



Deborah M. Howes,
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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, and investigator, with over 30 years' experience in all aspects of dispute resolution. She practices in the areas of condominium, commercial, construction, consumer, municipal, workplace and labour relations, and administrative law. She serves on a variety of provincial, national and international rosters. She has been appointed by Alberta Municipal Affairs as an arbitrator and by the Alberta courts as arbitrator, investigator and condominium administrator. She is an essential services umpire under the Alberta Labour Relations Code.

Deborah Howes is an independent meeting chair and parliamentarian. She provides training in effective meetings, Roberts Rules of Procedure and governance.

Ms. Howes has been active in the condominium industry for over 30 years. She currently acts as a condominium mediator, arbitrator, meeting chair, educator, condominium insurance trustee and condominium administrator.

Ms. Howes facilitates for groups and organizations on strategic planning, governance practices and other organization and business initiatives. She consults with and conducts reviews of administrative tribunals on best practices and governance. 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 full-time Vice Chair with the Alberta Labour Relations Board. She served as acting Chair for the ALRB in 1999. Prior to her appointment to the ALRB, Ms. Howes practiced law with the Edmonton firm of Duncan & Craig.

Deborah Howes is also a professional educator, trainer and curriculum developer, with over 40 years' experience. She instructs for many organizations, including High Clouds Incorporated and the Foundation of Administrative Justice. She has written dozens of new courses and has presented over 1000 days of training. She was co-chair of the ADR Institute of Canada's Professional Development Oversight Committee and chair of ADRI's Professional Development New Course Sub-Committee. She developed and delivered

arbitration and mediation training for the Siksika Nation for the nation's Aiskapimohkiiks Tribunal (administrative tribunal) and mediators. She is currently completing a Curriculum Development and Instructional Design Extension Certificate through Mount Royal University.

Ms. Howes was the co-author and editor of Labour Relations Legislation: Practitioner's Manual and Condominium Management 100 – 300, and co-author of the first Service Alberta Tipsheet: Owning a Condominium and Buying a Condominium (2000). She 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 was a content consultant for Residential Condominium In Alberta: An Introduction.

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. Until December 31, 2014 Ms. Howes was the Executive Director of FOAJ during which she led the organization to a national profile. From January 1, 1999 to 2019 she served as the curriculum development coordinator. Today she is an FOAJ curriculum developer and instructor and recently helped launch FOAJ to an international audience. Deborah is a past national director for the Council of Canadian Administrative Tribunals and served as the National Training Committee chair.

Deborah Howes speaks on a variety of topics at local, provincial, national and international events. She is a past member of the Advisory Board to the University of Calgary Arbitration and Policy Conference, has co-chaired the Conference, and presented at the Conference as workshop instructor and conference panelist. She was a sessional instructor for the University of Lethbridge and a faculty member with the ADR Institute Alberta (formerly the Alberta Arbitration and Mediation Society) and the Canadian Condominium Institute.

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*, focusing on clear legislative parameters, professional standards, good condominium governance, conflict resolution, consumer protection and condominium owner education. Between 2008 and 2011, Deborah served on the Strathcona County Affordable Housing Implementation Committee. Ms. Howes is currently 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, Vancouver 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.