

## **PROFESSIONAL TRAINING**

2012 Certificate: Facilitator for Participatory Gender Audits, International Labour Organization, Turin, Italy.

1983 Certificate: Teaching English as a Second Language to Adults.  
George Brown College, Toronto.

1977 M.Sc. Human Communication Disorders, specialization: Language and Speech Pathology. McGill University, Montreal.

1975 B.A. Psychology, with distinction, specialization:  
Psycholinguistics. McGill University, Montreal.

## **PROFESSIONAL EXPERIENCE**

1990- **Labour Consultant**, Toronto.

present Consulting to joint workplace committees, unions, government and non-governmental organizations on:

- Implementation of job evaluation programs and pay equity programs, including selection, development, and modification of job evaluation systems; administering and analyzing job content collection instruments; developing rating procedures and conducting ratings; training of committee members; testimony before Ontario Pay Equity Review Services, Hearings Tribunal, and boards of arbitration.
- Implementation of anti-discrimination programs, including compliance with Federal Contractors Employment Equity Program and other legislated and voluntary employment equity initiatives, guiding implementation committee, conducting employee surveys and barrier identification process, designing barrier removal, anti-harassment measures, and communication strategies.
- Facilitation of Participatory Gender Audits, using the International Labour Organization methodology; implementation of collaborative review of an organization's practices to ensure inclusion of gender equity perspective and equitable participation of women and men; development of recommendations to promote equity and remove barriers (Certified by the ILO in 2012).

- 1982 - **Translator/Interpreter**, Toronto.  
present Working in English, Spanish, Portuguese and French. *Written and oral translation and interpretation* (English/Spanish/English; French/English, French/Spanish, Portuguese/English). Official interpreter for Toronto Pan Am and Parapan Games, 2015.
- 1995- **Project Administrator** (contract), Humanity Fund of the  
2015 Communications, Energy and Paperworkers Union of Canada, now Unifor. Responsible for partner liaison, contact with partners, communication in Spanish, Portuguese, English and French.
- 2002- **Pay equity specialist**, (contract) Service Employees International Union  
2015 Canada and Local 1.
- 1984- 7 **Equal Opportunities Coordinator**, Ontario Public Service Employees Union,  
Toronto. Women's equality program coordinator.

### **Selected Job Evaluation/Pay Equity projects**

Pay Equity on-line course for Managers, International Labour Organization (2020)

Pay Equity Job Evaluation course for Ukrainian corporate, union and government leaders, International Labour Organization (2020)

Pay Equity Pilot Project, Government of Chile and International Labour Organization (2017)

Project to apply gender-neutral job evaluation in a water utility. Joint project with Public Services International, ILO and EPSEL water utility, Chiclayo, Peru (2015)

Advisor to Public Services International, Inter-Americas Region; numerous job evaluation exercises completed and ongoing, including Brazil, Peru, Venezuela, and Ecuador (2002-present).

Completion of job evaluation and pay equity plans for Consultant to Society of Energy Professionals (2005-present); City of Windsor Non-Union Employees (2013); Ontario Provincial Police Association (ongoing); York University Staff Association (2015); Durham Police Association (2011), Timmins Police Association (2011), Brantford Police Association (2009).

*Jointly retained* as Job Evaluation Consultant by Niagara Regional Police and Police Association/ Senior Police Association and Senior Officers' Association; London Police/Police Association and Windsor Police/Police Association; University of Western Ontario Faculty Association and CUPE; London Hydro and CUPE.

Completion of job evaluation and pay equity plans for Halton Healthcare, Davenport-Perth Neighbourhood Centre, Lennox and Addington County General Hospital (2011-2014).

University of Western Ontario– Staff Association (ongoing) and Faculty Association (ongoing); University of Guelph Staff Union – USW 4120, ongoing and Queen’s University Staff Union – USW 2010, ongoing.

### **Selected Employment Equity projects**

University of Windsor, Employment Systems Review, with Keith Jeffers (2014).

University of Victoria, Employment Systems Review, with Keith Jeffers (2013).

York University and Canadian Union of Public Employees, Local 3903: Employment equity survey and analysis, with Keith Jeffers (2012).

Canadian Union of Public Employees (National Office): Led Employment Equity Workplace Survey and consulting on employment systems analysis (2009 and ongoing).

Public Services International (PSI): Designed and delivered Specialization Course on Gender Neutral Job Evaluation and Employment Equity, Simon Bolivar Andean University, Quito, Ecuador (July 2009 and 2011).

Training for joint union and employer committees in Argentina, Ecuador and Brazil on employment systems review and other elements of employment equity, based on the PSI’s pay equity and employment equity manual I authored, published in English, Spanish and Portuguese (2007-2009).

Review and Assessment of Employment Equity Positive Measures Program, Treasury Board of Canada, with Nan Weiner (2001).

### **SELECTED EDUCATIONAL PROGRAMS DESIGNED AND DELIVERED**

Pay Equity and Job Evaluation, National Senate of Mexico and International Labour Organization, 2019.

Beyond equal pay for equal work- why we can’t close the gender pay gap without comparing men’s and women’s jobs. Workshop presented at World Social Forum, Montréal, 2016.

Job Evaluation Methodology, Pay Equity Maintenance for Police Associations, Introductory and Advanced, for Police Association of Ontario (2007, 2008, 2009, 2011, 2013).

Pay Equity and Job Evaluation Course for Staff Representatives, UFCW Locals 175 & 633 (2014).

Public Service Employers in Trinidad and Tobago and T&T Public Service Association: Developed and delivered three-week intensive training for human resource professionals on methodology of pay equity job evaluation (2006-2007).

Pay Equity and Job Evaluation (Public Services International) Caracas, Venezuela and Lima, Peru, 2009-2011; Sao Paulo, Salvador and Sao Luis, Brazil, 2006, 2007, 2008; Quito, Ecuador, 2005, 2007 and 2010; Kingston, Jamaica, 2007; San Jose, Costa Rica, March 2004; Bogota, Colombia, April 2004; Barbados June 2004).

Accessibility for Ontarians with Disabilities Act training, Ontario Council of Faculty Associations (2011).

New requirements relating to Protection from Workplace Violence (Ontario Bill 168) for SEIU staff (2011).

Dealing with Violence in the Workplace/ Organizing vulnerable workers (3-hour workshops, in French and English; UFCW Canadian Council Women's Conference, Winnipeg) (1999 and 2001).

Anti-Harassment Policies that Work: Key to Preventing Complaints: Canadian Society for the Advancement of Workplace Solutions (1998).

Gender Perspective in the Public Service and Public Policy (Spanish-language seminars for National Women's Secretariat-SERNAM, Santiago, Chile (1998).

Addressing Harassment in the 90s: resource manual and seminar delivery to United Food and Commercial Workers staff across Canada (1997).

## **SELECTED PUBLICATIONS**

Green, D.Z., *Revalorizando el trabajo tradicionalmente femenino en economías capitalistas-- ¿vale para Cuba?* Proceedings of the International University-Society Conference, University of Holguín, Cuba, April 2013.

Green, D.Z., *Reducing the gender wage gap: A practical guide for public sector unions.* Public Services International, Andean Region, 2006 (Spanish, Portuguese and English versions).

Green, D.Z., "An attempt to save Employment Equity: Community advocacy vs. the Ontario Government." in *Feminism, Law, Inclusion: Intersectionality in Action*, MacDonald G., Osborne

R., Smith C., eds. Sumach Press, Toronto, 2005.

Green, D.Z., "Maintaining Pay Equity Plans: The Association's Role." *Police Association of Ontario Magazine*, Winter 2003.

Green, D.Z., "Hommes et femmes dans le monde du travail: les outils de l'égalité," *Regards croisés sur la gouvernance*, Canada-France, Paris, November 1999.

Keck, J, and Green, D.Z. "Organizing non-unionized women under the Pay Equity Act." *And Still We Rise: Feminist Mobilizing in Contemporary Canada*. Linda Carty, ed. Women's Press, Toronto, 1993.

Ontario Ministry of Education. "The Status of Women and Employment Equity in Ontario School Boards, Report to the Legislature by the Minister of Education, 1991."

Green, D.Z. "Developing Measures of Communicative Proficiency: A test for French Immersion students in grades 9 and 10." In *Second Language Performance Testing*, Hauptman, P., LeBlanc, R. and Wesche M., eds., University of Ottawa Press, 1985.

Green, D.Z. and Lapkin, S. "Communicative Language Test Development." In *Language Issues and Education Policies*, Swain, M. and Allen, Patrick, eds., Pergamon Press, Toronto, 1984.

Cummins, J., Swain, M., Green D.Z., et al. "Linguistic interdependence among Japanese and Vietnamese immigrant students." In *Communicative Competence Approaches to Language Proficiency Assessment: Research and Application*, Rivera, C., ed., Multilingual Matters Ltd, Avon, England, 1984.

Mougeon, R., Green D.Z., et al. *Le français et l'anglais écrit des élèves franco-ontariens*. Ontario Ministry of Education, Toronto, 1981.