

## NATASHA TONY

Natasha Tony is a trained mediator and experienced labour relations specialist who has advanced the discussion on how to build inclusive organizations. Bringing a keen sense of fairness and sensitivity to intersectionality, she goes beyond diversity programming and sets up organizations for true inclusion of and respect for all members.



A graduate of the Labour Relations certificate program at Queen's University in Kingston, Natasha has rounded out her education through mediation, negotiation and coaching programs offered by the Justice Institute of British Columbia.

Natasha's former career as an extras casting director piqued her interest in diversity. Subsequently, she held a labour relations role for almost a decade with IATSE (International Alliance of Theatrical Stage Employees), a union representing members of the film, television, and entertainment arts.

Natasha is Principal and CEO of **Elevate Inclusion Strategies**, a consulting company which focuses on issues management and systemic conflict resolution. To this end, Elevate develops and implements diversity initiatives and respectful workplace programs for client organizations.

Elevate delivers services to its clients in two main categories: **Issues Management** and **Culture Shift**. Specializing in workplace restoration, Elevate conducts investigations, particularly pertaining to bullying, discrimination, and sexual harassment. For its client organizations Elevate also tailors workshops and master classes geared towards leaders, trainers, and staff on themes relating to respectful workplaces and building inclusive organizations.

Natasha is a much sought-after speaker and author in the post-"Me Too" public sphere. A thought leader on themes of activism, equity and inclusion, she is often invited to provide interpretative commentary on current events.

