

**TAB 6**



## **Report to Convocation October 29, 2015**

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### **Equity and Aboriginal Issues Committee/ Comité sur l'équité et les affaires autochtones**

**Committee Members**  
**Julian Falconer, Co-Chair**  
**Janet Leiper, Co-Chair**  
**Dianne Corbiere, Vice-Chair**  
**Sandra Nishikawa, Vice-Chair**  
Raj Anand  
Fred Bickford  
Suzanne Clément  
Teresa Donnelly  
Robert Evans  
Avvy Go  
Howard Goldblatt  
Marian Lippa  
Isfahan Merali  
Barbara Murchie  
Gina Papageorgiou  
Susan Richer  
Raj Sharda

**Purpose of Report: Information**

**Prepared by the Equity Initiatives Department  
(Josée Bouchard – 416-947-3984)**

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## COMMITTEE PROCESS

1. The Equity and Aboriginal Issues Committee/Comité sur l'équité et les affaires autochtones (the "Committee") met on October 13, 2015. Committee members, bencher Julian Falconer, Chair, bencher Dianne Corbiere, Vice-Chair, bencher Sandra Y. Nishikawa Vice-Chair and chair of the meeting, and benchers Fred Bickford, Robert Evans, Avvy Go, Howard Goldblatt, Barbara Murchie, Gina Papageorgiou and Susan Richer attended. Julie Lassonde, representative of the Association des juristes d'expression française de l'Ontario, and Paul Saguil, Chair of the Equity Advisory Group, also participated. Staff members Josée Bouchard, Ekua Quansah, Marisha Roman and Grant Wedge also attended.

**TAB 6.1**

**FOR INFORMATION**

**CONTINUING THE PARALEGAL CHANGE OF STATUS STUDY**

2. In 2008, the Retention of Women in Private Practice Working Group of the Law Society of Upper Canada (“the Law Society”) conducted a consultation to better understand differences in the experiences of men and women lawyers in private practice. The Final Consultation Report of the Working Group put forth a series of recommendations to promote the advancement of women lawyers in the private practice of law, including a recommendation to study gender-based movements and changes in the lawyer profession.
3. In order to better understand and begin benchmarking gender-based movements and changes within the paralegal profession, the Law Society decided to conduct a similar study with paralegals to understand the factors that lead to paralegals’ decisions to change their status.
4. The Law Society, through an external consulting firm, surveyed paralegals who changed their status between 2012 and 2014. The analysis presented gender-based trends and is used to inform the Equity and Aboriginal Issues Committee (“EAIC”) in the development of initiatives to support and retain women and men in the paralegal profession.
5. In May 2015, the Law Society released the first report in this study, available at <http://www.lsuc.on.ca/with.aspx?id=2147487014>. It was the first study of its kind with paralegals and provided very useful information about the profession.
6. On October 13, 2015, the EAIC approved a proposal to continue the study with paralegals who change their status in 2015 and 2016.

TAB 6.2

## FOR INFORMATION

### EQUITY LEGAL EDUCATION AND RULE OF LAW SERIES CALENDAR Fall 2015-Summer 2016

#### WOMEN IN THE LEGAL PROFESSION – HOW TO BE SUCCESSFUL

On October 29, join the Law Society, the Ontario Bar Association (OBA) and the Women's Law Association of Ontario (WLAO) to celebrate and learn from women leaders in the profession.

- Date:** October 29, 2015
- Where:** Osgoode Hall, 130 Queen St. W., Toronto
- Presentations:** 5:30 p.m. to 7:30 p.m. (registration begins at 5:15 p.m.)  
in the Lamont Learning Centre\*
- Treasurer's Reception:** 7:30 p.m. to 8:30 p.m. in Convocation Hall

Refreshments will be served at the reception.

\*This program is also available via simultaneous webcast

#### Program Description

**Program Chair:** Audrey Ramsay, Lawyer, Blouin Dunn LLP and Board Member, Ontario Bar Association

#### Part I: A Conversation with the Judiciary

**Moderator:** Pascale Daigneault, Fleck Law and former President, OBA

#### Panelists:

- The Honourable Heather Forster Smith, Chief Justice of the Superior Court of Justice
- The Honourable Lise Maisonneuve, Chief Justice of the Ontario Court of Justice

## Part II: On Rainmaking and Business Development

**Moderator:** Patricia Gillette, Senior Counsel, Employment Law, Orrick, San Francisco

**Panelists:**

- Laurie Pawlitzka, Partner, Family Law Group, Torkin Manes LLP
- Lisa A. Borsook, Executive Partner, Weir Foulds LLP
- Dorothy Quann, Vice President and General Counsel, Xerox Canada
- May M. Cheng, Partner, Trade-mark Agent, Fasken Martineau



This program contains 2 Professionalism Hours

**Please note that space is limited, and benchers are asked to register in advance at:** [equityevents@lsuc.on.ca](mailto:equityevents@lsuc.on.ca) | 416-947-3413 | 1-800-668-7380

## ESTABLISHING, THRIVING AND EXITING THE PRACTICE OF LAW

Organized in partnership with the Women's Law Association of Ontario.

**Date:** November 9, 2015

### Time and Location

Panel Discussion: 8:00 to 11:00 a.m.  
Location: CaesarsWindsor, Ontario  
377 Riverside Drive East, Windsor, Ontario  
Windsor, Ontario

### AGENDA

#### **Section 1: ESTABLISHING A LAW PRACTICE (9:00am)**

- Denise Hrastovec, C.A.: What Should Your Business Structure Be?
- Melanie Gardin, Windsor lawyer: Building Your Brand
- Kaitlyn McCabe, Director General, Legal Aid Ontario: Connecting With Legal Aid

#### **Section 2: THRIVING (9:45am)**

- Mary Fox, Windsor lawyer: Handling the Complex Client
- Justice S. Bondy, Ontario Court of Justice: How to Not Bore a Judge
- Caterina Galati, The Law Society of Upper Canada: Practical Tips for Staying Out of Trouble
- Wira Vendrasco, City of Windsor Legal Department: Is In-House Counsel for You?
- Ronda Bessner: Health and Wellness As a Priority

**Section 3: EXITING THE PRACTICE OF LAW (10:15am)**

Justice P. Hebner, Ontario Superior Court of Justice: Are You Ready for the Bench?

Ray Leclair, LawPRO: Protecting Your Retirement: Run off insurance

The Honourable M. J. Nolan (retired Superior Court of Ontario): Enriching Your Retirement



This program contains 1.5 Professionalism Hours, and 0.5 Substantive Hours. Please note that space is limited, and benchers are asked to register in advance at: [wlaocogeco.ca](mailto:wlaocogeco.ca)

When registering, please indicate that you are a Law Society bencher.

**LOUIS RIEL EVENT - RECONCILIATION WITH THE MÉTIS: THE ROAD AHEAD**

**Date:** November 16, 2015

**Time and Location:**

Roundtable Discussion: 4:00 to 6:00\* p.m. in the Lamont Learning Centre  
Reception: 6:00 to 8:00 p.m. in Convocation Hall

\*This program is also available via simultaneous webcast

**Description:** You are invited to join the Law Society of Upper Canada and our partner, the Métis Nation of Ontario, for an event to mark the 130th anniversary of the execution of Louis Riel on November 16. Members of the Métis community traditionally join together on this day to honour and commemorate the life and work of their founding leader.

The event, *Reconciliation with the Métis: The Road Ahead*, will feature a discussion exploring the current inter-governmental discussions regarding a Métis land claims process. A reception with light refreshments will follow.

## **BLACK HISTORY MONTH EVENT**

**Date:** February 9, 2016 (TBC)

**Time and Location:**

Panel Discussions: 4:00 to 6:00\* p.m. in the Lamont Learning Centre

Reception: 6:00 to 8:00\* p.m. in Convocation Hall

\*exact time to TBC

**Description:** The Law Society of Upper Canada and the Canadian Association of Black Lawyers (CABL) will be hosting their annual celebration in honour of Black History Month. Additional details will follow closer to the event date.

## **INTERNATIONAL WOMEN'S DAY EVENT**

**Date:** March 8, 2016

**Time and Location:**

Panel Discussions: 4:00 to 6:00\* p.m. in the Lamont Learning Centre

Reception: 6:00 to 8:00\* p.m. in Convocation Hall

\*exact time to TBC

**Description:** The Law Society of Upper Canada, The Barbara Schlifer Clinic, The Women's Law Association of Ontario, The Women Lawyers' Forum of the Ontario Bar Association and the Women's Legal Education and Action Fund will be hosting their annual event in honour of International Women's Day. Additional details will follow closer to the event date.

## **JOURNÉE INTERNATIONALE DE LA FRANCOPHONIE**

**Date:** March 22, 2016

**Time and Location:** 5:00-7:00\* p.m. in Convocation Hall

\*exact time to TBC

**Description:** The Law Society of Upper Canada, the Ontario Bar Association and the Association of French Speaking Jurists of Ontario (AJEFO) will be hosting their annual event celebrating the International Day of the Francophonie. Additional details will follow closer to the event date.



## **DIVERSE CAREERS FOR WOMEN IN LAW EVENT**

**Date:** April 19, 2016

**Time and Location:** 4:00-8:00\* p.m. Panel discussion and reception in Convocation Hall

\*exact time TBC

**Description:** The Women's Law Association of Ontario and the Law Society of Upper Canada will present their annual panel discussion and reception to promote diverse careers for women in the legal profession. Additional details will follow closer to the event date.

## **MENTAL HEALTH AWARENESS EVENT**

**Date:** May 3, 2016

**Time and Location:**

Panel Discussion: 4:00 – 6:00\* p.m. in the Lamont Learning Centre

Reception: 6:00 – 8:00\* p.m. in Convocation Hall

\*exact time to TBC

**Description:** In honour of Mental Health Week, the Law Society will be hosting a panel discussion and reception focused on mental health and fostering wellness in the legal profession. Additional details will follow closer to the event date.

## **HOLOCAUST REMEMBRANCE DAY EVENT**

**Date:** May 5, 2016

**Time and Location:**

Panel Discussion: 4:00 – 6:00\* p.m. in the Lamont Learning Centre

Reception: 6:00 – 8:00\* p.m. in Convocation Hall

\*exact time to TBC

**Description:** The Law Society, the Human Rights League of B'nai Brith and the Canadian Race Relations Foundation will be hosting their annual event to commemorate Yom HaShoa, or Holocaust Remembrance Day. Additional details will follow closer to the event date.

## **ASIAN AND SOUTH ASIAN HERITAGE MONTH EVENT**

**Date:** May 17 or 19, 2016 (TBC)

**Time and Location:**

Panel Discussion: 4:00 – 6:00\* p.m. in the Lamont Learning Centre

Reception: 6:00 – 8:00\* p.m. in Convocation Hall

\*exact time to TBC

**Description:** The Law Society, the Canadian Association of South Asian Lawyers, the Federation of Asian Canadian Lawyers and the South Asian Bar Association of Toronto will be hosting their annual event in celebration of Asian and South Asian Heritage Month. Additional details will follow closer to the event date.

## **ACCESS AWARENESS EVENT**

**Date:** May 31, 2016

**Time and Location:**

4:00 – 8:00\* p.m. Panel discussion and reception in the Lamont Learning Centre

\*exact time to TBC

**Description:** The Law Society and the ARCH Disability Law Centre will be hosting their annual event in honour of Access Awareness Week. Additional details will follow closer to the event date.

## **ABORIGINAL HISTORY MONTH EVENT**

**Date:** June 23, 2016 (TBC)

**Time and Location:**

Panel Discussion: 4:00 – 6:00\* p.m. in the Lamont Learning Centre

Reception: 6:00 – 8:00\* p.m. in Upper and Lower Barristers Lounges

\*exact time to TBC

**Description:** The Law Society will be hosting its annual event in honour of National Aboriginal History Month. Additional details will follow closer to the event date.

## **PRIDE WEEK EVENT**

**Date:** June 28, 29, or 30, 2016 (TBC)

**Time and Location:**

Panel Discussion: 4:00 – 6:00\* p.m. in the Lamont Learning Centre

Reception: 6:00 – 8:00\* p.m. in Convocation Hall

\*exact time to TBC

Description: The Law Society and the Sexual Orientation and Gender Identity Section (SOGIC) of the Ontario Bar Association will be hosting their annual Pride Week discussion and reception. Additional details will follow closer to the event date.

**NOTE:** A number of the above events will also be available via simultaneous webcast. Additional information will be sent to benchers within 1-2 months of the event date, and will be posted here: <http://www.lawsocietygazette.ca/events/>

# Women in the Legal Profession – How to be Successful

On October 29, join the Law Society, the Ontario Bar Association (OBA) and the Women's Law Association of Ontario (WLAO) for a webcast to celebrate and learn from women leaders in the profession.



## Program Description

Program Chair: Audrey Ramsay, Lawyer, Blouin Dunn LLP and Board Member, Ontario Bar Association

## Part I: A Conversation with the Judiciary

**Moderator:** Pascale Daigneault, Fleck Law and former President, OBA

**Panelists:**

- The Honourable Heather Forster Smith, Chief Justice of the Superior Court of Justice
- The Honourable Lise Maisonneuve, Chief Justice of the Ontario Court of Justice

## Part II: On Rainmaking and Business Development

**Moderator:** Patricia Gillette, Senior Counsel, Employment Law, Orrick San Francisco

**Panelists:**

- Laurie Pawlitza, Partner, Family Law Group, Torkin Manes LLP
- Lisa A. Borsook, Executive Partner, Weir Foulds LLP
- Dorothy Quann, Vice President and General Counsel, Xerox Canada
- May M. Cheng, Partner, Trade-mark Agent, Fasken Martineau



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Women's Law  
Association of Ontario

# Women in the Legal Profession – How to be Successful

**accredited**  
**cpd** This program contains  
2 Professionalism Hours.

The OBA has been approved as an Accredited Provider of Professionalism Content by the Law Society of Upper Canada.



**October 29, 2015**

5:30 p.m. to 7:30 p.m.

## RSVP

To register for the webcast, please refer to the following link:  
[www.oba.org/womenleaderswebcast](http://www.oba.org/womenleaderswebcast)

If you have any questions, please contact:  
[paulam@oba.org](mailto:paulam@oba.org) | 416-869-1047, ext. 304 | 1-800-668-8900, ext. 304

**Cost** (plus HST):  
General Admission: \$35.00  
Law Student Rate: \$25.00



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Association of Ontario



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The Law Society  
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Haut-Canada

# Establishing, Thriving and Exiting the Practice of Law

As part of the Women's Law Association of Ontario regional outreach, in partnership with the Law Society of Upper Canada, **November 9, 2015** will be an exciting opportunity to hear Judges, Law Society of Upper Canada speakers and prominent women in the legal and accounting professions discuss "**Establishing, Thriving and Exiting the Practice of Law.**" The program is co-chaired by Ronda Bessner, President of the WLAO and Avril A. Farlam, Barat Farlam Katzman.

Food, fun, networking, education, and inspiration await you.



**This program contains 1.5 Professionalism Hours,  
and 0.5 Substantive Hours.**

## November 9, 2015

Location: Caesars Windsor  
377 Riverside Drive East, Windsor, Ontario  
Time: 8:00 – 11:00 a.m.  
Fees: Members and non-members \$50 plus HST.  
Includes breakfast and free valet parking.

## RSVP

Space is limited.

Registration is available online through [www.wlao.on.ca](http://www.wlao.on.ca) or email [wlao@cogeco.ca](mailto:wlao@cogeco.ca).

For additional information, please contact Avril A. Farlam at [aafarlam@bfklaw.ca](mailto:aafarlam@bfklaw.ca).

EQUITY LEGAL EDUCATION SERIES



## Join us for Louis Riel Day 2015

You are invited to join the Law Society of Upper Canada and our partner, the Métis Nation of Ontario, for an event to mark the 130<sup>th</sup> anniversary of the execution of Louis Riel on November 16. Members of the Métis community traditionally join together on this day to honour and commemorate the life and work of their founding leader.

The event, *Reconciliation with the Métis: The Road Ahead*, will feature a roundtable exploring the current inter-governmental discussions regarding a Métis land claims process. A reception with light refreshments will follow.

## Save the Date Monday, November 16, 2015

Roundtable: 4:00 to 6:00 p.m.\*

Reception: 6:00 to 8:00 p.m.

Osgoode Hall, 130 Queen St. W., Toronto

Please enter through the east-side doors facing Nathan Phillips Square.

**\*This program is also available via simultaneous webcast**

## RSVP

This public event is free, but space is limited for in-person attendance. Please register by November 12 at the following link:

<http://www.lawsocietygazette.ca/event/louis-riel-day-2015/>

equityevents@lsuc.on.ca | 416-947-3413 | 1-800-668-7380, ext. 3413.

*Photographs taken at this public event will be used in Law Society and partner organization print and online publications.*

Métis Nation  
of Ontario 