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Daphne Taras, PhD

Daphne Taras, PhD, Joins NIDMAR and PCU-WHS Boards

The National Institute of Disability Management and Research (NIDMAR) and the Pacific Coast University for Workplace Health Sciences (PCU-WHS) are pleased to announce that Daphne Taras, PhD has joined the Board of Directors for NIDMAR and the Board of Governors for PCU-WHS.

Currently, Dr. Taras is Professor of Labour Relations, Edwards School of Business and Johnson-Shoyama Graduate School of Public Policy, visiting Professor at the University of Toronto, and Chair of the Saskatchewan Educational Relations Board. She served as Dean of the Edwards School of Business at the University of Saskatchewan from 2010-2016.

Throughout her career, Dr. Taras has been active at the intersection of labour relations, public policy, and law. She is passionate about bringing multiple disciplines together on important labour market and workplace issues. She became an advocate for disability management in 1985 when a Supreme Court Case that created a 'duty to accommodate' caught her attention. "Another case in 1990 advanced the logic. Interestingly, they were both about religion, but I saw the disability implications immediately."

As a result, Dr. Taras wrote one of the first articles on accommodation. "As an academic, I knew this was going to change the employment rights of millions of people. Who among us won't need to be accommodated based on changes to our physical or mental health, aging, or limitations that should not deny us the right to contribute to the economy and benefit from that work?" she asks.

In 2011, Dr. Taras co-edited the book, *Perspectives on Disability and Accommodation*, contributing the chapter "The Evolution and Future of Innocent Absenteeism". The book was published by NIDMAR.

Reflecting on her new role with NIDMAR and PCU-WHS, Dr. Taras says that while law, policy and chatter all matter, the need now is to focus on implementing change. "We need to ensure there are people in the workforce who have the training and skill set to meet every challenge. Every person with a disability is unique. This isn't just about wheelchair ramps or accessible washrooms. This work is about removing **all** barriers so people with disabilities can work, contribute, and feel the dignity that comes from meaningful participation."

"I am delighted to now be working with NIDMAR and PCU-WHS, both of which are at the forefront of the disability management field. I am grateful for the opportunity to directly contribute to the field."

Dr. Taras has a BA (Hons) from York University and a MA from Duke University, both in political science. Her MBA in new ventures and entrepreneurship and PhD in labour relations are from the University of Calgary, and she has an LL.M in Labour and Employment Law from Osgoode Hall.

Prior to her move to Saskatoon in 2010, she was professor at the University of Calgary's Haskayne School of Business and was Associate Dean (Research) and Director of the PhD program. She has also held a Professorship in Public Policy. Dr., Taras has published over 50 journal articles and book chapters, seven books, and edited many important journal symposia. She has mediated labour disputes, facilitated union-management committees, and provided training in conflict resolution.

She received many research awards from the University of Calgary, and two teaching awards from PhD students. She was an expert advisor to the Federal Labour Standards Commission from 2004 to 2006. In 2006, she was awarded the US-based Labor and Employment Relations Association's Excellence in Education Award. She was named one of the Top 100 Women of Distinction for Canada and one of the Top 10 Women of Influence in Saskatchewan, both in 2012.