



**TAB 3**

## **Report to Convocation April 26, 2018**

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### **Equity and Indigenous Affairs Committee/ Comité sur l'équité et les affaires autochtones**

#### **Committee Members**

Dianne Corbiere, Co-Chair  
Julian Falconer, Co-Chair  
Gina Papageorgiou, Vice-Chair  
Marion Boyd  
Suzanne Clément  
Ross Earnshaw  
Robert Evans  
Avvy Go  
Marian Lippa  
Isfahan Merali  
Andrew Spurgeon  
Sidney Troister  
Tanya Walker

**Purpose of Report: Decision and Information**

**Prepared by Equity Initiatives  
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## **COMMITTEE PROCESS**

1. The Equity and Indigenous Affairs Committee/Comité sur l'équité et les affaires autochtones ("EIAC" or the "Committee") met on April 12, 2018. Dianne Corbiere, Co-Chair, Gina Papageorgiou, Vice-Chair, Suzanne Clement, Ross F. Earnshaw, Avvy Go, Marian Lippa, Isfahan Merali, Andrew Spurgeon attended and Julian Falconer, Co-Chair, Robert Evans and Sidney Troister attended by telephone.
2. Teresa Donnelly, Chair of the Human Rights Monitoring Group, Heather Ross, Life Bencher, and Heather Zordel, a Bencher auditing the Committee, attended this meeting.
3. Kathleen Lickers Co-Chair of the Indigenous Advisory Group ("IAG") and Sonia Ouellet, President of AJEFO, attended in person and Paul Saguil, Chair of the Equity Advisory Group ("EAG"), participated by telephone.
4. Staff members Jim Varro, Marian MacGregor, and Laura Wilson attended. Darcy Belisle and Margaret Drent attended for a portion of the meeting.

TAB 3.1

FOR DECISION

## PROPOSED EXPANSION OF MANDATE OF THE HUMAN RIGHTS MONITORING GROUP

### MOTION

5. That Convocation approved the proposed expansion of the mandate of the Law Society's Human Rights Monitoring Group as set out in this report.

### PROPOSED EXPANDED MANDATE

6. At its April 12, 2018 meeting, the Committee approved for Convocation's consideration an expansion to the mandate of the Human Rights Monitoring Group.
7. The additions to the HRMG mandate that have been approved by the HRMG and the Committee, as indicated in underlined text, are as follows:
1. The mandate of the Monitoring Group, as approved by Convocation, is to,
    - a. review information that comes to its attention about human rights violations that target:
      - i. Members of the legal profession and the judiciary, here and abroad, as a result of the discharge of their legitimate professional duties; and
      - ii. Any other human rights defenders whose human rights are threatened or violated in the same event or circumstances as a member of the legal profession or the judiciary;
    - b. review information that comes to its attention about state actions that threaten the rule of law here and abroad;
    - c. determine if the matter is one that requires a response from the Law Society; and
    - d. prepare a response for review and approval by Convocation.
  8. These changes would expand the mandate to include human rights defenders in interventions relating to the same event or circumstances as members of the legal profession and judges, and to provide the HRMG with the power to intervene on matters that threaten the rule of law.

<sup>1</sup> *Law Society Act*, RSO 1990, c L8.

## HISTORY OF THE HUMAN RIGHTS MONITORING GROUP

### **Independence of the Legal Profession, Access to Justice, and the Common Purpose of the HRMG**

#### *Independence of the Legal Profession*

9. Fundamental to the justice system is a legal profession that is independent, enabling members of the legal profession and judges to perform their legitimate professional duties without undue or illegal interference.

#### *Access to Justice*

10. Basic human rights, which are often violated when there is interference with the independence of the legal profession, cannot be guaranteed by law in the absence of the rule of law. Safeguarding these rights requires vigilant advocates.
11. Some lawyers and judges around the world working to uphold the rule of law and defend human rights work are under threats of professional sanctions to personal safety. Despite this they continue their work to ensure that their communities can access justice and advance their legal rights.
12. The Law Society of Ontario ("Law Society") has a duty to maintain and advance the cause of justice and the rule of law. Central to advancing both the cause of justice and the rule of law is ensuring access to justice for all.
13. While the *Law Society Act*<sup>1</sup> provides that the Law Society facilitate access to justice for Ontarians, the Law Society's commitment to access to justice involves the local, provincial, national and international community.

#### *The Common Purpose of the HRMG*

14. The mandate of the HRMG is to review and respond to human rights violations against members of the legal profession and the judiciary, here and abroad, as a result of the discharge of their legitimate professional duties.
15. The authority of the HRMG derives from the mandate of the Law Society which "is to govern the legal profession in the public interest by upholding the independence, integrity and

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<sup>1</sup> *Law Society Act*, RSO 1990, c L8.

honour of the legal profession for the purpose of advancing the cause of justice and the rule of law”<sup>2</sup>.

16. The HRMG’s activities were also born out of the principles set out in the Universal Declaration of Human Rights (UDHR). The history of the rule-of-law provisions of the UDHR informs action in support of human rights.

“The rule-of-law is woven into the structure of the UDHR from the very beginning, starting with the third clause of the preamble:

Whereas it is essential, if man is not to be compelled to have recourse, as a last resort, to rebellion against tyranny and oppression, that human rights should be protected by the rule of law<sup>3</sup>.

17. This clause emphasizes the fragility as well as the importance of the rule of law. It reminds the powerful that they ignore human rights at their peril. If human beings are not “to be compelled” to resort to violence against oppression, “human rights should be protected by the rule of law”<sup>4</sup>.
18. The 18 member multinational Human Rights Commission was given the task of drawing up a set of principles that all member states could pledge to implement. This declaration is an integrated text rather than a list of rights.
19. Articles 3 -12 of the UDHR subject the exercise of power to legal rules. They protect individuals from aggression and assure fair procedures. They are the best-known human rights: rights to life, liberty and personal security; bans on slavery and torture; rights to legal recognition, equality before the law, and effective remedies for violation of fundamental rights; freedom from arbitrary arrest and detention; guarantees of fair criminal procedures, the presumption of innocence, and the principle of non-retroactivity in criminal law.
20. These provisions are at the heart of the most widely publicized human rights disputes in the world today and at the heart of the work of the HRMG.

### **A Response to Increased Globalization in the Legal Professions**

*“Nothing is more important than justice and the just society. It is essential to flourishing of men, women and children and to maintaining social stability and security. You need*

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<sup>2</sup> *Ibid.*

<sup>3</sup> Universal Declaration of Human Rights, G.A. Res. 217A (III), U.N. Doc. A/810 at prmb. (3).

<sup>4</sup> Mary Ann Glendon, Learned Hand Professor of Law, Harvard University, The Rule of Law in The Universal Declaration of Human Rights, Northwestern University Journal of International Human Rights, Volume 2, April 2004.

*only open your newspaper to the international section to read about countries where the rule of law does not prevail, where the justice system is failing or non-existent.”<sup>5</sup>*

-The Right Honourable Beverley McLachlin, P.C. Chief Justice of Canada

21. With the globalization of the legal profession, the erosion of respect for the rule of law anywhere threatens its tenuous position even in the most democratic societies. Thus, the Law Society's strategy in addressing violations of the international human rights of members of the legal profession and judges is necessarily founded upon a network of leading human rights organizations and collaborative strategies. As an example, one of the HRMG's trusted partners is the Law Society of England and Wales (the "LSEW"). Its Lawyers at Risk program "supports lawyers who are hindered in carrying out their professional duties through threats, intimidation, disciplinary measures, disappearance or murder"<sup>6</sup>.
22. This program, and others internationally, provide continued guidance for the rationale and approaches of the HRMG in its efforts to combat violations of legal professionals' rights globally. The cumulative efforts of LSEW, the HRMG and other organizations are working: "[i]n the last two decades, major progress has been made towards reversing [trends] of impunity by establishing a new system of international justice to deliver justice to victims and to press national authorities to fulfil their responsibilities"<sup>7</sup>.
23. Further to the local impacts of global violations of rights, many Canadian law firms have long-established offices, many staffed by Ontario licensees, across the globe that provide legal services to local communities where legal professionals' rights are violated, and in some cases, where rights violations occur frequently<sup>8</sup>. To support members of the legal profession and judiciary in the discharge of their legitimate professional duties in the countries where Ontario lawyers practice goes to the core of the Law Society's mandate to "advance the cause of justice and the rule of law"<sup>9</sup>.
24. The duties of lawyers<sup>10</sup> acting abroad and the parallel imperative for the Law Society to ensure that legal professionals are meeting their responsibilities under the *Rules of*

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<sup>5</sup> The Challenges We Face" (Speech delivered at the Empire Club of Canada, Toronto, 8 March 2007), online: <<http://www.scc-csc.gc.ca/court-cour/judges-juges/spe-dis/bm-2007-03-08-eng.aspx>.

<sup>6</sup> The Law Society of England and Wales, Human rights work at the Law Society, online: <<http://communities.lawsociety.org.uk/human-rights/what-we-do/human-rights-work-at-the-law-society/international-lawyers-at-risk/>>

<sup>7</sup> <http://www.amnesty.ca/our-work/issues/international-justice> .

<sup>8</sup> For example, Blake, Cassels & Graydon LLP, one of Canada's top business law firms, has offices in Toronto, Calgary, Vancouver, Montreal, Ottawa, New York, London, Riyadh (Saudi Arabia), Al-Khobar (Saudi Arabia), Bahrain, and Beijing.

<sup>9</sup> See ss. 4.2(2) of the *Law Society Act*, online: <<https://www.ontario.ca/laws/statute/90I08#BK4>>

<sup>10</sup> Many of the duties of lawyers and judges have been articulated qua lawyers and judges, but this does not necessarily capture paralegals, a regulated profession in Ontario. With the expansion of the HRMG's mandate (a rationale for this expansion is provided below), it would follow that human rights defenders, a definition that would include paralegals, would also be captured by this expanded mandate of the HRMG. Thus, the duties, and for that matter, risks and challenges that fall upon

*Professional Conduct (Rules)* are reflective of the HRMG's mandate to address human rights violations of legal professionals here and abroad. More specifically, the *Rules* outline the duties of lawyers in relation to their special responsibilities:

a lawyer has special responsibilities by virtue of the privileges afforded the legal profession and the important role it plays in a free and democratic society and in the administration of justice, including a special responsibility...to protect the dignity of individuals, and to respect human rights laws in force in Ontario<sup>11</sup>.

25. It is incumbent on agents in the legal profession, like the Law Society, to promote freedom and democracy, even beyond its borders, given the realities of the globalization of legal services. Unfortunately, the reality is that freedom and democracy are not available to many lawyers globally, and therein exists the rationale for intervention with a global scope.

### **Establishing the HRMG**

26. As a response to the duties that flow from the need for a global approach to human rights, the Law Society approved in April 2006, a policy to systematically respond to human rights violations that target members of the legal profession and the judiciary as a result of the discharge of their legitimate professional duties. The policy was based on a report of a working group chaired by bencher Paul Copeland and the initiative was championed by bencher Heather Ross through the Emerging Issues Committee.
27. The Law Society is the only Canadian law society to have created a Human Rights Monitoring Group with a specific mandate to monitor human rights violations against members of the legal profession and judges, here and abroad, and to recommend interventions to Convocation.
28. The HRMG is mandated "to report to Convocation through the Equity Committee". The first HRMG was chaired by bencher Paul Copeland and included Bencher members Anne Marie Doyle, Heather Ross, Joanne St. Lewis and Mark Sandler.

### **THE WORK OF THE HRMG**

#### **The Interventions**

29. The Monitoring Group pursues its mandate by reviewing credible information brought to its attention, often by other like-minded and highly respected organizations. Based on that information and the Monitoring Group's assessment of it, the Monitoring Group proposes to Convocation letters of intervention and public statements regarding members of the legal profession and judges who have been targeted in the discharge of their legitimate

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lawyers will also inform that of paralegals regulated by the Law Society. Certainly, the Paralegal Rules of Conduct can also provide guidance in this context.

<sup>11</sup> Law Society of Ontario, Rules of Professional Conduct, s 2.1-1 Commentary.



professional duties. The letters—which are usually addressed to heads of state, political leaders, human rights organizations and leaders of the legal profession in the country affected—and the statements, once approved by Convocation, are sent by the Treasurer on the Law Society's behalf.

30. The United Nations Human Rights Office of the High Commissioner describes the independence of lawyers and the independence of the judiciary as “two of the fundamental pillars of a democratic society respectful of the rule of law and the effective protection of human rights...”<sup>12</sup>.
31. Contained in the letters of intervention and in the public statements are requests that heads of states consider applicable human rights conventions, including the United Nations *Basic Principles on the Role of Lawyers* and the *Basic Principles on the Independence of the Judiciary*.
32. To date, the Monitoring Group has recommended, and Convocation has approved, Law Society interventions in 219 matters<sup>13</sup>.
33. The interventions relate to cases of human rights violations against both judges and members of the legal profession as a result of the discharge of their professional duties. Reports of the incidents indicate that the members of the legal profession and judges have been subjected to various forms of persecution, including,
  - a. harassment and intimidation;
  - b. unlawful detentions and incommunicado detentions;
  - c. unlawful house arrests;
  - d. disappearances;
  - e. violence, abuse and torture; and
  - f. assassinations.

## Impact of Interventions

34. While it is difficult to assess the impact of these interventions, “recognizing that the root cause of impunity lies in the failures of national authorities to act”<sup>14</sup>, the Law Society has,

<sup>12</sup> Independence and Impartiality of Judges, Prosecutors and Lawyers, OHCHR, online: <<http://www.ohchr.org/Documents/Publications/training9chapter4en.pdf>>.

<sup>13</sup> For all interventions and corresponding Public Statements, please see the Law Society website [here](#). Additional interventions have been directed to: Algeria, Bahrain, Brazil, Belarus, China, Colombia, the Democratic Republic of Congo, Equatorial Guinea, Egypt, Georgia, Honduras, India, Iran, Kenya, Malaysia, Myanmar (Burma), Nepal, Pakistan, Peru, the Philippines, Rwanda, Russia, Saudi Arabia, Spain, Sri Lanka, Sudan, Syria, Tunisia, Turkey, the United Arab Emirates, Venezuela, Vietnam and Zimbabwe.

<sup>14</sup> International Justice, Amnesty International, online: <<http://www.amnesty.ca/our-work/issues/international-justice>>.

however, received responses from foreign authorities and foreign bar associations that speak to the effectiveness of HRMG interventions.

35. Furthermore, numerous lawyers from foreign countries have noted that public interventions from organizations such as the Law Society are helpful in informing the community that human rights violations of lawyers and judges do not go unnoticed. For example, on December 9, 2009, Judge Maria Lourdes Afiuni was arrested by intelligence officers in Venezuela after ordering the conditional release pending trial of Eligion Cedeño. She was eventually committed to house arrest. The Law Society intervened in the case in May 2010 through a letter of intervention and a public statement. On December 13, 2011, a judge extended the measure of house arrest against Judge Afiuni by two years. The Law Society intervened again through a letter of intervention. There was a strong response to the Law Society's intervention. The public statement was released in newspapers in Venezuela and read on television. Justice Afiuni was also informed of the public statement and she expressed her gratitude for the Law Society intervention.
36. In 2012, the Law Society intervened in the case of lawyers in Myanmar who were disbarred as a result of their legitimate political and professional activities. These lawyers, who were reinstated to the practice of law, thanked the international community and the Law Society for their effort to assist them.
37. The Law Society has intervened a number of times in the cases of human rights lawyers in Iran who are facing harassment, arrest and imprisonment as a result of their work. When Dr. Shirin Ebadi was at the Law Society, she indicated to then Treasurer Pawlitza the importance of the Law Society intervening in support of lawyers in Iran.
38. The Law Society also received a response from the Law Society of England and Wales regarding its intervention in 2014 in the cases of lawyers who represent the LGBTI community in Uganda and Nigeria. The Law Society of England and Wales indicates its concern over the matter and has stated that it will monitor the situation. The Law Society has also been thanked by lawyers for its intervention in the case.
39. Interventions in support of Madam Justice Bandaranayake in Sri Lanka received considerable media attention and were positively received.
40. The Law Society's 2016 Human Rights Award recipient, Waleed Abu -al-Khair, a human rights lawyer in Saudi Arabia on whose behalf the Law Society has intervened in two occasions in relation to arrest, detention and sentencing to 15 years as a result of his engaging in legitimate human rights work, noting that he is a prominent figure in the field and was the founding Director of Monitor for Human Rights in Saudi Arabia, thanked the HRMG for the Award and for distributing letters of intervention in support of his work, his case and his community. He explained that it was important that human rights defenders know that the international community is watching and that they not be forgotten.

41. Most recently, on January 8, 2018, the Law Society received a letter dated November 28, 2017, from Mr. George Varughese, the President of the Malaysian Bar. In this letter, concerns were raised about the appointment of two judges, an action which the Malaysian Bar deemed to be unconstitutional and a threat to the independence and integrity of the judiciary.

### **Human Rights Monitoring Group Protocol**

42. Violations of human rights in the global context are not issues of the past: “[i]n recent history, millions of crimes of genocide, crimes against humanity, war crimes, torture, extrajudicial executions and enforced disappearances have been ignored by national authorities”<sup>15</sup>. This is also the case with legal professionals, who are often involved and victimized in the perpetuation of these crimes.
43. While these violations call for wide scale interventions and collaborations across borders, the HRMG’s mandate is not scoped broadly enough to address all crimes and the violations that flow from them<sup>16</sup>. The mandate is scoped in such a way as to target a defined group of legal professionals in the discharge of their legitimate professional duties on matters involving human rights violations, which necessarily excludes a broad range of rights violations.
44. In order to reinforce the boundaries of the mandate, the Monitoring Group employs a protocol to ensure that the substance of each intervention and the process of obtaining information for each intervention is highly credible, consistent and defensible. This protocol provides information about the subject on whose behalf the HRMG will intervene, the circumstances under which the HRMG will intervene, as well as the number and types of sources that can be relied upon before the HRMG determines for which interventions it will seek approval from Convocation.
45. The process of intervention is first guided and informed by the interventions of leaders in the field. Most notably, the following sources are frequently cited by the Monitoring Group and are afforded special weighting, as is required by the protocol, by virtue of their international standing as leaders in advocacy work and their close ties to the legal profession:
1. Council of Bar and Law Societies of Europe
  2. Lawyers’ Rights Watch Canada
  3. Lawyers for Lawyers
  4. The Law Society of England and Wales

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<sup>15</sup> *Ibid.*

<sup>16</sup> Using the example of the January 8, 2018 from the President of the Malaysian Bar. The Monitoring Group reviewed this letter and determined, after consultation with leading partners globally, that the letter did not currently fall within the HRMG’s mandate and decided to monitor this situation until such time as recognized international human rights organizations determine that intervention is appropriate.

46. Additional sources of information about violations can be derived from other reliable sources, which include news services, advocacy groups and even other regulatory bodies (e.g. Aljazeera, Amnesty International, Human Rights Watch), but they are generally referred to strictly in the event that a specially weighted source recognizes the same rights violation. These additional sources are typically used to provide contextual information<sup>17</sup>.
47. In other circumstances, information about potential interventions comes from members of the HRMG and the Bar in the course of their professional or volunteer work, the Law Society itself and allies. However, interventions on these matters is always systematically run through the HRMG protocol to determine if it falls within the narrow scope of the HRMG mandate.
48. The Monitoring Group will consider the following factors when deciding whether to recommend a Law Society response to human rights violations that target members of the legal profession and the judiciary as a result of the discharge of their legitimate professional duties:
- Whether the incident involves human rights violations against members of the profession or the judiciary;
  - Whether the human rights were violated as a result of the discharge of a legitimate professional duty;
  - Whether the issue relates to the governance of the legal profession or the Law Society's mandate;
  - Whether the Law Society is an appropriate organization to address this issue, and
  - The Law Society's resources.
49. As a result of this protocol, the Monitoring Group does not intervene in every case. Any cases that are not supported by the Monitoring Group's protocol are set aside, monitored and revisited in preparing for future interventions, as developments may occur such that a case previously outside the scope of the mandate is later supported with sufficient, reliable information.
50. Matters that are supported by the protocol must be approved by Convocation or, in special and often exigent circumstances (e.g. a lawyer facing execution), the Treasurer of the Law Society.

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<sup>17</sup> The exception to this rule is as follows: a request for intervention may nevertheless be justified, notwithstanding the absence of a report from any of the specially weighted sources. Past practices suggest that in the absence of a specially weighted source, reports are required from at least four or five reliable sources, of which there is a defined and terminal list.

## REASONS FOR EXPANSION OF MANDATE TO INCLUDE HUMAN RIGHTS DEFENDERS

### Defining Human Rights Defenders

51. The United Nations has provided protection for HRDs and support for their work primarily through the creation of the Declaration on Human Rights Defenders, adopted in 1998<sup>18</sup>.
52. Keeping the rationale and practices of the HRMG's mandate in mind, there are many instances in which violations of the rights of members of the legal profession or judges coincide closely with that of human rights defenders (HRDs) who are working alongside the members of the legal profession and judges.
53. "Human rights defender" is a term used to describe people who, individually or with others, act to promote or protect human rights<sup>19</sup>. HRDs are identified by what they do<sup>20</sup>. A description of their actions and the context in which they work can provide the best explanation of the term. A large amount of the work that human rights defenders do can be characterized as supporting victims of human rights violations<sup>21</sup>. This work can help to end ongoing violations, prevent the repetition of violations, as well as to assist victims in bringing cases before a court<sup>22</sup>. Some human rights defenders "provide professional legal advice and represent victims in the judicial process"<sup>23</sup>. Others engage in counselling and rehabilitation work.<sup>24</sup>
54. Many human rights defenders work towards attaining accountability and respect for human rights legal standards<sup>25</sup>. A number of human rights defenders focus their work exclusively on ending impunity in relation to human rights violations.<sup>26</sup> This work can relate to good governance, as well as to advocacy supporting democratization and ending corruption and the abuse of power<sup>27</sup>. Human rights defenders also, primarily through their organizations, contribute to the implementation of international human rights treaties<sup>28</sup>.

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<sup>18</sup> UN General Assembly, *Declaration on the Right and Responsibility of Individuals, Groups and Organs of Society to Promote and Protect Universally Recognized Human Rights and Fundamental Freedoms*, 8 March 1999, A/RES/53/144 ["Declaration"].

<sup>19</sup> United Nations, Office of the High Commissioner for Human Rights (OHCHR), "Human Rights Defenders: Protecting the Right to Defend Human Rights", Fact Sheet No. 29 at 1 ["OHCHR Fact Sheet"].

<sup>20</sup> OHCHR Fact Sheet, *supra* note 1. NB: All the information provided in the Fact Sheet is also reproduced on the OHCHR website as links on the page for the SRHRD:  
<<http://www.ohchr.org/EN/Issues/SRHRDefenders/Pages/SRHRDefendersIndex.aspx>>.

<sup>21</sup> *Ibid.*

<sup>22</sup> *Ibid* at 3-4.

<sup>23</sup> *Ibid* at 4.

<sup>24</sup> *Ibid.*

<sup>25</sup> *Ibid.*

<sup>26</sup> *Ibid.*

<sup>27</sup> *Ibid.*

<sup>28</sup> *Ibid.*

55. Notably, HRDs are not necessarily lawyers, but this definition can include members of the legal profession. Professionals with a particular role in the justice system, such as judges, police and lawyers are not automatically human rights defenders. However, they often face considerable pressure “to make decisions that are favourable to the State or other powerful interests, such as the leaders of organized crime”<sup>29</sup>. Accordingly, where these judicial actors “make a special effort to ensure access to fair and impartial justice”, they could be deemed human rights defenders<sup>30</sup>. It is also possible to act as a human rights defender outside the context of a profession or employment<sup>31</sup>. For the purposes of this report and the mandate, the expansion would relate to non-lawyers.

### **Rationale for Expansion of Mandate to Include HRDs**

56. Given the specific scope of the HRMG’s current mandate (which does not include the language of the proposed mandate expansion at 1(a)(ii)<sup>32</sup> involving HRDs), there have often been situations in which the HRMG cannot direct the intervention towards those HRDs whose rights have been violated alongside that of a member of the legal profession or a judge. This creates an arguably artificial approach to advocacy that endorses action on behalf of members of the legal profession but is silent on violations of HRDs whose work often provides critical support for the work of members of the legal profession; HRDs, in the context of the HRMG mandate, can be employees of firms owned by violated members of the legal profession, clients, allies, community partners and advocates that but for their work, lawyers’ effectiveness could be critically diminished, as is evident in the description of their varied and critical role in maintaining democratic societies.

57. Moreover, the artifice of this situation becomes starker when considering the fact that HRDs and members of the legal profession and judges are often in the line of fire due to the very nature of their work as advocates for human rights.

58. The HRMG has experience with a number of interventions where this paradox plays out. Between 2015 and 2017, inclusive, there were 8 letters where the Law Society intervened on behalf of at least one lawyer in circumstances where HRDs perceivably experienced violations of their rights. Two out of these eight letters spoke out directly about human rights violations relating to a named HRD. Thus, it would appear that the HRMG has some previous experience advocating on behalf of HRDs in the context of human rights interventions. The remaining six letters advocated for human rights defenders more broadly, in the context of increasing rights violations of human rights defenders in a given country.

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<sup>29</sup> Supra note 13.

<sup>30</sup> *Ibid.*

<sup>31</sup> *Ibid* at 8.

<sup>32</sup> The language of the proposed expansion at ss. 1(a)(ii) is as follows: Any other human rights defenders whose human rights are threatened or violated in the same event, or circumstances as a member of the legal profession or the judiciary. It should also be noted that the HRMG came to consensus and approved this language after considering a number of alternatives in place of the word “circumstance”, including the word “context”.

59. The expansion of the mandate to include HRDs requires relatively small practical changes to the HRMG's research and intervention letters. These changes would include, for example, naming the HRDs and describing the violations, which are often the same or similar to those experienced by the members of the legal profession and judges and, where appropriate, providing more information about the ways in which HRDs may have been differentially affected by the violations. It is likely that this approach will lead to a perceivably more impactful, reliable and comprehensive approach to global interventions in support of members of the legal profession and judges.
60. Moreover, this approach is consistent with upholding the independence of the legal profession, as attacks on the allies of members of the legal profession and judges, including HRDs, are tantamount to attacks on lawyers and judges themselves. It is also consistent with approaches taken by leading partners to the HRMG, including for example, Lawyers Rights Watch Canada<sup>33</sup>.
61. Finally, the HRMG does not anticipate that this change in mandate will lead to an increase in the number of interventions but rather will address the effectiveness and thoroughness of its interventions when necessary.

### **Rationale for Expansion to Rule of Law Interventions**

62. Currently, the HRMG's mandate is not sufficiently broad to address matters that threaten the rule of law solely. Under the rule of law, citizens have a right to obtain legal advice from a lawyer whose duty is to represent their best interests<sup>34</sup>. It follows that violations of members of the legal profession's human rights can erode the rule of law.

### **Background on the Rule of Law**

63. The term "rule of law" is a concept comprised of universal principles such as accountability, just laws, open government and accessible and impartial dispute resolution. For the purposes of this report, the term will be understood as connoting a series of universal principles as per the definition provided by the World Justice Project<sup>35</sup>.
64. One of the hallmarks of a free and democratic society is the rule of law. Its importance is manifested in every legal activity in which citizens engage, from the sale of real property to the prosecution of murder to international trade. As participants in a justice system that advances the rule of law, lawyers hold a unique and privileged position in society.<sup>36</sup>

<sup>33</sup> Online: Stop the Crackdown Against Human Rights Defenders and Bloggers, online: <<https://www.lrwc.org/viet-nam-stop-the-crackdown-against-human-rights-defenders-and-bloggers-joint-letter/>>.

<sup>34</sup> The Rule of Law and Lawyer Independence, online: <<https://www.lawsociety.bc.ca/our-initiatives/rule-of-law/>>.

<sup>35</sup> What is the Rule of Law, World Justice Project, online: <<https://worldjusticeproject.org/about-us/overview/what-rule-law>>.

<sup>36</sup> Preface Model Code of Conduct – Federation of Law Societies, March 2017.

### The HRMG and Rule of Law Interventions

65. The HRMG has considered and addressed issues related to the rule of law as a consequence of advocacy in relation to violations of the human rights of identified legal professionals. For example, if the State were to dismiss a judge who advocated for the independence of the judiciary, this dismissal would be both a violation of the judge's human rights (freedom of expression) as well as a threat to the independence of the judiciary and the rule of law<sup>37</sup>.

### Scope of Rule of Law Interventions

66. The HRMG's current mandate, as it relates to interventions on violations of the rights of legal professionals, informs the expansion in relation to rule of law interventions by setting parameters for intervention. These parameters include the language as proposed in the mandate, which set out limitations for interventions, particularly in relation to limiting the agents of violations of human rights to state actors as opposed to individual actors. Further providing scope for these interventions is the phrase "actions that threaten the rule of law"; this language permits interventions that threaten the rule of law and excludes matters that do not pose any real threat to the rule of law, thus providing shape to the nature of interventions such that potential or perceived threats are out of scope.

67. Further bolstering the parameters of the scope of rule of law interventions is the HRMG's adherence to its protocol for intervention. The protocol, described above, will apply to rule of law interventions as they do to interventions involving violations of human rights of lawyers and judges (e.g. protocol rules around specially weighted sources apply; whether the Law Society is the appropriate organization to address the matter; Law Society resources).

68. From the standpoint of the HRMG, the rule of law and protection of human rights share a symbiotic relationship: they cannot exist without each other. It follows that threats to rule of law can perpetuate violations of human rights and vice versa. The expansion of the HRMG mandate to include rule of law interventions is a necessary reflection of this close relationship.

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<sup>37</sup> The [proposed intervention regarding judicial reforms in Poland](#), for example, is a broader rule of law intervention not clearly linked to legal professionals.



**TAB 3.2**

**FOR DECISION**

**HUMAN RIGHTS MONITORING GROUP REQUEST FOR INTERVENTIONS**

**69. That Convocation approve the letters and public statements in the following cases:**

- a. **Ahmine Nouredine – Algeria – letters of intervention and public statement presented at [TAB 3.2.1](#)**
- b. **Azza Soliman – Egypt – letters of intervention and public statement presented at [TAB 3.2.2](#)**
- c. **Ezzat Ghonim – Egypt – letters of intervention and public statement presented at [TAB 3.2.3](#)**
- d. **Alldo Fellix Januardy – Indonesia – letters of intervention and public statement presented at [TAB 3.2.4](#)**

**Rationale**

70. The request for interventions falls within the mandate of the Human Rights Monitoring Group (the “Monitoring Group”) to:

- a. review information that comes to its attention about human rights violations that target members of the profession and the judiciary, here and abroad, as a result of the discharge of their legitimate professional duties;
- b. determine if the matter is one that requires a response from the Law Society; and
- c. prepare a response for review and approval by Convocation.

**Key Issues and Considerations**

71. The Monitoring Group considered the following factors when making a decision about the criminal charges against lawyer Ahmine Nouredine:

- a. there are no concerns about the quality of sources used for this report; and
- b. the criminal charges against lawyer Ahmine Nouredine falls within the mandate of the Monitoring Group.

72. The Monitoring Group considered the following factors when making a decision about the travel ban, frozen assets, and criminal charges against lawyer Azza Soliman:

- a. there are no concerns about the quality of sources used for this report; and
- b. the travel ban, frozen assets, and criminal charges against lawyer Azza Soliman falls within the mandate of the Monitoring Group.

73. The Monitoring Group considered the following factors when making a decision about the disappearance of lawyer Ezzat Ghonim:

- a. there are no concerns about the quality of sources used for this report; and
- b. the disappearance of lawyer Ezzat Ghonim falls within the mandate of the Monitoring Group.

74. The Monitoring Group considered the following factors when making a decision about the discontinuation of the investigation into the attack of lawyer Alldo Fellix Januarydy:

- a. there are no concerns about the quality of sources used for this report; and
- b. the discontinuation of the investigation into the attack of lawyer Alldo Fellix Januarydy falls within the mandate of the Monitoring Group.

## **KEY BACKGROUND**

### **ALGERIA – CRIMINAL CHARGES AGAINST AHMINE NOUREDDINE**

#### ***Sources of Information***

75. The background information for this report was retrieved from the following sources:

- a. Council of Bars and Law Societies of Europe (CCBE);<sup>1</sup>
- b. Front Line Defenders.<sup>2</sup>

#### ***Background***

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<sup>1</sup> "Re: The charges against lawyer Ahmine Nouredine" *Council of Bars and Law Societies of Europe* (2 March 2018), online: <[http://www.ccbe.eu/fileadmin/speciality\\_distribution/public/documents/HUMAN\\_RIGHTS\\_LETTERS/Algeria\\_-\\_Algerie/2018/EN\\_HRL\\_20180302\\_Algeria\\_The-charges-against-lawyer-Ahmine-Nouredine.pdf](http://www.ccbe.eu/fileadmin/speciality_distribution/public/documents/HUMAN_RIGHTS_LETTERS/Algeria_-_Algerie/2018/EN_HRL_20180302_Algeria_The-charges-against-lawyer-Ahmine-Nouredine.pdf)> [CCBE Nouredine Letter].

<sup>2</sup> "Human rights lawyer Ahmine Nouredine judicially harassed" *Front Line Defenders* (30 January 2018), online: <<https://www.frontlinedefenders.org/en/case/human-rights-lawyer-ahmine-nouredine-judicially-harassed>> [FLD Nouredine Article].

76. Ahmine Nouredine is a human rights lawyer who represents members of the Amazigh Ibadi religious minority community and other individuals in the Ghardaia Province, Algeria.

77. In June 2015, 48 people died in a violent clash between the Amazigh Ibadi and the Maliki sect in Ghardaia.<sup>3</sup> Among the deceased was an individual who was killed as a result of severe beatings by the security forces when they intervened. Ahmine Nouredine filed a complaint against the security forces on behalf of the deceased's brother.<sup>4</sup> According to information received, the deceased's brother, as a result of pressure by authorities, retracted the complaint and falsely stated that he has not asked Ahmine Nouredine to file the complaint on his behalf.<sup>5</sup>

78. According to reports, in November 2017, Ahmine Nouredine was charged with "false communication" and "insulting a regulatory body" (the police) by the prosecution of the Ghardaia court.<sup>6</sup> A hearing took place on March 5, 2018 and was adjourned to May 28, 2018.<sup>7</sup>

## **EGYPT – TRAVEL BAN, FROZEN ASSETS AND CRIMINAL CHARGES AGAINST AZZA SOLIMAN**

### **Sources of Information**

79. The background information for this report was retrieved from the following sources:

- a. Lawyers for Lawyers;<sup>8</sup>
- b. Amnesty International;<sup>9,10,11</sup>
- c. Front Line Defenders;<sup>12</sup>

<sup>3</sup> *Ibid.*

<sup>4</sup> *Ibid.*

<sup>5</sup> *Ibid.*

<sup>6</sup> CCBE Nouredine Letter, *supra* note 1.

<sup>7</sup> FLD Nouredine Article, *supra* note 2.

<sup>8</sup> "Egypt Human rights lawyer banned from travelling" *Lawyers for Lawyers* (accessed 15 March 2018), online: <<http://www.advocatenvooradvocaten.nl/lawyers/azza-soliman/>>. [L4L Soliman Article]

<sup>9</sup> "Egypt: Drop all charges against Azza Soliman" *Amnesty International*, online: <[https://e-activist.com/ea-action/action?ea.client.id=1770&ea.campaign.id=94199&\\_ga=2.30770685.390464427.1522786705-1752130140.1517348625](https://e-activist.com/ea-action/action?ea.client.id=1770&ea.campaign.id=94199&_ga=2.30770685.390464427.1522786705-1752130140.1517348625)>. [Amnesty Soliman Call to Action]

<sup>10</sup> "Speak out for women's rights defender Azza Soliman" *Amnesty International*, online: <<https://www.amnesty.org/en/get-involved/brave/?viewCampaign=69355>>. [Speak Out for Soliman].

<sup>11</sup> "Make a Difference in a Minute – Azza Soliman" *Amnesty International*, online: <<https://www.amnesty.org.uk/make-difference-minute>>. [Amnesty Soliman Make a Difference]

<sup>12</sup> "Arrest of Azza Soliman" *Front Line Defenders*, online: <<https://www.frontlinedefenders.org/en/case/arrest-azza-soliman>>. [Front Line Soliman Post].

- d. Law Society of Ontario.<sup>13</sup>

## **Background**

80. Azza Soliman is a human rights lawyer and founder of the Centre for Egyptian Women's Legal Assistance (CEWLA). We have previously intervened (find letter of intervention at **TAB 3.2.2.1**) on behalf of Azza Soliman when she witnessed the death of a political activist, by the police, and subsequently faced charges relating to “unauthorized protests” and “breach of security and public order”.<sup>14</sup>
81. According to reports, Azza Soliman had recently intended to travel from Egypt to Jordan to participate in a training session for the Musawah movement, an organization promoting equity within the Muslim community.<sup>15</sup> Azza Soliman was informed by authorities that she is banned from travelling.<sup>16</sup> Her personal assets, and the assets belonging to her law firm are frozen, as she is now among a group of human rights defenders who are being prosecuted because they receive money from abroad for their work.<sup>17</sup> Azza Soliman now faces charges for slandering Egypt's image by claiming that women in the country are at risk of rape.<sup>18</sup> There is the potential that, if she is convicted of these charges, she would face a lengthy prison sentence.
82. In addition Azza Soliman is constantly harassed and monitored by the government. Newspapers and television channels label her as an “enemy of Egypt”.<sup>19</sup>

## **EGYPT – DISAPPEARANCE AND DETENTION OF EZZAT GHONIM**

### **Sources of Information**

83. The background information for this report was retrieved from the following sources:

- a. Amnesty International;<sup>20</sup>

<sup>13</sup> Letter re: The ongoing harassment of human rights lawyer Azza Soliman, (June 16, 2015) *The Law Society of Upper Canada*, online: <[https://www.lsuc.on.ca/uploadedFiles/Equity\\_and\\_Diversity/Human\\_Rights\\_Monitoring\\_Group/Egypt%20Azza%20Soliman-June16.pdf](https://www.lsuc.on.ca/uploadedFiles/Equity_and_Diversity/Human_Rights_Monitoring_Group/Egypt%20Azza%20Soliman-June16.pdf)>.

<sup>14</sup> *Ibid.*

<sup>15</sup> L4L Soliman Article, *supra* note 8.

<sup>16</sup> Speak Out for Soliman, *supra* note 10.

<sup>17</sup> L4L Soliman Article, *supra* note 8; Front Line Soliman Post *supra* note 12.

<sup>18</sup> Amnesty Soliman Call to Action, *supra* note 9.

<sup>19</sup> Amnesty Soliman Make a Difference, *supra* note 11.

<sup>20</sup> “Egypt: fears that lawyer Ezzat Ghonim is latest human rights activist to be ‘disappeared’” *Amnesty International* (2 March 2018), online: <<https://www.amnesty.org.uk/press-releases/egypt-fears-lawyer-ezzat-ghonim-latest-human-rights-activist-be-disappeared>>. [Amnesty Ghonim Press Release].

- b. Al Jazeera;<sup>21</sup>
- c. BBC News;<sup>22</sup>
- d. U.S. News & World Report.<sup>23</sup>

## **Background**

84. Ezzat Ghonim is a prominent human rights lawyer and director of the non-governmental organization, Egyptian Coordination for Rights and Freedoms. Ghonim publicly criticized Egyptian authorities for their handling of Ms. Mohammed's daughter. He was also the first to report the arrest of Mona Mahmoud Mohammed.<sup>24</sup>
85. According to reports, an Egyptian woman, Mona Mahmoud Mohammed was detained pursuant to an order by the public prosecutor following her criticism—which related to accusations against the police that they had tortured and raped her daughter—of the Egyptian police in an interview with the BBC, a foreign media outlet.<sup>25</sup>
86. Following his public criticisms, Ezzat Ghonim did not return home on the evening of Thursday, March 1, 2018, and his cellular phone has been turned off.<sup>26</sup> Family, friends and colleagues have been unable to contact him and his whereabouts were unknown; they assumed that he had been arrested, which has prompted concerns that his disappearance has been enforced, which, according to Amnesty International, is the method of choice for the authorities when they are looking to hide further abuses against dissidents, such as ill-treatment, torture and extra-judicial executions.<sup>27</sup>
87. Reports indicate that on March 19, 2018 Ezzat Ghonim appeared in a video published by the Egyptian Interior Ministry appearing weak and tired.<sup>28</sup> He remains in detention in an undisclosed location.

## **INDONESIA – INVESTIGATION INTO THE ATTACK OF ALLDO FELLIX JANUARDY**

<sup>21</sup> “‘Egypt arrests mother’ cited in BBC story on police abuse” *Al Jazeera* (2 March 2018), online: <<https://www.aljazeera.com/news/2018/03/egypt-arrests-mother-cited-bbc-story-police-abuse-180302145446043.html>>. [Aljazeera Ghonim article]

<sup>22</sup> “Egypt arrests mother of woman at centre of BBC report” *BBC News* (2 March 2018) online: <<http://www.bbc.com/news/world-middle-east-43260661>>. [BBC Ghonim article]

<sup>23</sup> “Egypt Arrests Mother Cited in BBC Report; Lawyer Disappears” *US News* (2 March 2018) online: <<https://www.usnews.com/news/world/articles/2018-03-02/egypt-arrests-mother-cited-in-bbc-report-lawyer-disappears>>.

<sup>24</sup> *Ibid.*

<sup>25</sup> BBC Ghonim article, *supra* note 22.

<sup>26</sup> Amnesty Ghonim Press Release, *supra* note 20.

<sup>27</sup> *Ibid.*

<sup>28</sup> Egyptian Coordination for Rights and Freedoms, Statement on the increasing violations against “Ezzat Ghoneim” and allegations against “ECRF”, online: <<https://ecrfeg.org/en/2018/03/17/statement-on-the-increasing-violations-against-ezzat-ghoneim-and-allegations-against-ecrf/>>.

### **Sources of Information**

88. The background information for this report was retrieved from the following sources:

- a. Lawyers for Lawyers;<sup>29</sup>
- b. Lawyers' Rights Watch Canada;<sup>30</sup>
- c. Law Society of Ontario.<sup>31</sup>

### **Background**

89. Aldo Felix Januarydy is an independent public interest lawyer at the Legal Aid Institute in Jakarta. We intervened on his behalf, in our letter to you dated June 7, 2016 (find letter at **TAB 3.2.4.1**), shortly after he was attacked by members of the Civil Service Police Unit and the Sub-District Head of Tebet in relation to the forced eviction of his clients from their homes.<sup>32</sup>

90. Shortly after the attack on him, Aldo Felix Januarydy filed a police report in relation to this attack which led to a police investigation.<sup>33</sup> The South Jakarta Police recently decided to terminate the police investigation after 1.5 years, despite reports of compelling evidence of maltreatment, including witness reports and publicly released photos relating to the attack on him by state officials.<sup>34</sup>

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<sup>29</sup> "Indonesia Investigation of attack on lawyer Aldo Felix Januarydy" *Lawyers for Lawyers* (19 February 2018), online: < <http://www.advocatenvooradvocaten.nl/13171/indonesia-investigation-of-attack-on-lawyer-aldo-felix-januarydy/>>. [L4L Januarydy]

<sup>30</sup> Support Letter in Ongoing Pre-trial Lawsuit, *Lawyers for Lawyers* and *Lawyers Rights Watch Canada* (28 January 2018) online: <<http://www.lrwc.org/ws/wp-content/uploads/2018/01/180128-Indonesia-L4LLRWC-support-letter-Aldo-Januarydy-logo.pdf>>. [LRWC Januarydy Letter]

<sup>31</sup> Letter Re: Maltreatment of Aldo Felix Januarydy, (7 June 2016), *Law Society of Upper Canada*, online: <[https://www.lsuc.on.ca/uploadedFiles/Equity\\_and\\_Diversity/Human\\_Rights\\_Monitoring\\_Group/Indonesia.pdf](https://www.lsuc.on.ca/uploadedFiles/Equity_and_Diversity/Human_Rights_Monitoring_Group/Indonesia.pdf)>. [LSO Letter Januarydy]

<sup>32</sup> LSO Letter Januarydy, *supra* note 31; LRWC Januarydy Letter, *supra* note 29.

<sup>33</sup> L4L Januarydy, *supra* note 29.

<sup>34</sup> *Ibid.*

**TAB 3.2.1**

**PROPOSED LETTERS OF INTERVENTION AND PUBLIC STATEMENT**

**AHMINE NOUREDDINE**

H.E. Abdelaziz Bouteflika  
Président de la République Algérienne  
Palais d'El Mouradia  
Alger  
Algérie

Your Excellency:

**Re: The criminal charges against lawyer Ahmine Nouredine**

I write on behalf of the Law Society of Ontario\* to voice our grave concern over the judicial harassment of lawyer Ahmine Nouredine. When serious issues of apparent injustice to lawyers and the judiciary come to our attention, we speak out.

Ahmine Nouredine is a human rights lawyer who represents members of the Amazigh Ibadi religious minority community and other individuals in the Ghardaia Province, Algeria.

In June 2015, 48 people died in a violent clash between the Amazigh Ibadi and the Maliki sect in Ghardaia. Among the deceased was an individual who was killed as a result of severe beatings by the security forces when they intervened. Ahmine Nouredine filed a complaint against the security forces on behalf of the deceased's brother. According to information received, the deceased's brother, as a result of pressure by authorities, retracted the complaint and falsely stated that he has not asked Ahmine Nouredine to file the complaint on his behalf.

According to reports, in November 2017, Ahmine Nouredine was charged with "false communication" and "insulting a regulatory body" (the police) by the prosecution of the Ghardaïa court. A hearing took place on March 5, 2018 and was adjourned to May 28, 2018.

The Law Society of Ontario is deeply troubled by Ahmine Nouredine's situation and urges Your Excellency to comply with Algeria's obligations under international human rights laws, including the United Nations' *Basic Principles on the Role of Lawyers*.

Article 16 of the *Basic Principles on the Role of Lawyers* states:

Governments shall ensure that lawyers (a) are able to perform all of their professional functions without intimidation, hindrance, harassment or improper interference; (b) are able to travel and to consult with their clients freely both within their own country and abroad; and (c) shall not suffer, or be threatened with, prosecution or administrative, economics or other

sanctions for any action taken in accordance with recognized professional duties, standards and ethics.

Article 17 states:

Where the security of lawyers is threatened as a result of discharging their functions, they shall be adequately safeguarded by the authorities.

Article 18 states:

Lawyers shall not be identified with their clients or their clients' causes as a result of discharging their functions.

Furthermore, Article 23 provides:

Lawyers like other citizens are entitled to freedom of expression, belief, association and assembly. In particular, they shall have the right to take part in public discussion of matters concerning the law, the administration of justice and the promotion and protection of human rights and to join or form local, national or international organizations and attend their meetings, without suffering professional restrictions by reason of their lawful action or their membership in a lawful organization.

The Law Society urges the Government of Algeria to:

- a. withdraw the charges against Ahmine Nouredine immediately and unconditionally;
- b. cease any current and further judicial harassment of Ahmine Nouredine;
- c. guarantee in all circumstances the physical and psychological integrity of Ahmine Nouredine;
- d. put an end to all acts of harassment against lawyers in Algeria;
- e. ensure that all lawyers and judges in Algeria are adequately safeguarded by the authorities such that they are able to carry out their professional duties and activities free from intimidation, hindrance, harassment, improper interference, the threat of criminalization, or other human rights violations; and
- f. ensure in all circumstances respect for human rights and fundamental freedoms in accordance with international human rights standards and international instruments.

Yours truly,



Paul B. Schabas  
Treasurer

*\*The Law Society of Ontario is the governing body for more than 50,000 lawyers and 8,000 paralegals in the province of Ontario, Canada. The Treasurer is the head of the Law Society.*

*The mandate of the Law Society is to govern the legal profession in the public interest by upholding the independence, integrity and honour of the legal profession for the purpose of advancing the cause of justice and the rule of law.*

cc:

The Honourable Patricia McCullagh, Ambassador of Canada to Algeria  
The Embassy of Canada  
P.O. Box 48, Alger-Gare  
16306  
Algeria

The Honourable Hocine Meghar, Ambassador of Algeria to Canada  
Algerian Embassy  
500 Wilbrod Street  
Ottawa, ON K1N 6N2  
Canada  
Fax: +1 (613) 789-1406  
Email: [info@embassyalgeria.ca](mailto:info@embassyalgeria.ca)

The Honourable Chrystia Freeland  
Minister of Foreign Affairs  
House of Commons  
Ottawa, Ontario  
K1A 0A6  
Email: [chrystia.freeland@parl.gc.ca](mailto:chrystia.freeland@parl.gc.ca)

H.E. Mr. Sabri Boukadoum  
Permanent Mission of Algeria to the United Nations  
326 East 48th Street, New York, NY 10017  
Phone: (212) 750-1960  
Fax: (212) 759-5274  
Email: [algeria@un.int](mailto:algeria@un.int)

Alex Neve, Secretary General, Amnesty International Canada

Andrew Anderson, Executive Director, Front Line Defenders

Emma Achili, Head of European Union Office, Front Line Defenders

Kenneth Roth, Executive Director, Human Rights Watch

Farida Deif, Canada Director, Human Rights Watch

Executive Director, Lawyers for Lawyers

David F. Sutherland, Chair, Lawyers' Rights Watch Canada

Hina Jilani, President, Observatory for the Protection of Human Rights Defenders

Michel Forst, Special Rapporteur on the situation of human rights defenders, Office of the United Nations High Commissioner for Human Rights

Mónica Pinto, Special Rapporteur of the Human Council on the independence of judges and lawyers, Office of the United Nations High Commissioner for Human Rights

Roberta Taveri, International Human Rights Policy Adviser, The Law Society of England and Wales

### **Proposed Letter to Lawyers' Associations**

Dear [Name],

**Re: The criminal charges against lawyer Ahmine Nouredine**

I write to inform you that on the advice of the Human Rights Monitoring Group\*, the Law Society of Ontario sent the attached letter to President Abdelaziz Bouteflika, the President of Algeria, expressing our deep concern over reports of the criminal charges against lawyer Ahmine Nouredine.

We would be very interested in hearing from you in regard to the situation noted in the attached letter, whether your organization has intervened in this matter and whether we have misapprehended any of the facts in this case. Any further information you may have about the case would also be welcome.

Please forward any further correspondence to the attention of Laura Wilson, Associate Counsel, Equity Initiatives, The Law Society of Ontario, 130 Queen St. West, Toronto, Ontario, Canada, M5H 2N6 or to [lwilson@lso.ca](mailto:lwilson@lso.ca).

I thank you for your time and consideration.

Sincerely,

Teresa Donnelly  
Chair, Human Rights Monitoring Group

\* The Law Society of Ontario is the governing body for more than 50,000 lawyers and 8,000 paralegals in the province of Ontario, Canada. The Law Society is committed to preserving the rule of law and to the maintenance of an independent Bar. Due to this commitment, the Law Society established a Human Rights Monitoring Group ("Monitoring Group"). The Monitoring Group has a mandate to review information of human rights violations targeting, as a result of the discharge of their legitimate professional duties, members of the legal profession and the judiciary in Canada and abroad. The Human Rights Monitoring Group reviews such information and determines if a response is required of the Law Society.

Letter to be sent to:

Alex Neve, Secretary General, Amnesty International Canada

Andrew Anderson, Executive Director, Front Line Defenders

Emma Achili, Head of European Union Office, Front Line Defenders

Kenneth Roth, Executive Director, Human Rights Watch

Executive Director, Lawyers for Lawyers

David F. Sutherland, Chair, Lawyers' Rights Watch Canada

Hina Jilani, President, Observatory for the Protection of Human Rights Defenders

Michel Forst, Special Rapporteur on the situation of human rights defenders, Office of the United Nations High Commissioner for Human Rights

Mónica Pinto, Special Rapporteur of the Human Council on the independence of judges and lawyers, Office of the United Nations High Commissioner for Human Rights

Roberta Taveri, International Human Rights Policy Adviser, The Law Society of England and Wales

## PROPOSED PUBLIC STATEMENT

### **The Law Society of Ontario expresses grave concern about the criminal charges against lawyer Ahmine Nouredine Algeria**

Toronto, ON — The Law Society of Ontario expresses grave concern over the judicial harassment of lawyer Ahmine Nouredine. When serious issues of apparent injustice to lawyers and the judiciary come to our attention, we speak out.

Ahmine Nouredine is a human rights lawyer who represents members of the Amazigh Ibadi religious minority community and other individuals in the Ghardaia Province, Algeria.

In June 2015, 48 people died in a violent clash between the Amazigh Ibadi and the Maliki sect in Ghardaia. Among the deceased was an individual who was killed as a result of severe beatings by the security forces when they intervened. Ahmine Nouredine filed a complaint against the security forces on behalf of the deceased's brother. According to information received, the deceased's brother, as a result of pressure by authorities, retracted the complaint and falsely stated that he has not asked Ahmine Nouredine to file the complaint on his behalf.

According to reports, in November 2017, Ahmine Nouredine was charged with "false communication" and "insulting a regulatory body" (the police) by the prosecution of the Ghardaïa court. A hearing took place on March 5, 2018 and was adjourned to May 28, 2018.

The Law Society of Ontario is deeply troubled by Ahmine Nouredine's situation and urges the Algerian Government to comply with Algeria's obligations under international human rights laws, including the United Nations' *Basic Principles on the Role of Lawyers*.

Article 16 of the *Basic Principles on the Role of Lawyers* states:

Governments shall ensure that lawyers (a) are able to perform all of their professional functions without intimidation, hindrance, harassment or improper interference; (b) are able to travel and to consult with their clients freely both within their own country and abroad; and (c) shall not suffer, or be threatened with, prosecution or administrative, economics or other sanctions for any action taken in accordance with recognized professional duties, standards and ethics.

Article 17 states:

Where the security of lawyers is threatened as a result of discharging their functions, they shall be adequately safeguarded by the authorities.

Article 18 states:

Lawyers shall not be identified with their clients or their clients' causes as a result of discharging their functions.

Furthermore, Article 23 provides:

Lawyers like other citizens are entitled to freedom of expression, belief, association and assembly. In particular, they shall have the right to take part in public discussion of matters concerning the law, the administration of justice and the promotion and protection of human rights and to join or form local, national or international organizations and attend their meetings, without suffering professional restrictions by reason of their lawful action or their membership in a lawful organization.

The Law Society urges the Government of Algeria to:

- a. withdraw the charges against Ahmine Nouredine immediately and unconditionally;
- b. cease any current and further judicial harassment of Ahmine Nouredine;
- c. guarantee in all circumstances the physical and psychological integrity of Ahmine Nouredine;
- d. put an end to all acts of harassment against lawyers in Algeria;
- e. ensure that all lawyers and judges in Algeria are adequately safeguarded by the authorities such that they are able to carry out their professional duties and activities free from intimidation, hindrance, harassment, improper interference, the threat of criminalization, or other human rights violations; and
- f. ensure in all circumstances respect for human rights and fundamental freedoms in accordance with international human rights standards and international instruments.

**TAB 3.2.2**

**PROPOSED LETTERS OF INTERVENTION AND PUBLIC STATEMENT**

**AZZA SOLIMAN**

H.E. Abdel Fattah el-Sisi  
President of the Arab Republic of Egypt  
Abdeen Palace  
El-Gomhoreya Square  
Rahbet Abdin, Abdeen  
Cairo, Egypt

Your Excellency:

**Re: Travel ban, frozen assets and criminal charges against lawyer Azza Soliman**

I write on behalf of the Law Society of Ontario\* to voice our grave concern over the travel ban, frozen assets, and criminal charges against lawyer Azza Soliman. When serious issues of apparent injustice to lawyers and the judiciary come to our attention, we speak out.

Azza Soliman is a human rights lawyer and founder of the Centre for Egyptian Women's Legal Assistance (CEWLA). We have previously intervened on behalf of Azza Soliman when she witnessed the death of a political activist, by the police, and subsequently faced charges relating to “unauthorized protests” and “breach of security and public order”. The details of that intervention are outlined in our letter to you dated June 16, 2015, and I have attached this letter for your ease of reference ([TAB 3.2.2.1](#)).

According to reports, Azza Soliman had recently intended to travel from Egypt to Jordan to participate in a training session for the Musawah movement, an organization promoting equity within the Muslim community. Azza Soliman was informed by authorities that she is banned from travelling. Her personal assets, and the assets belonging to her law firm are frozen, as she is now among a group of human rights defenders who are being prosecuted because they receive money from abroad for their work. Azza Soliman now faces charges for slandering Egypt's image by claiming that women in the country are at risk of rape. There is the potential that, if she is convicted of these charges, she would face a lengthy prison sentence

In addition Azza Soliman is constantly harassed and monitored by the government. Newspapers and television channels label her as an “enemy of Egypt”.

The Law Society of Ontario is deeply troubled by Azza Soliman's situation and urges Your Excellency to comply with Egypt's obligations under international human rights laws, including the United Nations' *Basic Principles on the Role of Lawyers*.

Article 16 of the *Basic Principles on the Role of Lawyers* states:

Governments shall ensure that lawyers (a) are able to perform all of their professional functions without intimidation, hindrance, harassment or improper interference; (b) are able to travel and to consult with their clients freely both within their own country and abroad; and (c) shall not suffer, or be threatened with, prosecution or administrative, economics or other sanctions for any action taken in accordance with recognized professional duties, standards and ethics.

Article 17 states:

Where the security of lawyers is threatened as a result of discharging their functions, they shall be adequately safeguarded by the authorities.

Article 18 states:

Lawyers shall not be identified with their clients or their clients' causes as a result of discharging their functions.

Furthermore, Article 23 provides:

Lawyers like other citizens are entitled to freedom of expression, belief, association and assembly. In particular, they shall have the right to take part in public discussion of matters concerning the law, the administration of justice and the promotion and protection of human rights and to join or form local, national or international organizations and attend their meetings, without suffering professional restrictions by reason of their lawful action or their membership in a lawful organization.

The Law Society urges the Government of Egypt to:

- a. withdraw the charges against Azza Soliman immediately and unconditionally;
- b. remove the travel ban restricting Azza Soliman's ability to travel immediately and unconditionally;
- c. immediately grant Azza Soliman full and unrestricted access to all of the assets and accounts that belong to her personally and to her law firm;
- d. guarantee in all circumstances the physical and psychological integrity of Azza Soliman;
- e. put an end to all acts of harassment against lawyers in Egypt;



- f. ensure that all lawyers and judges in Egypt are adequately safeguarded by the authorities such that they are able to carry out their professional duties and activities free from intimidation, hindrance, harassment, improper interference, the threat of criminalization, or other human rights violations; and
- g. ensure in all circumstances respect for human rights and fundamental freedoms in accordance with international human rights standards and international instruments.

Yours truly,

Paul B. Schabas  
Treasurer

*\*The Law Society of Ontario is the governing body for more than 50,000 lawyers and 8,000 paralegals in the province of Ontario, Canada. The Treasurer is the head of the Law Society.*

*The mandate of the Law Society is to govern the legal profession in the public interest by upholding the independence, integrity and honour of the legal profession for the purpose of advancing the cause of justice and the rule of law.*

cc:

Mr. Moataz Mounir Moharram Zahran  
Ambassador of the Arab Republic of Egypt  
454 Laurier Avenue East  
Ottawa, Ontario  
K1N 6R3  
Fax: +1 (613) 234-9347 / 234-4398  
Email: Egyptemb@sympatico.ca

Egyptian Bar Association  
49A Ramses Street  
Cairo, Egypt  
Tel: +20 (2) 45 13 60

The Honourable Chrystia Freeland  
Minister of Foreign Affairs  
House of Commons  
Ottawa, Ontario  
K1A 0A6  
Email: chrystia.freeland@parl.gc.ca

The Honourable Jess Dutton, Canadian Ambassador of Canada to the Arab Republic of Egypt, The Embassy of Canada to Egypt

Alex Neve, Secretary General, Amnesty International Canada

Andrew Anderson, Executive Director, Front Line Defenders

Emma Achili, Head of European Union Office, Front Line Defenders

Kenneth Roth, Executive Director, Human Rights Watch

Farida Deif, Canada Director, Human Rights Watch

Executive Director, Lawyers for Lawyers

David F. Sutherland, Chair, Lawyers' Rights Watch Canada

Hina Jilani, President, Observatory for the Protection of Human Rights Defenders

Michel Forst, Special Rapporteur on the situation of human rights defenders, Office of the United Nations High Commissioner for Human Rights

Mónica Pinto, Special Rapporteur of the Human Council on the independence of judges and lawyers, Office of the United Nations High Commissioner for Human Rights

Marina Brilman, International Human Rights Policy Adviser, The Law Society of England and Wales

### **Proposed Letter to Lawyers' Associations**

Dear [Name],

#### **Re: Travel ban, frozen assets and criminal charges against lawyer Azza Soliman**

I write to inform you that on the advice of the Human Rights Monitoring Group\*, the Law Society of Ontario sent the attached letter to President Abdel Fattah el-Sisi, the President of the Arab Republic of Egypt, expressing our deep concern over reports of the travel ban, frozen assets and criminal charges against lawyer Azza Soliman.

We would be very interested in hearing from you in regard to the situation noted in the attached letter, whether your organization has intervened in this matter and whether we have misapprehended any of the facts in this case. Any further information you may have about the case would also be welcome.

Please forward any further correspondence to the attention of Laura Wilson, Associate Counsel, Equity Initiatives, The Law Society of Ontario, 130 Queen St. West, Toronto, Ontario, Canada, M5H 2N6 or to [lwilson@lso.ca](mailto:lwilson@lso.ca).

I thank you for your time and consideration.

Sincerely,

Teresa Donnelly  
Chair, Human Rights Monitoring Group

\* The Law Society of Ontario is the governing body for more than 50,000 lawyers and 8,000 paralegals in the province of Ontario, Canada. The Law Society is committed to preserving the rule of law and to the maintenance of an independent Bar. Due to this commitment, the Law Society established a Human Rights Monitoring Group ("Monitoring Group"). The Monitoring Group has a mandate to review information of human rights violations targeting, as a result of the discharge of their legitimate professional duties, members of the legal profession and the judiciary in Canada and abroad. The Human Rights Monitoring Group reviews such information and determines if a response is required of the Law Society.

Letter to be sent to:

Egyptian Bar Association

Alex Neve, Secretary General, Amnesty International Canada

Andrew Anderson, Executive Director, Front Line Defenders

Emma Achili, Head of European Union Office, Front Line Defenders

Kenneth Roth, Executive Director, Human Rights Watch

Executive Director, Lawyers for Lawyers

David F. Sutherland, Chair, Lawyers' Rights Watch Canada

Hina Jilani, President, Observatory for the Protection of Human Rights Defenders

Michel Forst, Special Rapporteur on the situation of human rights defenders, Office of the United Nations High Commissioner for Human Rights

Mónica Pinto, Special Rapporteur of the Human Council on the independence of judges and lawyers, Office of the United Nations High Commissioner for Human Rights

Marina Brilman, International Human Rights Policy Adviser, The Law Society of England and Wales

## PROPOSED PUBLIC STATEMENT

### **The Law Society of Ontario expresses grave concern about the travel ban, frozen assets and criminal charges against lawyer Azza Soliman in Egypt**

Toronto, ON — The Law Society of Ontario expresses grave concern over the travel ban, frozen assets, and criminal charges against lawyer Azza Soliman. When serious issues of apparent injustice to lawyers and the judiciary come to our attention, we speak out.

Azza Soliman is a human rights lawyer and founder of the Centre for Egyptian Women's Legal Assistance (CEWLA). We have previously intervened on behalf of Azza Soliman when she witnessed the death of a political activist, by the police, and subsequently faced charges relating to “unauthorized protests” and “breach of security and public order”. The details of that intervention are outlined in our letter to you dated June 16, 2015, and I have attached this letter for your ease of reference.

According to reports, Azza Soliman had recently intended to travel from Egypt to Jordan to participate in a training session for the Musawah movement, an organization promoting equity within the Muslim community. Azza Soliman was informed by authorities that she is banned from travelling. Her personal assets, and the assets belonging to her law firm are frozen, as she is now among a group of human rights defenders who are being prosecuted because they receive money from abroad for their work. Azza Soliman now faces charges for slandering Egypt's image by claiming that women in the country are at risk of rape. There is the potential that, if she is convicted of these charges, she would face a lengthy prison sentence

In addition Azza Soliman is constantly harassed and monitored by the government. Newspapers and television channels label her as 'enemy of the people'.

The Law Society of Ontario is deeply troubled by Azza Soliman's situation and urges the Egyptian Government to comply with Egypt's obligations under international human rights laws, including the United Nations' *Basic Principles on the Role of Lawyers*.

Article 16 of the *Basic Principles on the Role of Lawyers* states:

Governments shall ensure that lawyers (a) are able to perform all of their professional functions without intimidation, hindrance, harassment or improper interference; (b) are able to travel and to consult with their clients freely both within their own country and abroad; and (c) shall not suffer, or be threatened with, prosecution or administrative, economics or other sanctions for any action taken in accordance with recognized professional duties, standards and ethics.

Article 17 states:

Where the security of lawyers is threatened as a result of discharging their functions, they shall be adequately safeguarded by the authorities.

Article 18 states:

Lawyers shall not be identified with their clients or their clients' causes as a result of discharging their functions.

Furthermore, Article 23 provides:

Lawyers like other citizens are entitled to freedom of expression, belief, association and assembly. In particular, they shall have the right to take part in public discussion of matters concerning the law, the administration of justice and the promotion and protection of human rights and to join or form local, national or international organizations and attend their meetings, without suffering professional restrictions by reason of their lawful action or their membership in a lawful organization.

The Law Society urges the Government of Egypt to:

- a. withdraw the charges against Azza Soliman immediately and unconditionally;
- b. remove the travel ban restricting Azza Soliman's ability to travel immediately and unconditionally;
- c. immediately grant Azza Soliman full and unrestricted access to all of the assets and accounts that belong to her personally and to her law firm;
- d. guarantee in all circumstances the physical and psychological integrity of Azza Soliman;
- e. put an end to all acts of harassment against lawyers in Egypt;
- f. ensure that all lawyers and judges in Egypt are adequately safeguarded by the authorities such that they are able to carry out their professional duties and activities free from intimidation, hindrance, harassment, improper interference, the threat of criminalization, or other human rights violations; and
- g. ensure in all circumstances respect for human rights and fundamental freedoms in accordance with international human rights standards and international instruments.

### TAB 3.2.2.1

June 16, 2015



The Law Society of  
Upper Canada

Barreau  
du Haut-Canada

His Excellency Abdel Fattah el-Sisi  
President of the Arab Republic of Egypt  
Abedine Palace  
Cairo, Egypt

Office of the Treasurer

Osgoode Hall  
130 Queen Street West  
Toronto, Ontario  
M5H 2N6

Your Excellency:

**Re: The ongoing harassment of human rights lawyer Azza Soliman**

tel 416-947-3415  
fax 416-947-7609

I write on behalf of The Law Society of Upper Canada\* to voice our grave concern over the ongoing harassment of human rights lawyer Azza Soliman. When serious issues of apparent injustice to lawyers and the judiciary come to our attention, we speak out.

Azza Soliman is a human rights lawyer and founder of the Centre for Egyptian Women's Legal Assistance.

According to reports, on January 24, 2015, Azza Soliman witnessed the violent dispersal of a protest, which led to the death of a political activist. Azza Soliman was not participating in the protest, but she was coincidentally in the same area and witnessed the dispersal and the shooting of the activist.

On the same day, Azza Soliman voluntarily went to the Public Prosecutor's Office to give her testimony regarding the incident she had witnessed. Azza Soliman told the prosecutor that police were responsible for the death of the political activist. Reports indicate that after providing her testimony, she was interrogated by the prosecutor and advised that she was under investigation for charges relating to "unauthorized protests" and "breach of security and public order". Azza Soliman was released, pending investigation.

On March 23, 2015, Azza Soliman was informed that she had been formally charged with the abovementioned charges, along with 16 other witnesses to the January 24, 2015, incident.

In concern over these reports, The Law Society of Upper Canada urges Your Excellency to consider Articles 16 and 23 of the United Nations' *Basic Principles on the Role of Lawyers*.

Article 16 states:

Governments shall ensure that lawyers (a) are able to perform all of their professional functions without intimidation, hindrance, harassment or improper interference; (b) are able to travel and to consult with their clients freely both within their own country and abroad; and (c) shall not suffer, or be threatened with, prosecution or administrative, economics or other sanctions for any action taken in accordance with recognized professional duties, standards and ethics.

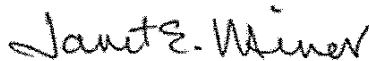
Moreover, Article 23 states:

Lawyers like other citizens are entitled to freedom of expression, belief, association and assembly. In particular, they shall have the rights to take part in public discussion of matters concerning the law, the administration of justice and the promotion and protection of human rights and to join or form local, national or international organizations and attend their meetings, without suffering professional restrictions by reason of their lawful action or their membership in a lawful organization.

The Law Society urges the government of Egypt to:

- a. guarantee in all circumstances the physical and psychological integrity of Azza Soliman;
- b. guarantee all the procedural rights that should be accorded to Azza Soliman and other human rights lawyers and defenders in Egypt;
- c. put an end to all acts of harassment against Azza Soliman as well as other human rights lawyers and defenders in Egypt;
- d. ensure in all circumstances respect for human rights and fundamental freedoms in accordance with international human rights standards and international instruments.

Yours very truly,



Janet E. Minor  
Treasurer

*\*The Law Society of Upper Canada is the governing body for more than 47,000 lawyers and 7,000 paralegals in the province of Ontario, Canada. The Treasurer is the head of the Law Society.*

*The mandate of the Law Society is to govern the legal profession in the public interest by upholding the independence, integrity and honour of the legal profession for the purpose of advancing the cause of justice and the rule of law.*

cc:

Mr. Ibrahim Mehleb  
Prime Minister of the Arab Republic of Egypt  
Magles El Shaab Street, Kasr El Aini Street  
Cairo, Egypt

Mr. Mahmoud Saber  
Minister of Justice of the Arab Republic of Egypt  
Ministry of Justice  
Magles El Saeb Street, Wezaret Al Adl  
Cairo, Egypt



Wael Aboul-Magd  
Ambassador of the Arab Republic of Egypt  
454 Laurier Avenue East  
Ottawa, ON, K1N 6R3

Alex Neve, Secretary General, Amnesty International Canada

Mary Lawlor, Executive Director, Front Line Defenders

Vincent Forest, Head of European Union Office, Front Line Defenders

Kenneth Roth, Executive Director, Human Rights Watch

Adrie van de Streek, Executive Director, Lawyers for Lawyers

David F. Sutherland, Chair, Lawyers' Rights Watch Canada

Yves Berthelot, President, Observatory for the Protection of Human Rights Defenders

Michel Forst, Special Rapporteur on the situation of human rights defenders, Office of the United Nations High Commissioner for Human Rights

Gabriella Knaul, Special Rapporteur of the Human Council on the independence of judges and lawyers, Office of the United Nations High Commissioner for Human Rights

Sarah Smith, Human Rights and Rule of Law Policy Adviser, The Law Society of England and Wales

**TAB 3.2.3**

**PROPOSED LETTERS OF INTERVENTION AND PUBLIC STATEMENT**

**EZZAT GHONIM**

H.E. Abdel Fattah el-Sisi  
President of the Arab Republic of Egypt  
Abdeen Palace  
El-Gomhoreya Square  
Rahbet Abdin, Abdeen  
Cairo, Egypt

Your Excellency:

**Re: Concerns regarding the disappearance and detention of lawyer Ezzat Ghonim**

I write on behalf of the Law Society of Ontario\* to voice our grave concern over the disappearance of lawyer Ezzat Ghonim. When serious issues of apparent injustice to lawyers and the judiciary come to our attention, we speak out.

According to reports, an Egyptian woman, Mona Mahmoud Mohammed was detained pursuant to an order by the public prosecutor following her criticism—which related to accusations against the police that they had tortured and raped her daughter—of the Egyptian police in an interview with the BBC, a foreign media outlet.

Ezzat Ghonim is a prominent human rights lawyer and director of the non-governmental organization, Egyptian Coordination for Rights and Freedoms. Ghonim publicly criticized Egyptian authorities for their handling of Ms. Mohammed's daughter. He was also the first to report the arrest of Mona Mahmoud Mohammed.

Following his public criticisms, Ezzat Ghonim did not return home on the evening of Thursday, March 1, 2018, and his cellular phone has been turned off. Family, friends and colleagues have been unable to contact him and his whereabouts were unknown; they assumed that he had been arrested, which has prompted concerns that his disappearance has been enforced, which, according to Amnesty International, is the method of choice for the authorities when they are looking to hide further abuses against dissidents, such as ill-treatment, torture and extra-judicial executions.

Reports indicate that on March 19, 2018 Ezzat Ghonim appeared in a video published by the Egyptian Interior Ministry appearing weak and tired. He remains in detention in an undisclosed location.

The Law Society of Ontario is deeply troubled by Ezzat Ghonim's situation and urges Your Excellency to comply with Egypt's obligations under international human rights laws, including the United Nations' *Basic Principles on the Role of Lawyers*.

Article 16 of the *Basic Principles on the Role of Lawyers* states:

Governments shall ensure that lawyers (a) are able to perform all of their professional functions without intimidation, hindrance, harassment or improper interference; (b) are able to travel and to consult with their clients freely both within their own country and abroad; and (c) shall not suffer, or be threatened with, prosecution or administrative, economics or other sanctions for any action taken in accordance with recognized professional duties, standards and ethics.

Article 17 states:

Where the security of lawyers is threatened as a result of discharging their functions, they shall be adequately safeguarded by the authorities.

Article 18 states:

Lawyers shall not be identified with their clients or their clients' causes as a result of discharging their functions.

Furthermore, Article 23 provides:

Lawyers like other citizens are entitled to freedom of expression, belief, association and assembly. In particular, they shall have the right to take part in public discussion of matters concerning the law, the administration of justice and the promotion and protection of human rights and to join or form local, national or international organizations and attend their meetings, without suffering professional restrictions by reason of their lawful action or their membership in a lawful organization.

The Law Society urges the Government of Egypt to:

- a. disclose immediately the physical and psychological condition as well as the whereabouts of Ezzat Ghonim;
- b. guarantee in all circumstances the physical and psychological integrity of Ezzat Ghonim;
- c. if he is in state custody, release Ezzat Ghonim immediately and unconditionally;

- d. carry out a thorough, impartial and effective investigation into the disappearance of Ezzat Ghonim and ensure those responsible are held to account;
- e. guarantee that adequate reparation will be provided to Ezzat Ghonim if he is found to be a victim of human rights abuses;
- f. put an end to all acts of harassment and acts of violence against lawyers in Egypt;
- g. ensure that all people in Egypt, including lawyers and judges, are able to exercise freely their freedom of association, peaceful assembly, opinion and expression, including when such expression is critical of government institutions and actions;
- h. ensure that all lawyers and judges in Egypt are adequately safeguarded by the authorities such that they are able to carry out their professional duties and activities free from intimidation, hindrance, harassment, improper interference, the threat of criminalization or other human rights violations; and
- i. ensure in all circumstances respect for human rights and fundamental freedoms in accordance with international human rights standards and international instruments.

Yours truly,

Paul B. Schabas  
Treasurer

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cc:

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Ambassador of the Arab Republic of Egypt  
454 Laurier Avenue East  
Ottawa, Ontario  
K1N 6R3  
Fax: +1 (613) 234-9347 / 234-4398  
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Egyptian Bar Association  
49A Ramses Street  
Cairo, Egypt  
Tel: +20 (2) 45 13 60

The Honourable Chrystia Freeland  
Minister of Foreign Affairs  
House of Commons  
Ottawa, Ontario  
K1A 0A6  
Email: chrystia.freeland@parl.gc.ca

The Honourable Jess Dutton, Canadian Ambassador of Canada to the Arab Republic of  
Egypt, The Embassy of Canada to Egypt

Alex Neve, Secretary General, Amnesty International Canada

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Emma Achili, Head of European Union Office, Front Line Defenders

Kenneth Roth, Executive Director, Human Rights Watch

Farida Deif, Canada Director, Human Rights Watch

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David F. Sutherland, Chair, Lawyers' Rights Watch Canada

Hina Jilani, President, Observatory for the Protection of Human Rights Defenders

Michel Forst, Special Rapporteur on the situation of human rights defenders, Office of  
the United Nations High Commissioner for Human Rights

Mónica Pinto, Special Rapporteur of the Human Council on the independence of judges  
and lawyers, Office of the United Nations High Commissioner for Human Rights

Roberta Taveri, International Human Rights Policy Adviser, The Law Society of England  
and Wales

### **Proposed Letter to Lawyers' Associations**

Dear [Name],

#### **Re: Concerns regarding the disappearance of lawyer Ezzat Ghonim**

I write to inform you that on the advice of the Human Rights Monitoring Group\*, the Law Society of Ontario sent the attached letter to President Abdel Fattah el-Sisi, the President of the Arab Republic of Egypt, expressing our deep concern over reports of the disappearance of lawyer Ezzat Ghonim.

We would be very interested in hearing from you in regard to the situation noted in the attached letter, whether your organization has intervened in this matter and whether we have misapprehended any of the facts in this case. Any further information you may have about the case would also be welcome.

Please forward any further correspondence to the attention of Laura Wilson, Associate Counsel, Equity Initiatives, The Law Society of Ontario, 130 Queen St. West, Toronto, Ontario, Canada, M5H 2N6 or to [lwilson@lso.ca](mailto:lwilson@lso.ca).

I thank you for your time and consideration.

Sincerely,

Teresa Donnelly  
Chair, Human Rights Monitoring Group

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Michel Forst, Special Rapporteur on the situation of human rights defenders, Office of the United Nations High Commissioner for Human Rights

Mónica Pinto, Special Rapporteur of the Human Council on the independence of judges and lawyers, Office of the United Nations High Commissioner for Human Rights

Roberta Taveri, International Human Rights Policy Adviser, The Law Society of England and Wales

## PROPOSED PUBLIC STATEMENT

### **The Law Society of Ontario expresses grave concern about the disappearance of lawyer Ezzat Ghonim in Egypt**

Toronto, ON — The Law Society of Ontario expresses grave concern about disappearance of lawyer Ezzat Ghonim in Egypt.

According to reports, an Egyptian woman, Mona Mahmoud Mohammed was detained pursuant to an order by the public prosecutor following her criticism—which related to accusations against the police that they had tortured and raped her daughter—of the Egyptian police in an interview with the BBC, a foreign media outlet.

Ezzat Ghonim is a prominent human rights lawyer and director of the non-governmental organization, Egyptian Coordination for Rights and Freedoms. Ghonim publicly criticized Egyptian authorities for their handling of Mohammed's daughter. He was also the first to report her arrest.

Following his public criticisms, Ezzat Ghonim did not return home on the evening of Thursday, March 1, 2018, and his cellular phone has been turned off. Family, friends and colleagues were unable to contact him and his whereabouts were unknown; they assume that he has been arrested, which has prompted concerns that his disappearance has been enforced, which, according to Amnesty International, is the method of choice for the authorities when they are looking to hide further abuses against dissidents, such as ill-treatment, torture and extra-judicial executions.

Reports indicate that on March 19, 2018 Ezzat Ghonim appeared in a video published by the Egyptian Interior Ministry appearing weak and tired. He remains in detention in an undisclosed location.

The Law Society of Ontario is deeply troubled by Ezzat Ghonim's situation and urges the Egyptian Government to comply with Egypt's obligations under international human rights laws, including the United Nations' *Basic Principles on the Role of Lawyers*.

Article 16 of the *Basic Principles on the Role of Lawyers* states:

Governments shall ensure that lawyers (a) are able to perform all of their professional functions without intimidation, hindrance, harassment or improper interference; (b) are able to travel and to consult with their clients freely both within their own country and abroad; and (c) shall not suffer, or be threatened with, prosecution or administrative, economics or other sanctions for any action taken in accordance with recognized professional duties, standards and ethics.



Article 17 states:

Where the security of lawyers is threatened as a result of discharging their functions, they shall be adequately safeguarded by the authorities.

Article 18 states:

Lawyers shall not be identified with their clients or their clients' causes as a result of discharging their functions.

Furthermore, Article 23 provides:

Lawyers like other citizens are entitled to freedom of expression, belief, association and assembly. In particular, they shall have the right to take part in public discussion of matters concerning the law, the administration of justice and the promotion and protection of human rights and to join or form local, national or international organizations and attend their meetings, without suffering professional restrictions by reason of their lawful action or their membership in a lawful organization.

The Law Society urges the Government of Egypt to:

- a. disclose immediately the physical and psychological condition as well as the whereabouts of Ezzat Ghonim;
- b. guarantee in all circumstances the physical and psychological integrity of Ezzat Ghonim;
- c. if he is in state custody, release Ezzat Ghonim immediately and unconditionally;
- d. carry out a thorough, impartial and effective investigation into the disappearance of Ezzat Ghonim and ensure those responsible are held to account;
- e. guarantee that adequate reparation will be provided to Ezzat Ghonim if he is found to be a victim of human rights abuses;
- f. put an end to all acts of harassment and acts of violence against lawyers in Egypt;
- g. ensure that all people in Egypt, including lawyers and judges, are able to exercise freely their freedom of association, peaceful assembly, opinion and expression, including when such expression is critical of government institutions and actions;
- h. ensure that all lawyers and judges in Egypt are adequately safeguarded by the authorities such that they are able to carry out their professional duties and

activities free from intimidation, hindrance, harassment, improper interference, the threat of criminalization or other human rights violations; and

- i. ensure in all circumstances respect for human rights and fundamental freedoms in accordance with international human rights standards and international instruments.

**TAB 3.2.4**

**PROPOSED LETTERS OF INTERVENTION AND PUBLIC STATEMENT**

**ALLDO FELLIX JANUARDY**

His Excellency Joko Widodo  
President of Indonesia  
Office of the President of the Republic of Indonesia  
Merdeka Palace  
Jalan Medan Merdeka Utara Gambir  
Jakarta 10160, Indonesia

Your Excellency:

**Re: Investigation into the attack of lawyer Alldo Fellix Januardy**

I write on behalf of the Law Society of Ontario\* to voice our grave concern over the discontinuation of the investigation into the South Jakarta Police Office in relation to the attack by police against lawyer Alldo Fellix Januardy. When serious issues of apparent injustice to lawyers and the judiciary come to our attention, we speak out.

Alldo Fellix Januardy is an independent public interest lawyer at the Legal Aid Institute in Jakarta. We intervened on his behalf, in our letter to you dated June 7, 2016, shortly after he was attacked by members of the Civil Service Police Unit and the Sub-District Head of Tebet in relation to the forced eviction of his clients from their homes. I enclose a copy of this letter for your ease of reference ([TAB 3.2.4.1](#)).

Shortly after the attack on him, Alldo Fellix Januardy filed a police report in relation to this attack which led to a police investigation. The South Jakarta Police recently decided to terminate the police investigation after 1.5 years, despite reports of compelling evidence of maltreatment, including witness reports and publicly released photos relating to the attack on him by state officials.

The Law Society of Ontario is deeply troubled by the discontinuation of the investigation into the South Jakarta Police Office and urges Your Excellency to comply with Indonesia's obligations under international human rights laws, including the United Nations' *Basic Principles on the Role of Lawyers*.

Article 16 of the *Basic Principles on the Role of Lawyers* states:

Governments shall ensure that lawyers (a) are able to perform all of their professional functions without intimidation, hindrance, harassment or improper interference; (b) are able to travel and to consult with their clients freely both within their own country and abroad; and (c) shall not suffer, or

be threatened with, prosecution or administrative, economics or other sanctions for any action taken in accordance with recognized professional duties, standards and ethics.

Article 17 states:

Where the security of lawyers is threatened as a result of discharging their functions, they shall be adequately safeguarded by the authorities.

Article 18 states:

Lawyers shall not be identified with their clients or their clients' causes as a result of discharging their functions.

Furthermore, Article 23 provides:

Lawyers like other citizens are entitled to freedom of expression, belief, association and assembly. In particular, they shall have the right to take part in public discussion of matters concerning the law, the administration of justice and the promotion and protection of human rights and to join or form local, national or international organizations and attend their meetings, without suffering professional restrictions by reason of their lawful action or their membership in a lawful organization.

The Law Society urges the Government of Indonesia to:

- a. resume and/or conduct a fair, impartial and independent investigation into the attack on Aldo Felix Januarydy in order to identify all those responsible, bring them to trial and apply to them civil, penal and/or administrative sanctions provided by law;
- b. ensure in all circumstances respect for human rights and fundamental freedoms in accordance with international human rights standards and international instruments;
- c. guarantee in all circumstances the physical and psychological integrity of Aldo Felix Januarydy;
- d. put an end to all acts of harassment against lawyers in Indonesia;
- e. ensure that all lawyers and judges in Indonesia are adequately safeguarded by the authorities such that they are able to carry out their professional duties and activities free from intimidation, hindrance, harassment, improper interference, the threat of criminalization, or other human rights violations; and

- f. ensure in all circumstances respect for human rights and fundamental freedoms in accordance with international human rights standards and international instruments.

Yours truly,

Paul B. Schabas  
Treasurer

*\*The Law Society of Ontario is the governing body for more than 50,000 lawyers and 8,000 paralegals in the province of Ontario, Canada. The Treasurer is the head of the Law Society.*

*The mandate of the Law Society is to govern the legal profession in the public interest by upholding the independence, integrity and honour of the legal profession for the purpose of advancing the cause of justice and the rule of law.*

cc:

H.E. Peter MacArthur, Ambassador of Canada to Indonesia  
Embassy of Canada in Jakarta  
P.O. Box 8324/JKS.MP  
Jakarta 12084  
Indonesia  
Fax: +62 (21) 2550 7811  
E-mail: [canadianembassy.jkrta@international.gc.ca](mailto:canadianembassy.jkrta@international.gc.ca)

The Honourable Chrystia Freeland  
Minister of Foreign Affairs  
House of Commons  
Ottawa, Ontario  
K1A 0A6  
Email: [chrystia.freeland@parl.gc.ca](mailto:chrystia.freeland@parl.gc.ca)

The Honourable Teuku Faizasyah, Ambassador of the Republic of Indonesia to Canada  
55 Parkdale Avenue  
Ottawa, Ontario  
K1Y 1E5, Canada  
Fax: (613) 724-1105

Alex Neve, Secretary General, Amnesty International Canada

Andrew Anderson, Executive Director, Front Line Defenders

Emma Achili, Head of European Union Office, Front Line Defenders

Kenneth Roth, Executive Director, Human Rights Watch

Farida Deif, Canada Director, Human Rights Watch

Executive Director, Lawyers for Lawyers

David F. Sutherland, Chair, Lawyers' Rights Watch Canada

Hina Jilani, President, Observatory for the Protection of Human Rights Defenders

Michel Forst, Special Rapporteur on the situation of human rights defenders, Office of the United Nations High Commissioner for Human Rights

Mónica Pinto, Special Rapporteur of the Human Council on the independence of judges and lawyers, Office of the United Nations High Commissioner for Human Rights

Roberta Taveri, International Human Rights Policy Adviser, The Law Society of England and Wales

### **Proposed Letter to Lawyers' Associations**

Dear [Name],

#### **Re: Investigation into the attack of lawyer Alldo Fellix Januardy**

I write to inform you that on the advice of the Human Rights Monitoring Group\*, the Law Society of Ontario sent the attached letter to President Joko Widodo, the President of Indonesia, expressing our deep concern the investigation into the attack of lawyer Alldo Fellix Januardy.

We would be very interested in hearing from you in regard to the situation noted in the attached letter, whether your organization has intervened in this matter and whether we have misapprehended any of the facts in this case. Any further information you may have about the case would also be welcome.

Please forward any further correspondence to the attention of Laura Wilson, Associate Counsel, Equity Initiatives, The Law Society of Ontario, 130 Queen St. West, Toronto, Ontario, Canada, M5H 2N6 or to [lwilson@lso.ca](mailto:lwilson@lso.ca).

I thank you for your time and consideration.

Sincerely,

Teresa Donnelly  
Chair, Human Rights Monitoring Group

\* The Law Society of Ontario is the governing body for more than 50,000 lawyers and 8,000 paralegals in the province of Ontario, Canada. The Law Society is committed to preserving the rule of law and to the maintenance of an independent Bar. Due to this commitment, the Law Society established a Human Rights Monitoring Group ("Monitoring Group"). The Monitoring Group has a mandate to review information of human rights violations targeting, as a result of the discharge of their legitimate professional duties, members of the legal profession and the judiciary in Canada and abroad. The Human Rights Monitoring Group reviews such information and determines if a response is required of the Law Society.

Letter to be sent to:

Alex Neve, Secretary General, Amnesty International Canada

Andrew Anderson, Executive Director, Front Line Defenders

Emma Achili, Head of European Union Office, Front Line Defenders

Kenneth Roth, Executive Director, Human Rights Watch

Executive Director, Lawyers for Lawyers

David F. Sutherland, Chair, Lawyers' Rights Watch Canada

Hina Jilani, President, Observatory for the Protection of Human Rights Defenders

Michel Forst, Special Rapporteur on the situation of human rights defenders, Office of the United Nations High Commissioner for Human Rights

Mónica Pinto, Special Rapporteur of the Human Council on the independence of judges and lawyers, Office of the United Nations High Commissioner for Human Rights

Roberta Taveri, International Human Rights Policy Adviser, The Law Society of England and Wales



## PROPOSED PUBLIC STATEMENT

### **The Law Society of Ontario expresses grave concern about the investigation into the attack of Alldo Fellix Januarydy in Indonesia**

Toronto, ON — The Law Society of Ontario expresses grave concern over the discontinuation of an investigation into the South Jakarta Police Office in relation to an attack by police against lawyer Alldo Fellix Januarydy. When serious issues of apparent injustice to lawyers and the judiciary come to our attention, we speak out.

Alldo Fellix Januarydy is an independent public interest lawyer at the Legal Aid Institute in Jakarta. We intervened on his behalf, in our letter to you dated June 7, 2016, shortly after he was attacked by members of the Civil Service Police Unit and the Sub-District Head of Tebet in relation to the forced eviction of his clients from their homes. I enclose a copy of this letter for your ease of reference.

Shortly after the attack on him, Alldo Fellix Januarydy filed a police report in relation to this attack which led to a police investigation. The South Jakarta Police recently decided to terminate the police investigation after 1.5 years, despite reports of compelling evidence of maltreatment, including witness reports and publicly released photos relating to the attack on him by state officials.

The Law Society of Ontario is deeply troubled by Alldo Fellix Januarydy's situation and urges the Indonesian Government to comply with Indonesia's obligations under international human rights laws, including the United Nations' *Basic Principles on the Role of Lawyers*.

Article 16 of the *Basic Principles on the Role of Lawyers* states:

Governments shall ensure that lawyers (a) are able to perform all of their professional functions without intimidation, hindrance, harassment or improper interference; (b) are able to travel and to consult with their clients freely both within their own country and abroad; and (c) shall not suffer, or be threatened with, prosecution or administrative, economics or other sanctions for any action taken in accordance with recognized professional duties, standards and ethics.

Article 17 states:

Where the security of lawyers is threatened as a result of discharging their functions, they shall be adequately safeguarded by the authorities.

Article 18 states:

Lawyers shall not be identified with their clients or their clients' causes as a result of discharging their functions.

Furthermore, Article 23 provides:

Lawyers like other citizens are entitled to freedom of expression, belief, association and assembly. In particular, they shall have the right to take part in public discussion of matters concerning the law, the administration of justice and the promotion and protection of human rights and to join or form local, national or international organizations and attend their meetings, without suffering professional restrictions by reason of their lawful action or their membership in a lawful organization.

The Law Society urges the Government of Indonesia to:

- a. resume and/or conduct a fair, impartial and independent investigation into the attack on Alldo Fellix Januardy in order to identify all those responsible, bring them to trial and apply to them civil, penal and/or administrative sanctions provided by law;
- b. ensure in all circumstances respect for human rights and fundamental freedoms in accordance with international human rights standards and international instruments;
- c. guarantee in all circumstances the physical and psychological integrity of Alldo Fellix Januardy;
- d. put an end to all acts of harassment against lawyers in Indonesia;
- e. ensure that all lawyers and judges in Indonesia are adequately safeguarded by the authorities such that they are able to carry out their professional duties and activities free from intimidation, hindrance, harassment, improper interference, the threat of criminalization, or other human rights violations; and
- f. ensure in all circumstances respect for human rights and fundamental freedoms in accordance with international human rights standards and international instruments.

## TAB 3.2.4.1



June 7, 2016

His Excellency Joko Widodo  
President of Indonesia  
Office of the President of the Republic of Indonesia  
Merdeka Palace  
Jalan Medan Merdeka Utara Gambir  
Jakarta 10160, Indonesia

Office of the Treasurer

Osgoode Hall  
130 Queen Street West  
Toronto, Ontario  
M5H 2N6

Tel 416-947-3415  
Fax 416-947-7609

Your Excellency:

Re: Maltreatment of *Alldo Fellix Januarydy*

I write on behalf of the Law Society of Upper Canada to voice our grave concern over the maltreatment of lawyer Alldo Fellix Januarydy. When serious issues of apparent injustice to lawyers and the judiciary come to our attention, we speak out.

The Law Society has received reports that on 12 January 2016 Alldo Fellix Januarydy was attacked by members of the Civil Service Police Unit and the Sub-District Head of Tebet, resulting in several wounds to his face. The alleged attack occurred during a forced eviction in Bukit Duri, Tebet, South Jakarta. According to reports, Alldo Fellix Januarydy was attempting to persuade police to wait until the Administrative District Court had ruled on the legality of the eviction order when he was attacked.

The Law Society is deeply concerned that the maltreatment of Alldo Fellix Januarydy by the police appears to relate solely to his legitimate actions as a lawyer.

The Law Society of Upper Canada urges Your Excellency to comply with Articles 16 and 23 of the United Nations' *Basic Principles on the Role of Lawyers*.

Article 16 states:

Governments shall ensure that lawyers (a) are able to perform all of their professional functions without intimidation, hindrance, harassment or improper interference; (b) are able to travel and to consult with their clients freely both within their own country and abroad; and (c) shall not suffer, or be threatened with, prosecution or administrative, economic or other sanctions for any action taken in accordance with recognized professional duties, standards and ethics.

Moreover, Article 23 states:

Lawyers like other citizens are entitled to freedom of expression, belief, association and assembly. In particular, they shall have the right to take part in public discussion of matters concerning the law, the administration of justice and the promotion and protection of human rights and to join or form local, national or international organizations and attend their meetings, without suffering professional restrictions by reason of their lawful action or their membership in a lawful organization.

The Law Society urges the government of Indonesia to:

- a. conduct a fair, impartial and independent investigation into the attack on Alldo Fellix Januarydy in order to identify all those responsible, bring them to trial and apply to them civil, penal and/or administrative sanctions provided by law;
- b. ensure in all circumstances respect for human rights and fundamental freedoms in accordance with international human rights standards and international instruments;
- c. guarantee in all circumstances the physical and psychological integrity of Alldo Fellix Januarydy.

Yours very truly,

Janet E. Minor  
Treasurer

*\*The Law Society of Upper Canada is the governing body for more than 49,000 lawyers and 7,900 paralegals in the province of Ontario, Canada. The Treasurer is the head of the Law Society.*

*The mandate of the Law Society is to govern the legal profession in the public interest by upholding the independence, integrity and honour of the legal profession for the purpose of advancing the cause of justice and the rule of law.*

cc:

H.E. Mr. Teuku Faizasyah  
55 Parkdale Avenue

Ottawa, Ontario  
Canada, K1Y 1E5

Alex Neve, Secretary General, Amnesty International Canada

Mary Lawlor, Executive Director, Front Line Defenders

Vincent Forest, Head of European Union Office, Front Line Defenders

Kenneth Roth, Executive Director, Human Rights Watch

Prof. Dr. Otto Hasibuan, Advokat Indonesia (PERADI)

Adrie van de Streek, Executive Director, Lawyers for Lawyers

David F. Sutherland, Chair, Lawyers' Rights Watch Canada

Yves Berthelot, President, Observatory for the Protection of Human Rights  
Defenders

Michel Forst, Special Rapporteur on the situation of human rights defenders,  
Office of the United Nations High Commissioner for Human Rights

Gabriela Knaul, Special Rapporteur of the Human Council on the independence  
of judges and lawyers, Office of the United Nations High Commissioner for  
Human Rights

Sarah Smith, Human Rights and Rule of Law Policy Adviser, The Law Society of  
England and Wales

**TAB 3.3**

**FOR INFORMATION**

**SNAPSHOTS OF THE PROFESSIONS**

91. Professor Michael Ornstein was retained to analyze the 2016 results of the self-identification questions contained in the Lawyer Annual Report and the Paralegal Annual Report. The snapshots of the professions are presented in English and French at [TAB 3.3.1](#), [TAB 3.3.2](#), [TAB 3.3.3](#), and [TAB 3.3.4](#).

**EQUITY LEGAL EDUCATION AND  
RULE OF LAW SERIES CALENDAR  
2018**

92. The Equity Legal Education and Rule of Law Series calendar is presented at [TAB 3.3.5](#).



# Statistical Snapshot of Lawyers in Ontario

## from the Lawyer Annual Report (LAR) 2016

### RESPONSE RATES

The Law Society of Ontario has been collecting self-identification data in the Lawyer Annual Report since 2009. The structure of the survey at the time permitted the lawyer to opt to pass over the question and provide no response. This option has been modified so that, while a lawyer can still decline to self-identify, the person must now so indicate by expressly entering this response.

### EQUITY SURVEY: LAWYER RESPONSE RATE BY QUESTION, 2016\*

Source: 2016 Lawyer Annual Report; analysis by Michael Ornstein

|                            |               |
|----------------------------|---------------|
| Indigenous                 | 92.2%         |
| Racialization              | 80.9%         |
| Sexual orientation         | 81.5%         |
| Identify as Francophone    | 90.3%         |
| Able to Practice in French | 90.2%         |
| Have a Disability          | 85.4%         |
| <b>Total Number</b>        | <b>42,434</b> |

\*There is no missing data for gender, which is obtained from administrative records

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**TABLE I: REPRESENTATION OF INDIGENOUS AND RACIALIZED PERSONS***for Ontario Lawyers, 2016, compared to the Ontario Population*

| Group   | Lawyers |                            | Ontario Population |   |  |
|---|---------|----------------------------|--------------------|---|--|
|   |         |                            | Everyone, 2016     | Persons in the Labour Force, Age 25 or more, 2011 | University Graduates in the Labour Force, Age 25 or more, 2011 |
|   | Number  | Percent, excluding missing | Percent            |   |  |
| Indigenous                                      |         |                            |                    |   |  |
| First Nations                                   | 330     | 1.0                        | 1.8                | 1.2   | 0.5  |
| Inuk  | 6       | 0.02                       | 0.03               | 0.02  | 0.01   |
| Métis   | 177     | 0.5                        | 0.9                | 0.6   | 0.3  |
| Multiple Indigenous                             |         |                            | 0.04               | 0.02  | 0.01   |
| Total Indigenous                                | 513     | 1.5                        | 2.8                | 1.9   | 0.8  |
| Racialized                                      |         |                            |                    |   |  |
| Arab  | 302     | 0.9                        | 1.6                | 0.9   | 1.5  |
| Black   | 1,083   | 3.2                        | 4.7                | 3.8   | 2.7  |
| Chinese   | 1,161   | 3.4                        | 5.7                | 5.1   | 8.5  |
| East Asian (includes Japanese, Korean)          | 430     | 1.3                        |                    |   |  |
| Filipino + Japanese + Korean                    |         |                            | 3.3                | 3.2   | 4.7  |
| Latino  | 198     | 0.6                        | 1.5                | 1.5   | 1.2  |
| South Asian                                     | 2,244   | 6.5                        | 8.7                | 7.2   | 10.8   |
| Southeast Asian                                 | 237     | 0.7                        | 1.0                | 1.1   | 0.9  |
| West Asian                                      | 373     | 1.1                        | 1.2                | 0.8   | 1.3  |
| Other Visible Minority                          |         |                            | 0.7                | 0.6   | 0.4  |
| Other Indigenous                                |         |                            | 0.1                | 0.1   | 0.1  |
| More than one Racialized Group                  | 168     | 0.5                        | 1.0                | 0.5   | 0.7  |
| Racialized and White                            | 414     | 1.2                        |                    |   |  |
| Total Racialized                                | 6,610   | 19.3                       | 29.4               | 24.8  | 32.7   |
| White   | 27,192  | 79.2                       | 67.8               | 73.4  | 66.4   |
| Not Indigenous, Declined Racialization Question | 3,314   |                            |                    |   |  |
| Declined Indigenous and Racialization Questions | 4,805   |                            |                    |   |  |
| Total   |         | 100.0                      | 100.0              | 100.0   | 100.0  |
| Number  | 42,434  | 34,315                     | 13,242,160         | 5,812,410   | 1,778,891  |

Source: 2016 Lawyer Annual Report, 2016 Statistics Canada Census Profiles, 2011 National Household Survey public use microdata file; analysis by Michael Ornstein



**TABLE 2: DETAILED RACIALIZATION BY AGE***for Ontario Lawyers, 2016*

|   | Under 35     | 35-44         | 45-54        | 55-64        | 65 or more   | Under 35                   | 35-44        | 45-54        | 55-64        | 65 or more   |
|---|--------------|---------------|--------------|--------------|--------------|----------------------------|--------------|--------------|--------------|--------------|
|   | Number       |               |              |              |              | Percent, excluding missing |              |              |              |              |
| <b>Indigenous</b>                               |              |               |              |              |              |                            |              |              |              |              |
| First Nations and Inuk                          | 68           | 101           | 106          | 51           | 10           | 0.8                        | 1.1          | 1.4          | 0.8          | 0.3          |
| Métis   | 54           | 58            | 37           | 20           | 8            | 0.7                        | 0.6          | 0.5          | 0.3          | 0.3          |
| <b>Total Indigenous</b>                         | <b>122</b>   | <b>159</b>    | <b>143</b>   | <b>71</b>    | <b>18</b>    | <b>1.5</b>                 | <b>1.7</b>   | <b>1.9</b>   | <b>1.2</b>   | <b>0.6</b>   |
| <b>Racialized</b>                               |              |               |              |              |              |                            |              |              |              |              |
| Arab  | 117          | 112           | 52           | 19           | 2            | 1.4                        | 1.2          | 0.7          | 0.3          | 0.1          |
| Black   | 249          | 381           | 331          | 97           | 25           | 3.0                        | 4.2          | 4.3          | 1.6          | 0.8          |
| Chinese   | 433          | 387           | 220          | 89           | 32           | 5.3                        | 4.2          | 2.9          | 1.4          | 1.0          |
| East Asian                                      | 130          | 167           | 100          | 24           | 9            | 1.6                        | 1.8          | 1.3          | 0.4          | 0.3          |
| Latino  | 66           | 89            | 38           | 4            | 1            | 0.8                        | 1.0          | 0.5          | 0.1          | 0.0          |
| South Asian                                     | 846          | 800           | 434          | 123          | 41           | 10.3                       | 8.7          | 5.7          | 2.0          | 1.3          |
| Southeast Asian                                 | 78           | 92            | 48           | 15           | 4            | 0.9                        | 1.0          | 0.6          | 0.2          | 0.1          |
| West Asian                                      | 202          | 130           | 33           | 6            | 2            | 2.5                        | 1.4          | 0.4          | 0.1          | 0.1          |
| More than one Racialized Group                  | 89           | 49            | 25           | 4            | 1            | 1.1                        | 0.5          | 0.3          | 0.1          | 0.0          |
| Racialized and White                            | 169          | 162           | 65           | 16           | 2            | 2.1                        | 1.8          | 0.9          | 0.3          | 0.1          |
| <b>Total Racialized</b>                         | <b>2,501</b> | <b>2,528</b>  | <b>1,489</b> | <b>468</b>   | <b>137</b>   | <b>30.4</b>                | <b>27.6</b>  | <b>19.5</b>  | <b>7.6</b>   | <b>4.4</b>   |
| <b>White</b>                                    | <b>5,724</b> | <b>6,617</b>  | <b>6,152</b> | <b>5,692</b> | <b>3,007</b> | <b>69.6</b>                | <b>72.4</b>  | <b>80.5</b>  | <b>92.4</b>  | <b>95.6</b>  |
| Not Indigenous, Declined Racialization Question | 647          | 833           | 741          | 726          | 367          |                            |              |              |              |              |
| Declined Indigenous and Racialization Questions | 697          | 1,023         | 1,255        | 1,155        | 675          |                            |              |              |              |              |
| <b>Total</b>                                    | <b>9,569</b> | <b>11,001</b> | <b>9,637</b> | <b>8,041</b> | <b>4,186</b> | <b>100.0</b>               | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> |

Source: 2016 Lawyer Annual Report; analysis by Michael Ornstein

**TABLE 3a: DETAILED RACIALIZATION BY YEAR OF CALL***by number, for Ontario Lawyers, 2016*

| Year of Call                                    | 2016         | 2015         | 2012-14      | 2007-11      | 1997-2006     | 1986-96      | 1977-86      | Before 1977  | Total         |
|---|--------------|--------------|--------------|--------------|---------------|--------------|--------------|--------------|---------------|
|   | Number       |              |              |              |               |              |              |              |               |
| <b>Indigenous</b>                               |              |              |              |              |               |              |              |              |               |
| First Nations and Inuk                          | 16           | 19           | 44           | 53           | 133           | 53           | 14           | 4            | 336           |
| Métis   | 12           | 14           | 31           | 40           | 48            | 22           | 6            | 4            | 177           |
| <b>Indigenous Total</b>                         | <b>28</b>    | <b>33</b>    | <b>75</b>    | <b>93</b>    | <b>181</b>    | <b>75</b>    | <b>20</b>    | <b>8</b>     | <b>513</b>    |
| <b>Racialized</b>                               |              |              |              |              |               |              |              |              |               |
| Arab  | 31           | 21           | 56           | 71           | 85            | 27           | 10           | 1            | 302           |
| Black   | 79           | 74           | 193          | 232          | 374           | 115          | 14           | 2            | 1,083         |
| Chinese   | 97           | 96           | 205          | 255          | 313           | 145          | 46           | 4            | 1,161         |
| East Asian                                      | 28           | 26           | 73           | 102          | 139           | 44           | 14           | 4            | 430           |
| Latino  | 16           | 17           | 58           | 45           | 49            | 10           | 3            | 0            | 198           |
| South Asian                                     | 218          | 201          | 502          | 513          | 632           | 152          | 22           | 4            | 2,244         |
| Southeast Asian                                 | 18           | 29           | 39           | 66           | 67            | 16           | 2            | 0            | 237           |
| West Asian                                      | 45           | 41           | 111          | 94           | 70            | 9            | 2            | 1            | 373           |
| More than one Racialized Group                  | 23           | 23           | 41           | 38           | 37            | 5            | 1            | 0            | 168           |
| Racialized and White                            | 29           | 54           | 84           | 97           | 105           | 38           | 6            | 1            | 414           |
| <b>Racialized Total</b>                         | <b>584</b>   | <b>582</b>   | <b>1,362</b> | <b>1,513</b> | <b>1,871</b>  | <b>561</b>   | <b>120</b>   | <b>17</b>    | <b>6,610</b>  |
| <b>White</b>                                    | <b>1,134</b> | <b>1,065</b> | <b>2,870</b> | <b>3,821</b> | <b>6,854</b>  | <b>5,483</b> | <b>4,246</b> | <b>1,719</b> | <b>27,192</b> |
| Not Indigenous, Declined Racialization Question | 147          | 136          | 352          | 443          | 842           | 665          | 513          | 216          | 3,314         |
| Declined Indigenous and Racialization Questions | 115          | 150          | 423          | 576          | 1,189         | 1,090        | 888          | 374          | 4,805         |
| <b>Total</b>                                    | <b>2,008</b> | <b>1,966</b> | <b>5,082</b> | <b>6,446</b> | <b>10,937</b> | <b>7,874</b> | <b>5,787</b> | <b>2,334</b> | <b>42,434</b> |

Source: 2016 Lawyer Annual Report; analysis by Michael Ornstein

**TABLE 3b: DETAILED RACIALIZATION BY YEAR OF CALL***by percent, excluding missing, for Ontario Lawyers, 2016*

| Year of Call                                    | 2016                       | 2015         | 2012-14      | 2007-11      | 1997-2006    | 1986-96      | 1977-86      | Before 1977  | Total        |
|---|----------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
|   | Percent, excluding missing |              |              |              |              |              |              |              |              |
| <b>Indigenous</b>                               |                            |              |              |              |              |              |              |              |              |
| First Nations and Inuk                          | 0.9                        | 1.1          | 1.0          | 1.0          | 1.5          | 0.9          | 0.3          | 0.2          | 1.0          |
| Métis   | 0.7                        | 0.8          | 0.7          | 0.7          | 0.5          | 0.4          | 0.1          | 0.2          | 0.5          |
| <b>Indigenous Total</b>                         | <b>1.6</b>                 | <b>2.0</b>   | <b>1.7</b>   | <b>1.7</b>   | <b>2.0</b>   | <b>1.2</b>   | <b>0.5</b>   | <b>0.5</b>   | <b>1.5</b>   |
| <b>Racialized</b>                               |                            |              |              |              |              |              |              |              |              |
| Arab  | 1.8                        | 1.3          | 1.3          | 1.3          | 1.0          | 0.4          | 0.2          | 0.1          | 0.9          |
| Black   | 4.5                        | 4.4          | 4.5          | 4.3          | 4.2          | 1.9          | 0.3          | 0.1          | 3.2          |
| Chinese   | 5.6                        | 5.7          | 4.8          | 4.7          | 3.5          | 2.4          | 1.0          | 0.2          | 3.4          |
| East Asian                                      | 1.6                        | 1.5          | 1.7          | 1.9          | 1.6          | 0.7          | 0.3          | 0.2          | 1.3          |
| Latino  | 0.9                        | 1.0          | 1.3          | 0.8          | 0.6          | 0.2          | 0.1          | 0.0          | 0.6          |
| South Asian                                     | 12.5                       | 12.0         | 11.7         | 9.5          | 7.1          | 2.5          | 0.5          | 0.2          | 6.5          |
| Southeast Asian                                 | 1.0                        | 1.7          | 0.9          | 1.2          | 0.8          | 0.3          | 0.0          | 0.0          | 0.7          |
| West Asian                                      | 2.6                        | 2.4          | 2.6          | 1.7          | 0.8          | 0.1          | 0.0          | 0.1          | 1.1          |
| More than one Racialized Group                  | 1.3                        | 1.4          | 1.0          | 0.7          | 0.4          | 0.1          | 0.0          | 0.0          | 0.5          |
| Racialized and White                            | 1.7                        | 3.2          | 2.0          | 1.8          | 1.2          | 0.6          | 0.1          | 0.1          | 1.2          |
| <b>Racialized Total</b>                         | <b>33.4</b>                | <b>34.6</b>  | <b>31.6</b>  | <b>27.9</b>  | <b>21.0</b>  | <b>9.2</b>   | <b>2.7</b>   | <b>1.0</b>   | <b>19.3</b>  |
| <b>White</b>                                    | <b>64.9</b>                | <b>63.4</b>  | <b>66.6</b>  | <b>70.4</b>  | <b>77.0</b>  | <b>89.6</b>  | <b>96.8</b>  | <b>98.6</b>  | <b>79.2</b>  |
| Not Indigenous, Declined Racialization Question |                            |              |              |              |              |              |              |              |              |
| Declined Indigenous and Racialization Questions |                            |              |              |              |              |              |              |              |              |
| <b>Total</b>                                    | <b>100.0</b>               | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> |

Source: 2016 Lawyer Annual Report; analysis by Michael Ornstein

**TABLE 4: GENDER, SEXUAL ORIENTATION, FRANCOPHONE IDENTITY, ABILITY TO PRACTICE IN FRENCH AND DISABILITY BY AGE***for Ontario Lawyers, 2016*

|                               | Total  | Under 35 | 35-44  | 45-54 | 55-64 | 65 or more | Total                      | Under 35 | 35-44 | 45-54 | 55-64 | 65 or more |
|-------------------------------|--------|----------|--------|-------|-------|------------|----------------------------|----------|-------|-------|-------|------------|
|                               | Number |          |        |       |       |            | Percent, excluding missing |          |       |       |       |            |
| Gender                        |        |          |        |       |       |            |                            |          |       |       |       |            |
| Women                         | 18,566 | 5,198    | 5,725  | 4,309 | 2,815 | 519        | 43.8                       | 54.3     | 52.0  | 44.7  | 35.0  | 12.4       |
| Men                           | 23,868 | 4,371    | 5,276  | 5,328 | 5,226 | 3,667      | 56.2                       | 45.7     | 48.0  | 55.3  | 65.0  | 87.6       |
| Sexual Orientation            |        |          |        |       |       |            |                            |          |       |       |       |            |
| LGBTQ                         | 1,056  | 378      | 279    | 259   | 112   | 28         | 3.1                        | 4.2      | 3.1   | 3.5   | 1.9   | 1.1        |
| Not LGBTQ                     | 32,815 | 8,527    | 8,783  | 7,087 | 5,849 | 2,569      | 96.9                       | 95.8     | 96.9  | 96.5  | 98.1  | 98.9       |
| Declined to Answer            | 7,498  | 1,400    | 1,698  | 1,934 | 1,700 | 766        |                            |          |       |       |       |            |
| Identify as Francophone       |        |          |        |       |       |            |                            |          |       |       |       |            |
| Yes                           | 1,975  | 555      | 639    | 471   | 239   | 71         | 5.2                        | 6.2      | 6.3   | 5.5   | 3.4   | 2.0        |
| No                            | 36,342 | 8,406    | 9,501  | 8,099 | 6,818 | 3,518      | 94.8                       | 93.8     | 93.7  | 94.5  | 96.6  | 98.0       |
| Declined to Answer            | 4,117  | 608      | 861    | 1,067 | 984   | 597        |                            |          |       |       |       |            |
| Able to Practise in French    |        |          |        |       |       |            |                            |          |       |       |       |            |
| Can Counsel and Represent     | 3,375  | 901      | 1,058  | 806   | 462   | 148        | 8.8                        | 10.6     | 10.6  | 9.3   | 6.4   | 3.8        |
| Can Counsel But Not Represent | 1,895  | 421      | 585    | 443   | 327   | 119        | 5.0                        | 5.0      | 5.8   | 5.1   | 4.5   | 3.1        |
| Cannot                        | 32,995 | 7,178    | 8,374  | 7,416 | 6,401 | 3,626      | 86.2                       | 84.4     | 83.6  | 85.6  | 89.0  | 93.1       |
| Declined to Answer            | 4,169  | 1,069    | 984    | 972   | 851   | 293        |                            |          |       |       |       |            |
| Have a Disability             |        |          |        |       |       |            |                            |          |       |       |       |            |
| Yes                           | 1,297  | 252      | 287    | 331   | 317   | 110        | 3.6                        | 3.0      | 3.0   | 4.1   | 4.8   | 3.2        |
| No                            | 34,930 | 8,273    | 9,336  | 7,773 | 6,247 | 3,301      | 96.4                       | 97.0     | 97.0  | 95.9  | 95.2  | 96.8       |
| Declined to Answer            | 6,207  | 1,044    | 1,378  | 1,533 | 1,477 | 775        |                            |          |       |       |       |            |
| All Lawyers                   | 42,434 | 9,569    | 11,001 | 9,637 | 8,041 | 4,186      | 100.0                      | 100.0    | 100.0 | 100.0 | 100.0 | 100.0      |

Source: 2016 Lawyer Annual Report; analysis by Michael Ornstein

## Statistical Snapshot of Lawyers in Ontario

## FACT SHEET | 7

**TABLE 5a: TYPE OF LICENCE BY RACIALIZATION\***  
for Ontario Lawyers, 2016

|   | Sole Practitioner | Law Firm Partner | Law Firm Associate | Law Firm Employee | Legal Clinic | In House | Government | Education | Other Employment | Retired or Not Working | Total | Number |
|---|-------------------|------------------|--------------------|-------------------|--------------|----------|------------|-----------|------------------|------------------------|-------|--------|
|   | Percent           |                  |                    |                   |              |          |            |           |                  |                        |       |        |
| Indigenous                                      |                   |                  |                    |                   |              |          |            |           |                  |                        |       |        |
| First Nations and Inuk                          | 24                | 9                | 13                 | 2                 | 3            | 7        | 22         | 3         | 7                | 10                     | 100   | 334    |
| Métis   | 22                | 7                | 18                 | 3                 | 2            | 9        | 25         | 2         | 6                | 6                      | 100   | 175    |
| Indigenous Total                                | 24                | 8                | 14                 | 3                 | 3            | 8        | 23         | 3         | 6                | 8                      | 100   | 509    |
| Racialized                                      |                   |                  |                    |                   |              |          |            |           |                  |                        |       |        |
| Arab  | 20                | 12               | 20                 | 4                 | 3            | 11       | 13         | 1         | 8                | 10                     | 100   | 297    |
| Black   | 31                | 6                | 14                 | 3                 | 3            | 10       | 18         | 1         | 6                | 9                      | 100   | 1,050  |
| Chinese   | 18                | 8                | 23                 | 2                 | 2            | 18       | 13         | 0         | 6                | 10                     | 100   | 1,132  |
| East Asian                                      | 15                | 11               | 19                 | 2                 | 2            | 18       | 17         | 0         | 7                | 10                     | 100   | 425    |
| Latino  | 22                | 10               | 20                 | 4                 | 3            | 15       | 14         | 1         | 4                | 8                      | 100   | 192    |
| South Asian                                     | 29                | 8                | 19                 | 3                 | 2            | 12       | 11         | 1         | 6                | 9                      | 100   | 2,202  |
| Southeast Asian                                 | 28                | 10               | 21                 | 2                 | 2            | 10       | 10         | 1         | 6                | 9                      | 100   | 232    |
| West Asian                                      | 28                | 6                | 26                 | 4                 | 1            | 15       | 9          | 1         | 3                | 8                      | 100   | 363    |
| More than One Group                             | 24                | 6                | 24                 | 5                 | 3            | 8        | 12         | 1         | 8                | 10                     | 100   | 157    |
| Racialized and White                            | 12                | 6                | 25                 | 4                 | 4            | 15       | 20         | 2         | 5                | 9                      | 100   | 400    |
| Racialized Total                                | 24                | 8                | 20                 | 3                 | 2            | 13       | 13         | 1         | 6                | 9                      | 100   | 6,450  |
| White   | 19                | 18               | 18                 | 3                 | 1            | 12       | 14         | 1         | 6                | 8                      | 100   | 26,805 |
| Not Indigenous, Declined Racialization Question | 24                | 17               | 15                 | 3                 | 1            | 12       | 12         | 1         | 6                | 8                      | 100   | 3,262  |
| Declined Indigenous and Racialization Questions | 24                | 21               | 14                 | 3                 | 1            | 10       | 13         | 1         | 6                | 8                      | 100   | 4,769  |
| Total   | 21                | 17               | 17                 | 3                 | 1            | 12       | 13         | 1         | 6                | 8                      | 100   | 41,795 |

\*excludes new licensees

Source: 2016 Lawyer Annual Report; analysis by Michael Ornstein

**TABLE 5b: SIZE OF LAW FIRM BY RACIALIZATION***for Ontario Lawyers, 2016*

|   | Size of Firm, based on Partners, Associates and Employees |     |       |       |       |         |             |       |        |
|---|---|-----|-------|-------|-------|---------|-------------|-------|--------|
|   | Fewer than 5  | 5-9 | 10-24 | 25-49 | 50-99 | 100-199 | 200 or more | Total | Number |
|   | Percent   |     |       |       |       |         |             |       |        |
| Indigenous                                      |   |     |       |       |       |         |             |       |        |
| First Nations and Inuk                          | 47  | 11  | 24    | 6     | 0     | 4       | 8           | 100   | 79     |
| Métis   | 35  | 18  | 27    | 8     | 0     | 4       | 8           | 100   | 49     |
| Indigenous Total                                | 42  | 14  | 25    | 7     | 0     | 4       | 8           | 100   | 128    |
| Racialized                                      |   |     |       |       |       |         |             |       |        |
| Arab  | 40  | 8   | 19    | 6     | 7     | 12      | 9           | 100   | 104    |
| Black   | 45  | 13  | 13    | 6     | 4     | 7       | 11          | 100   | 232    |
| Chinese   | 29  | 15  | 14    | 9     | 5     | 12      | 16          | 100   | 372    |
| East Asian                                      | 34  | 13  | 12    | 9     | 6     | 13      | 13          | 100   | 134    |
| Latino  | 48  | 9   | 9     | 8     | 3     | 12      | 11          | 100   | 66     |
| South Asian                                     | 45  | 15  | 14    | 5     | 2     | 8       | 10          | 100   | 667    |
| Southeast Asian                                 | 44  | 19  | 6     | 10    | 4     | 4       | 12          | 100   | 77     |
| West Asian                                      | 31  | 22  | 20    | 7     | 2     | 7       | 10          | 100   | 126    |
| More than One Group                             | 37  | 15  | 13    | 6     | 2     | 9       | 19          | 100   | 54     |
| Racialized and White                            | 28  | 14  | 22    | 11    | 1     | 10      | 13          | 100   | 140    |
| Racialized Total                                | 39  | 15  | 15    | 7     | 3     | 9       | 12          | 100   | 1,972  |
| White   | 26  | 14  | 16    | 11    | 5     | 14      | 14          | 100   | 10,361 |
| Not Indigenous, Declined Racialization Question | 30  | 14  | 15    | 9     | 5     | 13      | 14          | 100   | 1,146  |
| Declined Indigenous and Racialization Questions | 30  | 15  | 16    | 12    | 5     | 11      | 10          | 100   | 1,778  |
| Total   | 29  | 14  | 16    | 10    | 5     | 13      | 14          | 100   | 15,385 |

Source: 2016 Lawyer Annual Report; analysis by Michael Ornstein

**TABLE 5c: REGION BY RACIALIZATION\*\***

for Ontario Lawyers, 2016

|   | South West | Central South | Toronto | Durham, Halton, Peel, York | Central North | North | Ottawa | East | Total | Number |
|---|------------|---------------|---------|----------------------------|---------------|-------|--------|------|-------|--------|
|   | Percent    |               |         |                            |               |       |        |      |       |        |
| Indigenous                                      |            |               |         |                            |               |       |        |      |       |        |
| First Nations and Inuk                          | 6          | 12            | 31      | 10                         | 9             | 14    | 14     | 4    | 100   | 321    |
| Métis   | 8          | 2             | 36      | 5                          | 9             | 11    | 25     | 5    | 100   | 168    |
| Indigenous Total                                | 7          | 9             | 32      | 9                          | 9             | 13    | 18     | 4    | 100   | 489    |
| Racialized                                      |            |               |         |                            |               |       |        |      |       |        |
| Arab  | 9          | 2             | 50      | 15                         | 0             | 0     | 22     | 2    | 100   | 295    |
| Black   | 3          | 4             | 56      | 22                         | 2             | 1     | 12     | 1    | 100   | 1,055  |
| Chinese   | 1          | 2             | 68      | 21                         | 1             | 0     | 7      | 0    | 100   | 1,138  |
| East Asian                                      | 1          | 3             | 72      | 16                         | 1             | 0     | 7      | 0    | 100   | 424    |
| Latino  | 6          | 5             | 54      | 18                         | 2             | 1     | 13     | 1    | 100   | 196    |
| South Asian                                     | 2          | 4             | 54      | 34                         | 1             | 0     | 6      | 0    | 100   | 2,207  |
| Southeast Asian                                 | 2          | 3             | 59      | 24                         | 3             | 0     | 9      | 0    | 100   | 232    |
| West Asian                                      | 0          | 2             | 66      | 20                         | 1             | 0     | 10     | 1    | 100   | 369    |
| More than One Group                             | 3          | 1             | 76      | 14                         | 0             | 1     | 4      | 1    | 100   | 161    |
| Racialized and White                            | 3          | 3             | 65      | 12                         | 2             | 1     | 13     | 1    | 100   | 405    |
| Racialized Total                                | 2          | 3             | 60      | 24                         | 1             | 0     | 9      | 1    | 100   | 6,482  |
| White   | 6          | 6             | 55      | 12                         | 4             | 2     | 12     | 2    | 100   | 26,801 |
| Not Indigenous, Declined Racialization Question | 4          | 6             | 60      | 15                         | 2             | 2     | 9      | 2    | 100   | 3,276  |
| Declined Indigenous and Racialization Questions | 6          | 7             | 51      | 14                         | 4             | 3     | 12     | 3    | 100   | 4,723  |
| Total   | 5          | 6             | 55      | 14                         | 3             | 2     | 12     | 2    | 100   | 41,771 |

\*\*excludes lawyers whose address is outside Ontario

Source: 2016 Lawyer Annual Report; analysis by Michael Ornstein

## Statistical Snapshot of Lawyers in Ontario

## FACT SHEET | 10

**TABLE 6a: TYPE OF LICENCE BY GENDER BY AGE\***

for Ontario Lawyers, 2016

|            | Sole Practitioner | Law Firm Partner | Law Firm Associate | Law Firm Employee | Legal Clinic | In House | Government | Education | Other Employment | Retired or Not Working | Total | Number |
|------------|-------------------|------------------|--------------------|-------------------|--------------|----------|------------|-----------|------------------|------------------------|-------|--------|
|            | Percent           |                  |                    |                   |              |          |            |           |                  |                        |       |        |
| Women      |                   |                  |                    |                   |              |          |            |           |                  |                        |       |        |
| Total      | 14.5              | 9.3              | 19.0               | 2.9               | 2.1          | 13.4     | 18.1       | 1.8       | 6.8              | 12.2                   | 100.0 | 18,243 |
| under 35   | 8.0               | 2.0              | 43.5               | 4.4               | 2.7          | 10.1     | 11.9       | 0.6       | 5.8              | 11.0                   | 100.0 | 4,909  |
| 35-44      | 11.6              | 9.6              | 16.8               | 2.7               | 2.0          | 16.7     | 20.5       | 1.7       | 6.6              | 11.8                   | 100.0 | 5,704  |
| 45-54      | 18.5              | 13.3             | 6.1                | 2.0               | 1.5          | 16.2     | 22.9       | 2.4       | 7.9              | 9.3                    | 100.0 | 4,298  |
| 55-64      | 21.1              | 13.6             | 3.2                | 2.2               | 2.0          | 9.8      | 18.2       | 2.9       | 8.0              | 18.9                   | 100.0 | 2,813  |
| 65 or more | 38.7              | 16.6             | 3.1                | 2.3               | 1.3          | 5.4      | 10.0       | 3.1       | 4.2              | 15.2                   | 100.0 | 519    |
| Men        |                   |                  |                    |                   |              |          |            |           |                  |                        |       |        |
| Total      | 25.8              | 22.3             | 16.3               | 2.8               | 0.7          | 10.5     | 9.9        | 0.9       | 5.8              | 5.0                    | 100.0 | 23,552 |
| under 35   | 12.5              | 3.5              | 49.6               | 4.6               | 1.5          | 9.5      | 8.1        | 0.3       | 5.0              | 5.4                    | 100.0 | 4,105  |
| 35-44      | 17.0              | 17.7             | 20.9               | 3.2               | 0.8          | 16.6     | 13.8       | 0.9       | 5.7              | 3.5                    | 100.0 | 5,238  |
| 45-54      | 24.3              | 28.6             | 5.5                | 2.7               | 0.4          | 13.5     | 12.8       | 1.4       | 7.3              | 3.6                    | 100.0 | 5,324  |
| 55-64      | 30.4              | 31.0             | 3.7                | 1.6               | 0.6          | 7.7      | 9.3        | 1.1       | 6.6              | 8.0                    | 100.0 | 5,220  |
| 65 or more | 48.9              | 28.3             | 5.9                | 1.9               | 0.4          | 2.7      | 2.9        | 0.8       | 3.4              | 4.7                    | 100.0 | 3,665  |

\*excludes new licensees

Source: 2016 Lawyer Annual Report; analysis by Michael Ornstein

**TABLE 6b: SIZE OF LAW FIRM BY GENDER**

for Ontario Lawyers, 2016

|              | Size of Firm, based on Partners, Associates and Employees |             |             |             |            |             |             |              | Total | Number        |
|--------------|---|-------------|-------------|-------------|------------|-------------|-------------|--------------|-------|---------------|
|              | Fewer than 5  | 5-9         | 10-24       | 25-49       | 50-99      | 100-199     | 200 or more |              |       |               |
|              | Percent   |             |             |             |            |             |             |              |       |               |
| Women        | 31.0  | 13.5        | 16.2        | 10.3        | 4.4        | 11.4        | 13.1        | 100.0        |       | 5,666         |
| Men          | 27.3  | 14.7        | 15.9        | 10.1        | 4.8        | 13.5        | 13.8        | 100.0        |       | 9,719         |
| <b>Total</b> | <b>28.6</b>   | <b>14.2</b> | <b>16.0</b> | <b>10.2</b> | <b>4.7</b> | <b>12.7</b> | <b>13.5</b> | <b>100.0</b> |       | <b>15,385</b> |

Source: 2016 Lawyer Annual Report; analysis by Michael Ornstein

**TABLE 6c: REGION BY GENDER\*\***

for Ontario Lawyers, 2016

|              | South West | Central South | Toronto     | Durham, Halton, Peel, York | Central North | North      | Ottawa      | East       | Total        | Number        |
|--------------|------------|---------------|-------------|----------------------------|---------------|------------|-------------|------------|--------------|---------------|
|              | Percent    |               |             |                            |               |            |             |            |              |               |
| Women        | 4.9        | 4.9           | 56.7        | 13.1                       | 3.2           | 1.8        | 13.3        | 2.1        | 100.0        | 17,904        |
| Men          | 5.7        | 6.7           | 54.4        | 14.6                       | 3.5           | 2.6        | 10.2        | 2.3        | 100.0        | 23,270        |
| <b>Total</b> | <b>5.4</b> | <b>5.9</b>    | <b>55.4</b> | <b>13.9</b>                | <b>3.4</b>    | <b>2.3</b> | <b>11.5</b> | <b>2.2</b> | <b>100.0</b> | <b>41,174</b> |

\*\*excludes lawyers whose address is outside Ontario

Source: 2016 Lawyer Annual Report; analysis by Michael Ornstein



**TABLE 7a: TYPE OF LICENCE BY FRANCOPHONE IDENTITY AND ABILITY TO PRACTICE IN FRENCH\***  
for Ontario Lawyers, 2016

| Group                                     | Sole Practitioner | Law Firm Partner | Law Firm Associate | Law Firm Employee | Legal Clinic | In House    | Government  | Education  | Other Employment | Retired or Not Working | Total        | Number        |
|---|-------------------|------------------|--------------------|-------------------|--------------|-------------|-------------|------------|------------------|------------------------|--------------|---------------|
| Percent                                   |                   |                  |                    |                   |              |             |             |            |                  |                        |              |               |
| <b>Identify as Francophone</b>            |                   |                  |                    |                   |              |             |             |            |                  |                        |              |               |
| Yes                                       | 14.6              | 11.1             | 14.3               | 2.8               | 2.5          | 10.1        | 26.8        | 2.4        | 7.4              | 8.0                    | 100.0        | 1,948         |
| No  | 20.7              | 16.5             | 18.1               | 2.8               | 1.3          | 12.1        | 12.8        | 1.3        | 6.2              | 8.2                    | 100.0        | 35,761        |
| <b>Total</b>                              | <b>20.4</b>       | <b>16.2</b>      | <b>17.9</b>        | <b>2.8</b>        | <b>1.4</b>   | <b>12.0</b> | <b>13.5</b> | <b>1.3</b> | <b>6.3</b>       | <b>8.2</b>             | <b>100.0</b> | <b>37,709</b> |
| <b>Able to Provide Service in French?</b> |                   |                  |                    |                   |              |             |             |            |                  |                        |              |               |
| Yes, Represent and Counsel                | 15.5              | 10.6             | 13.6               | 2.6               | 2.5          | 11.5        | 27.8        | 1.8        | 6.2              | 7.9                    | 100.0        | 3,325         |
| Counsel, but not Represent                | 18.8              | 12.9             | 15.3               | 2.2               | 3.0          | 12.1        | 23.9        | 1.7        | 3.8              | 6.3                    | 100.0        | 1,871         |
| Neither                                   | 22.6              | 18.2             | 18.3               | 3.0               | 1.1          | 11.7        | 11.2        | 1.0        | 5.4              | 7.3                    | 100.0        | 32,495        |
| <b>Total</b>                              | <b>21.8</b>       | <b>17.3</b>      | <b>17.7</b>        | <b>2.9</b>        | <b>1.4</b>   | <b>11.7</b> | <b>13.3</b> | <b>1.1</b> | <b>5.4</b>       | <b>7.3</b>             | <b>100.0</b> | <b>37,691</b> |

\*excludes new licensees

Source: 2016 Lawyer Annual Report; analysis by Michael Ornstein

**TABLE 7b: SIZE OF LAW FIRM BY FRANCOPHONE IDENTITY AND ABILITY TO PRACTICE IN FRENCH**  
for Ontario Lawyers, 2016

|                                    | Size of Firm, based on Partners, Associates and Employees |      |       |       |       |         |             |       |        |
|------------------------------------|---|------|-------|-------|-------|---------|-------------|-------|--------|
|                                    | Fewer than 5  | 5-9  | 10-24 | 25-49 | 50-99 | 100-199 | 200 or more | Total | Number |
|                                    | Percent   |      |       |       |       |         |             |       |        |
| Identify as Francophone            |   |      |       |       |       |         |             |       |        |
| Yes                                | 35.2  | 13.5 | 16.9  | 10.7  | 2.4   | 8.0     | 13.3        | 100.0 | 549    |
| No                                 | 28.2  | 14.1 | 15.8  | 10.2  | 4.7   | 13.2    | 13.8        | 100.0 | 13,366 |
| Total                              | 28.4  | 14.1 | 15.8  | 10.2  | 4.6   | 13.0    | 13.8        | 100.0 | 13,915 |
| Able to Provide Service in French? |   |      |       |       |       |         |             |       |        |
| Yes, Represent and Counsel         | 33.6  | 14.8 | 15.7  | 10.9  | 3.0   | 8.9     | 13.1        | 100.0 | 892    |
| Counsel, but not Represent         | 29.6  | 14.6 | 14.7  | 9.5   | 5.1   | 11.8    | 14.7        | 100.0 | 570    |
| Neither                            | 28.5  | 14.4 | 16.3  | 10.1  | 4.6   | 12.7    | 13.3        | 100.0 | 12,826 |
| Total                              | 28.9  | 14.4 | 16.2  | 10.2  | 4.6   | 12.4    | 13.4        | 100.0 | 14,288 |

Source: 2016 Lawyer Annual Report; analysis by Michael Ornstein

**TABLE 7c: REGION BY FRANCOPHONE IDENTITY AND ABILITY TO PRACTICE IN FRENCH\*\***  
for Ontario Lawyers, 2016

|                                    | South<br>West | Central<br>South | Toronto | Durham,<br>Halton,<br>Peel, York | Central<br>North | North | Ottawa | East | Total | Number |
|------------------------------------|---------------|------------------|---------|----------------------------------|------------------|-------|--------|------|-------|--------|
|                                    | Percent       |                  |         |                                  |                  |       |        |      |       |        |
| Identify as Francophone            |               |                  |         |                                  |                  |       |        |      |       |        |
| Yes                                | 2.2           | 2.0              | 26.7    | 5.6                              | 1.1              | 7.4   | 48.8   | 6.1  | 100.0 | 1,882  |
| No                                 | 5.4           | 6.0              | 57.3    | 14.4                             | 3.4              | 1.9   | 9.6    | 2.0  | 100.0 | 35,848 |
| Total                              | 5.2           | 5.8              | 55.8    | 13.9                             | 3.3              | 2.2   | 11.5   | 2.2  | 100.0 | 37,730 |
| Able to Provide Service in French? |               |                  |         |                                  |                  |       |        |      |       |        |
| Yes, Represent and Counsel         | 2.3           | 2.3              | 33.8    | 6.1                              | 1.2              | 5.4   | 44.5   | 4.5  | 100.0 | 3,196  |
| Counsel, but not Represent         | 3.3           | 3.5              | 48.7    | 7.6                              | 1.9              | 2.7   | 29.6   | 2.7  | 100.0 | 1,835  |
| Neither                            | 5.9           | 6.6              | 57.1    | 15.3                             | 3.9              | 2.1   | 7.1    | 2.1  | 100.0 | 32,681 |
| Total                              | 5.5           | 6.1              | 54.7    | 14.1                             | 3.5              | 2.4   | 11.4   | 2.3  | 100.0 | 37,712 |

\*\*excludes lawyers whose address is outside Ontario

Source: 2016 Lawyer Annual Report; analysis by Michael Ornstein

**TABLE 8a: TYPE OF LICENCE BY PRESENCE OF A DISABILITY\***  
for Ontario Lawyers, 2016

| Group            | Sole Practitioner | Law Firm Partner | Law Firm Associate | Law Firm Employee | Legal Clinic | In House    | Government  | Education  | Other Employment | Retired or Not Working | Total        | Number        |
|------------------|-------------------|------------------|--------------------|-------------------|--------------|-------------|-------------|------------|------------------|------------------------|--------------|---------------|
|                  | Percent           |                  |                    |                   |              |             |             |            |                  |                        |              |               |
| Has a Disability | 23.2              | 8.9              | 10.3               | 1.4               | 3.2          | 7.4         | 20.0        | 2.7        | 6.4              | 16.3                   | 100.0        | 1,279         |
| No Disability    | 20.4              | 16.6             | 18.4               | 2.9               | 1.3          | 12.2        | 13.1        | 1.3        | 6.3              | 7.7                    | 100.0        | 34,371        |
| <b>Total</b>     | <b>20.5</b>       | <b>16.3</b>      | <b>18.1</b>        | <b>2.8</b>        | <b>1.4</b>   | <b>12.0</b> | <b>13.3</b> | <b>1.3</b> | <b>6.3</b>       | <b>8.0</b>             | <b>100.0</b> | <b>35,650</b> |

\*excludes new licensees

Source: 2016 Lawyer Annual Report; analysis by Michael Ornstein

**TABLE 8b: SIZE OF LAW FIRM BY PRESENCE OF A DISABILITY**  
for Ontario Lawyers, 2016

|                  | Size of Law Firm, based on Partners, Associates and Employees |             |             |             |            |             |             |              | Total | Number        |
|------------------|---|-------------|-------------|-------------|------------|-------------|-------------|--------------|-------|---------------|
|                  | Fewer than 5  | 5-9         | 10-24       | 25-49       | 50-99      | 100-199     | 200 or more |              |       |               |
|                  | Percent   |             |             |             |            |             |             |              |       |               |
| Has a Disability | 31.2  | 16.3        | 14.8        | 9.1         | 6.1        | 11.4        | 11.0        | 100.0        |       | 263           |
| No Disability    | 28.2  | 14.0        | 15.8        | 10.2        | 4.6        | 13.0        | 14.1        | 100.0        |       | 12,983        |
| <b>Total</b>     | <b>28.3</b>   | <b>14.1</b> | <b>15.8</b> | <b>10.2</b> | <b>4.6</b> | <b>13.0</b> | <b>14.0</b> | <b>100.0</b> |       | <b>13,246</b> |

Source: 2016 Lawyer Annual Report; analysis by Michael Ornstein

**TABLE 8c: REGION BY PRESENCE OF A DISABILITY\*\***  
for Ontario Lawyers, 2016

|                  | South West | Central South | Toronto     | Durham, Halton, Peel, York | Central North | North      | Ottawa      | East       | Total        | Number        |
|------------------|------------|---------------|-------------|----------------------------|---------------|------------|-------------|------------|--------------|---------------|
|                  | Percent    |               |             |                            |               |            |             |            |              |               |
| Has a Disability | 5.8        | 5.7           | 51.8        | 11.5                       | 3.5           | 2.8        | 16.0        | 2.9        | 100.0        | 1,266         |
| No Disability    | 5.2        | 5.7           | 55.9        | 14.2                       | 3.3           | 2.1        | 11.4        | 2.2        | 100.0        | 34,395        |
| <b>Total</b>     | <b>5.2</b> | <b>5.7</b>    | <b>55.7</b> | <b>14.1</b>                | <b>3.3</b>    | <b>2.2</b> | <b>11.5</b> | <b>2.2</b> | <b>100.0</b> | <b>35,661</b> |

\*\*excludes lawyers whose address is outside Ontario

Source: 2016 Lawyer Annual Report; analysis by Michael Ornstein

## Statistical Snapshot of Lawyers in Ontario

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**TABLE 9a: TYPE OF LICENCE BY SEXUAL ORIENTATION\***

for Ontario Lawyers, 2016

| Group        | Sole Practitioner | Law Firm Partner | Law Firm Associate | Law Firm Employee | Legal Clinic | In House    | Government  | Education  | Other Employment | Retired or Not Working | Total        | Number        |
|--------------|-------------------|------------------|--------------------|-------------------|--------------|-------------|-------------|------------|------------------|------------------------|--------------|---------------|
|              | Percent           |                  |                    |                   |              |             |             |            |                  |                        |              |               |
| LGBTQ        | 15.8              | 9.5              | 17.8               | 2.7               | 3.2          | 11.6        | 20.3        | 3.3        | 6.8              | 9.1                    | 100.0        | 1,199         |
| Not LGBTQ    | 20.2              | 16.5             | 18.2               | 2.8               | 1.3          | 12.1        | 13.2        | 1.3        | 6.3              | 8.1                    | 100.0        | 32,849        |
| <b>Total</b> | <b>20.0</b>       | <b>16.3</b>      | <b>18.2</b>        | <b>2.8</b>        | <b>1.3</b>   | <b>12.1</b> | <b>13.4</b> | <b>1.3</b> | <b>6.3</b>       | <b>8.1</b>             | <b>100.0</b> | <b>34,048</b> |

\*excludes new licensees

Source: 2016 Lawyer Annual Report; analysis by Michael Ornstein

**TABLE 9b: SIZE OF LAW FIRM BY SEXUAL ORIENTATION**

for Ontario Lawyers, 2016

|              | Size of Firm, based on Partners, Associates and Employees |             |             |             |            |             |             |              | Total | Number        |
|--------------|---|-------------|-------------|-------------|------------|-------------|-------------|--------------|-------|---------------|
|              | Fewer than 5  | 5-9         | 10-24       | 25-49       | 50-99      | 100-199     | 200 or more |              |       |               |
|              | Percent   |             |             |             |            |             |             |              |       |               |
| LGBTQ        | 29.2  | 13.1        | 15.9        | 7.2         | 5.0        | 11.1        | 18.4        | 100.0        |       | 359           |
| Not LGBTQ    | 28.2  | 14.0        | 16.1        | 10.2        | 4.5        | 13.1        | 13.9        | 100.0        |       | 12,309        |
| <b>Total</b> | <b>28.2</b>   | <b>13.9</b> | <b>16.1</b> | <b>10.1</b> | <b>4.6</b> | <b>13.1</b> | <b>14.1</b> | <b>100.0</b> |       | <b>12,668</b> |

Source: 2016 Lawyer Annual Report; analysis by Michael Ornstein

**TABLE 9c: REGION BY SEXUAL ORIENTATION\*\***

for Ontario Lawyers, 2016

|              | South West | Central South | Toronto     | Durham, Halton, Peel, York | Central North | North      | Ottawa      | East       | Total        | Number        |
|--------------|------------|---------------|-------------|----------------------------|---------------|------------|-------------|------------|--------------|---------------|
|              | Percent    |               |             |                            |               |            |             |            |              |               |
| LGBTQ        | 2.7        | 3.3           | 68.1        | 7.0                        | 1.9           | 1.9        | 13.0        | 2.0        | 100.0        | 1,202         |
| Not LGBTQ    | 5.4        | 5.7           | 55.5        | 14.4                       | 3.3           | 2.2        | 11.4        | 2.1        | 100.0        | 32,857        |
| <b>Total</b> | <b>5.3</b> | <b>5.6</b>    | <b>55.9</b> | <b>14.1</b>                | <b>3.3</b>    | <b>2.2</b> | <b>11.5</b> | <b>2.1</b> | <b>100.0</b> | <b>34,059</b> |

\*\*excludes lawyers whose address is outside Ontario

Source: 2016 Lawyer Annual Report; analysis by Michael Ornstein

**TABLE 10a: AREA OF PRACTICE BY RACIALIZATION AND GENDER\***

for Ontario Lawyers, 2016

|                                | Indigenous   | ADR      | Admin-<br>istrative | Bank-<br>ruptcy | Civil<br>Litigation<br>– Plaintiff | Civil<br>Litigation<br>– Defendant | Constr-<br>uction | Corp-<br>orate | Criminal  | Employ-<br>ment and<br>Labour | Environ-<br>mental | Family    |
|--------------------------------|--|----------|---------------------|-----------------|------------------------------------|------------------------------------|-------------------|----------------|-----------|-------------------------------|--------------------|-----------|
|                                | Percentage with 30% or more of their practice in this area |          |                     |                 |                                    |                                    |                   |                |           |                               |                    |           |
| First Nations                  | 28   | 0        | 0                   | 0               | 0                                  | 6                                  | 0                 | 10             | 18        | 5                             | 0                  | 24        |
| Métis                          | 5  | 0        | 5                   | 0               | 14                                 | 14                                 | 2                 | 9              | 18        | 8                             | 1                  | 11        |
| Arab                           | 5  | 0        | 5                   | 0               | 14                                 | 12                                 | 2                 | 20             | 14        | 6                             | 0                  | 8         |
| Black                          | 1  | 1        | 5                   | 0               | 14                                 | 10                                 | 1                 | 13             | 17        | 6                             | 0                  | 23        |
| Chinese                        | 1  | 1        | 8                   | 1               | 9                                  | 10                                 | 1                 | 27             | 5         | 3                             | 1                  | 6         |
| East Asian                     | 0  | 0        | 6                   | 1               | 8                                  | 13                                 | 2                 | 25             | 8         | 2                             | 0                  | 6         |
| Latino                         | 0  | 0        | 4                   | 2               | 11                                 | 11                                 | 0                 | 16             | 16        | 5                             | 1                  | 15        |
| South Asian                    | 0  | 1        | 5                   | 1               | 12                                 | 11                                 | 1                 | 17             | 10        | 4                             | 0                  | 12        |
| Southeast Asian                | 0  | 1        | 6                   | 1               | 13                                 | 14                                 | 1                 | 20             | 8         | 5                             | 0                  | 13        |
| West Asian                     | 1  | 1        | 5                   | 2               | 7                                  | 16                                 | 0                 | 17             | 9         | 3                             | 0                  | 11        |
| More than One Racialized Group | 0  | 0        | 3                   | 1               | 23                                 | 18                                 | 1                 | 22             | 11        | 4                             | 0                  | 9         |
| Racialized and White           | 0  | 0        | 10                  | 0               | 10                                 | 17                                 | 0                 | 17             | 18        | 6                             | 1                  | 10        |
| White                          | 1  | 1        | 9                   | 1               | 11                                 | 14                                 | 2                 | 20             | 11        | 6                             | 1                  | 10        |
| Women                          | 1  | 1        | 8                   | 1               | 8                                  | 13                                 | 1                 | 18             | 11        | 7                             | 1                  | 15        |
| Men                            | 1  | 1        | 5                   | 1               | 13                                 | 13                                 | 2                 | 21             | 12        | 5                             | 1                  | 8         |
| <b>Total</b>                   | <b>1</b>   | <b>1</b> | <b>6</b>            | <b>1</b>        | <b>11</b>                          | <b>13</b>                          | <b>1</b>          | <b>20</b>      | <b>12</b> | <b>6</b>                      | <b>1</b>           | <b>11</b> |

\*excludes the category for "other" areas of practice and for franchise law

continued &gt;

Source: 2016 Lawyer Annual Report; analysis by Michael Ornstein

**TABLE 10b: AREA OF PRACTICE BY RACIALIZATION AND GENDER\***

for Ontario Lawyers, 2016 (continued)

|                                | Immi-<br>gration   | Intell-<br>ectual<br>Property | Real<br>Estate | Secur-<br>ities | Taxa-<br>tion | Wills    | Work-<br>place | NO area 30%<br>or more | ONE area<br>30% or more | MORE THAN<br>ONE area<br>30% or more | Total        | Number        |
|--------------------------------|--|-------------------------------|----------------|-----------------|---------------|----------|----------------|------------------------|-------------------------|--------------------------------------|--------------|---------------|
|                                | Percentage with 30% or more of their practice in this area |                               |                |                 |               |          |                |                        |                         |                                      |              |               |
| First Nations                  | 0  | 1                             | 6              | 1               | 2             | 1        | 0              | 5.1                    | 79.1                    | 15.8                                 | 100.0        | 234           |
| Métis                          | 5  | 2                             | 10             | 2               | 2             | 5        | 0              | 5.3                    | 78.8                    | 15.9                                 | 100.0        | 132           |
| Arab                           | 6  | 4                             | 11             | 5               | 0             | 5        | 0              | 5.6                    | 75.6                    | 18.8                                 | 100.0        | 213           |
| Black                          | 8  | 1                             | 11             | 3               | 1             | 3        | 1              | 5.9                    | 71.9                    | 22.1                                 | 99.9         | 791           |
| Chinese                        | 3  | 7                             | 21             | 8               | 3             | 3        | 0              | 4.7                    | 77.8                    | 17.6                                 | 100.1        | 860           |
| East Asian                     | 3  | 6                             | 15             | 10              | 3             | 2        | 0              | 6.9                    | 73.5                    | 19.6                                 | 100.0        | 321           |
| Latino                         | 7  | 2                             | 10             | 6               | 3             | 3        | 1              | 3.9                    | 77.3                    | 18.8                                 | 100.0        | 154           |
| South Asian                    | 5  | 2                             | 23             | 3               | 2             | 3        | 0              | 4.2                    | 77.7                    | 18.1                                 | 100.0        | 1,660         |
| Southeast Asian                | 4  | 4                             | 23             | 3               | 1             | 5        | 0              | 3.3                    | 78.8                    | 17.9                                 | 100.0        | 184           |
| West Asian                     | 7  | 3                             | 15             | 7               | 1             | 1        | 1              | 2.9                    | 77.8                    | 19.3                                 | 100.0        | 275           |
| More than One Racialized Group | 6  | 5                             | 10             | 4               | 3             | 1        | 1              | 7.9                    | 70.2                    | 21.9                                 | 100.0        | 114           |
| Racialized and White           | 4  | 4                             | 4              | 6               | 4             | 4        | 1              | 4.6                    | 74.0                    | 21.4                                 | 100.0        | 304           |
| White                          | 1  | 3                             | 14             | 5               | 2             | 6        | 1              | 5.6                    | 74.2                    | 20.3                                 | 100.1        | 21,340        |
| Women                          | 3  | 3                             | 9              | 4               | 2             | 5        | 1              | 6.5                    | 76.6                    | 16.9                                 | 100.0        | 13,341        |
| Men                            | 2  | 3                             | 19             | 5               | 2             | 6        | 1              | 4.8                    | 72.9                    | 22.3                                 | 100.0        | 19,744        |
| <b>Total</b>                   | <b>2</b>   | <b>3</b>                      | <b>15</b>      | <b>5</b>        | <b>2</b>      | <b>6</b> | <b>1</b>       | <b>5.5</b>             | <b>74.4</b>             | <b>20.1</b>                          | <b>100.0</b> | <b>33,085</b> |

\* excludes the category for "other" areas of practice and for franchise law

Source: 2016 Lawyer Annual Report; analysis by Michael Ornstein

**NOTE:** The 2016 Snapshots include all lawyers except those whose licence is suspended, revoked, surrendered, in abeyance or those who have a status of "not in Ontario" (meaning their business address is listed outside of Ontario) or a status of "Retired" (meaning lawyers who are over 65 years of age and qualify for exemption under By-Law 5).



# Portrait statistique des avocats en Ontario

Tiré de la Déclaration annuelle des avocat(e)s (DAA) de 2016

## TAUX DE RÉPONSE

Le Barreau de l'Ontario recueille des données d'auto-identification dans la Déclaration annuelle des avocats depuis 2009. La structure du sondage permettait auparavant de ne pas répondre à la question. Cette option a été modifiée pour que, si la personne refuse de répondre, il ou elle doive indiquer ce refus.

## TAUX DE RÉPONSE PAR QUESTION AU SONDAGE DE L'ÉQUITÉ, 2016\*

Source : Déclaration annuelle des avocats et des parajuristes de 2016 ; analyse faite par Michael Ornstein

|                                  |               |
|----------------------------------|---------------|
| Autochtones                      | 92,2 %        |
| Racialisation                    | 80,9 %        |
| Orientation sexuelle             | 81,5 %        |
| S'identifient comme francophones | 90,3 %        |
| Capables d'exercer en français   | 90,2 %        |
| Handicap                         | 85,4 %        |
| <b>Nombre total</b>              | <b>42 434</b> |

\* Il ne manque aucune donnée sur le genre, ces données ayant été tirées des registres administratifs.

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**TABEAU I : REPRÉSENTATION DES PERSONNES AUTOCHTONES ET RACIALISÉES**

parmi les avocats en Ontario, en 2016, comparativement à la population de l'Ontario

| Groupe  | Avocats |                               | Population de l'Ontario |   |   |
|---|---------|-------------------------------|-------------------------|---|---|
|   |         |                               | Tous, 2016              | Population active, âgée de 25 ans et plus, 2011 | Diplômés universitaires au sein de la population active, âgés de 25 ans et plus, 2011 |
|   | Nombre  | Pourcentage moins abstentions | Pourcentage             |   |   |
| Autochtones   |         |                               |                         |   |   |
| Premières Nations   | 330     | 1,0                           | 1,8                     | 1,2   | 0,5   |
| Inuit   | 6       | 0,02                          | 0,03                    | 0,02  | 0,01  |
| Métis   | 177     | 0,5                           | 0,9                     | 0,6   | 0,3   |
| Multiples identités autochtones                             |         |                               | 0,04                    | 0,02  | 0,01  |
| Total des Autochtones                                       | 513     | 1,5                           | 2,8                     | 1,9   | 0,8   |
| Racialisés  |         |                               |                         |   |   |
| Arabes  | 302     | 0,9                           | 1,6                     | 0,9   | 1,5   |
| Noirs   | 1 083   | 3,2                           | 4,7                     | 3,8   | 2,7   |
| Chinois   | 1 161   | 3,4                           | 5,7                     | 5,1   | 8,5   |
| Asiatiques de l'Est (Japonais, Coréens)                     | 430     | 1,3                           |                         |   |   |
| Philippins + Japonais + Coréens                             |         |                               | 3,3                     | 3,2   | 4,7   |
| Latino-Américains   | 198     | 0,6                           | 1,5                     | 1,5   | 1,2   |
| Sud-Asiatiques  | 2 244   | 6,5                           | 8,7                     | 7,2   | 10,8  |
| Asiatiques du Sud-Est                                       | 237     | 0,7                           | 1,0                     | 1,1   | 0,9   |
| Asiatiques de l'Ouest                                       | 373     | 1,1                           | 1,2                     | 0,8   | 1,3   |
| Autre minorité racialisée                                   |         |                               | 0,7                     | 0,6   | 0,4   |
| Autres Autochtones  |         |                               | 0,1                     | 0,1   | 0,1   |
| Plus d'un groupe racialisé                                  | 168     | 0,5                           | 1,0                     | 0,5   | 0,7   |
| Racialisés et Blancs  | 414     | 1,2                           |                         |   |   |
| Total des racialisés  | 6 610   | 19,3                          | 29,4                    | 24,8  | 32,7  |
| Blancs  | 27 192  | 79,2                          | 67,8                    | 73,4  | 66,4  |
| Non-Autochtones, n'ont pas répondu sur la race              | 3 314   |                               |                         |   |   |
| N'ont pas répondu sur le statut d'Autochtone ni sur la race | 4 805   |                               |                         |   |   |
| Total   |         | 100,0                         | 100,0                   | 100,0   | 100,0   |
| Nombre  | 42 434  | 34 315                        | 13 242 160              | 5 812 410                                       | 1 778 891   |

Source : Déclaration annuelle des avocat(e)s de 2016, profils du recensement 2016 de Statistiques Canada, fichiers de microdonnées à grande diffusion de l'Enquête nationale auprès des ménages de 2011 ; analyse faite par Michael Ornstein.



**TABLEAU 2 : RACIALISATION SELON L'ÂGE**

pour les avocats en Ontario, en 2016

|  | Moins de<br>35 ans | 35 à 44<br>ans | 45 à 54<br>ans | 55 à 64<br>ans | 65 ans et<br>plus | Moins de<br>35 ans            | 35 à 44<br>ans | 45 à 54<br>ans | 55 à 64<br>ans | 65 ans et<br>plus |
|--|--------------------|----------------|----------------|----------------|-------------------|-------------------------------|----------------|----------------|----------------|-------------------|
|  | Nombre             |                |                |                |                   | Pourcentage moins abstentions |                |                |                |                   |
| <b>Autochtones</b>   |                    |                |                |                |                   |                               |                |                |                |                   |
| Premières Nations et Inuit                                     | 68                 | 101            | 106            | 51             | 10                | 0,8                           | 1,1            | 1,4            | 0,8            | 0,3               |
| Métis  | 54                 | 58             | 37             | 20             | 8                 | 0,7                           | 0,6            | 0,5            | 0,3            | 0,3               |
| <b>Total des Autochtones</b>                                   | <b>122</b>         | <b>159</b>     | <b>143</b>     | <b>71</b>      | <b>18</b>         | <b>1,5</b>                    | <b>1,7</b>     | <b>1,9</b>     | <b>1,2</b>     | <b>0,6</b>        |
| <b>Racialisés</b>  |                    |                |                |                |                   |                               |                |                |                |                   |
| Arabes   | 117                | 112            | 52             | 19             | 2                 | 1,4                           | 1,2            | 0,7            | 0,3            | 0,1               |
| Noirs  | 249                | 381            | 331            | 97             | 25                | 3,0                           | 4,2            | 4,3            | 1,6            | 0,8               |
| Chinois  | 433                | 387            | 220            | 89             | 32                | 5,3                           | 4,2            | 2,9            | 1,4            | 1,0               |
| Asiatiques de l'Est  | 130                | 167            | 100            | 24             | 9                 | 1,6                           | 1,8            | 1,3            | 0,4            | 0,3               |
| Latino-Américains  | 66                 | 89             | 38             | 4              | 1                 | 0,8                           | 1,0            | 0,5            | 0,1            | 0,0               |
| Sud-Asiatiques   | 846                | 800            | 434            | 123            | 41                | 10,3                          | 8,7            | 5,7            | 2,0            | 1,3               |
| Asiatiques du Sud-Est  | 78                 | 92             | 48             | 15             | 4                 | 0,9                           | 1,0            | 0,6            | 0,2            | 0,1               |
| Asiatiques de l'Ouest  | 202                | 130            | 33             | 6              | 2                 | 2,5                           | 1,4            | 0,4            | 0,1            | 0,1               |
| Plus d'un groupe racialisé                                     | 89                 | 49             | 25             | 4              | 1                 | 1,1                           | 0,5            | 0,3            | 0,1            | 0,0               |
| Racialisés et Blancs   | 169                | 162            | 65             | 16             | 2                 | 2,1                           | 1,8            | 0,9            | 0,3            | 0,1               |
| <b>Total des racialisés</b>                                    | <b>2 501</b>       | <b>2 528</b>   | <b>1 489</b>   | <b>468</b>     | <b>137</b>        | <b>30,4</b>                   | <b>27,6</b>    | <b>19,5</b>    | <b>7,6</b>     | <b>4,4</b>        |
| <b>Blancs</b>  | <b>5 724</b>       | <b>6 617</b>   | <b>6 152</b>   | <b>5 692</b>   | <b>3 007</b>      | <b>69,6</b>                   | <b>72,4</b>    | <b>80,5</b>    | <b>92,4</b>    | <b>95,6</b>       |
| Non-Autochtones, n'ont pas<br>répondu sur la race              | 647                | 833            | 741            | 726            | 367               |                               |                |                |                |                   |
| N'ont pas répondu sur le statut<br>d'Autochtone ni sur la race | 697                | 1 023          | 1 255          | 1 155          | 675               |                               |                |                |                |                   |
| <b>Total</b>   | <b>9 569</b>       | <b>11 001</b>  | <b>9 637</b>   | <b>8 041</b>   | <b>4 186</b>      | <b>100,0</b>                  | <b>100,0</b>   | <b>100,0</b>   | <b>100,0</b>   | <b>100,0</b>      |

Source : Déclaration annuelle des avocat(e)s de 2016 ; analyse faite par Michael Ornstein

**TABLERAU 3a : RACE SELON L'ANNÉE D'ADMISSION**

par nombre, pour les avocats en Ontario, en 2016

| Année d'admission   | 2016         | 2015         | 2012-2014    | 2007-2011    | 1997-2006     | 1986-1996    | 1977-1986    | Avant 1977   | Total         |
|---|--------------|--------------|--------------|--------------|---------------|--------------|--------------|--------------|---------------|
|   | Nombre       |              |              |              |               |              |              |              |               |
| <b>Autochtones</b>  |              |              |              |              |               |              |              |              |               |
| Premières Nations et Inuit                                  | 16           | 19           | 44           | 53           | 133           | 53           | 14           | 4            | 336           |
| Métis   | 12           | 14           | 31           | 40           | 48            | 22           | 6            | 4            | 177           |
| <b>Total des Autochtones</b>                                | <b>28</b>    | <b>33</b>    | <b>75</b>    | <b>93</b>    | <b>181</b>    | <b>75</b>    | <b>20</b>    | <b>8</b>     | <b>513</b>    |
| <b>Racialisés</b>   |              |              |              |              |               |              |              |              |               |
| Arabes  | 31           | 21           | 56           | 71           | 85            | 27           | 10           | 1            | 302           |
| Noirs   | 79           | 74           | 193          | 232          | 374           | 115          | 14           | 2            | 1 083         |
| Chinois   | 97           | 96           | 205          | 255          | 313           | 145          | 46           | 4            | 1 161         |
| Asiatiques de l'Est   | 28           | 26           | 73           | 102          | 139           | 44           | 14           | 4            | 430           |
| Latino-Américains   | 16           | 17           | 58           | 45           | 49            | 10           | 3            | 0            | 198           |
| Sud-Asiatiques  | 218          | 201          | 502          | 513          | 632           | 152          | 22           | 4            | 2 244         |
| Asiatiques du Sud-Est                                       | 18           | 29           | 39           | 66           | 67            | 16           | 2            | 0            | 237           |
| Asiatiques de l'Ouest                                       | 45           | 41           | 111          | 94           | 70            | 9            | 2            | 1            | 373           |
| Plus d'un groupe racialisé                                  | 23           | 23           | 41           | 38           | 37            | 5            | 1            | 0            | 168           |
| Racialisés et Blancs  | 29           | 54           | 84           | 97           | 105           | 38           | 6            | 1            | 414           |
| <b>Total des racialisés</b>                                 | <b>584</b>   | <b>582</b>   | <b>1 362</b> | <b>1 513</b> | <b>1 871</b>  | <b>561</b>   | <b>120</b>   | <b>17</b>    | <b>6 610</b>  |
| <b>Blancs</b>   | <b>1 134</b> | <b>1 065</b> | <b>2 870</b> | <b>3 821</b> | <b>6 854</b>  | <b>5 483</b> | <b>4 246</b> | <b>1 719</b> | <b>27 192</b> |
| Non-Autochtones, n'ont pas répondu sur la race              | 147          | 136          | 352          | 443          | 842           | 665          | 513          | 216          | 3 314         |
| N'ont pas répondu sur le statut d'Autochtone ni sur la race | 115          | 150          | 423          | 576          | 1 189         | 1 090        | 888          | 374          | 4 805         |
| <b>Total</b>  | <b>2 008</b> | <b>1 966</b> | <b>5 082</b> | <b>6 446</b> | <b>10 937</b> | <b>7 874</b> | <b>5 787</b> | <b>2 334</b> | <b>42 434</b> |

Source : Déclaration annuelle des avocat(e)s de 2016 ; analyse faite par Michael Ornstein

**TABLEAU 3b : RACE SELON L'ANNÉE D'ADMISSION***par pourcentage moins abstentions, pour les avocats en Ontario, en 2016*

| Année d'admission   | 2016                          | 2015         | 2012-2014    | 2007-2011    | 1997-2006    | 1986-1996    | 1977-1986    | Avant 1977   | Total        |
|---|-------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
|   | Pourcentage moins abstentions |              |              |              |              |              |              |              |              |
| <b>Autochtones</b>  |                               |              |              |              |              |              |              |              |              |
| Premières Nations et Inuit                                  | 0,9                           | 1,1          | 1,0          | 1,0          | 1,5          | 0,9          | 0,3          | 0,2          | 1,0          |
| Métis   | 0,7                           | 0,8          | 0,7          | 0,7          | 0,5          | 0,4          | 0,1          | 0,2          | 0,5          |
| <b>Total des Autochtones</b>                                | <b>1,6</b>                    | <b>2,0</b>   | <b>1,7</b>   | <b>1,7</b>   | <b>2,0</b>   | <b>1,2</b>   | <b>0,5</b>   | <b>0,5</b>   | <b>1,5</b>   |
| <b>Racialisés</b>   |                               |              |              |              |              |              |              |              |              |
| Arabes  | 1,8                           | 1,3          | 1,3          | 1,3          | 1,0          | 0,4          | 0,2          | 0,1          | 0,9          |
| Noirs   | 4,5                           | 4,4          | 4,5          | 4,3          | 4,2          | 1,9          | 0,3          | 0,1          | 3,2          |
| Chinois   | 5,6                           | 5,7          | 4,8          | 4,7          | 3,5          | 2,4          | 1,0          | 0,2          | 3,4          |
| Asiatiques de l'Est   | 1,6                           | 1,5          | 1,7          | 1,9          | 1,6          | 0,7          | 0,3          | 0,2          | 1,3          |
| Latino-Américains   | 0,9                           | 1,0          | 1,3          | 0,8          | 0,6          | 0,2          | 0,1          | 0,0          | 0,6          |
| Sud-Asiatiques  | 12,5                          | 12,0         | 11,7         | 9,5          | 7,1          | 2,5          | 0,5          | 0,2          | 6,5          |
| Asiatiques du Sud-Est                                       | 1,0                           | 1,7          | 0,9          | 1,2          | 0,8          | 0,3          | 0,0          | 0,0          | 0,7          |
| Asiatiques de l'Ouest                                       | 2,6                           | 2,4          | 2,6          | 1,7          | 0,8          | 0,1          | 0,0          | 0,1          | 1,1          |
| Plus d'un groupe racialisé                                  | 1,3                           | 1,4          | 1,0          | 0,7          | 0,4          | 0,1          | 0,0          | 0,0          | 0,5          |
| Racialisés et Blancs  | 1,7                           | 3,2          | 2,0          | 1,8          | 1,2          | 0,6          | 0,1          | 0,1          | 1,2          |
| <b>Total des Racialisés</b>                                 | <b>33,4</b>                   | <b>34,6</b>  | <b>31,6</b>  | <b>27,9</b>  | <b>21,0</b>  | <b>9,2</b>   | <b>2,7</b>   | <b>1,0</b>   | <b>19,3</b>  |
| <b>Blancs</b>   | <b>64,9</b>                   | <b>63,4</b>  | <b>66,6</b>  | <b>70,4</b>  | <b>77,0</b>  | <b>89,6</b>  | <b>96,8</b>  | <b>98,6</b>  | <b>79,2</b>  |
| Non-Autochtones, n'ont pas répondu sur la race              |                               |              |              |              |              |              |              |              |              |
| N'ont pas répondu sur le statut d'Autochtone ni sur la race |                               |              |              |              |              |              |              |              |              |
| <b>Total</b>  | <b>100,0</b>                  | <b>100,0</b> | <b>100,0</b> | <b>100,0</b> | <b>100,0</b> | <b>100,0</b> | <b>100,0</b> | <b>100,0</b> | <b>100,0</b> |

Source : Déclaration annuelle des avocat(e)s de 2016 ; analyse faite par Michael Ornstein

**TABLEAU 4 : GENRE, ORIENTATION SEXUELLE, IDENTIFICATION COMME FRANCOPHONE, CAPACITÉ À FOURNIR DES SERVICES JURIDIQUES EN FRANÇAIS ET HANDICAP SELON L'ÂGE**

pour les avocats en Ontario, en 2016

|   |  | Total  | Moins de 35 ans | 35 à 44 ans | 45 à 54 ans | 55 à 64 ans | 65 ans et plus | Total                         | Moins de 35 ans | 35 à 44 ans | 45 à 54 ans | 55 à 64 ans | 65 ans et plus |
|---|--|--------|-----------------|-------------|-------------|-------------|----------------|-------------------------------|-----------------|-------------|-------------|-------------|----------------|
|   |  | Nombre |                 |             |             |             |                | Pourcentage moins abstentions |                 |             |             |             |                |
| Genre   |  |        |                 |             |             |             |                |                               |                 |             |             |             |                |
| Femmes  |  | 18 566 | 5 198           | 5 725       | 4 309       | 2 815       | 519            | 43,8                          | 54,3            | 52,0        | 44,7        | 35,0        | 12,4           |
| Hommes  |  | 23 868 | 4 371           | 5 276       | 5 328       | 5 226       | 3 667          | 56,2                          | 45,7            | 48,0        | 55,3        | 65,0        | 87,6           |
| Orientation sexuelle  |  |        |                 |             |             |             |                |                               |                 |             |             |             |                |
| LGBTQ   |  | 1 056  | 378             | 279         | 259         | 112         | 28             | 3,1                           | 4,2             | 3,1         | 3,5         | 1,9         | 1,1            |
| Non LGBTQ   |  | 32 815 | 8 527           | 8 783       | 7 087       | 5 849       | 2 569          | 96,9                          | 95,8            | 96,9        | 96,5        | 98,1        | 98,9           |
| Abstentions   |  | 7 498  | 1 400           | 1 698       | 1 934       | 1 700       | 766            |                               |                 |             |             |             |                |
| S'identifient comme francophones                                      |  |        |                 |             |             |             |                |                               |                 |             |             |             |                |
| Oui   |  | 1 975  | 555             | 639         | 471         | 239         | 71             | 5,2                           | 6,2             | 6,3         | 5,5         | 3,4         | 2,0            |
| Non   |  | 36 342 | 8 406           | 9 501       | 8 099       | 6 818       | 3 518          | 94,8                          | 93,8            | 93,7        | 94,5        | 96,6        | 98,0           |
| Abstentions   |  | 4 117  | 608             | 861         | 1 067       | 984         | 597            |                               |                 |             |             |             |                |
| Capables d'exercer en français  |  |        |                 |             |             |             |                |                               |                 |             |             |             |                |
| Peuvent fournir des conseils juridiques et agir comme représentants   |  | 3 375  | 901             | 1 058       | 806         | 462         | 148            | 8,8                           | 10,6            | 10,6        | 9,3         | 6,4         | 3,8            |
| Peuvent fournir des conseils juridiques sans agir comme représentants |  | 1 895  | 421             | 585         | 443         | 327         | 119            | 5,0                           | 5,0             | 5,8         | 5,1         | 4,5         | 3,1            |
| Ne peuvent pas  |  | 32 995 | 7 178           | 8 374       | 7 416       | 6 401       | 3 626          | 86,2                          | 84,4            | 83,6        | 85,6        | 89,0        | 93,1           |
| Abstentions   |  | 4 169  | 1 069           | 984         | 972         | 851         | 293            |                               |                 |             |             |             |                |
| Handicap  |  |        |                 |             |             |             |                |                               |                 |             |             |             |                |
| Oui   |  | 1 297  | 252             | 287         | 331         | 317         | 110            | 3,6                           | 3,0             | 3,0         | 4,1         | 4,8         | 3,2            |
| Non   |  | 34 930 | 8 273           | 9 336       | 7 773       | 6 247       | 3 301          | 96,4                          | 97,0            | 97,0        | 95,9        | 95,2        | 96,8           |
| Abstentions   |  | 6 207  | 1 044           | 1 378       | 1 533       | 1 477       | 775            |                               |                 |             |             |             |                |
| Total des avocats   |  | 42 434 | 9 569           | 11 001      | 9 637       | 8 041       | 4 186          | 100,0                         | 100,0           | 100,0       | 100,0       | 100,0       | 100,0          |

Source : Déclaration annuelle des avocat(e)s de 2016 ; analyse faite par Michael Ornstein

**TABLEAU 5a : TYPE DE PERMIS SELON LA RACIALISATION\***

pour les avocats de l'Ontario, en 2016

|   | Auto-<br>nomes | Associés | Avocats<br>salariés | Employés<br>de<br>cabinet | Cliniques<br>juridiques | En<br>entre-<br>prise | Gouv. | Éducation | Autre<br>emploi | À la<br>retraite<br>ou sans<br>emploi | Total | Nombre |
|---|----------------|----------|---------------------|---------------------------|-------------------------|-----------------------|-------|-----------|-----------------|---------------------------------------|-------|--------|
|   | Pourcentage    |          |                     |                           |                         |                       |       |           |                 |                                       |       |        |
| Autochtones   |                |          |                     |                           |                         |                       |       |           |                 |                                       |       |        |
| Premières Nations et Inuit                                  | 24             | 9        | 13                  | 2                         | 3                       | 7                     | 22    | 3         | 7               | 10                                    | 100   | 334    |
| Métis   | 22             | 7        | 18                  | 3                         | 2                       | 9                     | 25    | 2         | 6               | 6                                     | 100   | 175    |
| Total des Autochtones                                       | 24             | 8        | 14                  | 3                         | 3                       | 8                     | 23    | 3         | 6               | 8                                     | 100   | 509    |
| Racialisés  |                |          |                     |                           |                         |                       |       |           |                 |                                       |       |        |
| Arabes  | 20             | 12       | 20                  | 4                         | 3                       | 11                    | 13    | 1         | 8               | 10                                    | 100   | 297    |
| Noirs   | 31             | 6        | 14                  | 3                         | 3                       | 10                    | 18    | 1         | 6               | 9                                     | 100   | 1 050  |
| Chinois   | 18             | 8        | 23                  | 2                         | 2                       | 18                    | 13    | 0         | 6               | 10                                    | 100   | 1 132  |
| Asiatiques de l'Est   | 15             | 11       | 19                  | 2                         | 2                       | 18                    | 17    | 0         | 7               | 10                                    | 100   | 425    |
| Latino-Américains   | 22             | 10       | 20                  | 4                         | 3                       | 15                    | 14    | 1         | 4               | 8                                     | 100   | 192    |
| Sud-Asiatiques  | 29             | 8        | 19                  | 3                         | 2                       | 12                    | 11    | 1         | 6               | 9                                     | 100   | 2 202  |
| Asiatiques du Sud-Est                                       | 28             | 10       | 21                  | 2                         | 2                       | 10                    | 10    | 1         | 6               | 9                                     | 100   | 232    |
| Asiatiques de l'Ouest                                       | 28             | 6        | 26                  | 4                         | 1                       | 15                    | 9     | 1         | 3               | 8                                     | 100   | 363    |
| Plus d'un groupe racialisé                                  | 24             | 6        | 24                  | 5                         | 3                       | 8                     | 12    | 1         | 8               | 10                                    | 100   | 157    |
| Racialisés et Blancs  | 12             | 6        | 25                  | 4                         | 4                       | 15                    | 20    | 2         | 5               | 9                                     | 100   | 400    |
| Total des racialisés  | 24             | 8        | 20                  | 3                         | 2                       | 13                    | 13    | 1         | 6               | 9                                     | 100   | 6 450  |
| Blancs  | 19             | 18       | 18                  | 3                         | 1                       | 12                    | 14    | 1         | 6               | 8                                     | 100   | 26 805 |
| Non-Autochtones, n'ont pas répondu sur la race              |                | 17       | 15                  | 3                         | 1                       | 12                    | 12    | 1         | 6               | 8                                     | 100   | 3 262  |
| N'ont pas répondu sur le statut d'Autochtone ni sur la race |                | 21       | 14                  | 3                         | 1                       | 10                    | 13    | 1         | 6               | 8                                     | 100   | 4 769  |
| Total   | 21             | 17       | 17                  | 3                         | 1                       | 12                    | 13    | 1         | 6               | 8                                     | 100   | 41 795 |

\* n'inclut pas les nouveaux titulaires de permis

Source : Déclaration annuelle des avocat(e)s de 2016 ; analyse faite par Michael Ornstein

**TABEAU 5b : TAILLE DU CABINET SELON LA RACIALISATION**

pour les avocats de l'Ontario, en 2016

|   | Taille du cabinet, par associés, avocats salariés et employés |       |         |         |         |           |             |       |        |
|---|---|-------|---------|---------|---------|-----------|-------------|-------|--------|
|   | Moins de 5  | 5 à 9 | 10 à 24 | 25 à 49 | 50 à 99 | 100 à 199 | 200 ou plus | Total | Nombre |
|   | Pourcentage   |       |         |         |         |           |             |       |        |
| Autochtones   |   |       |         |         |         |           |             |       |        |
| Premières Nations et Inuit                                  | 47  | 11    | 24      | 6       | 0       | 4         | 8           | 100   | 79     |
| Métis   | 35  | 18    | 27      | 8       | 0       | 4         | 8           | 100   | 49     |
| Total des Autochtones                                       | 42  | 14    | 25      | 7       | 0       | 4         | 8           | 100   | 128    |
| Racialisés  |   |       |         |         |         |           |             |       |        |
| Arabes  | 40  | 8     | 19      | 6       | 7       | 12        | 9           | 100   | 104    |
| Noirs   | 45  | 13    | 13      | 6       | 4       | 7         | 11          | 100   | 232    |
| Chinois   | 29  | 15    | 14      | 9       | 5       | 12        | 16          | 100   | 372    |
| Asiatiques de l'Est   | 34  | 13    | 12      | 9       | 6       | 13        | 13          | 100   | 134    |
| Latino-Américains   | 48  | 9     | 9       | 8       | 3       | 12        | 11          | 100   | 66     |
| Sud-Asiatiques  | 45  | 15    | 14      | 5       | 2       | 8         | 10          | 100   | 667    |
| Asiatiques du Sud-Est                                       | 44  | 19    | 6       | 10      | 4       | 4         | 12          | 100   | 77     |
| Asiatiques de l'Ouest                                       | 31  | 22    | 20      | 7       | 2       | 7         | 10          | 100   | 126    |
| Plus d'un groupe racialisé                                  | 37  | 15    | 13      | 6       | 2       | 9         | 19          | 100   | 54     |
| Racialisés et Blancs  | 28  | 14    | 22      | 11      | 1       | 10        | 13          | 100   | 140    |
| Total des racialisés  | 39  | 15    | 15      | 7       | 3       | 9         | 12          | 100   | 1 972  |
| Blancs  | 26  | 14    | 16      | 11      | 5       | 14        | 14          | 100   | 10 361 |
| Non-Autochtones, n'ont pas répondu sur la race              |   | 14    | 15      | 9       | 5       | 13        | 14          | 100   | 1 146  |
| N'ont pas répondu sur le statut d'Autochtone ni sur la race |   | 15    | 16      | 12      | 5       | 11        | 10          | 100   | 1 778  |
| Total   | 29  | 14    | 16      | 10      | 5       | 13        | 14          | 100   | 15 385 |

Source : Déclaration annuelle des avocat(e)s de 2016 ; analyse faite par Michael Ornstein

**TABEAU 5c : RÉGION SELON LA RACIALISATION\*\***

pour les avocats de l'Ontario, en 2016

|   | Sud-ouest   | Centre-sud | Toronto | Durham, Halton, Peel, York | Centre-nord | Nord | Ottawa | Est | Total | Nombre |
|---|-------------|------------|---------|----------------------------|-------------|------|--------|-----|-------|--------|
|   | Pourcentage |            |         |                            |             |      |        |     |       |        |
| Autochtones   |             |            |         |                            |             |      |        |     |       |        |
| Premières Nations et Inuit                                  | 6           | 12         | 31      | 10                         | 9           | 14   | 14     | 4   | 100   | 321    |
| Métis   | 8           | 2          | 36      | 5                          | 9           | 11   | 25     | 5   | 100   | 168    |
| Total des Autochtones                                       | 7           | 9          | 32      | 9                          | 9           | 13   | 18     | 4   | 100   | 489    |
| Racialized  |             |            |         |                            |             |      |        |     |       |        |
| Arabes  | 9           | 2          | 50      | 15                         | 0           | 0    | 22     | 2   | 100   | 295    |
| Noirs   | 3           | 4          | 56      | 22                         | 2           | 1    | 12     | 1   | 100   | 1 055  |
| Chinois   | 1           | 2          | 68      | 21                         | 1           | 0    | 7      | 0   | 100   | 1 138  |
| Asiatiques de l'Est   | 1           | 3          | 72      | 16                         | 1           | 0    | 7      | 0   | 100   | 424    |
| Latino-Américains   | 6           | 5          | 54      | 18                         | 2           | 1    | 13     | 1   | 100   | 196    |
| Sud-Asiatiques  | 2           | 4          | 54      | 34                         | 1           | 0    | 6      | 0   | 100   | 2 207  |
| Asiatiques du Sud-Est                                       | 2           | 3          | 59      | 24                         | 3           | 0    | 9      | 0   | 100   | 232    |
| Asiatiques de l'Ouest                                       | 0           | 2          | 66      | 20                         | 1           | 0    | 10     | 1   | 100   | 369    |
| Plus d'un groupe racialisé                                  | 3           | 1          | 76      | 14                         | 0           | 1    | 4      | 1   | 100   | 161    |
| Racialisés et Blancs  | 3           | 3          | 65      | 12                         | 2           | 1    | 13     | 1   | 100   | 405    |
| Total des racialisés  | 2           | 3          | 60      | 24                         | 1           | 0    | 9      | 1   | 100   | 6 482  |
| Blancs  | 6           | 6          | 55      | 12                         | 4           | 2    | 12     | 2   | 100   | 26 801 |
| Non-Autochtones, n'ont pas répondu sur la race              |             | 6          | 60      | 15                         | 2           | 2    | 9      | 2   | 100   | 3 276  |
| N'ont pas répondu sur le statut d'Autochtone ni sur la race |             | 7          | 51      | 14                         | 4           | 3    | 12     | 3   | 100   | 4 723  |
| Total   | 5           | 6          | 55      | 14                         | 3           | 2    | 12     | 2   | 100   | 41 771 |

\*\* n'inclut pas les avocats qui résident à l'extérieur de l'Ontario

Source : Déclaration annuelle des avocat(e)s de 2016 ; analyse faite par Michael Ornstein

**TABLEAU 6a : TYPE DE PERMIS SELON LE GENRE ET L'ÂGE\***

pour les avocats de l'Ontario, en 2016

|                    | Auto-<br>nomes | Associés | Avocats<br>salariés | Employés<br>de<br>cabinet | Cliniques<br>juridiques | En<br>entre-<br>prise | Gouv. | Éducation | Autre<br>emploi | À la<br>retraite ou<br>sans emploi | Total | Nombre |
|--------------------|----------------|----------|---------------------|---------------------------|-------------------------|-----------------------|-------|-----------|-----------------|------------------------------------|-------|--------|
|                    | Pourcentage    |          |                     |                           |                         |                       |       |           |                 |                                    |       |        |
| Femmes             |                |          |                     |                           |                         |                       |       |           |                 |                                    |       |        |
| Total              | 14,5           | 9,3      | 19,0                | 2,9                       | 2,1                     | 13,4                  | 18,1  | 1,8       | 6,8             | 12,2                               | 100,0 | 18 243 |
| Moins de<br>35 ans | 8,0            | 2,0      | 43,5                | 4,4                       | 2,7                     | 10,1                  | 11,9  | 0,6       | 5,8             | 11,0                               | 100,0 | 4 909  |
| 35 à 44 ans        | 11,6           | 9,6      | 16,8                | 2,7                       | 2,0                     | 16,7                  | 20,5  | 1,7       | 6,6             | 11,8                               | 100,0 | 5 704  |
| 45 à 54 ans        | 18,5           | 13,3     | 6,1                 | 2,0                       | 1,5                     | 16,2                  | 22,9  | 2,4       | 7,9             | 9,3                                | 100,0 | 4 298  |
| 55 à 64 ans        | 21,1           | 13,6     | 3,2                 | 2,2                       | 2,0                     | 9,8                   | 18,2  | 2,9       | 8,0             | 18,9                               | 100,0 | 2 813  |
| 65 ans et plus     | 38,7           | 16,6     | 3,1                 | 2,3                       | 1,3                     | 5,4                   | 10,0  | 3,1       | 4,2             | 15,2                               | 100,0 | 519    |
| Hommes             |                |          |                     |                           |                         |                       |       |           |                 |                                    |       |        |
| Total              | 25,8           | 22,3     | 16,3                | 2,8                       | 0,7                     | 10,5                  | 9,9   | 0,9       | 5,8             | 5,0                                | 100,0 | 23 552 |
| Moins de<br>35 ans | 12,5           | 3,5      | 49,6                | 4,6                       | 1,5                     | 9,5                   | 8,1   | 0,3       | 5,0             | 5,4                                | 100,0 | 4 105  |
| 35 à 44 ans        | 17,0           | 17,7     | 20,9                | 3,2                       | 0,8                     | 16,6                  | 13,8  | 0,9       | 5,7             | 3,5                                | 100,0 | 5 238  |
| 45 à 54 ans        | 24,3           | 28,6     | 5,5                 | 2,7                       | 0,4                     | 13,5                  | 12,8  | 1,4       | 7,3             | 3,6                                | 100,0 | 5 324  |
| 55 à 64 ans        | 30,4           | 31,0     | 3,7                 | 1,6                       | 0,6                     | 7,7                   | 9,3   | 1,1       | 6,6             | 8,0                                | 100,0 | 5 220  |
| 65 ans et plus     | 48,9           | 28,3     | 5,9                 | 1,9                       | 0,4                     | 2,7                   | 2,9   | 0,8       | 3,4             | 4,7                                | 100,0 | 3 665  |

\* n'inclut pas les nouveaux titulaires de permis

Source : Déclaration annuelle des avocat(e)s de 2016 ; analyse faite par Michael Ornstein

**TABLEAU 6b : TAILLE DU CABINET SELON LE GENRE**

pour les avocats de l'Ontario, en 2016

|              | Taille du cabinet, par associés, avocats salariés et employés |             |             |             |            |             |             |              | Total | Nombre        |
|--------------|---|-------------|-------------|-------------|------------|-------------|-------------|--------------|-------|---------------|
|              | Moins de 5  | 5 à 9       | 10 à 24     | 25 à 49     | 50 à 99    | 100 à 199   | 200 ou plus |              |       |               |
|              | Pourcentage   |             |             |             |            |             |             |              |       |               |
| Femmes       | 31,0  | 13,5        | 16,2        | 10,3        | 4,4        | 11,4        | 13,1        | 100,0        |       | 5 666         |
| Hommes       | 27,3  | 14,7        | 15,9        | 10,1        | 4,8        | 13,5        | 13,8        | 100,0        |       | 9 719         |
| <b>Total</b> | <b>28,6</b>   | <b>14,2</b> | <b>16,0</b> | <b>10,2</b> | <b>4,7</b> | <b>12,7</b> | <b>13,5</b> | <b>100,0</b> |       | <b>15 385</b> |

Source : Déclaration annuelle des avocat(e)s de 2016 ; analyse faite par Michael Ornstein

**TABLEAU 6c : RÉGION SELON LE GENRE\*\***

pour les avocats de l'Ontario, en 2016

|              | Sud-ouest   | Centre-sud | Toronto     | Durham, Halton, Peel, York | Centre-nord | Nord       | Ottawa      | Est        | Total        | Nombre        |
|--------------|-------------|------------|-------------|----------------------------|-------------|------------|-------------|------------|--------------|---------------|
|              | Pourcentage |            |             |                            |             |            |             |            |              |               |
| Femmes       | 4,9         | 4,9        | 56,7        | 13,1                       | 3,2         | 1,8        | 13,3        | 2,1        | 100,0        | 17 904        |
| Hommes       | 5,7         | 6,7        | 54,4        | 14,6                       | 3,5         | 2,6        | 10,2        | 2,3        | 100,0        | 23 270        |
| <b>Total</b> | <b>5,4</b>  | <b>5,9</b> | <b>55,4</b> | <b>13,9</b>                | <b>3,4</b>  | <b>2,3</b> | <b>11,5</b> | <b>2,2</b> | <b>100,0</b> | <b>41 174</b> |

\*\* n'inclut pas les avocats qui résident à l'extérieur de l'Ontario

Source : Déclaration annuelle des avocat(e)s de 2016 ; analyse faite par Michael Ornstein



**TABLEAU 7a : TYPE DE PERMIS PAR IDENTIFICATION COMME FRANCOPHONE ET CAPACITÉ D'EXERCER EN FRANÇAIS\***

pour les avocats de l'Ontario, en 2016

| Groupe                                  | Auto-nomes  | Associés    | Avocats salariés | Employés de cabinet | Cliniques juridiques | En entreprise | Gouv.       | Éducation  | Autre emploi | À la retraite ou sans emploi | Total        | Nombre        |
|---|-------------|-------------|------------------|---------------------|----------------------|---------------|-------------|------------|--------------|------------------------------|--------------|---------------|
| Pourcentage                             |             |             |                  |                     |                      |               |             |            |              |                              |              |               |
| <b>S'identifient comme francophones</b> |             |             |                  |                     |                      |               |             |            |              |                              |              |               |
| Oui                                     | 14,6        | 11,1        | 14,3             | 2,8                 | 2,5                  | 10,1          | 26,8        | 2,4        | 7,4          | 8,0                          | 100,0        | 1 948         |
| Non                                     | 20,7        | 16,5        | 18,1             | 2,8                 | 1,3                  | 12,1          | 12,8        | 1,3        | 6,2          | 8,2                          | 100,0        | 35 761        |
| <b>Total</b>                            | <b>20,4</b> | <b>16,2</b> | <b>17,9</b>      | <b>2,8</b>          | <b>1,4</b>           | <b>12,0</b>   | <b>13,5</b> | <b>1,3</b> | <b>6,3</b>   | <b>8,2</b>                   | <b>100,0</b> | <b>37 709</b> |
| <b>Capables d'exercer en français ?</b> |             |             |                  |                     |                      |               |             |            |              |                              |              |               |
| Oui, représentation et conseils         | 15,5        | 10,6        | 13,6             | 2,6                 | 2,5                  | 11,5          | 27,8        | 1,8        | 6,2          | 7,9                          | 100,0        | 3 325         |
| Conseils, sans représentation           | 18,8        | 12,9        | 15,3             | 2,2                 | 3,0                  | 12,1          | 23,9        | 1,7        | 3,8          | 6,3                          | 100,0        | 1 871         |
| Ni l'un ni l'autre                      | 22,6        | 18,2        | 18,3             | 3,0                 | 1,1                  | 11,7          | 11,2        | 1,0        | 5,4          | 7,3                          | 100,0        | 32 495        |
| <b>Total</b>                            | <b>21,8</b> | <b>17,3</b> | <b>17,7</b>      | <b>2,9</b>          | <b>1,4</b>           | <b>11,7</b>   | <b>13,3</b> | <b>1,1</b> | <b>5,4</b>   | <b>7,3</b>                   | <b>100,0</b> | <b>37 691</b> |

\* n'inclut pas les nouveaux titulaires de permis

Source : Déclaration annuelle des avocat(e)s de 2016 ; analyse faite par Michael Ornstein

**TABLEAU 7b : TAILLE DU CABINET PAR IDENTIFICATION COMME FRANCOPHONE ET CAPACITÉ D'EXERCER EN FRANÇAIS**

pour les avocats de l'Ontario, en 2016

|                                  | Taille du cabinet, par associés, avocats salariés et employés |       |         |         |         |           |             |       |        |
|----------------------------------|---|-------|---------|---------|---------|-----------|-------------|-------|--------|
|                                  | Moins de 5  | 5 à 9 | 10 à 24 | 25 à 49 | 50 à 99 | 100 à 199 | 200 ou plus | Total | Nombre |
|                                  | Pourcentage   |       |         |         |         |           |             |       |        |
| S'identifient comme francophones |   |       |         |         |         |           |             |       |        |
| Oui                              | 35,2  | 13,5  | 16,9    | 10,7    | 2,4     | 8,0       | 13,3        | 100,0 | 549    |
| Non                              | 28,2  | 14,1  | 15,8    | 10,2    | 4,7     | 13,2      | 13,8        | 100,0 | 13 366 |
| Total                            | 28,4  | 14,1  | 15,8    | 10,2    | 4,6     | 13,0      | 13,8        | 100,0 | 13 915 |
| Capables d'exercer en français ? |   |       |         |         |         |           |             |       |        |
| Oui, représentation et conseils  | 33,6  | 14,8  | 15,7    | 10,9    | 3,0     | 8,9       | 13,1        | 100,0 | 892    |
| Conseils, sans représentation    | 29,6  | 14,6  | 14,7    | 9,5     | 5,1     | 11,8      | 14,7        | 100,0 | 570    |
| Ni l'un ni l'autre               | 28,5  | 14,4  | 16,3    | 10,1    | 4,6     | 12,7      | 13,3        | 100,0 | 12 826 |
| Total                            | 28,9  | 14,4  | 16,2    | 10,2    | 4,6     | 12,4      | 13,4        | 100,0 | 14 288 |

Source : Déclaration annuelle des avocat(e)s de 2016 ; analyse faite par Michael Ornstein

**TABLEAU 7c : RÉGION PAR IDENTIFICATION COMME FRANCOPHONE ET CAPACITÉ D'EXERCER EN FRANÇAIS\*\***

pour les avocats de l'Ontario, en 2016

|                                  | Sud-ouest   | Centre-sud | Toronto | Durham, Halton, Peel, York | Centre-nord | Nord | Ottawa | Est | Total | Nombre |
|----------------------------------|-------------|------------|---------|----------------------------|-------------|------|--------|-----|-------|--------|
|                                  | Pourcentage |            |         |                            |             |      |        |     |       |        |
| S'identifient comme francophones |             |            |         |                            |             |      |        |     |       |        |
| Oui                              | 2,2         | 2,0        | 26,7    | 5,6                        | 1,1         | 7,4  | 48,8   | 6,1 | 100,0 | 1 882  |
| Non                              | 5,4         | 6,0        | 57,3    | 14,4                       | 3,4         | 1,9  | 9,6    | 2,0 | 100,0 | 35 848 |
| Total                            | 5,2         | 5,8        | 55,8    | 13,9                       | 3,3         | 2,2  | 11,5   | 2,2 | 100,0 | 37 730 |
| Capables d'exercer en français ? |             |            |         |                            |             |      |        |     |       |        |
| Oui, représentation et conseils  | 2,3         | 2,3        | 33,8    | 6,1                        | 1,2         | 5,4  | 44,5   | 4,5 | 100,0 | 3 196  |
| Conseils, sans représentation    | 3,3         | 3,5        | 48,7    | 7,6                        | 1,9         | 2,7  | 29,6   | 2,7 | 100,0 | 1 835  |
| Ni l'un ni l'autre               | 5,9         | 6,6        | 57,1    | 15,3                       | 3,9         | 2,1  | 7,1    | 2,1 | 100,0 | 32 681 |
| Total                            | 5,5         | 6,1        | 54,7    | 14,1                       | 3,5         | 2,4  | 11,4   | 2,3 | 100,0 | 37 712 |

\*\* n'inclut pas les avocats qui résident à l'extérieur de l'Ontario

Source : Déclaration annuelle des avocat(e)s de 2016 ; analyse faite par Michael Ornstein

**TABLEAU 8a : TYPE DE PERMIS SELON LA PRÉSENCE D'UN HANDICAP\***

pour les avocats de l'Ontario, en 2016

| Groupe          | Auto-nomes  | Associés    | Avocats salariés | Employés de cabinet | Cliniques juridiques | En entreprise | Gouv.       | Éducation  | Autre emploi | À la retraite ou sans emploi | Total        | Nombre        |
|-----------------|-------------|-------------|------------------|---------------------|----------------------|---------------|-------------|------------|--------------|------------------------------|--------------|---------------|
|                 | Pourcentage |             |                  |                     |                      |               |             |            |              |                              |              |               |
| Handicap        | 23,2        | 8,9         | 10,3             | 1,4                 | 3,2                  | 7,4           | 20,0        | 2,7        | 6,4          | 16,3                         | 100,0        | 1 279         |
| Pas de handicap | 20,4        | 16,6        | 18,4             | 2,9                 | 1,3                  | 12,2          | 13,1        | 1,3        | 6,3          | 7,7                          | 100,0        | 34 371        |
| <b>Total</b>    | <b>20,5</b> | <b>16,3</b> | <b>18,1</b>      | <b>2,8</b>          | <b>1,4</b>           | <b>12,0</b>   | <b>13,3</b> | <b>1,3</b> | <b>6,3</b>   | <b>8,0</b>                   | <b>100,0</b> | <b>35 650</b> |

\* n'inclut pas les nouveaux titulaires de permis

Source : Déclaration annuelle des avocat(e)s de 2016 ; analyse faite par Michael Ornstein

**TABLEAU 8b : TAILLE DU CABINET SELON LA PRÉSENCE D'UN HANDICAP**

pour les avocats de l'Ontario, en 2016

|                 | Taille du cabinet, par associés, avocats salariés et employés |             |             |             |            |             |             |              | Total | Nombre        |
|-----------------|---|-------------|-------------|-------------|------------|-------------|-------------|--------------|-------|---------------|
|                 | Moins de 5  | 5 à 9       | 10 à 24     | 25 à 49     | 50 à 99    | 100 à 199   | 200 ou plus |              |       |               |
|                 | Pourcentage   |             |             |             |            |             |             |              |       |               |
| Handicap        | 31,2  | 16,3        | 14,8        | 9,1         | 6,1        | 11,4        | 11,0        | 100,0        |       | 263           |
| Pas de handicap | 28,2  | 14,0        | 15,8        | 10,2        | 4,6        | 13,0        | 14,1        | 100,0        |       | 12 983        |
| <b>Total</b>    | <b>28,3</b>   | <b>14,1</b> | <b>15,8</b> | <b>10,2</b> | <b>4,6</b> | <b>13,0</b> | <b>14,0</b> | <b>100,0</b> |       | <b>13 246</b> |

Source : Déclaration annuelle des avocat(e)s de 2016 ; analyse faite par Michael Ornstein

**TABLEAU 8c : RÉGION SELON LA PRÉSENCE D'UN HANDICAP\*\***

pour les avocats de l'Ontario, en 2016

|                 | Sud-ouest   | Centre-sud | Toronto     | Durham, Halton, Peel, York | Centre-nord | Nord       | Ottawa      | Est        | Total        | Nombre        |
|-----------------|-------------|------------|-------------|----------------------------|-------------|------------|-------------|------------|--------------|---------------|
|                 | Pourcentage |            |             |                            |             |            |             |            |              |               |
| Handicap        | 5,8         | 5,7        | 51,8        | 11,5                       | 3,5         | 2,8        | 16,0        | 2,9        | 100,0        | 1 266         |
| Pas de handicap | 5,2         | 5,7        | 55,9        | 14,2                       | 3,3         | 2,1        | 11,4        | 2,2        | 100,0        | 34 395        |
| <b>Total</b>    | <b>5,2</b>  | <b>5,7</b> | <b>55,7</b> | <b>14,1</b>                | <b>3,3</b>  | <b>2,2</b> | <b>11,5</b> | <b>2,2</b> | <b>100,0</b> | <b>35 661</b> |

\*\* n'inclut pas les avocats qui résident à l'extérieur de l'Ontario

Source : Déclaration annuelle des avocat(e)s de 2016 ; analyse faite par Michael Ornstein

**TABLEAU 9a : TYPE DE PERMIS SELON L'ORIENTATION SEXUELLE\***

pour les avocats de l'Ontario, en 2016

| Groupe       | Auto-nomes  | Associés    | Avocats salariés | Employés de cabinet | Cliniques juridiques | En entreprise | Gouv.       | Éducation  | Autre emploi | À la retraite ou sans emploi | Total        | Nombre        |
|--------------|-------------|-------------|------------------|---------------------|----------------------|---------------|-------------|------------|--------------|------------------------------|--------------|---------------|
|              | Pourcentage |             |                  |                     |                      |               |             |            |              |                              |              |               |
| LGBTQ        | 15,8        | 9,5         | 17,8             | 2,7                 | 3,2                  | 11,6          | 20,3        | 3,3        | 6,8          | 9,1                          | 100,0        | 1 199         |
| Non LGBTQ    | 20,2        | 16,5        | 18,2             | 2,8                 | 1,3                  | 12,1          | 13,2        | 1,3        | 6,3          | 8,1                          | 100,0        | 32 849        |
| <b>Total</b> | <b>20,0</b> | <b>16,3</b> | <b>18,2</b>      | <b>2,8</b>          | <b>1,3</b>           | <b>12,1</b>   | <b>13,4</b> | <b>1,3</b> | <b>6,3</b>   | <b>8,1</b>                   | <b>100,0</b> | <b>34 048</b> |

\* n'inclut pas les nouveaux titulaires de permis

Source : Déclaration annuelle des avocat(e)s de 2016 ; analyse faite par Michael Ornstein

**TABLEAU 9b : TAILLE DU CABINET SELON L'ORIENTATION SEXUELLE**

pour les avocats de l'Ontario, en 2016

|              | Taille du cabinet, par associés, avocats salariés et employés |             |             |             |            |             |             |              | Total | Nombre        |
|--------------|---|-------------|-------------|-------------|------------|-------------|-------------|--------------|-------|---------------|
|              | Moins de 5  | 5 à 9       | 10 à 24     | 25 à 49     | 50 à 99    | 100 à 199   | 200 ou plus |              |       |               |
|              | Pourcentage   |             |             |             |            |             |             |              |       |               |
| LGBTQ        | 29,2  | 13,1        | 15,9        | 7,2         | 5,0        | 11,1        | 18,4        | 100,0        |       | 359           |
| Non LGBTQ    | 28,2  | 14,0        | 16,1        | 10,2        | 4,5        | 13,1        | 13,9        | 100,0        |       | 12 309        |
| <b>Total</b> | <b>28,2</b>   | <b>13,9</b> | <b>16,1</b> | <b>10,1</b> | <b>4,6</b> | <b>13,1</b> | <b>14,1</b> | <b>100,0</b> |       | <b>12 668</b> |

Source : Déclaration annuelle des avocat(e)s de 2016 ; analyse faite par Michael Ornstein

**TABLEAU 9c : RÉGION SELON L'ORIENTATION SEXUELLE\*\***

pour les avocats de l'Ontario, en 2016

|              | Sud-ouest   | Centre-sud | Toronto     | Durham, Halton, Peel, York | Centre-nord | Nord       | Ottawa      | Est        | Total        | Nombre        |
|--------------|-------------|------------|-------------|----------------------------|-------------|------------|-------------|------------|--------------|---------------|
|              | Pourcentage |            |             |                            |             |            |             |            |              |               |
| LGBTQ        | 2,7         | 3,3        | 68,1        | 7,0                        | 1,9         | 1,9        | 13,0        | 2,0        | 100,0        | 1 202         |
| Non LGBTQ    | 5,4         | 5,7        | 55,5        | 14,4                       | 3,3         | 2,2        | 11,4        | 2,1        | 100,0        | 32 857        |
| <b>Total</b> | <b>5,3</b>  | <b>5,6</b> | <b>55,9</b> | <b>14,1</b>                | <b>3,3</b>  | <b>2,2</b> | <b>11,5</b> | <b>2,1</b> | <b>100,0</b> | <b>34 059</b> |

\*\* n'inclut pas les avocats qui résident à l'extérieur de l'Ontario

Source : Déclaration annuelle des avocat(e)s de 2016 ; analyse faite par Michael Ornstein

**TABLEAU 10a : DOMAINE DE PRATIQUE SELON LA RACIALISATION ET LE GENRE\***

pour les avocats de l'Ontario, en 2016

|                            | Autoch-<br>tone   | MARC     | Admi-<br>nistratif | Faillite | Litiges<br>civils –<br>Demandeur | Litiges<br>civils –<br>Défendeur | Cons-<br>truction | Sociétés  | Criminel  | Emploi et<br>Travail | Environ-<br>nement | Famille   |
|----------------------------|---|----------|--------------------|----------|----------------------------------|----------------------------------|-------------------|-----------|-----------|----------------------|--------------------|-----------|
|                            | <i>Pourcentage pour ceux dont au moins 30 % de la pratique provient de ce domaine</i> |          |                    |          |                                  |                                  |                   |           |           |                      |                    |           |
| Premières Nations          | 28  | 0        | 0                  | 0        | 0                                | 6                                | 0                 | 10        | 18        | 5                    | 0                  | 24        |
| Métis                      | 5   | 0        | 5                  | 0        | 14                               | 14                               | 2                 | 9         | 18        | 8                    | 1                  | 11        |
| Arabes                     | 5   | 0        | 5                  | 0        | 14                               | 12                               | 2                 | 20        | 14        | 6                    | 0                  | 8         |
| Noirs                      | 1   | 1        | 5                  | 0        | 14                               | 10                               | 1                 | 13        | 17        | 6                    | 0                  | 23        |
| Chinois                    | 1   | 1        | 8                  | 1        | 9                                | 10                               | 1                 | 27        | 5         | 3                    | 1                  | 6         |
| Asiatiques de l'Est        | 0   | 0        | 6                  | 1        | 8                                | 13                               | 2                 | 25        | 8         | 2                    | 0                  | 6         |
| Latino-Américains          | 0   | 0        | 4                  | 2        | 11                               | 11                               | 0                 | 16        | 16        | 5                    | 1                  | 15        |
| Sud-Asiatiques             | 0   | 1        | 5                  | 1        | 12                               | 11                               | 1                 | 17        | 10        | 4                    | 0                  | 12        |
| Asiatiques du Sud-Est      | 0   | 1        | 6                  | 1        | 13                               | 14                               | 1                 | 20        | 8         | 5                    | 0                  | 13        |
| Asiatiques de l'Ouest      | 1   | 1        | 5                  | 2        | 7                                | 16                               | 0                 | 17        | 9         | 3                    | 0                  | 11        |
| Plus d'un groupe racialisé | 0   | 0        | 3                  | 1        | 23                               | 18                               | 1                 | 22        | 11        | 4                    | 0                  | 9         |
| Racialisés et Blancs       | 0   | 0        | 10                 | 0        | 10                               | 17                               | 0                 | 17        | 18        | 6                    | 1                  | 10        |
| Blancs                     | 1   | 1        | 9                  | 1        | 11                               | 14                               | 2                 | 20        | 11        | 6                    | 1                  | 10        |
| Femmes                     | 1   | 1        | 8                  | 1        | 8                                | 13                               | 1                 | 18        | 11        | 7                    | 1                  | 15        |
| Hommes                     | 1   | 1        | 5                  | 1        | 13                               | 13                               | 2                 | 21        | 12        | 5                    | 1                  | 8         |
| <b>Total</b>               | <b>1</b>  | <b>1</b> | <b>6</b>           | <b>1</b> | <b>11</b>                        | <b>13</b>                        | <b>1</b>          | <b>20</b> | <b>12</b> | <b>6</b>             | <b>1</b>           | <b>11</b> |

\* n'inclut pas la catégorie pour les « autres » domaines de pratique et pour le droit des franchises

Suite &gt;

Source : Déclaration annuelle des avocat(e)s de 2016 ; analyse faite par Michael Ornstein

**TABLEAU 10b : DOMAINE DE PRATIQUE SELON LA RACIALISATION ET LE GENRE\***

pour les avocats de l'Ontario, en 2016 (suite)

|                            | Immi-<br>gration  | Propriété<br>intellec-<br>tuelle | Immobi-<br>lier | Titres   | Taxation | Testa-<br>ments | Lieu de<br>travail | Pourcentage –<br>aucun domaine<br>30 % ou plus | Pourcentage –<br>UN domaine<br>30 % ou plus | Pourcentage –<br>PLUS D'UN<br>domaine<br>30 % ou plus | Total        | Nombre        |
|----------------------------|---|----------------------------------|-----------------|----------|----------|-----------------|--------------------|--|---|---|--------------|---------------|
|                            | <i>Pourcentage pour ceux dont au moins 30 % de la pratique provient de ce domaine</i> |                                  |                 |          |          |                 |                    |  |   |   |              |               |
| Premières Nations          | 0   | 1                                | 6               | 1        | 2        | 1               | 0                  | 5,1  | 79,1  | 15,8  | 100,0        | 234           |
| Métis                      | 5   | 2                                | 10              | 2        | 2        | 5               | 0                  | 5,3  | 78,8  | 15,9  | 100,0        | 132           |
| Arabes                     | 6   | 4                                | 11              | 5        | 0        | 5               | 0                  | 5,6  | 75,6  | 18,8  | 100,0        | 213           |
| Noirs                      | 8   | 1                                | 11              | 3        | 1        | 3               | 1                  | 5,9  | 71,9  | 22,1  | 99,9         | 791           |
| Chinois                    | 3   | 7                                | 21              | 8        | 3        | 3               | 0                  | 4,7  | 77,8  | 17,6  | 100,1        | 860           |
| Asiatiques de l'Est        | 3   | 6                                | 15              | 10       | 3        | 2               | 0                  | 6,9  | 73,5  | 19,6  | 100,0        | 321           |
| Latino-Américains          | 7   | 2                                | 10              | 6        | 3        | 3               | 1                  | 3,9  | 77,3  | 18,8  | 100,0        | 154           |
| Sud-Asiatiques             | 5   | 2                                | 23              | 3        | 2        | 3               | 0                  | 4,2  | 77,7  | 18,1  | 100,0        | 1 660         |
| Asiatiques du Sud-Est      | 4   | 4                                | 23              | 3        | 1        | 5               | 0                  | 3,3  | 78,8  | 17,9  | 100,0        | 184           |
| Asiatiques de l'Ouest      | 7   | 3                                | 15              | 7        | 1        | 1               | 1                  | 2,9  | 77,8  | 19,3  | 100,0        | 275           |
| Plus d'un groupe racialisé | 6   | 5                                | 10              | 4        | 3        | 1               | 1                  | 7,9  | 70,2  | 21,9  | 100,0        | 114           |
| Racialisés et Blancs       | 4   | 4                                | 4               | 6        | 4        | 4               | 1                  | 4,6  | 74,0  | 21,4  | 100,0        | 304           |
| Blancs                     | 1   | 3                                | 14              | 5        | 2        | 6               | 1                  | 5,6  | 74,2  | 20,3  | 100,1        | 21 340        |
| Femmes                     | 3   | 3                                | 9               | 4        | 2        | 5               | 1                  | 6,5  | 76,6  | 16,9  | 100,0        | 13 341        |
| Hommes                     | 2   | 3                                | 19              | 5        | 2        | 6               | 1                  | 4,8  | 72,9  | 22,3  | 100,0        | 19 744        |
| <b>Total</b>               | <b>2</b>  | <b>3</b>                         | <b>15</b>       | <b>5</b> | <b>2</b> | <b>6</b>        | <b>1</b>           | <b>5,5</b>                                     | <b>74,4</b>                                 | <b>20,1</b>   | <b>100,0</b> | <b>33 085</b> |

\* n'inclut pas la catégorie pour les « autres » domaines de pratique et pour le droit des franchises

Source : Déclaration annuelle des avocat(e)s de 2016 ; analyse faite par Michael Ornstein

**NOTE :** Tous les avocats sont inclus dans les portraits statistiques de 2016, sauf ceux dont le permis est suspendu, révoqué, remis ou en suspens et ceux exerçant sous le statut « hors de l'Ontario » (signifiant que leur adresse commerciale est inscrite en dehors de l'Ontario) ou sous le statut « retraité » (signifiant que l'avocat est âgé de plus de 65 ans et bénéficie d'une exonération selon le Règlement administratif n° 5).



# Statistical Snapshot of Paralegals in Ontario

## from the Paralegal Annual Report (PAR) 2016

### RESPONSE RATES

The Law Society of Ontario has been collecting self-identification data in the Paralegal Annual Report since 2009. The structure of the survey at the time permitted the paralegal to opt to pass over the question and provide no response. This option has been modified so that, while a paralegal can still decline to self-identify, the person must now so indicate by expressly entering this response.

### EQUITY SURVEY: PARALEGAL RESPONSE RATE BY QUESTION, 2016\*

Source: 2016 Paralegal Annual Report; analysis by Michael Ornstein

|                            |              |
|----------------------------|--------------|
| Indigenous                 | 92.9%        |
| Racialization              | 83.4%        |
| Sexual orientation         | 83.5%        |
| Identify as Francophone    | 90.7%        |
| Able to Practice in French | 87.7%        |
| Have a Disability          | 88.0%        |
| <b>Total Number</b>        | <b>7,211</b> |

\*There is no missing data for gender, which is obtained from administrative records

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**TABLE I: REPRESENTATION OF INDIGENOUS AND RACIALIZED PERSONS***among Ontario Paralegals, 2016, compared to the Ontario Population*

| Group   | Paralegal |                               | Ontario Population |  |   |
|---|-----------|-------------------------------|--------------------|--|---|
|   |           |                               | Everyone,<br>2016  | Persons in the<br>Labour Force,<br>Age 25 or more,<br>2011 | University Graduates<br>in the Labour Force,<br>Age 25 or more,<br>2011 |
|   | Number    | Percent,<br>excluding missing | Percent            |  |   |
| Indigenous                                      |           |                               |                    |  |   |
| First Nations                                   | 73        | 1.1                           | 1.8                | 1.2  | 0.5   |
| Inuk  | 1         | 0.0                           | 0.03               | 0.02   | 0.01  |
| Métis   | 61        | 0.9                           | 0.9                | 0.6  | 0.3   |
| Multiple Indigenous                             |           |                               | 0.04               | 0.02   | 0.01  |
| Total Indigenous                                | 135       | 2.1                           | 2.8                | 1.9  | 0.8   |
| Racialized                                      |           |                               |                    |  |   |
| Arab  | 93        | 1.4                           | 1.6                | 0.9  | 1.5   |
| Black   | 465       | 7.2                           | 4.7                | 3.8  | 2.7   |
| Chinese   | 357       | 5.5                           | 5.7                | 5.1  | 8.5   |
| East Asian (includes Japanese, Korean)          | 74        | 1.1                           |                    |  |   |
| Filipino + Japanese + Korean                    |           |                               | 3.3                | 3.2  | 4.7   |
| Latino  | 234       | 3.6                           | 1.5                | 1.5  | 1.2   |
| South Asian                                     | 609       | 9.4                           | 8.7                | 7.2  | 10.8  |
| Southeast Asian                                 | 184       | 2.8                           | 1.0                | 1.1  | 0.9   |
| West Asian                                      | 171       | 2.6                           | 1.2                | 0.8  | 1.3   |
| Other Visible Minority                          |           |                               | 0.7                | 0.6  | 0.4   |
| Other Indigenous                                |           |                               | 0.1                | 0.1  | 0.1   |
| More than one Racialized Group                  | 50        | 0.8                           | 1.0                | 0.5  | 0.7   |
| Racialized and White                            | 72        | 1.1                           |                    |  |   |
| Total Racialized                                | 2,309     | 35.6                          | 29.4               | 24.8   | 32.7  |
| White   | 4,045     | 62.3                          | 67.8               | 73.4   | 66.4  |
| Not Indigenous, Declined Racialization Question | 509       |                               |                    |  |   |
| Declined Indigenous and Racialization Questions | 685       |                               |                    |  |   |
| Total   |           | 100.0                         | 100.0              | 100.0  | 100.0   |
| Number  | 7,683     | 6,489                         | 13,242,160         | 5,812,410  | 1,778,891   |

Source: 2016 Paralegal Annual Report, 2016 Statistics Canada Census Profiles, 2011 National Household Survey public use microdata file; analysis by Michael Ornstein



## Statistical Snapshot of Paralegals in Ontario

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**TABLE 2: DETAILED RACIALIZATION BY AGE**  
for Ontario Paralegals, 2016

|   | 20-29        | 30-39        | 40-49        | 50-59        | 60 or more |  | 20-29                      | 30-39        | 40-49        | 50-59        | 60 or more   |
|---|--------------|--------------|--------------|--------------|------------|--|----------------------------|--------------|--------------|--------------|--------------|
|   | Number       |              |              |              |            |  | Percent, excluding missing |              |              |              |              |
| <b>Indigenous</b>                               |              |              |              |              |            |  |                            |              |              |              |              |
| First Nations and Inuk                          | 20           | 20           | 15           | 15           | 4          |  | 1.1                        | 1.2          | 1.2          | 1.4          | 0.6          |
| Métis   | 18           | 10           | 20           | 9            | 4          |  | 1.0                        | 0.6          | 1.6          | 0.8          | 0.6          |
| <b>Total Indigenous</b>                         | <b>38</b>    | <b>30</b>    | <b>35</b>    | <b>24</b>    | <b>8</b>   |  | <b>2.0</b>                 | <b>1.8</b>   | <b>2.8</b>   | <b>2.2</b>   | <b>1.3</b>   |
| <b>Racialized</b>                               |              |              |              |              |            |  |                            |              |              |              |              |
| Arab  | 35           | 27           | 20           | 9            | 2          |  | 1.9                        | 1.7          | 1.6          | 0.8          | 0.3          |
| Black   | 105          | 145          | 107          | 81           | 27         |  | 5.6                        | 8.9          | 8.5          | 7.3          | 4.4          |
| Chinese   | 74           | 100          | 104          | 52           | 27         |  | 4.0                        | 6.1          | 8.2          | 4.7          | 4.4          |
| East Asian                                      | 15           | 31           | 14           | 11           | 3          |  | 0.8                        | 1.9          | 1.1          | 1.0          | 0.5          |
| Latino  | 58           | 70           | 59           | 36           | 11         |  | 3.1                        | 4.3          | 4.7          | 3.3          | 1.8          |
| South Asian                                     | 199          | 144          | 114          | 98           | 54         |  | 10.6                       | 8.8          | 9.0          | 8.9          | 8.7          |
| Southeast Asian                                 | 52           | 63           | 33           | 30           | 6          |  | 2.8                        | 3.9          | 2.6          | 2.7          | 1.0          |
| West Asian                                      | 38           | 64           | 39           | 22           | 8          |  | 2.0                        | 3.9          | 3.1          | 2.0          | 1.3          |
| More than one Racialized Group                  | 24           | 12           | 9            | 5            | 0          |  | 1.3                        | 0.7          | 0.7          | 0.5          | 0.0          |
| Racialized and White                            | 36           | 23           | 7            | 5            | 1          |  | 1.9                        | 1.4          | 0.6          | 0.5          | 0.2          |
| <b>Total Racialized</b>                         | <b>636</b>   | <b>679</b>   | <b>506</b>   | <b>349</b>   | <b>139</b> |  | <b>34.0</b>                | <b>41.5</b>  | <b>40.1</b>  | <b>31.6</b>  | <b>22.5</b>  |
| <b>White</b>                                    | <b>1,198</b> | <b>926</b>   | <b>720</b>   | <b>730</b>   | <b>471</b> |  | <b>64.0</b>                | <b>56.6</b>  | <b>57.1</b>  | <b>66.2</b>  | <b>76.2</b>  |
| Not Indigenous, Declined Racialization Question | 154          | 132          | 99           | 84           | 40         |  |                            |              |              |              |              |
| Declined Indigenous and Racialization Questions | 142          | 194          | 144          | 122          | 83         |  |                            |              |              |              |              |
| <b>Total</b>                                    | <b>2,168</b> | <b>1,961</b> | <b>1,504</b> | <b>1,309</b> | <b>741</b> |  | <b>100.0</b>               | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> | <b>100.0</b> |

Source: 2016 Paralegal Annual Report; analysis by Michael Ornstein

**TABLE 3: GENDER, SEXUAL ORIENTATION, FRANCOPHONE IDENTITY, ABILITY TO PRACTICE IN FRENCH AND DISABILITY BY AGE***for Ontario Paralegals, 2016*

|                               | Total  | 20-29 | 30-39 | 40-49 | 50-59 | 60 or more | Total                      | 20-29 | 30-39 | 40-49 | 50-59 | 60 or more |
|-------------------------------|--------|-------|-------|-------|-------|------------|----------------------------|-------|-------|-------|-------|------------|
|                               | Number |       |       |       |       |            | Percent, excluding missing |       |       |       |       |            |
| Gender                        |        |       |       |       |       |            |                            |       |       |       |       |            |
| Women                         | 4,851  | 1,684 | 1,391 | 882   | 688   | 206        | 63.1                       | 77.7  | 70.9  | 58.6  | 52.6  | 27.8       |
| Men                           | 2,832  | 484   | 570   | 622   | 621   | 535        | 36.9                       | 22.3  | 29.1  | 41.4  | 47.4  | 72.2       |
| Sexual Orientation            |        |       |       |       |       |            |                            |       |       |       |       |            |
| LGBTQ                         | 180    | 75    | 51    | 20    | 27    | 7          | 2.8                        | 4.0   | 3.1   | 1.6   | 2.4   | 1.1        |
| Not LGBTQ                     | 6,315  | 1,787 | 1,579 | 1,254 | 1,079 | 616        | 97.2                       | 96.0  | 96.9  | 98.4  | 97.6  | 98.9       |
| Declined to Answer            | 1,188  | 306   | 331   | 230   | 203   | 118        |                            |       |       |       |       |            |
| Identify as Francophone       |        |       |       |       |       |            |                            |       |       |       |       |            |
| Yes                           | 201    | 54    | 46    | 41    | 44    | 16         | 2.9                        | 2.7   | 2.6   | 3.0   | 3.7   | 2.4        |
| No                            | 6,811  | 1,958 | 1,743 | 1,320 | 1,132 | 658        | 97.1                       | 97.3  | 97.4  | 97.0  | 96.3  | 97.6       |
| Declined to Answer            | 671    | 156   | 172   | 143   | 133   | 67         |                            |       |       |       |       |            |
| Able to Practise in French    |        |       |       |       |       |            |                            |       |       |       |       |            |
| Can Counsel and Represent     | 206    | 50    | 47    | 46    | 47    | 16         | 3.0                        | 2.7   | 2.7   | 3.3   | 3.9   | 2.4        |
| Can Counsel But Not Represent | 91     | 24    | 22    | 11    | 16    | 18         | 1.3                        | 1.3   | 1.3   | 0.8   | 1.3   | 2.7        |
| Cannot                        | 6,500  | 1,754 | 1,651 | 1,319 | 1,140 | 636        | 95.6                       | 96.0  | 96.0  | 95.9  | 94.8  | 94.9       |
| Declined to Answer            | 886    | 340   | 241   | 128   | 106   | 71         |                            |       |       |       |       |            |
| Have a Disability             |        |       |       |       |       |            |                            |       |       |       |       |            |
| Yes                           | 392    | 69    | 81    | 88    | 93    | 61         | 5.8                        | 3.5   | 4.7   | 6.6   | 8.3   | 9.8        |
| No                            | 6,425  | 1,931 | 1,659 | 1,245 | 1,027 | 563        | 94.2                       | 96.6  | 95.3  | 93.4  | 91.7  | 90.2       |
| Declined to Answer            | 866    | 168   | 221   | 171   | 189   | 117        |                            |       |       |       |       |            |
| All Paralegals                | 7,683  | 2,168 | 1,961 | 1,504 | 1,309 | 741        | 100.0                      | 100.0 | 100.0 | 100.0 | 100.0 | 100.0      |

Source: 2016 Paralegal Annual Report; analysis by Michael Ornstein

**TABLE 4a: TYPE OF LICENCE BY RACIALIZATION\***  
for Ontario Paralegals, 2016

|                        | Sole Practitioner | Partner | Associate | Employee | Legal Clinic | In House | Government | Education | Other Employment | Retired or Not Working | Total | Number |
|------------------------|-------------------|---------|-----------|----------|--------------|----------|------------|-----------|------------------|------------------------|-------|--------|
|                        | Percent           |         |           |          |              |          |            |           |                  |                        |       |        |
| Indigenous             |                   |         |           |          |              |          |            |           |                  |                        |       |        |
| First Nations and Inuk | 21                | 4       | 3         | 5        | 7            | 1        | 8          | 0         | 25               | 26                     | 100   | 73     |
| Métis                  | 39                | 0       | 4         | 4        | 4            | 5        | 12         | 0         | 23               | 11                     | 100   | 57     |
| Indigenous Total       | 28                | 2       | 3         | 5        | 5            | 3        | 10         | 0         | 24               | 19                     | 100   | 130    |
| Racialized             |                   |         |           |          |              |          |            |           |                  |                        |       |        |
| Arab                   | 24                | 1       | 5         | 6        | 1            | 1        | 6          | 0         | 34               | 22                     | 100   | 87     |
| Black                  | 22                | 1       | 1         | 6        | 1            | 5        | 8          | 1         | 28               | 27                     | 100   | 447    |
| Chinese                | 25                | 1       | 1         | 13       | 1            | 2        | 4          | 1         | 29               | 23                     | 100   | 341    |
| East Asian             | 21                | 6       | 6         | 8        | 0            | 2        | 5          | 2         | 30               | 21                     | 100   | 66     |
| Latino                 | 20                | 2       | 2         | 13       | 4            | 5        | 7          | 1         | 26               | 20                     | 100   | 220    |
| South Asian            | 24                | 2       | 2         | 7        | 1            | 2        | 4          | 1         | 32               | 27                     | 100   | 580    |
| Southeast Asian        | 16                | 1       | 2         | 9        | 0            | 5        | 4          | 0         | 35               | 28                     | 100   | 174    |
| West Asian             | 28                | 1       | 2         | 10       | 1            | 0        | 4          | 0         | 24               | 31                     | 100   | 156    |
| More than One Group    | 13                | 2       | 0         | 2        | 9            | 2        | 13         | 4         | 32               | 23                     | 100   | 47     |
| Racialized and White   | 20                | 5       | 3         | 11       | 0            | 6        | 11         | 0         | 27               | 17                     | 100   | 64     |
| Racialized Total       | 23                | 2       | 2         | 8        | 1            | 3        | 6          | 1         | 29               | 25                     | 100   | 2,312  |
| White                  | 20                | 2       | 3         | 12       | 2            | 7        | 9          | 1         | 29               | 16                     | 100   | 3,842  |
| Total                  | 22                | 2       | 2         | 11       | 2            | 5        | 7          | 1         | 28               | 20                     | 100   | 7,291  |

\*excludes new licensees

Source: 2016 Paralegal Annual Report; analysis by Michael Ornstein

## Statistical Snapshot of Paralegals in Ontario

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**TABLE 4b: REGION BY RACIALIZATION\*\****for Ontario Paralegals, 2016*

|                        | South West | Central South | Toronto | Durham, Halton, Peel, York | Central North | North | Ottawa | East | Total | Number |
|------------------------|------------|---------------|---------|----------------------------|---------------|-------|--------|------|-------|--------|
|                        | Percent    |               |         |                            |               |       |        |      |       |        |
| Indigenous             |            |               |         |                            |               |       |        |      |       |        |
| First Nations and Inuk | 12         | 7             | 27      | 26                         | 14            | 4     | 4      | 5    | 100   | 73     |
| Métis                  | 22         | 7             | 23      | 8                          | 12            | 15    | 8      | 5    | 100   | 60     |
| Indigenous Total       | 17         | 7             | 26      | 18                         | 13            | 9     | 6      | 5    | 100   | 133    |
| Racialized             |            |               |         |                            |               |       |        |      |       |        |
| Arab                   | 14         | 4             | 37      | 29                         | 2             | 0     | 12     | 1    | 100   | 92     |
| Black                  | 1          | 3             | 54      | 35                         | 2             | 0     | 5      | 0    | 100   | 463    |
| Chinese                | 2          | 1             | 61      | 34                         | 1             | 0     | 2      | 0    | 100   | 354    |
| East Asian             | 1          | 0             | 62      | 34                         | 1             | 0     | 1      | 0    | 100   | 74     |
| Latino                 | 4          | 7             | 51      | 34                         | 1             | 0     | 2      | 0    | 100   | 233    |
| South Asian            | 0          | 2             | 38      | 57                         | 1             | 0     | 1      | 0    | 100   | 604    |
| Southeast Asian        | 1          | 5             | 61      | 30                         | 1             | 0     | 2      | 0    | 100   | 184    |
| West Asian             | 1          | 3             | 54      | 38                         | 0             | 0     | 3      | 1    | 100   | 171    |
| More than One Group    | 0          | 6             | 60      | 32                         | 0             | 0     | 2      | 0    | 100   | 50     |
| Racialized and White   | 4          | 1             | 51      | 29                         | 3             | 3     | 6      | 3    | 100   | 70     |
| Racialized Total       | 3          | 3             | 49      | 39                         | 2             | 1     | 3      | 1    | 100   | 2,428  |
| White                  | 10         | 10            | 33      | 27                         | 9             | 3     | 5      | 4    | 100   | 4,023  |
| Total                  | 7          | 7             | 39      | 32                         | 6             | 2     | 4      | 2    | 100   | 7,641  |

*\*\*excludes paralegals whose address is outside Ontario*

Source: 2016 Paralegal Annual Report; analysis by Michael Ornstein

## Statistical Snapshot of Paralegals in Ontario

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**TABLE 5a: TYPE OF LICENCE BY GENDER BY AGE\***

for Ontario Paralegals, 2016

|            | Sole Practitioner | Partner | Associate | Employee | Legal Clinic | In House | Government | Education | Other Employment | Retired or Not Working | Total | Number |
|------------|-------------------|---------|-----------|----------|--------------|----------|------------|-----------|------------------|------------------------|-------|--------|
|            | Percent           |         |           |          |              |          |            |           |                  |                        |       |        |
| Women      |                   |         |           |          |              |          |            |           |                  |                        |       |        |
| Total      | 12.8              | 1.3     | 2.3       | 11.1     | 2.0          | 4.7      | 8.5        | 0.9       | 34.6             | 21.7                   | 100.0 | 4,568  |
| 20-29      | 3.8               | 0.4     | 2.4       | 9.8      | 0.7          | 2.6      | 7.2        | 0.5       | 52.1             | 20.5                   | 100.0 | 1,511  |
| 30-39      | 10.7              | 1.2     | 2.5       | 13.0     | 1.6          | 4.4      | 9.1        | 0.6       | 32.9             | 23.9                   | 100.0 | 1,334  |
| 40-49      | 20.8              | 2.5     | 2.3       | 11.2     | 2.5          | 6.5      | 8.5        | 1.3       | 25.2             | 19.4                   | 100.0 | 852    |
| 50-59      | 23.6              | 1.9     | 1.3       | 10.3     | 4.3          | 7.2      | 10.9       | 2.1       | 17.6             | 20.7                   | 100.0 | 670    |
| 60 or more | 25.4              | 2.5     | 2.5       | 10.0     | 5.0          | 7.0      | 7.0        | 1.0       | 10.0             | 29.9                   | 100.0 | 201    |
| Men        |                   |         |           |          |              |          |            |           |                  |                        |       |        |
| Total      | 36.4              | 3.9     | 2.7       | 9.6      | 0.6          | 6.6      | 5.7        | 0.3       | 17.9             | 16.2                   | 100.0 | 2,723  |
| 20-29      | 16.3              | 2.3     | 3.5       | 10.0     | 0.5          | 2.8      | 4.7        | 0.0       | 34.9             | 25.1                   | 100.0 | 430    |
| 30-39      | 28.5              | 2.3     | 3.6       | 13.0     | 0.4          | 5.6      | 7.7        | 0.7       | 21.1             | 17.1                   | 100.0 | 555    |
| 40-49      | 36.4              | 4.8     | 3.0       | 10.4     | 0.7          | 7.2      | 6.4        | 0.2       | 16.1             | 14.8                   | 100.0 | 607    |
| 50-59      | 40.7              | 4.0     | 1.8       | 7.8      | 0.7          | 7.3      | 6.0        | 0.5       | 14.9             | 16.4                   | 100.0 | 604    |
| 60 or more | 56.4              | 5.5     | 1.9       | 7.0      | 0.9          | 9.5      | 3.0        | 0.2       | 6.3              | 9.3                    | 100.0 | 527    |

\*excludes new licensees

Source: 2016 Paralegal Annual Report; analysis by Michael Ornstein

**TABLE 5b: REGION BY GENDER\*\***

for Ontario Paralegals, 2016

|              | South West | Central South | Toronto     | Durham, Halton, Peel, York | Central North | North      | Ottawa     | East       | Total        | Number       |
|--------------|------------|---------------|-------------|----------------------------|---------------|------------|------------|------------|--------------|--------------|
|              | Percent    |               |             |                            |               |            |            |            |              |              |
| Women        | 7.0        | 7.4           | 39.4        | 30.6                       | 6.6           | 2.0        | 4.3        | 2.6        | 100.0        | 4,826        |
| Men          | 6.6        | 6.9           | 38.9        | 35.1                       | 5.0           | 1.3        | 4.1        | 2.1        | 100.0        | 2,815        |
| <b>Total</b> | <b>6.9</b> | <b>7.2</b>    | <b>39.2</b> | <b>32.3</b>                | <b>6.0</b>    | <b>1.7</b> | <b>4.2</b> | <b>2.4</b> | <b>100.0</b> | <b>7,641</b> |

\*\*excludes paralegals whose address is outside Ontario

Source: 2016 Paralegal Annual Report; analysis by Michael Ornstein

**NOTE:** The 2016 Snapshots include all paralegals except those whose licence is suspended, revoked, surrendered, in abeyance or those who have a status of "not in Ontario" (meaning their business address is listed outside of Ontario) or a status of "Retired" (meaning paralegals who are over 65 years of age and qualify for exemption under By-Law 5).



# Portrait statistique des parajuristes en Ontario

**Tiré de la Déclaration annuelle des parajuristes (DAP) de 2016**

## TAUX DE RÉPONSE

Le Barreau de l'Ontario recueille des données d'auto-identification dans la Déclaration annuelle des parajuristes depuis 2009. La structure du sondage permettait auparavant de ne pas répondre à la question. Cette option a été modifiée pour que, si la personne refuse de répondre, il ou elle doive indiquer ce refus.

## TAUX DE RÉPONSE PAR QUESTION AU SONDAGE DE L'ÉQUITÉ, 2016

Source : Déclaration annuelle des avocats et des parajuristes de 2016 ; analyse faite par Michael Ornstein

|                                  |              |
|----------------------------------|--------------|
| Autochtones                      | 92,9 %       |
| Racialisation                    | 83,4 %       |
| Orientation sexuelle             | 83,5 %       |
| S'identifient comme francophones | 90,7 %       |
| Capables d'exercer en français   | 87,7 %       |
| Handicap                         | 88,0 %       |
| <b>Nombre total</b>              | <b>7 211</b> |

\* Il ne manque aucune donnée sur le genre, ces données ayant été tirées des registres administratifs

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**TABEAU I : REPRÉSENTATION DES PERSONNES AUTOCHTONES ET RACIALISÉES**

parmi les parajuristes en Ontario, en 2016, comparativement à la population de l'Ontario

| Groupe  | Parajuristes |                               | Population de l'Ontario |   |  |
|---|--------------|-------------------------------|-------------------------|---|--|
|   |              |                               | Tous, 2016              | Population active, âgée de 25 ans et plus, 2011 | Diplômés universitaires au sein de la population active, âgés de 25 ans et plus, en 2011 |
|   | Nombre       | Pourcentage moins abstentions | Pourcentage             |   |  |
| Autochtones   |              |                               |                         |   |  |
| Premières Nations   | 73           | 1,1                           | 1,8                     | 1,2   | 0,5  |
| Inuit   | 1            | 0,0                           | 0,03                    | 0,02  | 0,01   |
| Métis   | 61           | 0,9                           | 0,9                     | 0,6   | 0,3  |
| Multiples identités autochtones                             |              |                               | 0,04                    | 0,02  | 0,01   |
| Total des Autochtones                                       | 135          | 2,1                           | 2,8                     | 1,9   | 0,8  |
| Racialisés  |              |                               |                         |   |  |
| Arabes  | 93           | 1,4                           | 1,6                     | 0,9   | 1,5  |
| Noirs   | 465          | 7,2                           | 4,7                     | 3,8   | 2,7  |
| Chinois   | 357          | 5,5                           | 5,7                     | 5,1   | 8,5  |
| Asiatiques de l'Est (Japonais, Coréens)                     | 74           | 1,1                           |                         |   |  |
| Philipins + Japonais + Coréens                              |              |                               | 3,3                     | 3,2   | 4,7  |
| Latino-Américains   | 234          | 3,6                           | 1,5                     | 1,5   | 1,2  |
| Sud-Asiatiques  | 609          | 9,4                           | 8,7                     | 7,2   | 10,8   |
| Asiatiques du Sud-Est                                       | 184          | 2,8                           | 1,0                     | 1,1   | 0,9  |
| Asiatiques de l'Ouest                                       | 171          | 2,6                           | 1,2                     | 0,8   | 1,3  |
| Autre minorité racialisée                                   |              |                               | 0,7                     | 0,6   | 0,4  |
| Autres Autochtones  |              |                               | 0,1                     | 0,1   | 0,1  |
| Plus d'un groupe racialisé                                  | 50           | 0,8                           | 1,0                     | 0,5   | 0,7  |
| Racialisés et Blancs  | 72           | 1,1                           |                         |   |  |
| Total des racialisés  | 2 309        | 35,6                          | 29,4                    | 24,8  | 32,7   |
| Blancs  | 4 045        | 62,3                          | 67,8                    | 73,4  | 66,4   |
| Non-Autochtones, n'ont pas répondu sur la race              |              |                               |                         |   |  |
| N'ont pas répondu sur le statut d'Autochtone ni sur la race |              |                               |                         |   |  |
| Total   |              | 100,0                         | 100,0                   | 100,0   | 100,0  |
| Nombre  | 7 683        | 6 489                         | 13 242 160              | 5 812 410                                       | 1 778 891  |

Source : Déclaration annuelle des parajuristes de 2016, profils du recensement 2016 de Statistiques Canada, fichiers de microdonnées à grande diffusion de l'Enquête nationale auprès des ménages de 2011 ; analyse faite par Michael Ornstein.

**TABLEAU 2 : RACIALISATION SELON L'ÂGE**

pour les parajuristes en Ontario, en 2016

|  | 20 à 29<br>ans | 30 à 39<br>ans | 40 à 49<br>ans | 50 à 59<br>ans | 60 ans et<br>plus | 20 à 29<br>ans                | 30 à 39<br>ans | 40 à 49<br>ans | 50 à 59<br>ans | 60 ans et<br>plus |
|--|----------------|----------------|----------------|----------------|-------------------|-------------------------------|----------------|----------------|----------------|-------------------|
|  | Nombre         |                |                |                |                   | Pourcentage moins abstentions |                |                |                |                   |
| <b>Autochtones</b>   |                |                |                |                |                   |                               |                |                |                |                   |
| Premières Nations et Inuit                                     | 20             | 20             | 15             | 15             | 4                 | 1,1                           | 1,2            | 1,2            | 1,4            | 0,6               |
| Métis  | 18             | 10             | 20             | 9              | 4                 | 1,0                           | 0,6            | 1,6            | 0,8            | 0,6               |
| <b>Total des Autochtones</b>                                   | <b>38</b>      | <b>30</b>      | <b>35</b>      | <b>24</b>      | <b>8</b>          | <b>2,0</b>                    | <b>1,8</b>     | <b>2,8</b>     | <b>2,2</b>     | <b>1,3</b>        |
| <b>Racialisés</b>  |                |                |                |                |                   |                               |                |                |                |                   |
| Arabes   | 35             | 27             | 20             | 9              | 2                 | 1,9                           | 1,7            | 1,6            | 0,8            | 0,3               |
| Noirs  | 105            | 145            | 107            | 81             | 27                | 5,6                           | 8,9            | 8,5            | 7,3            | 4,4               |
| Chinois  | 74             | 100            | 104            | 52             | 27                | 4,0                           | 6,1            | 8,2            | 4,7            | 4,4               |
| Asiatiques de l'Est  | 15             | 31             | 14             | 11             | 3                 | 0,8                           | 1,9            | 1,1            | 1,0            | 0,5               |
| Latino-Américains  | 58             | 70             | 59             | 36             | 11                | 3,1                           | 4,3            | 4,7            | 3,3            | 1,8               |
| Sud-Asiatiques   | 199            | 144            | 114            | 98             | 54                | 10,6                          | 8,8            | 9,0            | 8,9            | 8,7               |
| Asiatiques du Sud-Est  | 52             | 63             | 33             | 30             | 6                 | 2,8                           | 3,9            | 2,6            | 2,7            | 1,0               |
| Asiatiques de l'Ouest  | 38             | 64             | 39             | 22             | 8                 | 2,0                           | 3,9            | 3,1            | 2,0            | 1,3               |
| Plus d'un groupe racialisé                                     | 24             | 12             | 9              | 5              | 0                 | 1,3                           | 0,7            | 0,7            | 0,5            | 0,0               |
| Racialisés et Blancs   | 36             | 23             | 7              | 5              | 1                 | 1,9                           | 1,4            | 0,6            | 0,5            | 0,2               |
| <b>Total des racialisés</b>                                    | <b>636</b>     | <b>679</b>     | <b>506</b>     | <b>349</b>     | <b>139</b>        | <b>34,0</b>                   | <b>41,5</b>    | <b>40,1</b>    | <b>31,6</b>    | <b>22,5</b>       |
| <b>Blancs</b>  | <b>1 198</b>   | <b>926</b>     | <b>720</b>     | <b>730</b>     | <b>471</b>        | <b>64,0</b>                   | <b>56,6</b>    | <b>57,1</b>    | <b>66,2</b>    | <b>76,2</b>       |
| Non-Autochtones, n'ont pas<br>répondu sur la race              | 154            | 132            | 99             | 84             | 40                |                               |                |                |                |                   |
| N'ont pas répondu sur le statut<br>d'Autochtone ni sur la race | 142            | 194            | 144            | 122            | 83                |                               |                |                |                |                   |
| <b>Total</b>   | <b>2 168</b>   | <b>1 961</b>   | <b>1 504</b>   | <b>1 309</b>   | <b>741</b>        | <b>100,0</b>                  | <b>100,0</b>   | <b>100,0</b>   | <b>100,0</b>   | <b>100,0</b>      |

Source : Déclaration annuelle des parajuristes de 2016 ; analyse faite par Michael Ornstein



**TABLEAU 3 : GENRE, ORIENTATION SEXUELLE, IDENTIFICATION COMME FRANCOPHONE, CAPACITÉ À FOURNIR DES SERVICES JURIDIQUES EN FRANÇAIS ET HANDICAP SELON L'ÂGE**

pour les parajuristes en Ontario, en 2016

|   |  | Total  | 20 à 29 ans | 30 à 39 ans | 40 à 49 ans | 50 à 59 ans | 60 ans et plus | Total                         | 20 à 29 ans | 30 à 39 ans | 40 à 49 ans | 50 à 59 ans | 60 ans et plus |
|---|--|--------|-------------|-------------|-------------|-------------|----------------|-------------------------------|-------------|-------------|-------------|-------------|----------------|
|   |  | Nombre |             |             |             |             |                | Pourcentage moins abstentions |             |             |             |             |                |
| Genre   |  |        |             |             |             |             |                |                               |             |             |             |             |                |
| Femmes  |  | 4 851  | 1 684       | 1 391       | 882         | 688         | 206            | 63,1                          | 77,7        | 70,9        | 58,6        | 52,6        | 27,8           |
| Hommes  |  | 2 832  | 484         | 570         | 622         | 621         | 535            | 36,9                          | 22,3        | 29,1        | 41,4        | 47,4        | 72,2           |
| Orientation sexuelle  |  |        |             |             |             |             |                |                               |             |             |             |             |                |
| LGBTQ   |  | 180    | 75          | 51          | 20          | 27          | 7              | 2,8                           | 4,0         | 3,1         | 1,6         | 2,4         | 1,1            |
| Non LGBTQ   |  | 6 315  | 1 787       | 1 579       | 1 254       | 1 079       | 616            | 97,2                          | 96,0        | 96,9        | 98,4        | 97,6        | 98,9           |
| Abstentions   |  | 1 188  | 306         | 331         | 230         | 203         | 118            |                               |             |             |             |             |                |
| S'identifiant comme francophones                                      |  |        |             |             |             |             |                |                               |             |             |             |             |                |
| Oui   |  | 201    | 54          | 46          | 41          | 44          | 16             | 2,9                           | 2,7         | 2,6         | 3,0         | 3,7         | 2,4            |
| Non   |  | 6 811  | 1 958       | 1 743       | 1 320       | 1 132       | 658            | 97,1                          | 97,3        | 97,4        | 97,0        | 96,3        | 97,6           |
| Abstentions   |  | 671    | 156         | 172         | 143         | 133         | 67             |                               |             |             |             |             |                |
| Capables d'exercer en français  |  |        |             |             |             |             |                |                               |             |             |             |             |                |
| Peuvent fournir des conseils juridiques et agir comme représentants   |  | 206    | 50          | 47          | 46          | 47          | 16             | 3,0                           | 2,7         | 2,7         | 3,3         | 3,9         | 2,4            |
| Peuvent fournir des conseils juridiques sans agir comme représentants |  | 91     | 24          | 22          | 11          | 16          | 18             | 1,3                           | 1,3         | 1,3         | 0,8         | 1,3         | 2,7            |
| Ne peuvent pas  |  | 6 500  | 1 754       | 1 651       | 1 319       | 1 140       | 636            | 95,6                          | 96,0        | 96,0        | 95,9        | 94,8        | 94,9           |
| Abstentions   |  | 886    | 340         | 241         | 128         | 106         | 71             |                               |             |             |             |             |                |
| Handicap  |  |        |             |             |             |             |                |                               |             |             |             |             |                |
| Oui   |  | 392    | 69          | 81          | 88          | 93          | 61             | 5,8                           | 3,5         | 4,7         | 6,6         | 8,3         | 9,8            |
| Non   |  | 6 425  | 1 931       | 1 659       | 1 245       | 1 027       | 563            | 94,2                          | 96,6        | 95,3        | 93,4        | 91,7        | 90,2           |
| Abstentions   |  | 866    | 168         | 221         | 171         | 189         | 117            |                               |             |             |             |             |                |
| Total des parajuristes  |  | 7 683  | 2 168       | 1 961       | 1 504       | 1 309       | 741            | 100,0                         | 100,0       | 100,0       | 100,0       | 100,0       | 100,0          |

Source : Déclaration annuelle des parajuristes de 2016 ; analyse faite par Michael Ornstein

**TABLEAU 4a : TYPE DE PERMIS SELON LA RACIALISATION**

pour les parajuristes en Ontario, en 2016

|                            | Auto-<br>nomes | Associés | Para-<br>juristes<br>salariés | Employés<br>de<br>cabinet | Cliniques<br>juridiques | En<br>entre-<br>prise | Gouv. | Éducation | Autre<br>emploi | À la<br>retraite<br>ou sans<br>emploi | Total | Nombre |
|----------------------------|----------------|----------|-------------------------------|---------------------------|-------------------------|-----------------------|-------|-----------|-----------------|---------------------------------------|-------|--------|
|                            | Pourcentage    |          |                               |                           |                         |                       |       |           |                 |                                       |       |        |
| Autochtones                |                |          |                               |                           |                         |                       |       |           |                 |                                       |       |        |
| Premières Nations et Inuit | 21             | 4        | 3                             | 5                         | 7                       | 1                     | 8     | 0         | 25              | 26                                    | 100   | 73     |
| Métis                      | 39             | 0        | 4                             | 4                         | 4                       | 5                     | 12    | 0         | 23              | 11                                    | 100   | 57     |
| Total des Autochtones      | 28             | 2        | 3                             | 5                         | 5                       | 3                     | 10    | 0         | 24              | 19                                    | 100   | 130    |
| Racialisés                 |                |          |                               |                           |                         |                       |       |           |                 |                                       |       |        |
| Arabes                     | 24             | 1        | 5                             | 6                         | 1                       | 1                     | 6     | 0         | 34              | 22                                    | 100   | 87     |
| Noirs                      | 22             | 1        | 1                             | 6                         | 1                       | 5                     | 8     | 1         | 28              | 27                                    | 100   | 447    |
| Chinois                    | 25             | 1        | 1                             | 13                        | 1                       | 2                     | 4     | 1         | 29              | 23                                    | 100   | 341    |
| Asiatiques de l'Est        | 21             | 6        | 6                             | 8                         | 0                       | 2                     | 5     | 2         | 30              | 21                                    | 100   | 66     |
| Latino-Américains          | 20             | 2        | 2                             | 13                        | 4                       | 5                     | 7     | 1         | 26              | 20                                    | 100   | 220    |
| Sud-Asiatiques             | 24             | 2        | 2                             | 7                         | 1                       | 2                     | 4     | 1         | 32              | 27                                    | 100   | 580    |
| Asiatiques du Sud-Est      | 16             | 1        | 2                             | 9                         | 0                       | 5                     | 4     | 0         | 35              | 28                                    | 100   | 174    |
| Asiatiques de l'Ouest      | 28             | 1        | 2                             | 10                        | 1                       | 0                     | 4     | 0         | 24              | 31                                    | 100   | 156    |
| Plus d'un groupe racialisé | 13             | 2        | 0                             | 2                         | 9                       | 2                     | 13    | 4         | 32              | 23                                    | 100   | 47     |
| Racialisés et Blancs       | 20             | 5        | 3                             | 11                        | 0                       | 6                     | 11    | 0         | 27              | 17                                    | 100   | 64     |
| Total des racialisés       | 23             | 2        | 2                             | 8                         | 1                       | 3                     | 6     | 1         | 29              | 25                                    | 100   | 2 312  |
| Blancs                     | 20             | 2        | 3                             | 12                        | 2                       | 7                     | 9     | 1         | 29              | 16                                    | 100   | 3 842  |
| Total                      | 22             | 2        | 2                             | 11                        | 2                       | 5                     | 7     | 1         | 28              | 20                                    | 100   | 7 291  |

\* n'inclut pas les nouveaux titulaires de permis

Source : Déclaration annuelle des parajuristes de 2016 ; analyse faite par Michael Ornstein

**TABLEAU 4b : REGION SELON LA RACIALISATION\*\***

pour les parajuristes en Ontario, en 2016

|                            | Sud-ouest   | Centre-sud | Toronto | Durham, Halton, Peel, York | Centre-nord | Nord | Ottawa | Est | Total | Nombre |
|----------------------------|-------------|------------|---------|----------------------------|-------------|------|--------|-----|-------|--------|
|                            | Pourcentage |            |         |                            |             |      |        |     |       |        |
| Autochtones                |             |            |         |                            |             |      |        |     |       |        |
| Premières Nations et Inuit | 12          | 7          | 27      | 26                         | 14          | 4    | 4      | 5   | 100   | 73     |
| Métis                      | 22          | 7          | 23      | 8                          | 12          | 15   | 8      | 5   | 100   | 60     |
| Total des Autochtones      | 17          | 7          | 26      | 18                         | 13          | 9    | 6      | 5   | 100   | 133    |
| Racialisés                 |             |            |         |                            |             |      |        |     |       |        |
| Arabes                     | 14          | 4          | 37      | 29                         | 2           | 0    | 12     | 1   | 100   | 92     |
| Noirs                      | 1           | 3          | 54      | 35                         | 2           | 0    | 5      | 0   | 100   | 463    |
| Chinois                    | 2           | 1          | 61      | 34                         | 1           | 0    | 2      | 0   | 100   | 354    |
| Asiatiques de l'Est        | 1           | 0          | 62      | 34                         | 1           | 0    | 1      | 0   | 100   | 74     |
| Latino-Américains          | 4           | 7          | 51      | 34                         | 1           | 0    | 2      | 0   | 100   | 233    |
| Sud-Asiatiques             | 0           | 2          | 38      | 57                         | 1           | 0    | 1      | 0   | 100   | 604    |
| Asiatiques du Sud-Est      | 1           | 5          | 61      | 30                         | 1           | 0    | 2      | 0   | 100   | 184    |
| Asiatiques de l'Ouest      | 1           | 3          | 54      | 38                         | 0           | 0    | 3      | 1   | 100   | 171    |
| Plus d'un groupe racialisé | 0           | 6          | 60      | 32                         | 0           | 0    | 2      | 0   | 100   | 50     |
| Racialisés et Blancs       | 4           | 1          | 51      | 29                         | 3           | 3    | 6      | 3   | 100   | 70     |
| Total des racialisés       | 3           | 3          | 49      | 39                         | 2           | 1    | 3      | 1   | 100   | 2 428  |
| Blancs                     |             | 10         | 33      | 27                         | 9           | 3    | 5      | 4   | 100   | 4 023  |
| Total                      |             | 7          | 39      | 32                         | 6           | 2    | 4      | 2   | 100   | 7 641  |

\*\* n'inclut pas les parajuristes qui résident à l'extérieur de l'Ontario

Source : Déclaration annuelle des parajuristes de 2016 ; analyse faite par Michael Ornstein

**TABLEAU 5a : TYPE DE PERMIS SELON LE GENRE ET L'ÂGE\***

pour les parajuristes en Ontario, en 2016

|                   | Auto-<br>nomes | Associés | Para-<br>juristes<br>salariés | Employés<br>de<br>cabinet | Cliniques<br>juridiques | En<br>entre-<br>prise | Gouv. | Éducation | Autre<br>emploi | À la<br>retraite<br>ou sans<br>emploi | Total | Nombre |
|-------------------|----------------|----------|-------------------------------|---------------------------|-------------------------|-----------------------|-------|-----------|-----------------|---------------------------------------|-------|--------|
|                   | Pourcentage    |          |                               |                           |                         |                       |       |           |                 |                                       |       |        |
| Femmes            |                |          |                               |                           |                         |                       |       |           |                 |                                       |       |        |
| Total             | 12,8           | 1,3      | 2,3                           | 11,1                      | 2,0                     | 4,7                   | 8,5   | 0,9       | 34,6            | 21,7                                  | 100,0 | 4 568  |
| 20 à 29 ans       | 3,8            | 0,4      | 2,4                           | 9,8                       | 0,7                     | 2,6                   | 7,2   | 0,5       | 52,1            | 20,5                                  | 100,0 | 1 511  |
| 30 à 39 ans       | 10,7           | 1,2      | 2,5                           | 13,0                      | 1,6                     | 4,4                   | 9,1   | 0,6       | 32,9            | 23,9                                  | 100,0 | 1 334  |
| 40 à 49 ans       | 20,8           | 2,5      | 2,3                           | 11,2                      | 2,5                     | 6,5                   | 8,5   | 1,3       | 25,2            | 19,4                                  | 100,0 | 852    |
| 50 à 59 ans       | 23,6           | 1,9      | 1,3                           | 10,3                      | 4,3                     | 7,2                   | 10,9  | 2,1       | 17,6            | 20,7                                  | 100,0 | 670    |
| 60 ans et<br>plus | 25,4           | 2,5      | 2,5                           | 10,0                      | 5,0                     | 7,0                   | 7,0   | 1,0       | 10,0            | 29,9                                  | 100,0 | 201    |
| Hommes            |                |          |                               |                           |                         |                       |       |           |                 |                                       |       |        |
| Total             | 36,4           | 3,9      | 2,7                           | 9,6                       | 0,6                     | 6,6                   | 5,7   | 0,3       | 17,9            | 16,2                                  | 100,0 | 2 723  |
| 20 à 29 ans       | 16,3           | 2,3      | 3,5                           | 10,0                      | 0,5                     | 2,8                   | 4,7   | 0,0       | 34,9            | 25,1                                  | 100,0 | 430    |
| 30 à 39 ans       | 28,5           | 2,3      | 3,6                           | 13,0                      | 0,4                     | 5,6                   | 7,7   | 0,7       | 21,1            | 17,1                                  | 100,0 | 555    |
| 40 à 49 ans       | 36,4           | 4,8      | 3,0                           | 10,4                      | 0,7                     | 7,2                   | 6,4   | 0,2       | 16,1            | 14,8                                  | 100,0 | 607    |
| 50 à 59 ans       | 40,7           | 4,0      | 1,8                           | 7,8                       | 0,7                     | 7,3                   | 6,0   | 0,5       | 14,9            | 16,4                                  | 100,0 | 604    |
| 60 ans et<br>plus | 56,4           | 5,5      | 1,9                           | 7,0                       | 0,9                     | 9,5                   | 3,0   | 0,2       | 6,3             | 9,3                                   | 100,0 | 527    |

\* n'inclut pas les nouveaux titulaires de permis

Source : Déclaration annuelle des parajuristes de 2016 ; analyse faite par Michael Ornstein

**TABLEAU 5b : RÉGION SELON LE GENRE\*\***

pour les parajuristes en Ontario, en 2016

|              | Sud-ouest   | Centre-sud | Toronto     | Durham, Halton, Peel, York | Centre-nord | Nord       | Ottawa     | Est        | Total        | Nombre       |
|--------------|-------------|------------|-------------|----------------------------|-------------|------------|------------|------------|--------------|--------------|
|              | Pourcentage |            |             |                            |             |            |            |            |              |              |
| Femmes       | 7,0         | 7,4        | 39,4        | 30,6                       | 6,6         | 2,0        | 4,3        | 2,6        | 100,0        | 4 826        |
| Hommes       | 6,6         | 6,9        | 38,9        | 35,1                       | 5,0         | 1,3        | 4,1        | 2,1        | 100,0        | 2 815        |
| <b>Total</b> | <b>6,9</b>  | <b>7,2</b> | <b>39,2</b> | <b>32,3</b>                | <b>6,0</b>  | <b>1,7</b> | <b>4,2</b> | <b>2,4</b> | <b>100,0</b> | <b>7 641</b> |

\*\* n'inclut pas les parajuristes qui résident à l'extérieur de l'Ontario

Source : Déclaration annuelle des parajuristes de 2016 ; analyse faite par Michael Ornstein

**NOTE :** Tous les parajuristes sont inclus dans les portraits statistiques de 2016, sauf ceux dont le permis est suspendu, révoqué, remis ou en suspens et ceux exerçant sous le statut « hors de l'Ontario » (signifiant que leur adresse commerciale est inscrite en dehors de l'Ontario) ou sous le statut « retraité » (signifiant que l'avocat est âgé de plus de 65 ans et bénéficie d'une exonération selon le Règlement administratif n° 5).

TAB 3.3.5

## EQUITY LEGAL EDUCATION AND RULE OF LAW SERIES CALENDAR

Spring/Summer 2018

### PUBLIC EVENTS

#### 1. ASIAN-SOUTH ASIAN HERITAGE MONTH PROGRAM

Thursday, May 24, 2018

**Presentations:** approximately 5:30 – 7:15 p.m.\*

**Reception:** approximately 7:15 – 8:30 p.m.

**Description:** May is Asian and South Asian Heritage Month. To celebrate the occasion, the Law Society in partnership with the Federation of Asian Canadian Lawyers and South Asian Bar Association will hold an event featuring a networking workshop led by Keya Dasgupta. The evening will also feature remarks by the Honourable Madam Justice Maryka Omatsu.

*Note: the exact timing of the program is subject to change.*

\*This program is also available as a live webcast.

Additional details about this program will follow.

#### 2. NATIONAL ACCESS AWARENESS WEEK PROGRAM

Tuesday, June 5, 2018

**Presentations / Panel Discussion:** approximately 5:30 – 7:15 p.m.\*

**Reception:** approximately 7:15 – 8:30 p.m.

**Description:** The ARCH Disability Law Centre and Law Society will host their annual event in honour of National Access Awareness Week.

*Note: the exact timing of the program is subject to change.*

\*This program is also available as a live webcast.

Additional details about this program will follow.

### **3. PRIDE MONTH PROGRAM**

**Wednesday, June 20, 2018**

**Presentations / Panel Discussion:** approximately 5:30 – 7:15 p.m.\*

**Reception:** approximately 7:15 – 8:30 p.m.

**Description:** The Law Society and the Sexual Orientation and Gender Identity Section (SOGIC) of the Ontario Bar Association will be hosting their annual Pride Month discussion and reception.

*Note: the exact timing of the program is subject to change.*

\*This program is also available as a live webcast.

Additional details about this program will follow.