

Nicholas Marcus Thompson Biography and Photos

Short Bio

Nicholas Marcus Thompson is a human rights advocate, executive leader, and international keynote speaker whose work has advanced human rights, strengthened public institutions, and driven systemic reform in Canada and internationally. As President and Chief Executive Officer of the Black Class Action Secretariat (BCAS), he has led one of Canada's most significant human rights movement,, contributing to legislative and policy reforms, including amendments to the *Public Service Employment Act*, the Government of Canada's Action Plan for Black Public Servants, nearly \$50 million in federal investments supporting Black communities, and the Government of Canada's commitment to modernize the *Employment Equity Act*, including the recognition of Black workers as a distinct employment equity group.

Full Biography

Nicholas Marcus Thompson is a human rights advocate and executive leader whose work has advanced human rights, strengthened public institutions, and driven systemic reform in Canada and internationally. Through strategic litigation, public policy advocacy, and international human rights engagement, he has challenged longstanding systems of discrimination and helped build more accountable, equitable, and inclusive institutions.

He is the President and Chief Executive Officer of the Black Class Action Secretariat (BCAS), a national human rights organization dedicated to addressing systemic anti-Black discrimination and advancing human rights in Canada. Under his leadership, BCAS has led one of Canada's most significant human rights initiatives, including a \$2.5 billion federal class action that has contributed to legislative and policy reforms such as amendments to the Public Service Employment Act, the Government of Canada's Action Plan for Black Public Servants, the Restorative Engagement Program, nearly \$50 million in federal investments supporting Black mental health and career development, and the Government of Canada's commitment to modernize the Employment Equity Act, including the recognition of Black workers as an employment equity group.

Nicholas serves as Special Advisor with the UNESCO Chair on Health, Race, and Human Rights at the University of British Columbia, where he advises on strategic legal advocacy, institutional accountability, research, and public policy initiatives that advance human rights, racial justice, and institutional reform.

He serves as Co-Chair of the National Employment Equity Council (NEC), a national organization that advances, promotes, and monitors employment equity in Canada.

Recognized for his expertise in human rights and public policy, Nicholas has appeared as an expert witness before committees of both the Senate of Canada and the House of Commons, providing testimony on human rights, employment equity, workplace discrimination, and institutional accountability.

Nicholas' leadership extends beyond Canada. He serves as Director of Social Action with The World House Project in Atlanta, Georgia, where he works with international partners to advance non-violence, human rights, and social justice through advocacy, education, and global engagement. He also founded the Global Legal Action Network for People of African Descent (GLANPAD), an international coalition that brings together organizations from more than 25 countries to combat anti-Black racism and advance the rights of people of African descent globally.

He has appeared before United Nations human rights mechanisms and led the international complaint before the Global Alliance of National Human Rights Institutions (GANHRI), resulting in a special review of the Canadian Human Rights Commission under the Paris Principles.

Nicholas was appointed by Toronto City Council to the Confronting Anti-Black Racism Advisory Committee, where he advised on advancing racial equity and institutional accountability within Canada's largest municipality.

He is a Guest Lecturer at the Lincoln Alexander School of Law at Toronto Metropolitan University, where he lectures on systemic discrimination, public interest litigation, employment equity, and international human rights.

Born in Port of Spain and raised in Piparo and Morvant, Trinidad and Tobago, Nicholas immigrated to Canada as a teenager. Before dedicating himself full-time to human rights advocacy, he served as President of the Union of Taxation Employees, Toronto North branch, representing workers at the Canada Revenue Agency. His experience in the labour movement laid the foundation for a career dedicated to advancing human rights, institutional accountability, and systemic reform in Canada and internationally.

His contributions have been recognized through numerous honours, including the Martin Luther King Jr. Leadership Award, the Bob Marley Humanitarian Award, and the Bromley Lloyd Armstrong Human Rights Award.

Images

[Image 1](#)

[Image 2](#)

[Image 3](#)

[Image 4](#)

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