

CCJA Board of Directors Election – 2026

As a CCJA member, you are able to cast your ballot in the upcoming election for the CCJA Board of Directors. Below you will find a list of bios of the election candidates, along with a voting ballot attached at the end.

Candidate Bios

Ontario

Ryan McKay

I am currently the Director of Youth Justice at the Youth Services Bureau of Ottawa, where I oversee the William E. Hay Centre and Sherwood Youth Centre in Ontario, supporting youth involved in the justice system. I have worked in youth justice for over 20 years, including the past five years in senior leadership roles, and have extensive knowledge and experience working within the framework of the Youth Criminal Justice Act. Throughout my career, I have been a strong advocate for rehabilitation, mental health supports, and positive outcomes for young people in conflict with the law.

Prior to my current role, I worked as a psychotherapist supporting youth and families navigating complex mental health challenges. My educational background includes studies in Corrections at the college level and Law at the university level, providing me with both practical and legal perspectives on the criminal justice system.

Kyla Cassidy

With 20 years of diverse professional experience in social services and the criminal justice system, my commitment to progressive and effective systems of justice only continues to grow. I have had the unique opportunity to engage with the criminal justice system from a variety of positions – Correctional Officer, Parole Officer, Institutional Social Worker, Community Social Worker, Reintegration Support Worker, Victim Services Psychotherapist, Probation & Parole Substance Use Counsellor, JHS-PHD and CJAO Board Member, Graduate Student and Instructor.

I am a registered (OCSWSSW #835014) master's level social worker with a MSW from Memorial University of Newfoundland and a current Doctor of Behavioral Health candidate at Cummings Graduate Institute for Behavioral Health Studies. I also hold undergraduate degrees in Social Work from Dalhousie University and Psychology from the University of Waterloo, as well as diplomas in Substance Use & Addictions Counselling and Interprofessional Collaboration. Alongside my small private therapy practice, I am a social worker at MyoHealth Rehab & Wellness Centre, supporting individuals and families recovering from motor vehicles accidents, navigating complex trauma and injuries.

Thank you kindly for your time and consideration. I welcome any further questions pertaining to my interest in joining the board with CCJA.

Ryan Baird

Ryan Baird is the Treasurer of the Canadian Criminal Justice Association, bringing more than a decade of public-sector experience with a strong focus on Ontario's justice system. Since beginning his government career in 2013, Ryan has contributed to a wide range of policy, program, and operational initiatives aimed at strengthening justice outcomes and supporting evidence-informed decision-making. In addition to his national role, Ryan has served as Treasurer of the Criminal Justice Association of Ontario since 2017, where he plays a key part in advancing the organization's governance, financial stewardship, and commitment to fostering dialogue across the justice community.

Ryan holds a Bachelor of Arts (BA) in Political Science and Law & Society from York University, as well as a Master of Arts (MA) in Public Policy and Administration from Toronto Metropolitan University (formerly Ryerson University). He lives in the Greater Toronto Area and is deeply engaged in efforts to promote collaboration, research, and innovation within Canada's criminal justice landscape.

Quebec

Robert Paiement

I have extensive voluntary and work experience in the criminal justice system. I have worked in the criminal justice system as both a Consultant and with various federal and provincial departments. My primary area of employment has been in youth justice, Aboriginal Justice, crime prevention, community –based corrections, etc. I was a previous Board member of CCJA for several years and served as VP for two years. I served as both Board member and President of Prevention of Violence Canada. I was recently appointed (2025) to the Advisory Committee of Peacebuilders International.

Michel Gagnon

Michel Gagnon détient une maîtrise en service social (Université Laval). Il est impliqué auprès des personnes âgées judiciarisées et marginalisées depuis plus de 20 ans. Ancien directeur général de la corporation Maison Cross Roads, il a mis en place une gamme de services pour personnes âgées judiciarisées, dont des services résidentiels et un programme d'intervention gérontocriminologique. Conseiller expert au sein du Centre de recherche et d'expertise en gérontologie sociale (CREGES) et membre du conseil d'administration de l'Association de justice pénale du Canada (ACJP). Michel a reçu en 2024 le Prix Ed McIsaac du bureau de l'Enquêteur correctionnel du Canada pour la promotion des droits de la personne dans le système correctionnel. Il récompense annuellement une personne ou un organisme ayant fait progresser les droits humains et les pratiques correctionnelles.

Election Ballot

Ballot Instructions:

Please enter your name and your choice of **one candidate per province**. Once that has been completed, please email this document with your saved changes to **ccja-acjp@rogers.com**.

Voter Name:

Ontario Candidates

- ☐- Ryan McKay
- ☐- Kyla Cassidy
- ☐- Ryan Baird

Quebec Candidates

- ☐ - Robert Paiement
- ☐ - Michel Gagnon