontario, volunteers with Dog Tales and has spent numerous years volunteering at other animal shelters both in Canada and abroad. She also teaches French part-time to her work colleagues, judges of provincial nomination and other members of the public sector.

Andrew Cowan (began term on November 18, 2024)

No biography provided.

Manu Raj (began term on February 23, 2025)

Manu Raj has been employed in the financial services sector for the past two decades, working in progressively senior roles ranging from leading operational teams, account management, technical sales, business architecture and strategic program delivery.

West Regional Committee

Justin Samlal, Regional Lead (term February 12, 2022 to February 11, 2025)

No biography provided.

Her Worship Sonia Aleong, Regional Senior Justice of the Peace (began term on April 22, 2024)

Her Worship Sonia Aleong was appointed a justice of the peace with the Ontario Court of Justice in 2007. Since her appointment she has been assigned to London, where in 2020 at the start of the pandemic, HW Aleong was appointed Local Administrative Justice of the Peace for London and WASH court. In April 2021, HW Aleong was appointed the Regional Senior Justice of the Peace for the West region. Since her appointment to the bench, Her Worship Aleong has served as a regional director of the Association of Justices of the Peace of Ontario. Prior to her appointment as a justice of the peace, Her Worship Aleong was a magistrate with the Judiciary of Trinidad and Tobago. She holds a Bachelor of Arts Degree in History and Economics from St. Francis Xavier University, Nova Scotia and Bachelor of Laws degree from Cardiff University, Wales. HW Aleong was called to the bar of England and Wales, Middle Temple in 1988. She was admitted to practice in Trinidad and Tobago in 1989, where she practiced law prior to her appointment to the bench. Her Worship Aleong is a fellow of the Commonwealth Judicial Education Institute, Nova Scotia.

Marion Koepke (began term on July 6, 2022)

Marion Koepke was appointed to the Justices of the Peace Appointment Advisory Committee in July 2022 as a Community Representative. She is serving a third term as municipal Councilor with the City of Owen Sound and has gained much experience having served on the Owen Sound Police Services Board and various other Boards and Committees with the City during her Council tenure. She worked

for the municipality for 26 years completing her career in 2010 as City Clerk. During her municipal career, Marion was a member of the Professional Development Committee of the Association of Municipal Managers, Clerks and Treasurers of Ontario (AMCTO) and was instrumental in helping develop the Certified Municipal Officer designation along with many other training sessions and tools to assist municipal staff.

Since retirement, Marion conducted the Municipal Election in 2010 and has been serving as Election Clerk for the Provincial Elections and has worked various positions with the Federal Elections. Marion is involved in her community by serving on the Grey County and North Grey Women's Institutes, and formerly on the Community Foundation Grey Bruce, Grey Roots Museum and Archives, Kiwanis Club of Owen Sound, Grey Bruce Hospital Auxiliary and Grey Bruce Regional Hospital Foundation Boards, Owen Sound Golf and Country Club and the Bluewater Curling Club Boards. Marion is often found volunteering at various events in her community.

Joan Middleton (term February 16, 2022 to February 15, 2025)

Joan Middleton has been a resident and homeowner in Wingham for 50 years. Joan and her husband have owned a Furniture and Appliance and Radio Shack retail store for 35 years. She has been active in her community, being involved in various recreational, social, and business functions. Joan presently sits on the North Huron Police Board and has previously sat on the Wingham Police Board. She has also been Chair of the Huron County Housing department and treasurer of the Huron County Cancer Society. Joan and her husband have 2 grown married kids (Rob and Sarah Middleton) and one granddaughter. She has the time and interest and would be honored to become a member of this committee.

Pamela Munn (term February 16, 2022 to February 15, 2025)

Pamela Munn was appointed a member of the JPAAC in January 2019. Ms. Munn attended Wilfrid Laurier University (B.A. History and Philosophy), and the University of Manitoba (LL.B.). Called to the Ontario bar in 2006, Ms. Munn worked as an associate at a general practice in Shelburne, Ontario, then a criminal law practice in London, Ontario, before starting her own practice in 2010. Ms. Munn has appeared before all levels of court in Ontario and has worked as both Defence Counsel and Crown.

Ms. Munn returned to school to study Health Sciences; Thanatology; and Grief Literacy. Ms. Munn has also completed a 200-hour+ Yoga Teacher Training.

Ms. Munn is a member of the Middlesex Law Association; a member, past President, past CPD Director and current Treasurer of the London Criminal Lawyers' Association, a member of the Ontario Criminal Lawyers' Association and a member of WICCD (Women in Canadian Criminal Defence). Ms. Munn has been a tutor for the Criminal Law portion of the Bar Examination, an Advisor for the Coach and Advisor Network, a Law Practice Program assessor and a volunteer with Ontario Justice Education Network.

Appendix C

POLICIES AND PROCEDURES

Application Form

The Justices of the Peace Appointments Advisory Committee advertises for applications for vacant justice of the peace positions upon the request of the Attorney General.

During an advertising period, candidates must complete the prescribed Justice of the Peace Appointment Application Form and submit the form by e-mail as a PDF attachment following the detailed instructions provided on the JPAAC website. Candidates will receive an acknowledgement e-mail following the Committee's receipt of your application.

If applicants are selected for an interview, they will be asked to submit proof that they meet the education requirement. Applicants will be asked to email a scanned copy of their highest post-secondary degree(s) or diploma(s) or certificate(s) earned or an official transcript (together with a certified translated copy/ies, if applicable) by a specified deadline date for submission. Failure to submit proof of the education requirement will result in the cancellation of the interview. The JPAAC strongly recommends that applicants begin compiling these transcripts and proof of post-secondary education as soon as possible, but **do not send them until requested**. If an applicant completes the equivalency portion of the application instead, they are eligible for an interview and will be exempt from providing copies of certificates and diplomas.

The only updates to an application that are permitted after the closing date of an advertised vacancy are updates to personal and/or referee contact information as well as a change in answer to question #7D: *Personal and Other Matters* of the application form. If an applicant wishes to make a change to their personal or referee contact information, the applicant must e-mail JPAAC.Info@ontario.ca with that information, specifying the name of the applicant and the specific part of the original application that is to be amended.

Candidates must provide the names and contact information of four (4) referees – two (2) professional and two (2) community service work. No other material, including reference letters, will be considered by the Committee.

Communication with the Committee

All communication from candidates is to be made through the JPAAC Coordinator. The JPAAC Coordinator may be reached at JPAAC.Info@ontario.ca. It is not appropriate to contact JPAAC members at any stage of the application and

evaluation process.

Review and Interview Process

Candidates may be selected for an interview based on the review and evaluation of a completed application form. Only candidates selected for an interview will be contacted by the JPAAC.

The interview panel will consist of at least three (3) JPAAC members – and likely more – who will be present at the interview, including judicial members of the Ontario Court of Justice as well as public members appointed by the Attorney General of Ontario.

Language Proficiency Testing

Candidates may be required to undergo standardized language proficiency testing in French, if they have applied for a designated bilingual vacancy.

Reference Checks and Discreet Inquiries

JPAAC members may undertake reference checks and/or discreet inquiries as part of the application process.

Classification Process

Candidates are classified as “Not Recommended”, “Recommended” or “Highly Recommended”. Candidates will not be notified of their classification.

Confidentiality

A candidate’s personal information will be treated as confidential except to the extent as is necessary for the JPAAC to perform its duties.

Appendix D

QUALIFICATIONS AND SELECTION CRITERIA FOR A JUSTICE OF THE PEACE IN ONTARIO

Minimum qualifications for consideration for an appointment as a justice of the peace are set out in subsections 2(1.1), (1.2) and (1.3) of the [Justices of the Peace Act](#), as follows:

Qualifications

(1.1) No person shall be appointed as a justice of the peace under subsection (1) unless he or she has performed paid or volunteer work equivalent to at least 10 years of full-time experience and,

- (a) has a university degree;
- (b) has a diploma or advanced diploma granted by a college of applied arts and technology or a community college following completion of a program that is the equivalent in class hours of a full-time program of at least four academic semesters;
- (c) has a degree from an institution, other than a university, that is authorized to grant the degree,
 - (i) under the *Post-secondary Education Choice and Excellence Act, 2000*,
 - (ii) under a special Act of the Assembly that establishes or governs the institution, or
 - (iii) under legislation of another province or territory of Canada;
- (d) has successfully completed a program designated as an equivalency under subsection (1.2); or
- (e) meets the equivalency requirement set out in subsection (1.3). 2020, c. 18, Sched. 8, s. 1 (1).

Equivalency programs

(1.2) For the purposes of clause (1.1) (d), the Attorney General may designate programs that involve training in the justice system, including programs designed to enhance diversity in the justice system, as programs that meet the educational equivalency requirement, and shall make the list of programs so designated public. 2020, c. 18, Sched. 8, s. 1 (1).

Exceptional qualifications

(1.3) For the purposes of clause (1.1) (e), a candidate may be considered to have met the equivalency requirement if he or she clearly demonstrates exceptional qualifications, including life experience, but does not have the educational requirements set out in clauses (1.1)(a) to (d). 2020, c. 18, Sched. 8, s.1 (1).