



FIPA AGM Director Candidate Statements

Based upon [2025 / 26 FIPA Board of Directors Composition](#) and [FIPA Bylaws](#).

Per Bylaw 5.5, up to eleven (11) Directors may be elected or appointed to the Board.

Four (4) Directors are currently in the middle of their two-year terms of appointment.

Four (4) incumbent Directors have submitted statements of interest and are seeking re-election. See below for their statements. All candidates meet the Director eligibility criteria set out in Bylaw 5.3.

There are more vacant positions than candidates, so all candidates may be elected to the Board.

Contents

FIPA AGM Director Nominee Statements	1
Noah Escandor	2
Harkirat Grewal	2
Mike Larsen	3
Laith Sarhan	4

Noah Escandor

My name is Noah Escandor and I'm a previous employee of FIPA, now Staff Representative/Lawyer at the BC General Employees' Union (BCGEU) in Victoria, BC. I am writing this statement to express my interest in continuing to be a member-at-large on FIPA's board. I believe my current work experience, as well as my appreciation for mentorship support my strong candidacy for this role. If I were to be elected, I see myself playing a strong role engaging with staff to support both career development and provide input on FIPA's work product. Furthermore, I would uphold the already built institutional capacity as a former employee. Thank you for your time and consideration.

Harkirat Grewal

I am pleased to put my name forward for election as a Director of FIPA. As a Chartered Professional Accountant (CPA) with experience in financial reporting, governance, review engagement processes, and advisory work, I hope to contribute practical financial oversight, strong accountability, and a thoughtful perspective to the Board. I value the important work FIPA does for the community and would be grateful for the opportunity to support its continued growth, transparency, and long-term sustainability.

Mike Larsen

To the Members of the BC Freedom of Information and Privacy Association,

I am writing to express my interest in being re-elected as a Director of FIPA. I have served on the Board of Directors for over a decade, and in the capacity as Association President for many years. In that time, I have worked with fellow Directors and FIPA staff to grow FIPA's capacity, deliver on our mandate to defend and advance information and privacy rights, and ensure that the organization is governed in accordance with our Bylaws and legal obligations. I have represented FIPA in many public fora, including parliamentary committees, conferences and workshops, and in media engagements, and, working with our Executive Director, I have represented FIPA in meetings with civil society organizations, clients, funders, and service providers. These efforts have been immensely rewarding to me and, I hope, of benefit to the organization. If the Members will have me, I would like to continue to serve.

By way of background, I am a professor of criminology by profession, and I have taught in the Criminology department at Kwantlen Polytechnic University since 2011. I primarily teach courses on criminological and sociolegal theory, crime and media, and surveillance and privacy. My past research and publications have focused on access to information, civil liberties, and surveillance, and my most recent book, *Troubling Criminology* (co-authored with Michael C.K. Ma, 2025), provides a critical introduction to the field.

I am deeply committed to transparency and privacy, as essential components of participatory democracy, as foundational human rights, and as instrumental values. My research and teaching have been informed by a standpoint that resists and opposes the narratives of inevitability and expansionism that function to erode privacy and entrench secrecy. This standpoint is aligned with FIPA's mission and mandate, and for this reason (and many others) I have always spent that the time I have spent serving FIPA is time well spent.

Laith Sarhan

Dear Members,

I am writing to seek re-election to the FIPA BC Board of Directors. As founder of Sarhan Data Law, a Vancouver boutique firm focused on data law, privacy, and AI governance, I have been privileged to serve on this Board over the past year and am eager to continue contributing. Whether advocating for algorithmic transparency and privacy protections when public bodies make automated decisions, shining a light on how federal political parties handle Canadians' personal information, or advising on FIPA's own operations to ensure a gold-standard privacy management program, I am committed to strengthening FIPA's advocacy from the inside out. I also hope to continue building stronger bridges to BC's tech community, growing FIPA's grassroots support, and ensuring our work views data-related harms through a lens of diversity, equity, and inclusion. I am confident my energy, expertise, and practical perspective will continue to make me a valuable contributor to the Board.

About Me

Laith Sarhan is the founder and principal of Sarhan Data Law, a boutique law firm in Vancouver focused on data protection, AI governance, and privacy. He advises enterprise buyers and AI vendors on emerging trends in AI contracting. Before founding the firm, Laith was the first business hire at an AI-driven healthcare startup, where he negotiated AI contracts with some of North America's most heavily regulated pediatric hospitals. At TELUS and TELUS Health, he led the design and rollout of Consent by Design across the organization, authoring the company's Playbook for Trustworthy Consent, adopted by over 60 UX designers. He previously practiced corporate and securities law at Cassels Brock & Blackwell LLP. Laith serves as a Member-at-Large for the Canadian Bar Association's National Privacy & Access Law Section and is a current Director of FIPA. Outside of practice, he enjoys time with family and friends and playing hunting games with his two cats, Rumi and Gigi.