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IHRP Summer Fellow 2025
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IHRP Final Report

This summer, I worked full-time with the [Global Justice Lab](#) (the Lab) and part-time with the [Voluntary Principles Initiative](#) (VPI). I chose to intern with both organizations to explore different interests within the legal field. I thoroughly enjoyed my experience as an IHRP fellow working for the Lab and VPI. I appreciated being intellectually challenged throughout the summer, learning about various topics and research methods I had not yet been exposed to. The skills and confidence I gained in academic research and writing will be instrumental as I progress in my legal career. I also built a network of legal practitioners and policy experts who will be invaluable contacts for my professional growth. In my role as a co-leader of the Gender Apartheid in Afghanistan working group this year, I plan to apply the principles and lessons I learned this summer about international business and human rights, policy report drafting, and sociological research approaches, to enhance our working group's output.

Global Justice Lab

The Global Justice Lab supports justice systems under stress by conducting policy research for diverse stakeholders and proposing reforms based on cross-jurisdictional comparisons to promote greater accountability and human rights compliance. The Lab is affiliated with the Munk School of Global Affairs, where I am pursuing my master's alongside my Juris Doctor degree. Not only have my supervisors been highly committed to my career development, but the work I have done with the Lab has been instrumental in expanding my network of foreign policy and legal professionals, locally and globally.

I chose the Lab because I wanted to deepen my skill set in policy analysis, research, and writing, to produce insightful reports that touch on legal and social policy issues with an international dimension. My past internships have primarily involved policy research and writing, as well as programmatic and event support. Working with the Lab, I wanted to expand on my use of various research methods and memo writing. The Lab's expertise in sociological, statistical and policy-based approaches to research provided me with the ideal environment to develop my research skills while learning new techniques. The Lab facilitated my learning from some of the best sociologists and political scientists studying the intersection of law and social policy.

The two main projects I worked on this summer stemmed from a law enforcement conflict, where disagreements over the alleged bias of two Police Commission appointees in a Canadian province led to a formal investigation into the reasons for the "broad erosion of relations of governance" in policing in this province. In this context, the Lab undertook an examination of the governance structure of this province's law enforcement system. This

included identifying how current legislation safeguards against conflicts of interest and reasonable apprehension of bias and providing recommendations for more precise guidance on specific themes. I completed this report during the initial half of my internship. To inform my recommendations, I examined law enforcement governance structures in other jurisdictions, such as Toronto, Chicago, and London. I also worked and consulted with senior practitioners in Canadian justice institutions and various experts to gain a deeper understanding of oversight and governance in policing systems. I utilized legal and policy research approaches to produce a comprehensive memo. This report will not be made public and will solely support a final advisory report.

In the latter part of my internship, I explored governance issues in policing more broadly, using a cross-jurisdictional comparison between governing bodies and disputes arising from their roles, authority, and purpose in Edmonton, Chicago, Toronto, Scotland, and Northern Ireland. I consulted various sources to inform my research, including annual police service reports, oversight and accountability committee reports, firsthand accounts from police service members or oversight board members on relevant issues, and news coverage of these jurisdictions. This research contributed to an internal memo that categorized and mapped police oversight boards, refining our focus on the functional responsibilities of police boards and the factors affecting their legitimacy.

Several challenges arose during the research process, prompting the creation of this internal memo to guide our understanding of the main areas of interest related to police governance. In my research, I examined how boards respond to incidents of police-involved deaths and whether board member resignations are mostly linked to lapses in public confidence or trust in policing caused by these incidents. It was challenging to quantify these results and identify patterns because many of the primary sources I reviewed were inconclusive on the topic. As my internship ends in the coming weeks, I am finalizing my research to understand how public confidence affects metrics of legitimacy in police governance. This involves analyzing court transcripts and other documents produced by law enforcement agencies across our jurisdictions of interest to better grasp how public confidence influences narratives of police governance.

In addition to this research, I provided the Lab with insight into other projects, such as experiences of policing during times of extreme state violence. Early in my internship, I supported the Lab by producing an executive summary of a draft report to inform specific law enforcement efforts aimed at improving community relations. I am also currently supporting the Lab with its launch of a new project and partnership on situations where oversight by police boards is avoided, by engaging with a prominent international NGO.

As an opportunity to grow my professional network, my supervisor introduced me to John English, who sits on the Board of Directors of the Canadian International Council (CIC). John invited me to attend a CIC National Chapter board meeting over the summer, where I connected with multiple CIC members. I was ultimately asked by two CIC members to moderate a panel they are organizing at the Couchiching conference occurring at the end of September on “The Changing Global Order: Canada’s Role in a Post-Neoliberal World.” I also intend to support the development of a young professionals’ wing for CIC’s Toronto

chapter by helping to plan events and facilitating a relationship between CIC and Munk School/Faculty of Law students at the University of Toronto.

I intend to keep working for the Lab part-time this semester. As I continue to pursue police governance research for the Lab while supporting other projects at the intersection of law and policy, I aim to integrate international human rights frameworks into my analysis. I have greatly enjoyed working for a research lab that combines both legal and policy research approaches. This fellowship has enabled me to apply my foundational skillset in legal and policy research, while learning new research approaches and employing sociological analytical reasoning that I had not previously encountered. I also look forward to being an ambassador for an enhanced Global Justice Lab-IHRP relationship. Law students interested in global justice and policy work would benefit significantly from this fellowship.

Voluntary Principles Initiative

The Voluntary Principles Initiative (VPI) is an organization that advocates for the effective implementation of business and human rights principles, advising corporate, government, and NGO stakeholders on how to conduct their security operations in a manner that respects human rights. This initiative was created with the adoption of the Voluntary Principles as a global standard; these address security-related human rights abuses and violations.

I wanted to work for VPI to gain insight into the business and human rights landscape. My work with them involved creating an accessible guide for their stakeholders on the principles and practices of human rights due diligence and identifying good practices at each stage of implementation. I was specifically responsible for researching requirements related to labour rights and evaluating supply chain risks. This guidance is expected to be published towards the end of the summer. I plan to continue engaging with VPI's work and have considered the possibility of a partnership between the IHRP and VPI through a new working group on business and human rights. VPI's senior leadership includes lawyers from both public and private sectors with extensive experience in this area, including work with the UN on implementing the Voluntary Principles.