



Dear Hiring Team at the Canadian Human Rights Tribunal,

It is with deep gratitude that I submit my qualifications for **Member, Canadian Human Rights Tribunal**. As a Human Rights advocate currently litigating four (4) Human Rights cases at the Federal Court of Canada and Federal Court of Appeal, I believe this role is directly aligned with my values and professional experience. I understand the Canadian Human Rights Tribunal is searching for a Human Rights champion of the *Canadian Human Rights Act*, and to drive strategic investigations, lead policy development, lead human rights research and partnership operations, and have oversight of Canadian Human Rights in Workplace and Social Relationships, Poverty Reduction & Empowerment, Sustainable Education, and Resilience, all of which are at the heart of equity and dignity for all.

As a seasoned International Business Professional and Non-Profit organization volunteer and employee, I have extensive experience collaborating with diverse stakeholders of various cultures, income levels, ethnicities, geographies, and vulnerabilities. I am also a person that deeply empathizes with the creation of innovative human rights empowerment policies and practices that could potentially create a model for massive system changes required for human development and success in Canada and Internationally. **I would be honoured to uphold a role where real transformation in human rights is possible**, as a co-steward and member, for all Canadian citizens and newcomers to Canada. I am deeply motivated by the mission and responsibilities of this position, with the understanding that **there is an urgent need to listen, participate, and actively change and transform national systems of human rights, and to work collaboratively with mutual respect, innovation, and collective and impactful action**.

My qualifications span multiple cultures and countries including education, technology, and sustainability, and I believe most importantly, my recent human rights litigation, advocacy, research, investigation is critically relevant to excel at this role. Highlights of my International Human Rights, Strategy and Business experience is outlined below.

Human Rights Advocacy and Driving Change:

- **Actively litigating four (4) Human Rights Federal Court cases**, exposing international human rights violations in complex cases including litigating at Hearings and in Writing, Research, Investigation, Legal compilations and filings according to the *Federal Court Rules*
- **Ongoing engagement with senior levels of institutions in Canada**, including Banks & Financial Institutions, Government & Government Agencies, Medical Systems & Hospitals, Workplaces
- **Collaboration with AI to develop strategic plans to support Human Rights and Federal court proceedings**, while creating an innovative framework that focuses on communities based on empathy, compassion, and sustainability
- **Actively donate to numerous non-profits** including War Child Canada, and have supported World Vision, Save the Children, Mental Health Associations, Plan International, Princess Margaret Hospital & Hospital for Sick Children, Ronald McDonald House, and other local organizations focused on supporting families, women and children

Government Program Work Supporting Newcomers to Canada:

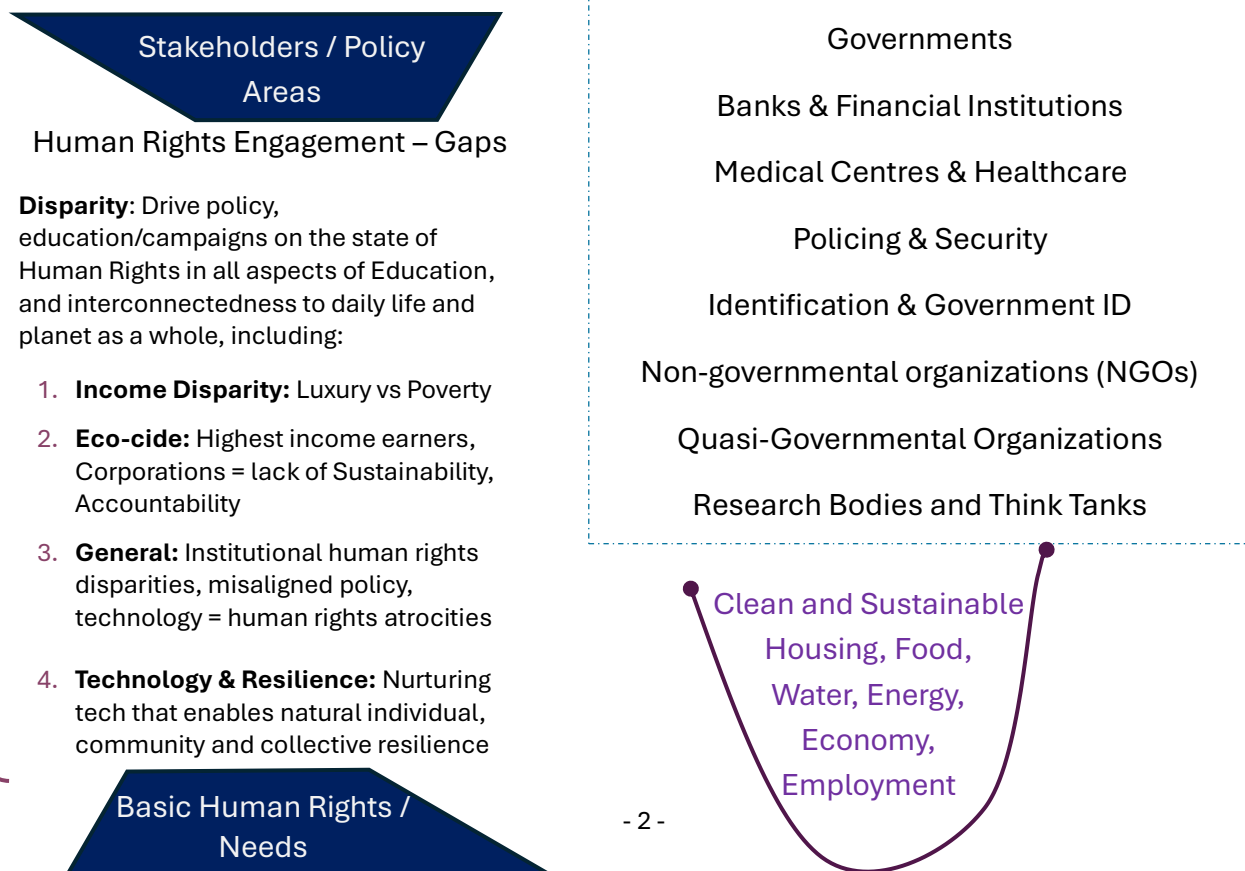
- **Managed a \$1M Ontario government program supporting newcomers to Canada** in upskilling and job attainment
- **Project Management Lead**, including establishing all administrative and operational templates and policies
- **Co-developed custom framework within Customer Relationship Management (CRM) system** to automate processes related to outreach, electronic communications, and course administration by mapping program workflows
- **Taught Consulting courses to international students and developed course content**, website and social media outreach campaigns including Ministers of Government participating in Events
- **Advisor to program administrators**, including online organization and repositories, visual identity, professionalism and impact analytics

Senior Management Experience:

- **Director at one of world's largest vertically integrated solar energy companies**, founded in Hovik, Norway
- **Consultant, Strategy and Innovation** at Canada's largest Food Company
- **Chief Operations and Commercial Officer** at EdTech company founded in Sweden
- **Business Manager at Non-Profit Organization based in Fiji**, founded by American-Fijian couple
- **Senior Management Roles at Education, Environmental Consulting and Technology companies** in Norway, Canada
- **Guest Lecturer at University of Pompeu Fabra (UPF)**, Strategic Marketing Management in Barcelona Spain

Shaping Human Rights Strategy

As an esteemed applicant for this position, I believe it is important to demonstrate my values and vision for this role in the rapidly changing and urgently needed transformation of the global human systems landscape, as shown below.



My Intent and Contribution to this Esteemed Position

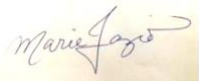
As an advocate of human rights with a goal of an equal fair and dignified human rights for all, my mission would be for every individual in Canada to experience equity and ensure no one is left behind. My values for this role would be based first and foremost on empathy, integrity, dignity, mutual respect, community, and sustainability. **Every person is born equal and therefore deserves a safe upbringing with all opportunities available to them.** I not only believe in Human Rights Development in Canada and its potential at as a model for change Internationally, **I have both lived and professional experience that would be at the core of the Canadian Human Rights Tribunal's mission.** I have also created courses, lectured on relevant topics, and lead projects such as Cultural Awareness, Strategic Marketing Management, and ESG & Sustainability reporting indicators for Canada's largest Food Company. By integrating my academic qualifications with extensive real-world experience, I believe I have the background and personal value system required for true innovation, fair and actionable outcomes, and success in this role.

As a global citizen, born and raised in Canada, and that has lived in the Pacific islands, Europe and Scandinavia, working closely with many diverse and vulnerable cultures, my ability to empathize and understand diverse human rights journeys would be critical for this role. Also, as a naturally creative and innovative thinker that continually thinks out-of-the-box and at large scale, I believe I could bring the perspective and practicality this position requires to make significant contributions to the Human Rights landscape in Canada, and drive innovation that could dramatically see transformational Human Rights for all.

My loyalty and high-performance include always thinking ahead, reflecting on how processes can be more inclusive and diverse, driving growth for maximum impact, and understanding how impacts can be immediately actionable. Finally, based on my own life journey, I am a highly resilient person, able to handle high-pressure situations, deadlines and short-turnaround deliverables while maintaining kindness and humility.

I would be thrilled to have a conversation with the Canadian Human Rights Tribunal team about how I could bring experience, tenacity, drive and lived experience to this role. I can be reached at +1-647-203-8890, or at marie@mapiaconsulting.com. Thank you for considering my application, I look forward to hearing from you.

Yours Truly,



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Marie P. Fazio

Human Rights Advocacy, Strategy & Research



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I am an energetic, results oriented professional with an entrepreneurial mindset. I am passionate about creativity and understanding key stakeholders for unique and collaborative results.

My professional goals are to empower teams and individuals with innovative, uplifting processes, nurtured from my experience within cross- functional, multi-cultural teams locally and internationally.

SKILLS

Industry Experience

Technology, Education, Energy, Non-profit

International Experience

Canada, Scandinavia, Europe, Asia Pacific

Software

Microsoft Office, G-Suite, Adobe, Project Management, CRM, Confluence & Jira

Adventurist

Survival Safety Course Level 3, Climbed Volcano in Indonesia , Camino de Santiago

HIGHLIGHTS OF QUALIFICATIONS

- Global and Local experience including Canada, Europe and Asia Pacific within Research, Technology, Non-profit and Renewable Energy
- 25 years of experience working in Research and Strategy
- Federal-level experience managing Human Rights cases
- Strong communication skills and the ability to engage with multi-cultural teams at all levels
- Highly organized and detail-oriented, with the strong ability to work within cross functional teams
- Project management of large, complex projects including research, business development
- Facilitate meetings focused on developing strategic deliverables

EXPERIENCE

Candidate for MP University-Rosedale

Mapia Consulting /Toronto, Ontario / 2025 - Present

Individual and Team Coaching & Training. Role and Results:

- Deliver Courses to empower teams to think innovatively and creatively to build confidence and motivation
- Individual Coaching and training for vulnerable people, professionals
- Cultural, Diversity, and Creative thinking Consulting

Proposal Manager

Sparkrock Ltd. /Toronto, Ontario / 2021 – 2022; 2024 - 2025

ERP Technology company (acquired by Ionic May 2022). Role and Results:

- Build and maintain numerous internal partnerships across company and contribute to relevant content and messaging efforts
- Identify, research, and qualify opportunities in collaboration with the broader business development, sales, and executive teams
- Ability to articulate technical concepts and differentiators through compelling written and verbal communication
- Demonstrated project management skills and the ability to work effectively while navigating an evolving, fast-paced high pressure work environment

EDUCATION

Master of Business Administration (MBA)

Schulich School of Business, York University

Toronto, Ontario, Canada

Honours Bachelor of Science

Environmental Science

University of Toronto

Mississauga, Ontario, Canada

Public Participation

Professional Certification

IAP2 Canada



Marie P. Fazio

Human Rights Advocacy, Strategy & Research

ACHIEVEMENTS



REC / Norway: Two promotions



Golder / Canada: Employee Recognition Award for Leadership



Brainstation / Canada: Social Media Strategy course



University of Toronto, Golden Key Honour Society: Top 15% graduate



International Development, Projects Abroad: Volunteer in Fiji, Human Rights

RECOMMENDATIONS

"Marie, it was so inspiring to have you here and I hope our roads cross again. I'm going to do all I can to continue on the work you started."

Director Operations, Strawbees

"I am impressed by your stamina and your ability to keep calm. Keep challenging the way we work and collaborate. I am proud to be on the same team as you." CFO, Inspira

"I worked with Marie on the development of a new product and was very impressed with her knowledge and connections within the PV industry. Marie provided and analyzed key inputs on the requirements and costs associated with the different market segments which was vital input in the final design and cost calculations for the product. I found her to be very driven, quite innovative in her ideas and very easy to work with." CTO, Renewable Energy Corporation (REC)

"I have greatly appreciated learning from you and with you!" Managing Director, Rise Beyond The Reef (RBTR)

Operations Manager

Leonnova / Toronto, Ontario / 2023 – 2024

Education company. Role and Results:

- Build and maintain numerous internal systems and projects across company and contribute to relevant content and messaging efforts
- Supported a small business in all aspects including administration, social media, operations organization and launching new improvements
- Demonstrated project management skills by effectively managing a \$1M Ontario government project while navigating an evolving, fast-paced high pressure work environment

Consultant, Strategy & Innovation

Loblaw / Brampton, Ontario / 2022 – 2023

Food company. Role and Results:

- Contributed to numerous research and innovation projects including identifying, researching, and qualify technology opportunities in collaboration with the senior management
- Multi-stakeholder facilitation for feedback consolidation into strategic projects
- Demonstrated project management skills by effectively managing the Loblaw Sustainability Initiative while navigating an fast-paced high pressure work environment

Various National & International Positions

Canada and Norway / 2019 - 2021

Research, Reporting and Strategy. Role and Results:

- **A Kennedy Consulting, Independent, 2021:** Climate Change Research and Reporting for Feasibility study in Halton Region
- **Alutile AS, Employed, 2019:** Research, analysis, and strategic industry insights to implement at small entrepreneurial organization

Chief Operations Officer & Chief Commercial Officer

Strawbees AB / Gothenburg, Sweden / 2019

Responsible for the development and implementation of operations strategy to maximize growth and profitability across key markets. Role and results:

- Ensure optimal implementation and running of all functions of the organization, including overall project management and strategy
- Staying attuned to customer demands in order to deliver relevant product offers
- Mentor company senior staff, maintain regular contact with Investors, CEO and strategic partners

Marie P. Fazio

Human Rights Advocacy, Strategy & Research

Market Development Manager

Inspira AS, Oslo, 2017 - 2019

A leading European digital examination platform solution for universities and schools. Role and results:

- Responsible for positioning strategy related to European digital examination platform solutions for universities and schools
- Identified market requirements for product roadmap
- Marketing strategy related to value proposition and event coordination at international events, industry association membership and strategic customer meetings
- Key Account Manager for high revenue clients and projects including NTNU, and NCFE (UK).

Business Manager

Rise Beyond The Reef, Nadi, 2015-2016

Rise Beyond the Reef is a Seattle based non-profit organization operating in Fiji, focused on bridging the divide between remote communities, government and the private sector. Role and results:

- Participated with women in remote communities including visiting their communities, understanding their immense challenges
- Sales and marketing strategy with local partners.
- Product training program for remote community participants
- Managed new sales and marketing and administrative processes to enable commercialization of products on a retail scale

Various Positions

2010-2015

Client customized research and analysis, reporting, business planning, project management and training. Select positions:

Marketing Manager, Golder Associates, Canada, 2003. Led marketing projects for leading environmental engineering firm.

Guest Lecturer, University of Pompeu Fabra (UPF) I Spain. Lectured on Strategic Marketing to International Business Students.

Consultant, IEL/UNDP I Canada. Authored report recommending best practices for Canada-Norwegian Arctic relations.

Director, Market Development

Renewable Energy Corporation (REC) ASA, Oslo, 2006-2010

REC is a leading vertically integrated solar energy company listed on the Oslo Stock Exchange. Role and Results:

- Developed and delivered divisional 5-year Business Plans
- Managed delivery of market & commercial strategy reporting to executive management including global policy developments, market trends, competitive landscape, demand and supply, products, technology developments, and pricing.
- Developed and implemented Market Intelligence, CRM Portal and training to facilitate business development and knowledge management initiatives across the organization's business units.