



## Deborah Howes, CTAJ™

Deborah M. Howes is a Chartered Arbitrator and Chartered Mediator and an IMI Certified Mediator. She is the President of High Clouds Incorporated (“HCI”), a Canadian company providing seminars and dispute resolution services.

In addition to her Bachelor of Laws and Bachelor of Arts degrees, Ms. Howes holds Certificates in Arbitration and Conflict Management from the ADR Institute of Alberta and a Certificate in Tribunal Administrative Justice™ from the Foundation of Administrative Justice.

In 1998, Ms. Howes co- founded the Foundation of Administrative Justice (FOAJ), a non-profit society dedicated to training for members and staff of administrative tribunals, and offering the only Certificate in Tribunal Administrative Justice™ for Canadian tribunals. Until December 31, 2014 Ms. Howes was the Executive Director of the Foundation of Administrative Justice. From January 1, 2015 to February 2018, she was the Curriculum Development Coordinator. Today she continues as a curriculum developer and instructor.

Ms. Howes is an active facilitator, arbitrator, mediator, investigator and trainer, with over 30 years’ experience in all aspects of dispute resolution, labour relations, condominium and administrative law. She practices in the areas of condominium, commercial, construction, consumer, municipal, workplace and labour relations. In addition, she consults with and trains administrative tribunals on best practices and governance. She speaks on a variety of topics at local, provincial, national and international events.

Ms. Howes has been appointed by the Alberta courts as arbitrator, investigator and condominium administrator. She is also a condominium insurance trustee. From 2007 to 2014 Ms. Howes served as a part-time member of the Public Service Labour Relations Board. Between 1991 and 2002, she was a Vice Chair with the Alberta Labour Relations Board. Prior to her appointment to the ALRB, Ms. Howes practiced law with the Edmonton firm of Duncan & Craig.

She is the co-author and editor of Labour Relations Legislation: Practitioner’s Manual and Condominium Management 100 - 300. Ms. Howes was an advisor for Alberta Human Resources and Employment on Let’s Talk – a workplace guide to resolving disputes using an interest based model. She has written a number of publications, training programs and articles.

Deborah Howes instructs for many organizations, including High Clouds and the Foundation of Administrative Justice. She is a past member of the Advisory Board to the University of Calgary Arbitration and Policy Conference, and has presented at the Conference as workshop instructor and conference panelist. She was a sessional instructor for the University of Lethbridge and a faculty member the ADR Institute Alberta (formerly the Alberta Arbitration and Mediation Society - AAMS) and the Canadian Condominium Institute (CCI). Deborah is a past national director for the Council of Canadian Administrative Tribunals and served as the National Training Committee chair. She developed and delivered arbitration and mediation training for the Siksika Nation for the nation’s Aiskapimohkiiks Tribunal (administrative tribunal).



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Ms. Howes or HCI holds memberships in the Law Society of Alberta; International Mediation Institute; British Columbia International Commercial Arbitration Centre; ADR Institute of Alberta; ADR Institute of Canada Inc.; American Arbitration Association; Canadian Industrial Relations Association (North and South Alberta); Council of Canadian Administrative Tribunals; Foundation of Administrative Justice; Canadian Bar Association; Canadian Condominium Institute and Edmonton Chamber of Commerce.