



Mahwash Khan
Director, IDEA Programs

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A zealous inclusion advocate, Mahwash leads the inclusion, diversity, equity and accessibility (IDEA) program at Siskinds, and develops and implements strategies to meet the firm’s IDEA objectives.

Education

University of Huddersfield, UK – LL.B (Hons)

University of Ottawa - NCA Common Law

Centennial College - Certificate in Leadership and Inclusion

University of Toronto - Certificate in Adult Learning and Development

Called to the Bar in 2003

About

Mahwash is an experienced equity, diversity and inclusion practitioner, lawyer and communications expert with 20+ years of experience in the legal and insurance industries. Through her education, lived experience and as a member of the legal profession, she has a unique perspective on the intersectionality of inclusivity work and the legal profession. As an inclusive leader, she approaches this work with passion, empathy, curiosity, courage and, most of all, humility.

As a catalyst for sustainable change, Mahwash works closely with the Chief IDEA Officer and other internal stakeholders and provides strategic direction in advancing IDEA goals to cultivate an environment of authenticity and belonging. She believes in collaboration with accountability and values relationships built on integrity, trust and respect.

An engaging speaker, Mahwash delivers thought-provoking presentations with practical strategies inviting audiences to challenge themselves, learn and grow.

Before joining Siskinds, Mahwash was Counsel and lead the equity, diversity and inclusion initiatives at LAWPRO. Many years before that, she practiced in the areas of real estate, wills & estates, and family law.

As a global citizen, Mahwash has lived in nine countries on five continents, providing her a unique opportunity to build cultural humility skills. Mahwash considers kindness her superpower, and courage one of her core values. Her end goal: get uncomfortable, challenge the status quo, reimagine the workplace and make the world a better place where everyone feels seen, respected and valued.



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Publication and Speaking

Mahwash is a frequent speaker on inclusion and has presented to many organizations including:

- Lincoln Alexander School of Law (TMU)
- Law Society of Ontario
- American Bar Association
- Osgoode Professional Development
- Durham, Centennial and Georgian Colleges
- Torkin Manes LLP
- Canadian Italian Advocates Organization
- Canadian Defence Lawyers
- Intellectual Property Institute of Canada
- County of Carleton Law Association
- College of Patent Agents & Trademark Agents
- Wolf Law Chambers
- TD Bank
- Toronto Lawyers Association
- LAWPRO

Memberships and Associations

- Law Society of Ontario, Member;
- Federation of Asian Canadian Lawyers, Member,
- South Asian Bar Association, Member (past co-chair of mentorship committee),
- Canadian Bar Association, Member,
- Ontario Bar Association, Member,
- Middlesex Law Association, Member,

Other Languages

Urdu, Hindi