






# TRISHA PERRY

PARTNER, RESONANCE INC.

## CONTACT

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ResonanceAdvisors.ca 

## EDUCATION

BACHELOR OF LAWS  
University of New Brunswick Fredericton,  
NB  
2004

## SKILLS

Training & Facilitation  
Workplace Assessments  
Conflict Resilience & Resolution  
Mediation & Resoration  
Workplace Investigation  
Adjudication & Decision Making

## CERTIFICATIONS

**2020**  
Mastering Fact-Finding & Investigation  
*Queens University*  
  
Insights Discovery Accredited  
*Dundee Scotland*  
  
Virtual Certified Trainer (VCT) in Conflict  
Resolution  
*Eckerd College – St. Petersburg FLA*

## PROFESSIONAL SUMMARY

Trisha puts her combined legal and consulting expertise to work assisting individuals and groups by developing customized solutions to workplace challenges and conflicts. As an independent investigator, Trisha's proven ability to deliver an unbiased perspective on workplace complaints allows her to cut through the clutter to reveal the core of the problem, and provide clear results and thoughtful recommendations.

She draws on experience working for clients in a wide variety of industries, including unionized/non-unionized, for profit/not-for-profit, and regulated/non-regulated work environments.

## WORK HISTORY

### PARTNER

Resonance Inc., Saint John, NB)  
2017 – Current

Resonance Inc. provides a suite of workplace services including governance advice and training, workplace assessments, workplace investigations, conflict resolution, mediation, and workplace restoration. Resonance is dedicated to improving workplaces from culture to productivity.

### VICE-CHAIR

Vice-Chair of the New Brunswick Workers' Compensation Tribunal (WCAT)  
2017 – Current

WCAT is a quasi-judicial administrative tribunal whose primary responsibility is to provide timely, fair, consistent, and impartial decisions when resolving appeals of decisions rendered by WorkSafeNB. Under the legislative authority of the *Workplace Health, Safety and Compensation Commission and Workers' Compensation Appeals Tribunal Act*, WCAT is mandated to hear appeals under this *Act*, the *Workers' Compensation Act*, the *Firefighters' Compensation Act*, and the *Occupational Health and Safety Act*.

### CONSULTANT

Self Employed  
2016-2017

Working as an independent legal consultant to various organizations, Trisha provided advice and training focused on employment and labour law work scenarios and issues.

### PARTNER

Cox and Palmer (Fredericton & Saint John, NB)  
2004-2016

Trisha's legal private practice involved specialization in employment and labour law, administrative law, self-regulated professions, and alternate dispute resolution. As a litigation lawyer, Trisha appeared at all levels of court and administrative tribunals in New Brunswick, representing clients on a wide variety of issues.

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## CERTIFICATIONS

Trauma Informed Mediation  
*March Mediation – Liberty Missouri*

Effective Group Facilitation  
*Royal Roads University – Colwood BC*

**2019**

Workplace Restoration  
*Queens University – Kingston ON*

**2017**

Workplace Investigation Certificate  
Canadian Human Resource *Professional Association – Toronto ON*

Mediation for Professionals  
*Herzing College – Toronto ON*

## AFFILIATIONS

Trisha is a member of the Canadian Bar Association and the Law Society of New Brunswick. She is also a member of the ADR Institute of Canada, former Director on the National Board of the Red Cross, and an active volunteer on numerous boards and community organizations. Trisha is also a member of the federal Harassment and Violence Prevention Roster of Investigators developed in support of the *Workplace Harassment and Violence Prevention Regulations*.

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## RECENT ACCOMPLISHMENTS

### WORKPLACE INVESTIGATION

Trisha recently completed a comprehensive workplace investigation process for a client operating in a mixed non-union and unionized work environment. She undertook a variety of fact-finding initiatives, and then completed an in-depth report that addressed the complexity of this scenario and included recommendations ranging from policy development, to amendments to roles and responsibilities, to strategic communications support.

### DEVELOPMENT OF CUSTOMIZED TRAINING PROGRAMS

Trisha's ability to connect with people makes her an exceptional trainer. She draws from her years as an employment and labour law specialist as a Partner for a regional law firm, bringing a depth of insight and a host of practical to-do items to her presentations and Q&A sessions. She recently played a critical role in developing and delivering customized training programs on conflict resilience and resolution, respectful workplaces, and workplace harassment.

### MEDIATION AND IMPROVEMENT

Trisha recently served as an independent trauma-informed mediator in a dispute involving multiple unionized and non-unionized parties with respect to issues of individual and systemic sexual harassment in the workplace. As a tried-and-true expert at this process, Trisha aided the parties in reaching a resolution that served the core needs of all involved, thereby resolving several outstanding litigious processes.