

TAB 7



Report to Convocation September 24, 2015

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 September 10, 2015. Committee members bencher Julian Falconer, Chair, bencher Janet Leiper, Chair, bencher Dianne Corbiere, Vice-Chair, bencher Sandra Y. Nishikawa, Vice-Chair, and benchers Fred Bickford, Suzanne Clément, Teresa Donnelly, Robert Evans, Howard Goldblatt, Marian Lippa, Isfahan Merali, Barbara Murchie and Gina Papageorgiou attended. Benchers Jack Braithwaite and Judith Potter, 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. Dr. Marie Wilson, Commissioner to the Truth and Reconciliation Commission, attended to make a presentation on the Commissioner's Summary Report. Staff members Josée Bouchard, Grant Wedge and Marisha Roman also attended.

TAB 7.1

FOR INFORMATION

REPORT OF THE ACTIVITIES OF THE DISCRIMINATION AND HARASSMENT COUNSEL JANUARY 1 – JUNE 30, 2015

SUMMARY

2. Subsection 20 (1) (b) of By-Law 11, *Regulation of Conduct, Capacity and Professional Competence* provides that, unless the [Equity and Aboriginal Issues] Committee directs otherwise, the Discrimination and Harassment Counsel (the “DHC”) shall make a report to the Committee no later than September 1 in each year, upon the affairs of the Counsel during the period January 1 to June 30 of the immediately preceding year.
3. Subsection 20(2) of By-Law 11 provides “The Committee shall submit each report received from the Counsel to Convocation on the day following the deadline for the receipt of the report by the Committee on which Convocation holds a regular meeting”.
4. On September 10, 2015, the DHC Program presented to the Committee, pursuant to Subsection 20(1) (b) of By-Law 11, the *Report of the Activities of the Discrimination and Harassment Counsel for the Law Society of Upper Canada* for the period of January 1 to June 30, 2015 (TAB 7.1.1). The Committee submits the report to Convocation pursuant to Subsection 20(2) of By-Law 11.

APPOINTMENTS TO THE EQUITY ADVISORY GROUP

SUMMARY

5. In March 2015, the Equity Advisory Group (“EAG”) undertook a recruitment process for new members in accordance with its Terms of Reference. The advertisement for applications appeared in the Ontario Reports in March and April of 2015. A total of 90 applications were received.
6. The 90 applications received can be subdivided as follows: 63 applications from individual lawyers; one application from an individual paralegal; eight applications from law students, paralegal students or licensing candidates; and 18 applications from legal organizations.
7. There were nine individual vacancies and 12 organizational vacancies on the EAG.
8. A Selection Committee was formed to review the applications, shortlist and interview candidates. The Selection Committee was comprised of EAG members Paul Saguil

(Chair of EAG), Sharan Basran, Paul Scotland and former EAG member Professor Faisal Bhabha.

9. The Selection Committee was cognizant of the need to reflect diversity (including, but not limited to race, gender, disability, language, sexual orientation, gender identity and regional representation and experience) and the need to enhance and broaden the expertise of EAG in certain areas (e.g. access to justice).
10. On September 10, 2015, the Equity and Aboriginal Issues Committee approved the following individual applicants for individual membership on EAG: Tahlee Afzal, Lisa Borsook, Jonathan Davey, Douglas Judson, Leonard Kim, Lorin MacDonald, Jason Tam and Brenda Young.
11. It also approved the following organizational applicants for organizational membership on EAG: Association des juristes d'expression française de l'Ontario (reappointment), ARCH Disability Law Centre (reappointment), Canadian Association of Black Lawyers (reappointment), Canadian Hispanic Bar Association (reappointment), Canadian Muslim Lawyers Association, Canadian Association of Muslim Women in Law, Federation of Asian Canadian Lawyers (reappointment), Law Students Society of Ontario, Roundtable of Diversity Organizations, South Asian Bar Association (reappointment), Women's Law Association of Ontario (reappointment) and Women's Paralegal Association of Ontario.
12. Background information of the recommended individuals and organizations can be found at [TAB 7.1.2](#).

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

13. The Equity Legal Education and Rule of Law Series calendar is presented at [TAB 7.1.3](#).

TAB 7.1.1

**REPORT OF THE ACTIVITIES OF
THE DISCRIMINATION AND HARASSMENT COUNSEL
FOR THE LAW SOCIETY OF UPPER CANADA**

For the period from January 1, 2015 to June 30, 2015

**Prepared By Cynthia Petersen
Discrimination and Harassment Counsel**

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D. INTRODUCTION

The Discrimination and Harassment Counsel (DHC) provides a range of services to individuals who have complaints or concerns about alleged discrimination or harassment by lawyers, articling students or paralegals.¹

The complaints/concerns reported to the DHC arise in a variety of contexts, such as (for example) clients who complain that they have been subjected to sexual harassment by their lawyer or paralegal, lawyers who are experiencing workplace discrimination relating to a maternity leave, law firm employees with disabilities who confront discriminatory barriers to employment or challenges in obtaining appropriate workplace accommodation, and paralegals, articling students and lawyers who are experiencing discriminatory (eg. racist, sexist, homophobic) treatment by opposing counsel in their cases.

The DHC provides these individuals with confidential coaching, information, referrals to other agencies and resources,² informal mentoring, and general (non-legal) advice – some on an ongoing basis. The DHC also provides mediation and conciliation services, described below.

The services are typically delivered by Cynthia Petersen, but there are two Alternate Counsel who replace Ms. Petersen when she is unavailable (due to illness or vacation) or unable to act (due to conflict of interest). During this reporting period, one of the Alternate Counsel, David Bennett, delivered the DHC services during one week in January, two weeks in February, and part of a week in June 2015.

¹ In order to fall within the mandate of the DHC Program, allegations of misconduct must be based on one or more of the prohibited grounds of discrimination listed in the Ontario *Human Rights Code* and/or the Law Society's codes of conduct for licensees. Personal harassment that is not based on any human rights grounds (eg. intimidation and bullying) does not fall within the mandate of the DHC Program.

² The DHC does not provide a lawyer referral service.

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E. SERVICES PROVIDED TO COMPLAINANTS

Complainants who contact the DHC are informed about the avenues of recourse available to them, including (where applicable):

- speaking to their union representative (if they are unionized and their complaint relates to their employment);

- filing an internal complaint within their workplace;

- making a complaint to the respondent licensee's employer (eg. the managing partner of a law firm);

- filing an Application with the Human Rights Tribunal of Ontario;

- filing a formal complaint of professional misconduct with the Law Society;

- contacting the police (where criminal conduct is alleged); and

- contacting a lawyer for legal advice regarding possible civil claims.

Complainants are provided with information about each of these options, including:

- what (if any) costs might be involved in pursuing an option;

- whether legal representation is required in order to pursue an option;

- referral to resources on how to obtain legal representation (actual referrals to lawyers or paralegals are not made by the DHC);

- how to file a complaint, Application or report (eg. whether it can be done electronically, whether particular forms are required, etc.);

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the processes involved in each option (eg. investigation, conciliation, mediation, hearing, etc.);

the general types of remedies that might be available in different *fora* (eg. compensatory remedies in contrast to disciplinary penalties, reinstatement to employment versus monetary damages, public interest remedies); and

the existence of time limits for each avenue of redress (complainants are advised to seek legal advice with respect to precise limitation periods).

Complainants are advised that the options available to them are not mutually exclusive.

In some cases, strategic tips and/or coaching are provided to complainants about how to handle a situation without resort to a formal complaints process (eg. confronting the offender, documenting incidents, speaking to a mentor).

Some complainants are referred to other agencies/organizations (such as the ARCH or the Human Rights Legal Support Centre) or are directed to relevant resource materials available from the Law Society, the Ontario Human Rights Commission, or other organizations.

Mediation / Conciliation

In addition to being advised about the above-noted options, where appropriate, complainants are offered mediation or conciliation services.

Whenever formal mediation is offered, the nature and purpose of mediation is explained, including that it is a confidential and voluntary process, that it does not involve any investigation or fact finding, and that the DHC acts as a neutral facilitator to

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attempt to assist the parties in negotiating the terms of a mutually satisfactory resolution of the complaint.

When a complainant opts for mediation, s/he is given the choice of contacting the respondent to propose the mediation or having the DHC contact the respondent to canvass his/her willingness to participate (written consent to contact the respondent licensee must be provided). If both parties are willing to participate, they are required to sign a mediation agreement (setting out the parameters of the mediation and ground rules) prior to entering into discussions with the DHC.

Where informal conciliation services are offered, the complainant is advised that the DHC could contact the respondent confidentially and discuss the complainant's concerns, with the goal of achieving a resolution to the complaint through shuttle diplomacy. Where such an intervention occurs, both the complainant and respondent are advised that the DHC is not acting as the complainant's counsel, advocate or representative, but rather as an impartial go-between to facilitate constructive dialogue between the parties. When a complainant requests such an intervention, written consent must be provided before the DHC contacts the respondent.

Some complainants decline the offer of the DHC's mediation and conciliation services, notwithstanding that the services are free, confidential, and in the case of formal mediation, subject to a mutual "without prejudice" undertaking by both parties. The reasons why complainants decline mediation are varied and include: complainants desiring to have a fact-finding investigation, complainants believing that the respondent will not participate in good faith, and complainants wanting to create a formal record of the respondent's misconduct through an adjudicative process.

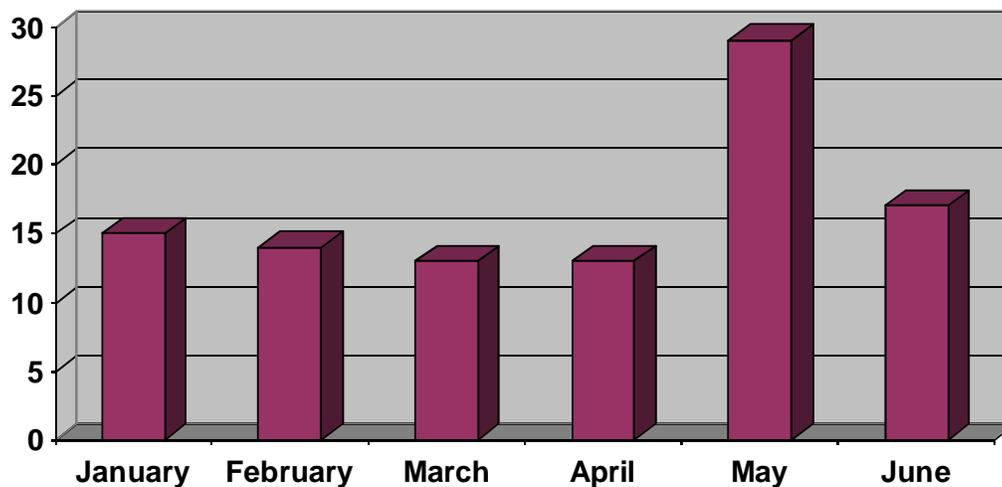
During this reporting period, there were no formal in-person mediation sessions conducted by the DHC. There were, however, several cases in which the DHC intervened informally as a conciliator, communicated with the parties involved and was

able to assist them in reaching a mutually satisfactory resolution to the complainant's concerns (eg. by developing an employment accommodation plan for a licensee with a disability).

F. OVERVIEW OF NEW CONTACTS WITH THE DHC PROGRAM

During this reporting period, 101 individuals contacted the DHC Program with a new matter.³ This represents an average of 17 new contacts per month.

The volume of new contacts with the Program was distributed as follows:



The higher volume of new contacts in May 2015 is largely attributable to the DHC's (Ms. Petersen's) presentation on a Law Society panel about mental health in the legal profession. The panel generated a significant number of new contacts from

³ Individuals who had previously contacted the Program and who communicated with the DHC during this reporting period with respect to the same ongoing matter are not counted in this number. Individuals who had multiple communications with the DHC about the same matter are only counted once.

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individuals who were either in the audience or who viewed the panel discussion via the internet.

Of the 101 individuals who contacted the DHC during this reporting period, 70 (69%) used the telephone to make their initial contact with the program and 30 (31%) used email.

During this reporting period, 3 individuals were provided services in French.⁴ The remaining clients of the Program were provided services in English.

G. SUMMARY OF DISCRIMINATION AND HARASSMENT COMPLAINTS

Of the 101 new contacts with the Program, 28 individuals reported complaints of alleged discrimination or harassment by a licensee. A total of 3 complaints were made against paralegals. The remaining 25 complaints were made against lawyers.

Of the 3 complaints against paralegals, one was made by another paralegal, one by a lawyer, and one by a member of the public.

Of the 25 complaints against lawyers, 10 were made by members of the public and 15 were made by members of the legal profession (i.e., other lawyers, articling students, paralegals or paralegal candidates).

Complaints against Lawyers by Members of the Legal Profession

In this reporting period, there were 15 complaints about lawyers made by members of the legal profession. Nine (9) of these complaints were made by other

⁴ Two of the francophones made general inquiries and were not complaining about the conduct of a specific licensee. The third francophone complained about a licensee, but his allegations did not include human rights-based discrimination and harassment and his complaint was therefore outside the mandate of the DHC program.

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lawyers, 4 were made by articling students, one was made by a paralegal and one was made by a paralegal candidate. All of the complainants were anglophone.⁵

Of the 15 complaints by members of the legal profession, only 3 (20%) were made by men. The paralegal, paralegal candidate and four articling student complainants were all female and 6 of the 9 lawyer complainants were women.

Twelve (12) of the 15 complaints (80%) from members of the legal profession arose in the context of the complainants' employment, including all of the articling student complaints, as well as the complaints by the paralegal and paralegal candidate.

Two complaints by lawyers arose in the context of litigation and involved allegations of misconduct against opposing counsel.

One complaint by a lawyer involved allegations of misconduct against another lawyer with whom the complainant was professionally acquainted.

There were 9 complaints based (in whole or in part) on sex:

Five (5) of these complaints included allegations of sexual harassment:

A male lawyer complained about sexual harassment and stalking by a female lawyer with whom he was professionally acquainted;

Two female articling students complained about sexual harassment by male senior partners in their firms;

A female lawyer complained about sexual harassment by a male colleague in her workplace; and

⁵ By "anglophone", I mean to convey that the complainants spoke English and sought services from the DHC in English, rather than French. For some of them, English was not their first language.

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A female lawyer complained about sexual harassment by a senior male partner in her firm. (She also reported that her workplace was poisoned by sexist, transphobic and homophobic remarks made by the same partner.)

A female articling student complained about sexist (and racist) comments and discriminatory treatment by male lawyers in her firm;

Two female lawyers complained about gender-based discriminatory treatment by senior male lawyers in their respective firms; and

A female lawyer complained that male opposing counsel in one of her cases was engaging in sexist conduct, including name calling.

There were 4 complaints based (in whole or in part) on disability:

A male lawyer complained about his employer's refusal to accommodate his disability in the workplace;

A female paralegal complained about workplace discrimination based on her disability;

A female paralegal candidate complained about discriminatory treatment by a male lawyer in her workplace during a work placement; and

One of the female lawyers who complained about sexual harassment in the workplace also complained about her employer's failure to accommodate her disability.

All of the above complainants self-identified as persons with mental health disabilities.

There were 3 complaints based (in whole or in part) on race:

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A Black male lawyer complained that the opposing counsel in one of his cases (a Crown Attorney) was engaging in racial discrimination and harassment;

An Asian female articling student complained about racist (and sexist) comments and discriminatory treatment by lawyers in her firm; and

A Black female lawyer complained about racist remarks made by a white senior male lawyer in her firm.

There was one complaint based on place of origin. A foreign trained female lawyer complained about employment discrimination based on her place of origin.

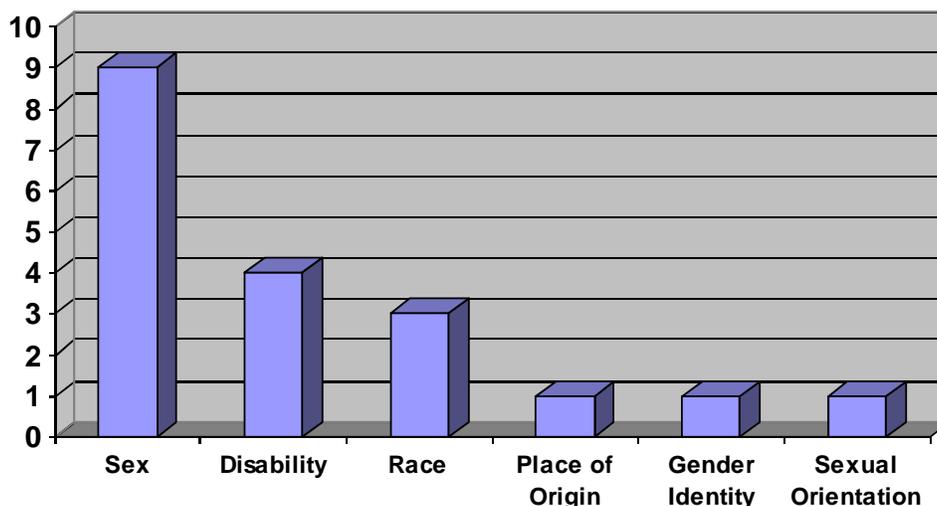
There was one complaint based in part on sexual orientation and gender identity. One of the complainants who reported sexual harassment by a senior male partner in her firm also reported that the same partner frequently made offensive homophobic and transphobic remarks in the workplace.

In summary, the number of complaints⁶ by lawyers and articling students in which each of the following prohibited grounds of discrimination was raised are:

sex	9	(5 sexual harassment)
disability	4	
race	3	
place of origin	1	
gender identity	1	
sexual orientation	1	

⁶ The total number exceeds 15 because some complaints involved multiple grounds of discrimination.

Grounds Raised in Complaints against Lawyers by Members of the Legal Profession



Complaints against Lawyers by Members of the Public

During this reporting period, there were 10 complaints about lawyers made by members of the public. All of the complainants were anglophone.⁷

Eight (8) of the public complaints (80%) were made by women and 2 (20%) were made by men.

Of the 10 public complaints:

4 involved clients complaining about their own lawyer;

3 involved employees complaining about a lawyer in their workplace;

⁷ See footnote 5 above.

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one involved a litigant complaining about the conduct of opposing counsel in her case;

one individual complained about harassment by her next-door neighbour, who was a lawyer; and

one complainant was a real estate agent who complained about harassment by a lawyer who was her client.

There were 7 public complaints based (in whole or in part) on sex:

Five (5) of these complaints involved allegations of sexual harassment:

Two female clients complained about sexual harassment by their respective male lawyers, including unwelcome sexual touching and romantic overtures;

Two female administrative assistants employed in law firms complained about sexual harassment by their respective male bosses (lawyers), including employment reprisals for having rejected sexual advances and unwelcome sexual comments about female colleagues in the workplace; and

A female real estate agent complained about sexual harassment and stalking by a male lawyer who was one of her clients.

A female litigant complained about the sexist conduct of opposing counsel in her case;

A woman complained about gender-based harassment by a male lawyer who was her neighbour; and

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There was one complaint based on religion and race. A Muslim man complained that his own lawyer had engaged in offensive name-calling based on his religion and race.

There was one complaint based on disability. A woman employed in a law firm complained about her employer's discriminatory treatment based on her disability (an addiction).

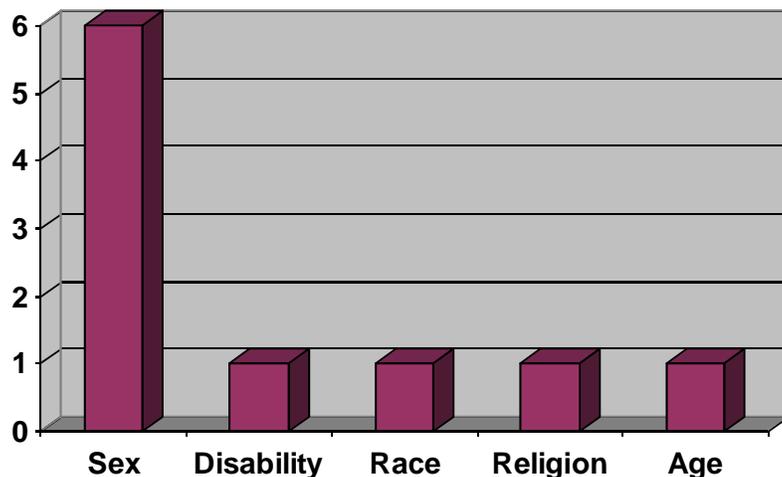
There was one complaint based on age. A man called on behalf of an elderly friend who was being subjected to discriminatory treatment by his lawyer based on his advanced age.

In summary, the number of complaints⁸ by members of the public in which each of the following prohibited grounds of discrimination was raised are:

sex	7	(5 sexual harassment)
disability	1	
race	1	
religion	1	
age	1	

⁸ The total number exceeds 10 because some complaints involved multiple grounds of discrimination.

Grounds Raised in Public Complaints against Lawyers



Complaints against Paralegals

During this reporting period, there were 3 complaints against paralegals.

One of the complaints was based on race. The complainant was also a paralegal and was professionally acquainted with the respondent paralegal, who had posted racist remarks on social media in a forum used by other paralegals. Both the complainant and respondent were female; the complainant self-identified as Black.

One of the complaints was made by a female lawyer who reported that the respondent male paralegal was engaging in sexist behaviour in their workplace.

One of the complaints was made by a member of the public. A male self-represented litigant reported that the paralegal representing the opposing party in his

case had made derogatory and demeaning comments about the complainant's religion and disability.

In summary, the number of complaints⁹ against paralegals in which each of the following prohibited grounds of discrimination was raised are:

race	1
sex	1
religion	1
disability	1

H. GENERAL INQUIRIES

Of the 101 new contacts with the DHC during this reporting period, 25 involved general inquiries. These contacts included:

inquiries by lawyers about their professional responsibilities relating to equity issues;

inquiries by lawyers with disabilities about their disclosure obligations, mentoring programs and other services available to them, job search opportunities, career advice, etc.

questions about the scope of the DHC Program's mandate, the services offered by the DHC, and/or confidentiality; and

⁹ The total number exceeds 3 because some complaints involved multiple grounds of discrimination.

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inquiries about the Law Society's complaints process.

I. MATTERS OUTSIDE THE DHC MANDATE

During this reporting period, the DHC received 48 calls and/or emails relating to matters outside the Program's mandate. These contacts included complaints about the conduct of lawyers licensed in other provinces. They also included several complaints about workplace harassment in which the respondent was not a licensee.

There were some complaints about Ontario licensees that did not fall within the program's mandate. These included allegations of incivility, one billing dispute (i.e., a client alleging that her lawyer was overcharging), and several allegations of workplace harassment (eg. bullying and intimidation) in which there were no allegations based on prohibited grounds of discrimination.

An explanation of the DHC's mandate, role and duties was provided to each person who called with a matter outside the Program's mandate. Many of these individuals were referred to other agencies for assistance.

Although there are a significant number of these "outside mandate" contacts (about 2 per week on average during this reporting period), they typically do not consume much of the DHC's time or resources, since we do not assist these individuals beyond their first contact with the Program.

J. PROMOTIONAL ACTIVITIES

The LSUC maintains a bilingual website for the DHC Program, which was significantly revised and updated during this reporting period.

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Throughout this reporting period, periodic advertisements were placed (in English and French) in the *Ontario Reports* to promote the DHC Program.

French and English brochures about the program are regularly circulated to legal clinics, community centres, law firms and faculties of law.

During this reporting period, the DHC (Cynthia Petersen) presented on two continuing professional development panels: The Law Society's panel on *Fostering Wellness – A Discussion of Mental Health in the Legal Profession* and an OBA/SOGIC panel entitled *One Year Out – LSUC's Model Policy on LGBT Inclusion in Law Firms*. Both of these events were well attended by large audiences and both resulted in subsequent new contacts with the DHC program from audience participants.

Ms. Petersen also gave a lecture on "Lawyer Self Care" to a class of upper year law students at Osgood Hall law school. The lecture covered the issue of coping with discrimination and harassment and the services provided by the DHC program.

The DHC (Ms. Petersen) was also interviewed by journalists who published articles in both the *Lawyers' Weekly* and the *Law Times* about the DHC Program. She was interviewed and quoted by a reporter who published an article in the *National Post* newspaper about sexual harassment in law firms.

TAB 7.1.2

BACKGROUND OF RECOMMENDED APPOINTMENTS

Individual Members:

Tahlee Afzal

Tahlee Afzal is a Policy Analyst at the Association of Ontario Midwives. In her current role she is the key liaison for the Association's ongoing human rights legal action. Prior to her current role, she was a Human Rights Representative at the Human Rights Legal Support Centre, where she advised potential applicants on the Human Rights Tribunal of Ontario process. Prior to her experience in Ontario she worked extensively in International Human Rights Law and women's rights issues for a leading NGO in Bangladesh.

Tahlee Afzal is a graduate of the Internationally Trained Lawyer's Program at the University of Toronto. She seeks to share her experience an Internationally Trained Lawyer and highlight issues unique to this group. She has recently volunteered to be a mentor to current students of the Internationally Trained Lawyer's Program.

Tahlee Afzal has also volunteered with the South Asian Women's Centre of Toronto and Bangladeshi-Canadian Community Services.

Lisa Borsook

Lisa Borsook is currently the Executive Partner of WeirFoulds LLP. Since 2007, she has held continuous leadership roles at WeirFoulds, as Managing Partner (2007-2012) and as Executive Partner (2013-present). During her tenure as Managing Partner, she focused on an array of policies relating to women in the profession, including adjustments compensation policies and associate development structures to ensure the advancement of women at the firm. She also advocated to include women on significant and influential firm committees. Lisa Borsook represents the firm at n the Law Firm Diversity and Inclusion Network. In addition, she was a member of the Steering Committee for the Law Society's Retention of Women in Private Practice Working Group. Lisa Borsook has been involved in a number of charities and boards. She regularly speaks at conferences and leadership panels about changes and advancements in the legal profession, including the changing role of General Counsel and the increased expectation of diversity from client decision makers.

Jonathan Davey

Jonathan Davey is a member of the Lower Cayuga of the Six Nations of the Grand River who is counsel with the Aboriginal Law Division of the Department of Justice Canada. He has represented Canada in dozens of Indian Residential School Independent Assessment Process Settlement Hearings and advised Aboriginal Affairs and Northern Development Canada on numerous matters involving the *Indian Act*. Jonathan holds a First Class Honours BA in Business Communications from Brock University, a Bachelor of Laws from Osgoode Hall Law

School, and a Master degree in Public Administration from Cornell University. He's received several academic awards and has been inducted into the *Pi Alpha Alpha* global honour society for public affairs and administration. Jonathan is also a Lieutenant, serving with the Queen's York Rangers (1st American Regiment) of the Canadian Armed Forces' Royal Canadian Armoured Corps.

Douglas Judson

Douglas Judson is an articling student at McCarthy Tétrault LLP. He is a graduate of the JD/MBA program at Osgoode Hall Law School and the Schulich School of Business. He also holds degrees in political science (BSocSc) and commerce (Hon. BCom) from the University of Ottawa.

Doug's professional interests lie at the intersection of business, law, and public policy. Prior to law school, Doug held posts with two federal government departments, gaining experience in public policy, research, corporate planning, and project management. Doug began his professional career on Parliament Hill, as an assistant to an MP for Northwestern Ontario (which he calls home). Doug has worked on both national and local election campaigns. While in law school, he also taught undergraduate business students at the Schulich School of Business.

Doug holds a number of leadership roles in the community. He currently serves as Vice-Chair of the Ontario Bar Association Sexual Orientation & Gender Identity Conference (SOGIC), on the board of Out On Bay Street, and is a co-founder of JusticeFundr.ca. Doug previously served as President of the Law Students' Society of Ontario, and has held numerous roles with Osgoode's student government, the Osgoode-Schulich JD/MBA Students' Association, and the OUTlaws LGBTQ affinity group. Doug was a 2014 *Law Times* Newsmaker and the 2015 recipient of the Canadian Bar Association's Edward K. Rowan-Legg Award. Doug's writing has appeared in legal industry and other publications.

Leonard Kim

Leonard Kim is an Assistant Crown Attorney with the Crown Attorney's Office in Sudbury. He currently acts as the Northern Regional representative on Hate Crime Prosecutions for the Ministry of the Attorney General (Criminal Law Division). Additionally, Leonard Kim is the former chair for the City of Greater Sudbury's Diversity Advisory panel. In this role, he successfully persuaded Sudbury City Council to, for the first time, adopt a written Diversity Policy to be publicly displayed on the City's website and in municipal government buildings throughout the City. Leonard Kim is a regular guest speaker on racism, youth and diversity issues and has been an active volunteer for a number of diversity-related organizations.

Lorin MacDonald

For over two decades, human rights lawyer Lorin MacDonald has demonstrated her leadership, passion, and commitment to accessibility and inclusion in her volunteer and professional activities, all informed by her experience as a woman living with a severe to profound hearing loss.

Lorin garners much respect for her advocacy work due to her cross-disability approach. Lorin has been featured in three Government of Ontario videos about accessible hiring practices, the importance of accessibility in the lives of people with disabilities, and the *Accessibility for Ontarians with Disabilities Act* (AODA). The YouTube video "Day in the Life of Lorin" has received over 4,000 individual views and is cited as an inspiring and positive message for all.

Recognized as one of the top voices in building awareness of accessibility and disability issues locally, provincially, and nationally, Lorin's approach is grounded in evidence-based research and a desire to challenge communities to be inclusive and accessible. She puts her legal education and never-ending optimism to good use, persevering against unfavourable odds to ensure people with disabilities have an accessible community in which to live. She continually strives to ensure those who may be uninformed or unconscious of the barriers experienced by individuals with disabilities are equipped with the tools necessary to create inclusive communities for all. Lorin lives in Toronto and has a human rights law practice focusing on disability discrimination, particularly as experienced by children.

Jason Tam

Jason Tam is Crown Counsel with the Ministry of Labour. He has practised in both Ohio and Ontario in a variety of areas including family, criminal, human rights and labour law. Jason Tam is an active member of the Federation of Asian Canadian Lawyers (FACL) and previously acted as the Chair of the FACL Advocacy and Policy Committee and the FACL representative on the Equity Advisory Group. He has also served as Chair and board member of the Metro Toronto Chinese and Southeast Asian Legal Clinic and has been involved in the Ministry of Attorney General's Legal Services Division Diversity Committee.

Brenda Young

Brenda Young is a proud member of the Chippewas of the Thames First Nation. She has utilized her professional lawyering skills in many opportunities to work on Indigenous issues and she currently works as the Community Justice Director for her home territory. Brenda is passionate in the pursuit for justice and specifically human rights. This passion led to the acceptance as a participant in the 2013 Indigenous Fellowship with the UN Office of the High Commissioner for Human Rights in Geneva. Brenda has volunteered for several organizations to enhance her knowledge about mental health, children's rights, and women's rights. She has also served on committees providing input into First Nations policing, LAO Aboriginal Issues Advisory, N'Amerind Community Justice Circles, development of ADR systems, the Anishinabek Nation Tribunal and Commission adjudication and she looks forward to serving the EAG.

Organizations:

Association des juristes d'expression française de l'Ontario (reappointment)

Mandat et objectifs de l'Association des juristes d'expression française de l'Ontario (l'AJEFO)

- promouvoir le français au sein du système judiciaire de l'Ontario
- assurer l'égalité des deux langues officielles auprès des tribunaux ontariens
- veiller à ce qu'il n'y ait aucune pénalité, délai, obstacle ou hésitation à l'utilisation du français par les avocats ou la population francophone de l'Ontario à cause de lacunes dans l'appareil judiciaire
- tisser des liens de collaboration avec les associations et les organismes communautaires, les universités et les institutions postsecondaires, les AJEFs du Canada et les paliers gouvernementaux ayant de mêmes objectifs
- sensibiliser, informer et éduquer les juristes et le grand public quant à leurs droits en matière de services juridiques dans la langue de leur choix
- augmenter la reconnaissance des droits de la minorité linguistique francophone de l'Ontario
- assurer l'offre active et l'amélioration des services juridiques en français en Ontario

ARCH Disability Law Centre (reappointment)

ARCH Disability Law Centre (ARCH) is a specialty legal clinic dedicated to advancing the equality rights of persons with disabilities. ARCH provides legal services to help Ontarians with disabilities live with dignity and participate fully in our communities. ARCH is primarily funded by Legal Aid Ontario, and is governed by a volunteer Board of Directors, the majority of which are persons with disabilities. ARCH provides free and confidential legal advice to people with disabilities across Ontario. ARCH conducts test case litigation at all levels of tribunals and courts, and conducts law reform, policy and community development activities. ARCH also provides public legal education to persons with disabilities and continuing legal education to the legal community. ARCH maintains a website at www.archdisabilitylaw.ca.

Canadian Association of Black Lawyers (reappointment)

The Canadian Association of Black Lawyers works to remove systemic barriers within the legal profession and to promote the advancement of black lawyers within the profession. They do so through a number of mechanisms, which include establishing support systems for law students and young lawyers, providing positive role models, and cultivating and fostering diversity within the profession with an emphasis on mentoring, networking and outreach. CABL is strongly committed to equality and diversity principles and has a wealth of experience in working within the legal and broader community resolving issues created by inequality.

Canadian Hispanic Bar Association (reappointment)

The *Canadian Hispanic Bar Association* (the *CHBA*), formerly the *Hispanic Ontario Bar Association*, is a national professional organization representing lawyers, law students and academics who self-identify as Hispanic, Latin American or Hispanophone Caribbean or of Hispanic, Latin American or Hispanophone Caribbean origin. The CHBA's membership enjoys large racial, ethnic, and linguistic diversity as they trace our ethnic-racial origins to pre-colonial America, Africa, Asia and Europe. They are also diverse in terms of our gender and sexual orientation, immigration status and experience, our linguistic background and levels of abilities.

The *CHBA*'s objectives may be summarized as follows:

- (a) To advance the standing of Hispanic lawyers in the community;
- (b) To promote cooperation and professional development of Hispanic lawyers;
- (c) To be involved in significant issues affecting the Hispanic community, within and outside the legal realm;
- (d) To contribute to the growth and wellness of the Hispanic community and to the legal profession, and
- (e) To promote the profession so as to increase the number of Hispanic lawyers.

Canadian Muslim Lawyers Association

Founded in 1998, the CMLA is a Toronto-based non-profit association of Muslim lawyers from all Canadian provinces and territories. The CMLA has approximately 200 members and is funded entirely by the contributions of its members.

The CMLA is focused on four key areas of engagement. First, the CMLA helps build professional relationships among Canadian Muslim lawyers and between Canadian Muslim lawyers and members of other legal organizations. Second, the CMLA educates its members and the broader Canadian Muslim community on law topics of interest. Third, the CMLA provides peer support by providing law students and junior lawyers with mentorship and professional development seminars. Fourth, the CMLA serves as an advocate on select issues of importance to Canadian Muslim lawyers and the broader Canadian Muslim community.

Canadian Association of Muslim Women in Law

CAMWL is an association comprised of women licensees, prospective licensees, and legal academics who identify as Muslim. CAMWL's membership is racially, ethnically, and linguistically diverse and embodies a plurality of religious beliefs and practices. CAMWL's members work in a variety of legal settings, including private and sole practices, government, legal clinics, and academia.

CAMWL's mandate is to (a) advance the rights and interests of Muslim women in Canada, as well as other marginalized and equity-seeking groups, including through education and direct advocacy; and (b) promote mentorship and camaraderie between Muslim women engaged in the practice or study of law.

Federation of Asian Canadian Lawyers (reappointment)

FACL is a diverse coalition of Asian Canadian legal professionals working to promote equity, justice, and opportunity for Asian Canadian legal professionals and the wider community.

FACL is a not-for-profit organization working closely with other Asian Canadian associations and community organizations. It is affiliated with the National Asian Pacific American Bar Association (NAPABA).

Law Students Society of Ontario

The LSSO is an advocacy body representing undergraduate (JD) law students at Ontario law schools. The LSSO's goal is to articulate student needs to the organizations that govern the legal profession, the universities that administer legal education, and government bodies that regulate post-secondary education and financial aid.

Roundtable of Diversity Organizations

RODA brings together a diverse group of legal associations with the goal of fostering a dialogue and initiatives relating to the advancement of diversity, equality and inclusion in the legal profession.

RODA's member associations: Arab Canadian Lawyers Association; Association of Chinese Canadian Lawyers of Ontario; Canadian Association of Black Lawyers; Canadian Association of South Asian Lawyers; Canadian Hispanic Bar Association; Canadian Italian Advocates Organization; Canadian Muslim Lawyers Association, Federation of Asian Canadian Lawyers; Hellenic Canadian Lawyers Association; Iranian Canadian Legal Professionals; Korean Canadian Lawyers Association; Macedonian Canadian Lawyers; OBA Equality Committee; Sexual Orientation & Gender Identity Caucus; South Asian Bar Association of Toronto; Toronto Lawyers Association; Women's Law Association of Ontario.

South Asian Bar Association (reappointment)

The South Asian Bar Association of Toronto (SABA Toronto) is a voluntary bar organization and the local Toronto chapter of SABA North America. SABA Toronto provides professional growth and advancement for South Asian lawyers in the Greater Toronto Area and seeks to protect the rights and liberties of the South Asian community across Ontario. SABA Toronto has over 400 members, including lawyers in private practice, government, inhouse counsel and academia.

Women's Law Association of Ontario (reappointment)

The WLAO is a not-for-profit corporation, having existed since 1919 as an active voice for women in the legal profession. The organization is dedicated to advancing issues and causes relevant to women in the profession through education, advocacy, support for progressive law reform and policies, and awareness programs. It has also been a vital resource to members in

their pursuit of fulfilling and successful careers in law.

The WLAO membership includes law students and lawyers from diverse employment settings, and also includes judges. The association has several active chapters, which include the Young Women Lawyers, Articling Women, as well as the General Counsel chapter.

Women's Paralegal Association of Ontario

Recently founded in 2013, the Women's Paralegal Association of Ontario (WPAO) provides mentorship and support to women working as licensed Paralegals within the Province of Ontario.

Through innovation and education, this progressive not-for-profit corporation is dedicated to providing a solid, reputable support network for women within the field while promoting professional growth and advancement.

Membership is open to women Paralegals practicing within the Province of Ontario and students enrolled in Paralegal Education programs offered through post-secondary institutions and accredited by the Law Society of Upper Canada (LSUC).

TAB 7.1.3

FOR INFORMATION

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

JOUR DES FRANCO-ONTARIENS:

Célébrons le Jour des Franco-Ontariens et des Franco-Ontariennes – Parlons accès à la justice en français

Date: September 21, 2015
Time: 5:00 to 7:00 p.m.
Location: Convocation Hall

Description: The Law Society of Upper Canada, The Ontario Bar Association, the Association of French Speaking Jurists of Ontario, the Ministry of the Attorney General and the Office of Francophone Affairs of Ontario are pleased to invite you to a discussion and reception in honour of Franco-Ontarian Day.

Special guest and speaker: The Honourable Justice Julie A. Thorburn, Ontario Superior Court of Justice

HISPANIC HERITAGE DAY CELEBRATION

Date: October 21, 2015
Time: 6:00 -7:30 p.m.
Location: Convocation Hall

Description: The Law Society of Upper Canada and the Canadian Hispanic Bar Association are pleased to invite you to their first annual Hispanic Heritage Day celebration.

Please join us for a Keynote Address by the Honourable Justice Joseph W. Bovard, Ontario Court of Justice, the first Hispanic lawyer to be appointed to the Bench in Canada, and remarks by Mr. Juan Carranza, recipient of their inaugural Canadian Hispanic Bar Association Achievement Award.

WOMEN LEADERS' EVENT:

Date: **October 29, 2015**

Time and location:

Panel Discussions: 5:00 to 7:00 p.m.* in the Lamont Learning Centre

Reception: 7:00 to 8:00 p.m. in Convocation Hall

*This program will also be available via simultaneous webcast

Description: The Law Society of Upper Canada, The Ontario Bar Association, and the Women's Law Association of Ontario, will be hosting an event to celebrate women leaders in the legal profession. Additional details will follow closer to the event date.

LOUIS RIEL EVENT

Date: **November 16, 2015 (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 Métis Nation of Ontario will be hosting their annual event marking Louis Riel Day. Additional details will follow closer to the event date.

BLACK HISTORY MONTH EVENT

Date: **February 9, 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 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/>