

**Deborah M. Howes,  
B.A., LL.B., ACCI, FCCI, CTAJ, C. Arb., C. Med., IMI Cert.**



High Clouds Incorporated  
34 St. Business Centre, 3438 - 78 Avenue  
Edmonton AB T6B 2X9  
Phone: 780-466-8250 Fax: 780-466-8015  
Email: [dhowes@highclouds.ca](mailto:dhowes@highclouds.ca)  
Website: [www.highclouds.ca](http://www.highclouds.ca)



Deborah M. Howes is a Chartered Arbitrator and Chartered Mediator and an IMI Certified Mediator. She is the President of High Clouds Incorporated, 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.

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. She facilitates for groups and organizations on strategic planning and other organization and business initiatives. She is an independent meeting chair. 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 acts as a consensual arbitrator and mediator, and is a roster arbitrator and mediator on a variety of provincial, national and international rosters. She has been appointed by the Alberta courts as arbitrator and investigator. 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.

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. FOAJ is the leader in tribunal training, 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 she serves as the curriculum development coordinator.

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).

Ms. Howes is an Associate and Fellow of the Canadian Condominium Institute. She served as the CCI National President and Chair, and as North Alberta Chapter President and Chair. Deborah Howes has twice been a member of the Minister's Advisory Committee and Task Force on the Alberta Condominium Property Act. Between 2008 and 2011, Deborah served on the Strathcona County Affordable Housing Implementation Committee. Ms. Howes is vice chair of the Condominium Manager Industry Advisory Committee for the Real Estate Council of Alberta.

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, BC Council of Administrative Tribunals, and Edmonton Chamber of Commerce.

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## WORK EXPERIENCE

|                     |   |
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| July 2015           | Dispute Reviewer, CLRa-BTA Collection Site Complaint Process                                      |
| Oct 2014            | Condominium Insurance Trustee   |
|                     | Roster Coordinator, Duty to Accommodate Framework – City of Edmonton and Civic Unions             |
| June 2012           | Condominium investigator - court appointed  |
| June 2011 -         | Independent Arbitrator, The Canadian Joint Grievance Panel Inc.                                   |
| Aug 2007 – Oct 2014 | Board member, Public Service Labour Relations Board   |
| December 2006 -     | Roster arbitrator, AB Human Resources Grievance Arbitration Roster                                |
| June 2005 -         | Roster arbitrator, Automobile Insurance Dispute Resolution Committee                              |
| May 2005 -          | Roster mediator, Alberta Land Surveyor's Association Boundary Resolution                          |
| July 2004 -         | Roster arbitrator - Alberta New Home Warranty Program   |
| June 2004 -         | Roster arbitrator for American Dispute Resolution Center, Inc.                                    |
|                     | Roster mediator for Public Service Labour Relations Board (to 2007)                               |
| March 2004 - 2009   | Roster - Independent Third Party Reviewer for Canada Food Inspection Agency                       |
| February 2004 -     | Independent Fact Finder / Arbitrator - Alberta Municipal Affairs                                  |
| September 2003 -    | Roster mediator, AB Human Resources Labour Mediation Roster                                       |
| July 2003 - 2008    | Sessional Instructor University of Lethbridge, Faculty of Management (Edmonton campus)            |
| January 2003 -      | Roster mediator for Edmonton Public School Board  |
| February 2002 -     | Roster arbitrator, Fair Trading Act, Alberta Government Services                                  |
| January 2002 -      | Roster arbitrator, International Centre for Dispute Resolution (American Arbitration Association) |
| January 2002 -      | Arbitrator - consensual, independent appointed and court appointed                                |
|                     | Mediator- consensual and independent appointed  |
| Jan, 2002 -         | President, High Clouds Incorporated   |

Jan 1999 – Dec 2014 Executive Director, Foundation of Administrative Justice  
April -Sept, 1999 Acting Chair, Alberta Labour Relations Board  
September, 1999 - Roster arbitrator, Canadian Motor Vehicle Arbitration Plan  
April, 1998 - Roster arbitrator, Canadian Panel for Domestic Commercial Arbitration, British Columbia International Commercial Arbitration Centre  
Sept 1997 - 2013 Instructor & Coach, Alberta Arbitration & Mediation Society  
May, 1991 - May, 2002 Vice-Chair, Alberta Labour Relations Board  
Summer, 1987 Editor, Career and Placement Services, University of Alberta  
January, 1996 - 2002 Principal, High Clouds Resolution Services (mediation and training)  
July, 1989 - May, 1992 Lawyer, Duncan & Craig (admitted to the Alberta Bar July 6, 1989)  
Oct, 1975 - Jan., 1986 Union Representative (Servicing, Education, Research - Classifications, Appeals & Analysis); Coordinator Appeals & Analysis, Alberta Union of Provincial Employees

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## EDUCATION

Certificate in Tribunal Administrative Justice (2010) Foundation of Administrative Justice  
Conflict Management Certificate (1997) Alberta Arbitration & Mediation Society  
Certificate in Arbitration (2001) Alberta Arbitration & Mediation Society  
Bachelor of Laws (1988) University of Alberta  
Bachelor of Arts (1987) University of Alberta  
Certificate in International Business Relations (1985) Santa Clara University (summer program Toyko, Japan)  
Chemical Technology Diploma (Honours) (1972) Northern Alberta Institute of Technology  
Various courses for professional upgrading including training for trainers, instructional design and delivery, newsletters, dispute resolution, mediation, negotiation, power point, publisher, ethics, arbitration, presentation skills, public speaking.

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## MEMBERSHIPS

International Mediation Institute  
ADR Institute of Canada Inc.  
ADR Institute of Alberta  
British Columbia International Commercial Arbitration Centre  
Canadian Bar Association  
Council of Canadian Administrative Tribunals  
Canadian Condominium Institute  
Canadian Industrial Relations Association (North and South Alberta)  
Foundation of Administrative Justice  
Law Society of Alberta  
Edmonton Chamber of Commerce

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## **PROFESSIONAL INVOLVEMENT**

### **LABOUR**

Canadian Industrial Relations Association (North and South Alberta)

- member

Calgary Labour Arbitration Conference

- advisory member, speaker, moderator

### **ADMINISTRATIVE JUSTICE**

Foundation of Administrative Justice

- Founder, project leader, executive director, curriculum development coordinator, and instructor

Council of Canadian Administrative Tribunals

- member
- Chair, National Training Committee (1999 - 2000)
- Vice President (2000 - 2001) / National Director (1996 - 2001)
- conference speaker and moderator

### **LEGAL**

Law Society of Alberta - member

- Ad hoc Professional Committee on law student recruiting practices - founding member

Canadian and Alberta Bar Association - member

- past chair of the administrative law and ADR subsections (north)
- past member of the Alberta Council

### **DISPUTE RESOLUTION**

ADR Institute of Alberta / Alberta Arbitration and Mediation Society

- member
- Director (Dec 2012 - 2014)
- Regional and National Chartered Arbitrator Review Panel (2002 - 2009)
- Regional Chartered Mediator Review Panel (2002 - 2009)
- instructor in the Conflict Management Certificate Program and Arbitration Certificate Program (1993 – 2013)
- arbitration program leader north Alberta (2002 – 2010)

Canadian Condominium Institute

- speaker at national and regional conferences on condominium and dispute resolution

Community Associations Institute

- speaker at international conferences on condominium and dispute resolution

Canadian Bar Association

- chair of north Alberta ADR sub-section (2009)

### **CONDOMINIUM**

Real Estate Council of Alberta

- vice chair Licensing of Condominium Managers Advisory Committee (2015 - 2016)

Alberta Government Services, Condominium Property Amendment Act

- member of Minister's working committee (1999 -2014)
- member of Task Force on Dispute Resolution (2013 - 2014)
- co-author Tipsheet: Owning a Condominium and Buying a Condominium (2000)

Canadian Condominium Institute – National

- member – National Government Relations Committee
- National Chair (2004 - 2006)
- National President (2002 - 2004)
- various other leadership roles
- conference speaker and moderator

Canadian Condominium Institute – Vancouver and North Alberta Chapters

- member
- past President, North Alberta Chapter & various leadership and officer roles
- Accredited Arbitrator, Mediator, Trainer, Neutral Chair & Parliamentarian, Facilitator & Community Renewal Leader
- co-author and co-editor Condominium Management 100 – 300 training program and materials
- trainer and conference speaker

Alberta Vocational College / Risdon Consulting Services

- content consultant for Residential Condominium In Alberta: An Introduction

## **COMMUNITY**

Edmonton & Area Famous Five Society

- coordinating committee and founding member (2004 – 2012)

Strathcona County

- affordable housing advisory committee member and chair (2008 – 2011)

Lamont Agricultural Society

- member and volunteer (2007 – 2012)

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## **PERSONAL DESIGNATIONS & AWARDS**

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| 2011 | Outstanding Service Award, Canadian Condominium Institute, North Alberta |
| 2001 | Chartered Mediator, ADR Institute of Canada Inc                          |
| 1999 | Fellow of the Canadian Condominium Institute (FCCI)                      |
| 1999 | Mel Osborne Fellow, Kiwanis International                                |
| 1997 | Chartered Arbitrator, ADR Institute of Canada Inc.                       |
| 1995 | Kiwanian of the Year, Kiwanis Club of Edmonton                           |
| 1994 | Kiwanis International Officers Merit Award                               |
| 1991 | Associate of the Canadian Condominium Institute (ACCI)                   |
| 1991 | Outstanding Achievement Award, Kiwanis Club of Edmonton                  |
|      | Boys & Girls Club of Edmonton Volunteer Service Award                    |
| 1988 | North American College Placement Council Inc. Award of Excellence        |

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