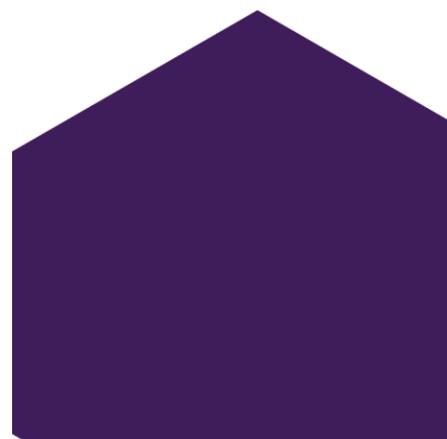
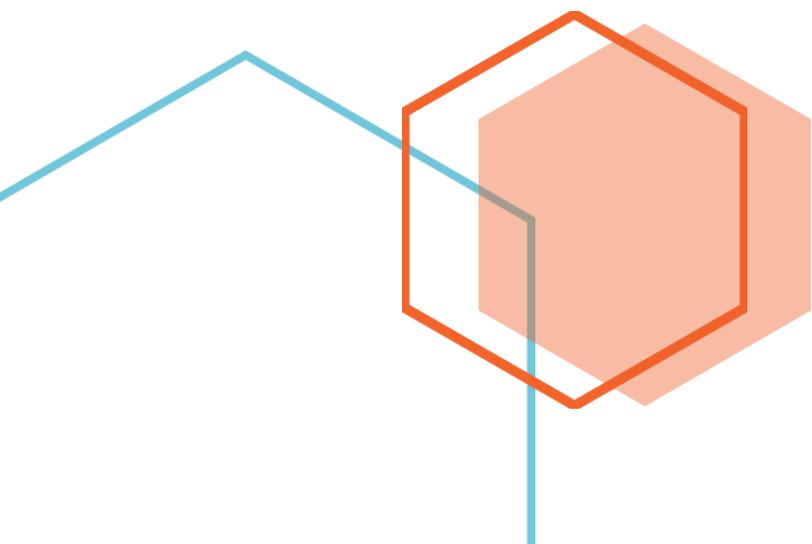




2020 Bencher Candidate Survey

**Diversity, Equity, and Inclusion in
the Law Society of Alberta**

Presented by LEAD Alberta





2020 Bencher Candidate Survey

Diversity, Equity, and Inclusion in the Law Society of Alberta

Purpose of the Survey

The legal profession, in Alberta and elsewhere, continues to struggle to attract, retain, and promote lawyers of colour, women, LGBTQIA2S+ lawyers, foreign-trained lawyers, and disabled lawyers to create a profession that reflects the population it serves.

Bencher's set the direction and priorities of the Law Society of Alberta. Their attitudes towards the role of that body in fighting harassment and discrimination in the workplace and undertaking initiatives to support lawyers of diverse backgrounds inform how the Law Society will act in the coming years.

This survey permits members to make informed decisions when they cast their votes for Bencher.

Invitees and Respondents

All candidates in the 2020 Bencher election were invited to complete the survey, and had two weeks to do so. 30 candidates responded.

Meet and Greets

A number of candidates agreed to participate in virtual meet and greet sessions between November 4-10, 2020. Email leadalberta@gmail.com if you would like to participate.

Presentation Notes

The following document includes the entire response of each candidate, redacted only to remove person contact information.

The responses are presented in the order they were received.

To view a particular candidate's responses, click on their name in the Table of Contents and you will be taken there directly

LEAD Alberta



Lawyers for Equity, Access, and Diversity (LEAD) Alberta is an society made up of early and mid-career lawyers focused on creating a more equitable profession in the province of Alberta.

LEAD's activities are centred around advocacy and engagement with the profession on topics of interest to junior lawyers and to lawyers from diverse backgrounds.

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#1 Jim Lutz

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Q1

Please provide your name and confirm your email address. We will not use your email address without your permission for any purpose other than to confirm your identity.

Name

Jim Lutz

Email Address

Q2**Extremely important**

How important is diversity in the legal profession?Note: In this survey, the word "diversity" is used to mean having a profession that is reflective of the greater community.

Q3**Extremely important**

How important is equity in the legal profession?Note: In this survey, the word "equity" is used to mean every lawyer having equal opportunities to succeed, and the absence of discrimination including implicit or subconscious bias.

Q4**Very effective**

How effective is the Law Society of Alberta currently at ensuring its individual members are afforded equal opportunities to succeed within law firms?

Q5

Please provide any personal comments you have on what you see as potential barriers to diversity, equity and inclusion in the legal profession in Alberta and if you have ideas of how to address these.

Everyone is entitled to succeed and the LSA should educate and instill this in its members. There exists a specific committee dedicated to the fundamental pillar of our Governance Plan. For example the My Experience Project invites input from our members on their experiences on discrimination and racism. The purpose being to improve our educational requirements to prevent further exclusion and ignorance.

I see barriers in the legal profession as educational challenges that can be changed as awareness and understanding grows.

I firmly believe education is the best tool we have to offer.

Q6

Please check all of the following materials related to diversity, equity and inclusion that you have read:

The Final Report of the Truth and Reconciliation Commission

,

Rules of other Canadian law societies on sexual harassment, discrimination and employment practices

,

Law Society of Alberta (LSA)'s Justicia Project policies and guides

,

The Canadian Bar Association (CBA)'s model policies and guides from the National Committee on Equality

,

LSA Respectful Workplace Model Policy,

LSA Articling Program Assessment Research Report

Q7

How important is it for the Law Society of Alberta to be explicitly anti-racism in their work? Note: In this survey, the word "anti-racism" is used to mean the active process of identifying and elimination racism by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably.

Extremely important

Q8

Please provide any personal comments you have on the difference between diversity and anti-racism as it relates to the legal profession and the role that the legal profession should play in anti-racism efforts.

The NJJN described an anti racist policy as a look into ones own workplace culture policies and practices to "identify and uproot racial biases"

Diversity requires proactive hiring of diverse staff and and leadership"across many attributes-race,gender,sexual orientation and personality types".

Both of these issues require the profession to look inwards and recognize where their own policies have failed to identify and remove these barriers. Lawyers are ground zero for these goals.

Q9**Very important**

How important is it for the Law Society of Alberta to address workplace harassment and discrimination among its members? Note: in this survey, the terms workplace harassment and discrimination include, but are not limited to, any of the following grounds: gender, sex, race, ability, family status, sexual orientation, religion.

Q10

Please provide any personal comments you have about the status of workplace harassment and discrimination between members of the Law Society of Alberta, and if you have any ideas on how to address it.

I sit on Policy and Regulatory Reform along with fellow Benchers and staff. This has been a central piece of our work with other Law Societies to recognize and effect change to protect members and staff from harassment and discrimination.

Q11**Major role**

What role should the Law Society of Alberta play in promoting diversity, equity and inclusion in the legal profession?

Q12**Major role**

What role should the Law Society of Alberta play in anti-racism efforts within the legal profession?

Q13**Major role**

What role should the Law Society of Alberta play in addressing harassment and discrimination in legal workplaces?

Q14**Major role**

What role should the Law Society of Alberta play in promoting a culture of respect in the workplace within law firms?

Q15**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will promoting diversity, equity and inclusion have for you?

Q16**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will reducing workplace harassment and discrimination have for you?

Q17

What do you currently perceive to be the most significant issue or issues faced by lawyers with 10 years or less in practice?

I think retention of women in the profession cannot be understated. As well given the gruelling economic uncertainty the LSA needs to do all it can to help young members stay in the profession and be able to support themselves. This is a crisis year and we need to help every member in the profession.

Q18

You are welcome to share any additional comments or views you have on the prior question topics.

Thank you.

Q19**November 4, 2020, 7:00-8:30pm**

Our members are interested in meeting with candidates virtually to discuss the issues identified in this survey. If you are interested in participating, please provide your availability below and we will contact you by email with more details:

#2 Rupert Joshi

Page 1

Q1

Please provide your name and confirm your email address. We will not use your email address without your permission for any purpose other than to confirm your identity.

Name

Rupert Joshi

Email Address

Q2

Extremely important

How important is diversity in the legal profession?Note: In this survey, the word "diversity" is used to mean having a profession that is reflective of the greater community.

Q3

Extremely important

How important is equity in the legal profession?Note: In this survey, the word "equity" is used to mean every lawyer having equal opportunities to succeed, and the absence of discrimination including implicit or subconscious bias.

Q4

Very effective

How effective is the Law Society of Alberta currently at ensuring its individual members are afforded equal opportunities to succeed within law firms?

Q5

Respondent skipped this question

Please provide any personal comments you have on what you see as potential barriers to diversity, equity and inclusion in the legal profession in Alberta and if you have ideas of how to address these.

Q6

Please check all of the following materials related to diversity, equity and inclusion that you have read:

The Final Report of the Truth and Reconciliation Commission

,

CBA Alberta's Inclusive Workplace Toolkit,

LSA Respectful Workplace Model Policy

Q7

How important is it for the Law Society of Alberta to be explicitly anti-racism in their work? Note: In this survey, the word "anti-racism" is used to mean the active process of identifying and elimination racism by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably.

Extremely important

Q8

Please provide any personal comments you have on the difference between diversity and anti-racism as it relates to the legal profession and the role that the legal profession should play in anti-racism efforts.

Respondent skipped this question

Q9

How important is it for the Law Society of Alberta to address workplace harassment and discrimination among its members? Note: in this survey, the terms workplace harassment and discrimination include, but are not limited to, any of the following grounds: gender, sex, race, ability, family status, sexual orientation, religion.

Extremely important

Q10

Please provide any personal comments you have about the status of workplace harassment and discrimination between members of the Law Society of Alberta, and if you have any ideas on how to address it.

Respondent skipped this question

Q11

What role should the Law Society of Alberta play in promoting diversity, equity and inclusion in the legal profession?

Major role

Q12

What role should the Law Society of Alberta play in anti-racism efforts within the legal profession?

Major role

Q13**Major role**

What role should the Law Society of Alberta play in addressing harassment and discrimination in legal workplaces?

Q14**Major role**

What role should the Law Society of Alberta play in promoting a culture of respect in the workplace within law firms?

Q15**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will promoting diversity, equity and inclusion have for you?

Q16**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will reducing workplace harassment and discrimination have for you?

Q17**Respondent skipped this question**

What do you currently perceive to be the most significant issue or issues faced by lawyers with 10 years or less in practice?

Q18

You are welcome to share any additional comments or views you have on the prior question topics.

These are important considerations to bring forward critical issues for open discussion.

Q19**Respondent skipped this question**

Our members are interested in meeting with candidates virtually to discuss the issues identified in this survey. If you are interested in participating, please provide your availability below and we will contact you by email with more details:

#3 Michael J. Swanson QC

Page 1

Q1

Please provide your name and confirm your email address. We will not use your email address without your permission for any purpose other than to confirm your identity.

Name

Michael J. Swanson QC.

Email Address

Q2

Extremely important

How important is diversity in the legal profession?Note: In this survey, the word "diversity" is used to mean having a profession that is reflective of the greater community.

Q3

Extremely important

How important is equity in the legal profession?Note: In this survey, the word "equity" is used to mean every lawyer having equal opportunities to succeed, and the absence of discrimination including implicit or subconscious bias.

Q4

Very effective

How effective is the Law Society of Alberta currently at ensuring its individual members are afforded equal opportunities to succeed within law firms?

Q5

Please provide any personal comments you have on what you see as potential barriers to diversity, equity and inclusion in the legal profession in Alberta and if you have ideas of how to address these.

Barriers to diversity, equity and inclusion are in many cases a state of mind. This is potentially addressed by training and education.

Q6

Please check all of the following materials related to diversity, equity and inclusion that you have read:

The Final Report of the Truth and Reconciliation Commission

,

Law Society of Alberta (LSA)'s Justicia Project policies and guides

,

LSA Respectful Workplace Model Policy,

Other (please specify):

Final Report: National Inquiry into Missing and Murdered Indigenous Women

Q7

How important is it for the Law Society of Alberta to be explicitly anti-racism in their work? Note: In this survey, the word "anti-racism" is used to mean the active process of identifying and elimination racism by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably.

Extremely important

Q8

Please provide any personal comments you have on the difference between diversity and anti-racism as it relates to the legal profession and the role that the legal profession should play in anti-racism efforts.

Respondent skipped this question

Q9

How important is it for the Law Society of Alberta to address workplace harassment and discrimination among its members? Note: in this survey, the terms workplace harassment and discrimination include, but are not limited to, any of the following grounds: gender, sex, race, ability, family status, sexual orientation, religion.

Extremely important

Q10

Please provide any personal comments you have about the status of workplace harassment and discrimination between members of the Law Society of Alberta, and if you have any ideas on how to address it.

Respondent skipped this question

Q11

What role should the Law Society of Alberta play in promoting diversity, equity and inclusion in the legal profession?

Major role

Q12**Major role**

What role should the Law Society of Alberta play in anti-racism efforts within the legal profession?

Q13**Major role**

What role should the Law Society of Alberta play in addressing harassment and discrimination in legal workplaces?

Q14**Major role**

What role should the Law Society of Alberta play in promoting a culture of respect in the workplace within law firms?

Q15**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will promoting diversity, equity and inclusion have for you?

Q16**Top priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will reducing workplace harassment and discrimination have for you?

Q17

What do you currently perceive to be the most significant issue or issues faced by lawyers with 10 years or less in practice?

Given our uncertain times, the most significant issue or issues are potentially related to maintaining good health. Other issues likely include practice development, recruiting clients, client service, keeping current with the law, keeping up with innovations in technology and legal soft-ware, mentoring others especially lawyers who are new to the legal profession and balancing the demands of practicing law and life beyond law.

Q18**Respondent skipped this question**

You are welcome to share any additional comments or views you have on the prior question topics.

Q19

November 10, 2020, 7:00-8:30pm

Our members are interested in meeting with candidates virtually to discuss the issues identified in this survey. If you are interested in participating, please provide your availability below and we will contact you by email with more details:

#4 Matia L. Matkovic

Page 1

Q1

Please provide your name and confirm your email address. We will not use your email address without your permission for any purpose other than to confirm your identity.

Name

Matia L. Matkovic

Email Address

Q2**Extremely important**

How important is diversity in the legal profession?Note: In this survey, the word "diversity" is used to mean having a profession that is reflective of the greater community.

Q3**Extremely important**

How important is equity in the legal profession?Note: In this survey, the word "equity" is used to mean every lawyer having equal opportunities to succeed, and the absence of discrimination including implicit or subconscious bias.

Q4**Somewhat effective**

How effective is the Law Society of Alberta currently at ensuring its individual members are afforded equal opportunities to succeed within law firms?

Q5

Please provide any personal comments you have on what you see as potential barriers to diversity, equity and inclusion in the legal profession in Alberta and if you have ideas of how to address these.

It seems that one of the most significant barriers to diversity is a lack of ability on the part of those who have had the benefits of privilege to recognize that there is still a great deal of work to do and that this work does not only fall on the part of those who have been marginalized and discriminated against but it falls to those who have not. There is often a tendency on the part of people who do not have to deal with these issues on a personal basis, to become very defensive when someone expresses that they have been discriminated against or to try and explain why it "isn't as bad as they think it is". There is also the common answer of "Well, we are not all like that." Unfortunately, none of those responses work toward resolving the problem. We have to start with an acknowledgement that all is not well and that discrimination on the basis of race, gender, religion, sexual orientation and appearance are alive and well whether overt, subtle, intended or otherwise. Once that acknowledgment and understanding are there then the hard work starts with having those of us who may have benefited from this type of discrimination, either directly or indirectly, doing the work to change our own attitudes and behaviour and concurrently working to change the systemic frameworks in our society and in our profession that continue to be barriers to diversity, equity and inclusion.

Q6

Please check all of the following materials related to diversity, equity and inclusion that you have read:

Rules of other Canadian law societies on sexual harassment, discrimination and employment practices

,

LSA Respectful Workplace Model Policy,

Other (please specify):

CBA Podcasts on Systemic Racism and Diversity

Q7

How important is it for the Law Society of Alberta to be explicitly anti-racism in their work? Note: In this survey, the word "anti-racism" is used to mean the active process of identifying and eliminating racism by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably.

Extremely important

Q8

Please provide any personal comments you have on the difference between diversity and anti-racism as it relates to the legal profession and the role that the legal profession should play in anti-racism efforts.

I am not sure that I fully understand the question (perhaps that is a problem in and of itself?) but diversity for the sake of diversity does not address the issue of racism. Meeting some criteria of having a certain number of women, people of colour, indigenous peoples etc. working at a firm does not eliminate or address the overt and systemic racism that still exists in those environments. The legal profession ought to be providing an example for others as to how address and hopefully eliminate racism within the work place and within our justice system.

Q9**Extremely important**

How important is it for the Law Society of Alberta to address workplace harassment and discrimination among its members? Note: in this survey, the terms workplace harassment and discrimination include, but are not limited to, any of the following grounds: gender, sex, race, ability, family status, sexual orientation, religion.

Q10

Please provide any personal comments you have about the status of workplace harassment and discrimination between members of the Law Society of Alberta, and if you have any ideas on how to address it.

As indicated previously, we have to start by acknowledging and accepting without excuse or explanation that harassment exist in our profession. Once we do that, then there is a lot of hard work that has to happen to educate members of our profession and create proactive policies that will address instances of harassment and discrimination and that will then further look into what within our profession allowed such behaviour to occur. This requires a change to our overall patterns and frameworks as it is not enough to address each instance individually. If the foundation is flawed, it does not matter how "pretty" the house is that may be built on it.

Q11**Major role**

What role should the Law Society of Alberta play in promoting diversity, equity and inclusion in the legal profession?

Q12**Major role**

What role should the Law Society of Alberta play in anti-racism efforts within the legal profession?

Q13**Major role**

What role should the Law Society of Alberta play in addressing harassment and discrimination in legal workplaces?

Q14**Major role**

What role should the Law Society of Alberta play in promoting a culture of respect in the workplace within law firms?

Q15**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will promoting diversity, equity and inclusion have for you?

Q16**Top priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will reducing workplace harassment and discrimination have for you?

Q17

What do you currently perceive to be the most significant issue or issues faced by lawyers with 10 years or less in practice?

A lack of proper mentorship but senior members in the Bar. There are too many lawyers out there who have been thrown into practice without the support systems necessary to not only allow them to become great lawyers but also to allow them remain great people. As we are seeing more diversity amongst our members, it is particularly important that senior lawyers from different backgrounds take on mentorship roles and share their experiences.

Q18

You are welcome to share any additional comments or views you have on the prior question topics.

The world is changing everyday. If this year has taught us nothing else, it is that no matter who we are, we have very little control over certain things. For that reason, it is imperative that we make immediate efforts to address and fix the things that are within our control. There is no place for racism, discrimination (on whatever basis), and marginalization to continue in our profession. We are fortunate to be lawyers and to have the influence to change and to provide an example for others. It is not okay to keep ignoring the issues that have been in front of us for so long because it is easier. That is not what we are supposed to do and it is not why I became a lawyer. I wanted to change things for the better and I wanted to be a part of a just system. That is not possible if we still allow and accept that people are treated differently because of the colour of their skin, their faith, who they love, who they vote for or what they look like.

Q19

Our members are interested in meeting with candidates virtually to discuss the issues identified in this survey. If you are interested in participating, please provide your availability below and we will contact you by email with more details:

November 4, 2020, 7:00-8:30pm,

November 8, 2020, 2:00-3:30pm,

November 10, 2020, 7:00-8:30pm

#5 Derek Anderson

Page 1

Q1

Please provide your name and confirm your email address. We will not use your email address without your permission for any purpose other than to confirm your identity.

Name

Derek Anderson

Email Address

Q2**Extremely important**

How important is diversity in the legal profession?Note: In this survey, the word "diversity" is used to mean having a profession that is reflective of the greater community.

Q3**Extremely important**

How important is equity in the legal profession?Note: In this survey, the word "equity" is used to mean every lawyer having equal opportunities to succeed, and the absence of discrimination including implicit or subconscious bias.

Q4**Somewhat effective**

How effective is the Law Society of Alberta currently at ensuring its individual members are afforded equal opportunities to succeed within law firms?

Q5

Please provide any personal comments you have on what you see as potential barriers to diversity, equity and inclusion in the legal profession in Alberta and if you have ideas of how to address these.

I am concerned about systemic obstacles that are difficult for the profession to see because of the privileged position of its leadership. We need to, as leaders, constantly remind ourselves that our inability to see something does not mean that that thing does not exist.

Q6

Please check all of the following materials related to diversity, equity and inclusion that you have read:

The Final Report of the Truth and Reconciliation Commission

,

The Equity and Aboriginal Issues Committee Report to the Law Society of Upper Canada Convocation 2016: Challenges Faced by Racialized Licensees Working Group Final Report

,

Rules of other Canadian law societies on sexual harassment, discrimination and employment practices

,

Law Society of Alberta (LSA)'s Justicia Project policies and guides

,

The Canadian Bar Association (CBA)'s model policies and guides from the National Committee on Equality

,

CBA Alberta's Inclusive Workplace Toolkit,

LSA Respectful Workplace Model Policy,

LSA Articling Program Assessment Research Report

Q7

How important is it for the Law Society of Alberta to be explicitly anti-racism in their work? Note: In this survey, the word "anti-racism" is used to mean the active process of identifying and elimination racism by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably.

Extremely important

Q8

Please provide any personal comments you have on the difference between diversity and anti-racism as it relates to the legal profession and the role that the legal profession should play in anti-racism efforts.

I see the two is inexorably linked.

Q9

How important is it for the Law Society of Alberta to address workplace harassment and discrimination among its members? Note: in this survey, the terms workplace harassment and discrimination include, but are not limited to, any of the following grounds: gender, sex, race, ability, family status, sexual orientation, religion.

Extremely important

Q10

Please provide any personal comments you have about the status of workplace harassment and discrimination between members of the Law Society of Alberta, and if you have any ideas on how to address it.

It's important that we, as leaders, be prepared and willing to take guidance from people who are less privileged than we are, and so more likely to be able to correctly identify examples of harassment and discrimination.

Q11**Major role**

What role should the Law Society of Alberta play in promoting diversity, equity and inclusion in the legal profession?

Q12**Major role**

What role should the Law Society of Alberta play in anti-racism efforts within the legal profession?

Q13**Major role**

What role should the Law Society of Alberta play in addressing harassment and discrimination in legal workplaces?

Q14**Major role**

What role should the Law Society of Alberta play in promoting a culture of respect in the workplace within law firms?

Q15**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will promoting diversity, equity and inclusion have for you?

Q16**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will reducing workplace harassment and discrimination have for you?

Q17

What do you currently perceive to be the most significant issue or issues faced by lawyers with 10 years or less in practice?

Guiding the profession towards an alignment of values as between individual professional wellness, overriding systemic obstacles, and responding to the structural changes triggered by current pandemic crisis.

Q18

Respondent skipped this question

You are welcome to share any additional comments or views you have on the prior question topics.

Q19

November 4, 2020, 7:00-8:30pm

Our members are interested in meeting with candidates virtually to discuss the issues identified in this survey. If you are interested in participating, please provide your availability below and we will contact you by email with more details:

#6 Deanna Steblyk

Page 1

Q1

Please provide your name and confirm your email address. We will not use your email address without your permission for any purpose other than to confirm your identity.

Name

Deanna Steblyk

Email Address

Q2**Extremely important**

How important is diversity in the legal profession?Note: In this survey, the word "diversity" is used to mean having a profession that is reflective of the greater community.

Q3**Extremely important**

How important is equity in the legal profession?Note: In this survey, the word "equity" is used to mean every lawyer having equal opportunities to succeed, and the absence of discrimination including implicit or subconscious bias.

Q4**Somewhat effective**

How effective is the Law Society of Alberta currently at ensuring its individual members are afforded equal opportunities to succeed within law firms?

Q5

Please provide any personal comments you have on what you see as potential barriers to diversity, equity and inclusion in the legal profession in Alberta and if you have ideas of how to address these.

One potential barrier to diversity, equity and inclusion is the business model adopted by most law firms, which has as its goal profit above all else. That model causes other problems in the profession, too, including lawyer burnout, lawyer attrition, and unaddressed harassment and bullying. I wish I had a good idea as to how to remedy that, but it is so entrenched I sometimes fear nothing but cataclysmic change in the world will do it. However, I have seen progress in my 20+ years at the bar (when I started practice, it was still a bit controversial in conservative firms and court rooms for female lawyers to wear pantsuits), and hopefully education and ongoing "turnover" in the profession will help - the advent of new lawyers with new ideas and different attitudes, and the retirement of the old guard set in its ways. There is also, of course, conscious and unconscious bias. I continue to hope that ongoing education will help with those things, and the Law Society is working on bringing that education and awareness to the Alberta bar.

Q6

Please check all of the following materials related to diversity, equity and inclusion that you have read:

The Final Report of the Truth and Reconciliation Commission

,

Rules of other Canadian law societies on sexual harassment, discrimination and employment practices

,

Law Society of Alberta (LSA)'s Justicia Project policies and guides

,

LSA Respectful Workplace Model Policy,

LSA Articling Program Assessment Research Report,

Other (please specify):

I have done a fair bit of reading in this area, especially where it involves Indigenous people and their concerns. Two additional sources I've read that come immediately to mind are the MMIWG Report and the Report of the Royal Commission on Aboriginal Peoples (1996). I have an Indigenous background in my own family that brings these issues particularly close to my heart.

Q7

How important is it for the Law Society of Alberta to be explicitly anti-racism in their work? Note: In this survey, the word "anti-racism" is used to mean the active process of identifying and elimination racism by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably.

Extremely important

Q8

Please provide any personal comments you have on the difference between diversity and anti-racism as it relates to the legal profession and the role that the legal profession should play in anti-racism efforts.

It seems to me that "diversity" is somewhat broader than "anti-racism", in that "anti-racism" initiatives, in my mind, engage our BIPOC population while "diversity" initiatives can include women, LGBTQ2 and differently abled people who are not BIPOC. I believe the legal profession is properly understood as a public service profession and that lawyers have extremely significant responsibilities in working to improve access to justice for everyone - this naturally requires us to be strongly anti-racism and pro-diversity. Lawyers are also seen as community leaders, and we must lead by example, not only in how we treat others, but also in how our profession "looks" to the average person - we should reflect the population we serve.

Q9**Extremely important**

How important is it for the Law Society of Alberta to address workplace harassment and discrimination among its members? Note: in this survey, the terms workplace harassment and discrimination include, but are not limited to, any of the following grounds: gender, sex, race, ability, family status, sexual orientation, religion.

Q10

Please provide any personal comments you have about the status of workplace harassment and discrimination between members of the Law Society of Alberta, and if you have any ideas on how to address it.

Sadly, my sense is that workplace harassment and discrimination are "alive and well" in law firms and other workplaces with large groups of lawyers. However, as noted above, I also believe that it is slowly improving. I think education and awareness are the best path forward to address these issues. And for the reason mentioned above (some firms' single-mindedness toward profit above all else), education as to how these problems eat into the "bottom line" would be helpful. For example, I think most firms understand that lawyer attrition at the junior levels is a big problem that eats into the bottom line - but there needs to be more education and understanding as to how discrimination and harassment lead directly to that attrition.

Q11**Major role**

What role should the Law Society of Alberta play in promoting diversity, equity and inclusion in the legal profession?

Q12**Major role**

What role should the Law Society of Alberta play in anti-racism efforts within the legal profession?

Q13**Major role**

What role should the Law Society of Alberta play in addressing harassment and discrimination in legal workplaces?

Q14**Major role**

What role should the Law Society of Alberta play in promoting a culture of respect in the workplace within law firms?

Q15**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will promoting diversity, equity and inclusion have for you?

Q16**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will reducing workplace harassment and discrimination have for you?

Q17

What do you currently perceive to be the most significant issue or issues faced by lawyers with 10 years or less in practice?

Finding a job they enjoy, where they are sufficiently challenged by the work yet are treated humanely in all ways by those to whom they report. Finding the elusive "work-life balance". I think it will largely be up to your generation of lawyers to really entrench the changes necessary to the profession, but those of us 10+ years have a great responsibility to get the ball rolling for you.

Q18

You are welcome to share any additional comments or views you have on the prior question topics.

These are very interesting questions, and I thank you for raising them. Please know that "EDI" issues are very much on the radar for the current Bencher table at the Law Society, and every incumbent running in this election is already committed to making significant progress in this area.

Q19

Our members are interested in meeting with candidates virtually to discuss the issues identified in this survey. If you are interested in participating, please provide your availability below and we will contact you by email with more details:

November 4, 2020, 7:00-8:30pm,

November 8, 2020, 2:00-3:30pm,

November 10, 2020, 7:00-8:30pm

#7 Zukhraf Baig

Page 1

Q1

Please provide your name and confirm your email address. We will not use your email address without your permission for any purpose other than to confirm your identity.

Name

Zukhraf Baig

Email Address

Q2**Extremely important**

How important is diversity in the legal profession?Note: In this survey, the word "diversity" is used to mean having a profession that is reflective of the greater community.

Q3**Extremely important**

How important is equity in the legal profession?Note: In this survey, the word "equity" is used to mean every lawyer having equal opportunities to succeed, and the absence of discrimination including implicit or subconscious bias.

Q4**Very effective**

How effective is the Law Society of Alberta currently at ensuring its individual members are afforded equal opportunities to succeed within law firms?

Q5**Respondent skipped this question**

Please provide any personal comments you have on what you see as potential barriers to diversity, equity and inclusion in the legal profession in Alberta and if you have ideas of how to address these.

Q6

Please check all of the following materials related to diversity, equity and inclusion that you have read:

The Equity and Aboriginal Issues Committee Report to the Law Society of Upper Canada Convocation 2016: Challenges Faced by Racialized Licensees Working Group Final Report

CBA Alberta's Inclusive Workplace Toolkit,

LSA Respectful Workplace Model Policy

Q7

How important is it for the Law Society of Alberta to be explicitly anti-racism in their work?Note: In this survey, the word "anti-racism" is used to mean the active process of identifying and elimination racism by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably.

Extremely important

Q8

Please provide any personal comments you have on the difference between diversity and anti-racism as it relates to the legal profession and the role that the legal profession should play in anti-racism efforts.

Respondent skipped this question

Q9

How important is it for the Law Society of Alberta to address workplace harassment and discrimination among its members?Note: in this survey, the terms workplace harassment and discrimination include, but are not limited to, any of the following grounds: gender, sex, race, ability, family status, sexual orientation, religion.

Extremely important

Q10

Please provide any personal comments you have about the status of workplace harassment and discrimination between members of the Law Society of Alberta, and if you have any ideas on how to address it.

Respondent skipped this question

Q11

What role should the Law Society of Alberta play in promoting diversity, equity and inclusion in the legal profession?

Major role

Q12

What role should the Law Society of Alberta play in anti-racism efforts within the legal profession?

Major role

Q13**Minor role**

What role should the Law Society of Alberta play in addressing harassment and discrimination in legal workplaces?

Q14**Minor role**

What role should the Law Society of Alberta play in promoting a culture of respect in the workplace within law firms?

Q15**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will promoting diversity, equity and inclusion have for you?

Q16**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will reducing workplace harassment and discrimination have for you?

Q17**Respondent skipped this question**

What do you currently perceive to be the most significant issue or issues faced by lawyers with 10 years or less in practice?

Q18**Respondent skipped this question**

You are welcome to share any additional comments or views you have on the prior question topics.

Q19**November 4, 2020, 7:00-8:30pm**

Our members are interested in meeting with candidates virtually to discuss the issues identified in this survey. If you are interested in participating, please provide your availability below and we will contact you by email with more details:

#8 Corie Flett

Page 1

Q1

Please provide your name and confirm your email address. We will not use your email address without your permission for any purpose other than to confirm your identity.

Name

Corie Flett

Email Address

Q2**Extremely important**

How important is diversity in the legal profession?Note: In this survey, the word "diversity" is used to mean having a profession that is reflective of the greater community.

Q3**Extremely important**

How important is equity in the legal profession?Note: In this survey, the word "equity" is used to mean every lawyer having equal opportunities to succeed, and the absence of discrimination including implicit or subconscious bias.

Q4**Somewhat effective**

How effective is the Law Society of Alberta currently at ensuring its individual members are afforded equal opportunities to succeed within law firms?

Q5

Please provide any personal comments you have on what you see as potential barriers to diversity, equity and inclusion in the legal profession in Alberta and if you have ideas of how to address these.

Especially for small firms, there still exist barriers for women in the practice of law when it comes to maternity leave and the interruption in practice and pay. Barriers in practice also exist when the opportunity of obtaining a law degree is still unattainable by many people from marginalized groups. Entry to law school and undergraduate programs require money and a good secondary education which some people don't realize aren't accessible in all parts of the country like on reserve or in aboriginal communities.

Q6

Please check all of the following materials related to diversity, equity and inclusion that you have read:

The Final Report of the Truth and Reconciliation Commission

,

Law Society of Alberta (LSA)'s Justicia Project policies and guides

,

The Canadian Bar Association (CBA)'s model policies and guides from the National Committee on Equality

,

LSA Respectful Workplace Model Policy,

LSA Articling Program Assessment Research Report

Q7

How important is it for the Law Society of Alberta to be explicitly anti-racism in their work? Note: In this survey, the word "anti-racism" is used to mean the active process of identifying and elimination racism by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably.

Extremely important

Q8

Please provide any personal comments you have on the difference between diversity and anti-racism as it relates to the legal profession and the role that the legal profession should play in anti-racism efforts.

Diversity involves broadening the representation and perspectives at the Bencher table and throughout the legal profession. Anti-racism means changing the historical and continued manner in which we practice law, both as a business and in the judicial system so we are not overlooking the ongoing systemic issues that these processes, policies, organizations create.

Q9

How important is it for the Law Society of Alberta to address workplace harassment and discrimination among its members? Note: in this survey, the terms workplace harassment and discrimination include, but are not limited to, any of the following grounds: gender, sex, race, ability, family status, sexual orientation, religion.

Extremely important

Q10

Please provide any personal comments you have about the status of workplace harassment and discrimination between members of the Law Society of Alberta, and if you have any ideas on how to address it.

Respondent skipped this question

Q11**Major role**

What role should the Law Society of Alberta play in promoting diversity, equity and inclusion in the legal profession?

Q12**Major role**

What role should the Law Society of Alberta play in anti-racism efforts within the legal profession?

Q13**Major role**

What role should the Law Society of Alberta play in addressing harassment and discrimination in legal workplaces?

Q14**Major role**

What role should the Law Society of Alberta play in promoting a culture of respect in the workplace within law firms?

Q15**Top priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will promoting diversity, equity and inclusion have for you?

Q16**Top priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will reducing workplace harassment and discrimination have for you?

Q17

What do you currently perceive to be the most significant issue or issues faced by lawyers with 10 years or less in practice?

I think burn out and mental health issues are a huge issue with lawyers in this demographic. In this era, the perception of being accessible at all times, all hours, any day is seen as a skill desired by the employer and at this stage in our career, 10 years or less, we're still striving to be recognized as a leader or to get the promotion so we don't yet have the willingness or courage to set the appropriate boundaries. As a working mother I feel this on so many levels, trying to juggle the unseen management of my own family while being accessible at all times to clients, to board commitments, to my fellow colleagues, to the court and it's hard.

Q18

Respondent skipped this question

You are welcome to share any additional comments or views you have on the prior question topics.

Q19

November 8, 2020, 2:00-3:30pm

Our members are interested in meeting with candidates virtually to discuss the issues identified in this survey. If you are interested in participating, please provide your availability below and we will contact you by email with more details:

#9 Lorne O'Reilly

Page 1

Q1

Please provide your name and confirm your email address. We will not use your email address without your permission for any purpose other than to confirm your identity.

Name

Lorne O'Reilly

Email Address

Q2**Very important**

How important is diversity in the legal profession?Note: In this survey, the word "diversity" is used to mean having a profession that is reflective of the greater community.

Q3**Very important**

How important is equity in the legal profession?Note: In this survey, the word "equity" is used to mean every lawyer having equal opportunities to succeed, and the absence of discrimination including implicit or subconscious bias.

Q4**Very effective**

How effective is the Law Society of Alberta currently at ensuring its individual members are afforded equal opportunities to succeed within law firms?

Q5

Please provide any personal comments you have on what you see as potential barriers to diversity, equity and inclusion in the legal profession in Alberta and if you have ideas of how to address these.

Alberta has made great strides in working to reduce barriers to diversity and equality. I believe that there are few real barriers to each lawyer being able to pursue a means of practice that they wish to. Individual situations will undoubtedly arise, but those instances should be responded to as needed and do not require blanket treatment for the entire profession.

Q6 Respondent skipped this question

Please check all of the following materials related to diversity, equity and inclusion that you have read:

Q7 Somewhat important

How important is it for the Law Society of Alberta to be explicitly anti-racism in their work? Note: In this survey, the word "anti-racism" is used to mean the active process of identifying and elimination racism by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably.

Q8 Please provide any personal comments you have on the difference between diversity and anti-racism as it relates to the legal profession and the role that the legal profession should play in anti-racism efforts.

Diversity in the profession is important, and imparting diversity objectives should be encouraged. Everyone is better off when more viewpoints and participation takes place. The definition of anti-racism is unclear, and so it is difficult to comment on what actions would be contemplated or what systems, structures or practices are being targeted. I do not support any form of "reverse discrimination".

Q9 Very important

How important is it for the Law Society of Alberta to address workplace harassment and discrimination among its members? Note: in this survey, the terms workplace harassment and discrimination include, but are not limited to, any of the following grounds: gender, sex, race, ability, family status, sexual orientation, religion.

Q10 Please provide any personal comments you have about the status of workplace harassment and discrimination between members of the Law Society of Alberta, and if you have any ideas on how to address it.

Workplace harassment and discrimination is a real problem, but the true extent of such action between members of the Law Society will remain unknown. Law Society members are arguably the most educated on what constitutes inappropriate conduct in the workplace, but it is important to continue education on the types of harassing and discriminatory conduct that takes place and how to work against it. Adding a question about awareness or inappropriate conduct to the CPD process would be beneficial as another opportunity to turn attention to addressing it and assisting others.

Q11 Minor role

What role should the Law Society of Alberta play in promoting diversity, equity and inclusion in the legal profession?

Q12**Minor role**

What role should the Law Society of Alberta play in anti-racism efforts within the legal profession?

Q13**Major role**

What role should the Law Society of Alberta play in addressing harassment and discrimination in legal workplaces?

Q14**Major role**

What role should the Law Society of Alberta play in promoting a culture of respect in the workplace within law firms?

Q15**Low priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will promoting diversity, equity and inclusion have for you?

Q16**Low priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will reducing workplace harassment and discrimination have for you?

Q17

What do you currently perceive to be the most significant issue or issues faced by lawyers with 10 years or less in practice?

Depending on work arrangements for compensation and advancement, competition amongst associates and other professionals will continue to pit the ultra-competitive junior lawyers against those to seek a greater amount of time spent on non-office activities. Clients and firms will continue to reward those put in time on matters, and organizations will have to do more (through greater mentoring and flexibility) to retain good lawyers that are at risk to depart practice, in particular to accommodate parents who wish to have children and return to work.

Q18

You are welcome to share any additional comments or views you have on the prior question topics.

I believe that every lawyer should have the equal opportunity to

Q19

Respondent skipped this question

Our members are interested in meeting with candidates virtually to discuss the issues identified in this survey. If you are interested in participating, please provide your availability below and we will contact you by email with more details:

#10 Tracey Stock

Page 1

Q1

Please provide your name and confirm your email address. We will not use your email address without your permission for any purpose other than to confirm your identity.

Name

Tracey Stock

Email Address

Q2

Extremely important

How important is diversity in the legal profession?Note: In this survey, the word "diversity" is used to mean having a profession that is reflective of the greater community.

Q3

Extremely important

How important is equity in the legal profession?Note: In this survey, the word "equity" is used to mean every lawyer having equal opportunities to succeed, and the absence of discrimination including implicit or subconscious bias.

Q4

Somewhat effective

How effective is the Law Society of Alberta currently at ensuring its individual members are afforded equal opportunities to succeed within law firms?

Q5

Please provide any personal comments you have on what you see as potential barriers to diversity, equity and inclusion in the legal profession in Alberta and if you have ideas of how to address these.

People tend to resist change because of fear of uncertainty and doubt about the legitimacy of the change, or changes. Cultural change management strategies are necessary to shift the shared set of beliefs, expectations, values, norms, and practices that influence how members of the profession relate to one another and work together. This occurs in 4 steps: (i) assessing the need for change, (ii) deciding on the changes to make, (iii) overcoming resistance to change, and (iv) implementing the changes. In the legal profession, the change management process must begin by exposes the invisible barriers that are based on unspoken assumptions and beliefs. It will be an uncomfortable process, but the discomfort may be a positive signal for process success.

Q6

Please check all of the following materials related to diversity, equity and inclusion that you have read:

The Final Report of the Truth and Reconciliation Commission

,

Rules of other Canadian law societies on sexual harassment, discrimination and employment practices

,

Law Society of Alberta (LSA)'s Justicia Project policies and guides

,

The Canadian Bar Association (CBA)'s model policies and guides from the National Committee on Equality

,

LSA Respectful Workplace Model Policy

Q7

How important is it for the Law Society of Alberta to be explicitly anti-racism in their work? Note: In this survey, the word "anti-racism" is used to mean the active process of identifying and elimination racism by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably.

Extremely important

Q8

Please provide any personal comments you have on the difference between diversity and anti-racism as it relates to the legal profession and the role that the legal profession should play in anti-racism efforts.

Diversity concerns the respect for, and embracing, different cultures and not engaging in gender bias. Anti-racism concerns conscious efforts and actions to provide equitable opportunities for all people at a systemic level.

I'm a white male, but my name has raised my awareness about gender bias. Many presume I'm female. Years ago, when I first went to Queen's, I got early admission and placement in the Victoria Hall residence. I showed up and cross administrators made me sit on a chair by the front desk while they searched stacks of paper applications to inspect my form. They would have expelled me if they'd found I'd checked the "F" box. I hadn't, but someone made an assumption based on my name. In those days Vic Hall was a woman's residence. So, I was told there was no residence spot for me. I lived out of my car for a few weeks while searching for a place to stay off campus. I have been in many situations where backchannel communication after the fact told me that I wasn't offered an interview or was rejected as potential counsel because my name signaled that I was a woman. On the other side of the coin, when clients/firms wanted to hire a woman, I've had potential clients/firms express a belief that I used my name to fool them. These examples, and many more, have given me personal insights about how gender bias informs decision-making.

Q9**Extremely important**

How important is it for the Law Society of Alberta to address workplace harassment and discrimination among its members? Note: in this survey, the terms workplace harassment and discrimination include, but are not limited to, any of the following grounds: gender, sex, race, ability, family status, sexual orientation, religion.

Q10

Please provide any personal comments you have about the status of workplace harassment and discrimination between members of the Law Society of Alberta, and if you have any ideas on how to address it.

Shamefully, harassment and discrimination have a real presence in the legal profession. In response, introduce a program that supports the hiring of cultural minorities that parallels the Indigenous Summer Student Program. Also, as an outcome for the current CPD program review, introduce a structured CPD program, such as the one used by the Law Society of Saskatchewan, that prescribes educational/activity content. Develop an education program focused on the Respectful Workplace Model Policy. Require completion of the Respectful Workplace Model Policy course in the prescribed CPD expectations.

Q11**Major role**

What role should the Law Society of Alberta play in promoting diversity, equity and inclusion in the legal profession?

Q12**Major role**

What role should the Law Society of Alberta play in anti-racism efforts within the legal profession?

Q13**Major role**

What role should the Law Society of Alberta play in addressing harassment and discrimination in legal workplaces?

Q14**Major role**

What role should the Law Society of Alberta play in promoting a culture of respect in the workplace within law firms?

Q15**Top priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will promoting diversity, equity and inclusion have for you?

Q16**Top priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will reducing workplace harassment and discrimination have for you?

Q17

What do you currently perceive to be the most significant issue or issues faced by lawyers with 10 years or less in practice?

1. Developing clients in their desired area of practice.
 2. Managing racial, cultural, and age discrimination.
-

Q18**Respondent skipped this question**

You are welcome to share any additional comments or views you have on the prior question topics.

Q19**November 10, 2020, 7:00-8:30pm**

Our members are interested in meeting with candidates virtually to discuss the issues identified in this survey. If you are interested in participating, please provide your availability below and we will contact you by email with more details:

#11 Paul Moreau

Page 1

Q1

Please provide your name and confirm your email address. We will not use your email address without your permission for any purpose other than to confirm your identity.

Name

Paul Moreau

Email Address

Q2**Extremely important**

How important is diversity in the legal profession?Note: In this survey, the word "diversity" is used to mean having a profession that is reflective of the greater community.

Q3**Extremely important**

How important is equity in the legal profession?Note: In this survey, the word "equity" is used to mean every lawyer having equal opportunities to succeed, and the absence of discrimination including implicit or subconscious bias.

Q4**Not so effective**

How effective is the Law Society of Alberta currently at ensuring its individual members are afforded equal opportunities to succeed within law firms?

Q5

Please provide any personal comments you have on what you see as potential barriers to diversity, equity and inclusion in the legal profession in Alberta and if you have ideas of how to address these.

The legal profession is old-fashioned, and in many ways this has translated into a lack of opportunity for some. It is vital that the governing body of our profession embrace the goals of inclusion and equity, in order to achieve diversity.

Q6

Please check all of the following materials related to diversity, equity and inclusion that you have read:

The Final Report of the Truth and Reconciliation Commission

,

Rules of other Canadian law societies on sexual harassment, discrimination and employment practices

,

LSA Respectful Workplace Model Policy

Q7

How important is it for the Law Society of Alberta to be explicitly anti-racism in their work? Note: In this survey, the word "anti-racism" is used to mean the active process of identifying and eliminating racism by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably.

Very important

Q8

Please provide any personal comments you have on the difference between diversity and anti-racism as it relates to the legal profession and the role that the legal profession should play in anti-racism efforts.

Diversity is an aspirational goal, whereas anti-racism is partly an attitude of hostility to racism, but also an ongoing quest.

Q9

How important is it for the Law Society of Alberta to address workplace harassment and discrimination among its members? Note: in this survey, the terms workplace harassment and discrimination include, but are not limited to, any of the following grounds: gender, sex, race, ability, family status, sexual orientation, religion.

Extremely important

Q10

Please provide any personal comments you have about the status of workplace harassment and discrimination between members of the Law Society of Alberta, and if you have any ideas on how to address it.

I believe that the Law Society has been responsive to this issue, but continued vigilance and education is required.

Q11

What role should the Law Society of Alberta play in promoting diversity, equity and inclusion in the legal profession?

Major role

Q12

What role should the Law Society of Alberta play in anti-racism efforts within the legal profession?

Major role

Q13**Major role**

What role should the Law Society of Alberta play in addressing harassment and discrimination in legal workplaces?

Q14**Major role**

What role should the Law Society of Alberta play in promoting a culture of respect in the workplace within law firms?

Q15**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will promoting diversity, equity and inclusion have for you?

Q16**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will reducing workplace harassment and discrimination have for you?

Q17

What do you currently perceive to be the most significant issue or issues faced by lawyers with 10 years or less in practice?

A multitude of issues face the profession, and for those less than 10 years in, the added hurdle of a challenging economy, debt, and the difficulty of finding good mentoring must rank high. The dramatic changes brought on by the global pandemic have been challenging for everyone, but even more so for those with less experience and depth of resources.

Q18**Respondent skipped this question**

You are welcome to share any additional comments or views you have on the prior question topics.

Q19**November 8, 2020, 2:00-3:30pm,****November 10, 2020, 7:00-8:30pm**

Our members are interested in meeting with candidates virtually to discuss the issues identified in this survey. If you are interested in participating, please provide your availability below and we will contact you by email with more details:

#12 Sandra Petersson

Page 1

Q1

Please provide your name and confirm your email address. We will not use your email address without your permission for any purpose other than to confirm your identity.

Name

Sandra Petersson

Email Address

Q2

Extremely important

How important is diversity in the legal profession?Note: In this survey, the word "diversity" is used to mean having a profession that is reflective of the greater community.

Q3

Extremely important

How important is equity in the legal profession?Note: In this survey, the word "equity" is used to mean every lawyer having equal opportunities to succeed, and the absence of discrimination including implicit or subconscious bias.

Q4

Somewhat effective

How effective is the Law Society of Alberta currently at ensuring its individual members are afforded equal opportunities to succeed within law firms?

Q5

Please provide any personal comments you have on what you see as potential barriers to diversity, equity and inclusion in the legal profession in Alberta and if you have ideas of how to address these.

I think it was the LSA 2004 report that linked equity to the obligation to regulate in the public interest. If our profession cannot create equity and inclusion for lawyers from diverse groups, what is the impact for clients from those groups who need legal services? The 2004 report focused on women but I think the parallel can be drawn as to why we a diverse and inclusive profession that strives for equity.

Q6

Please check all of the following materials related to diversity, equity and inclusion that you have read:

The Final Report of the Truth and Reconciliation Commission

,

Law Society of Alberta (LSA)'s Justicia Project policies and guides

,

The Canadian Bar Association (CBA)'s model policies and guides from the National Committee on Equality

,

LSA Respectful Workplace Model Policy,

LSA Articling Program Assessment Research Report,

Other (please specify):

LSA reports on equality and retention from 1991, 2004 and 2014, ABA Grit Project toolkit, CBA Touchstones for Equality Report

Q7

How important is it for the Law Society of Alberta to be explicitly anti-racism in their work? Note: In this survey, the word "anti-racism" is used to mean the active process of identifying and elimination racism by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably.

Very important

Q8

Please provide any personal comments you have on the difference between diversity and anti-racism as it relates to the legal profession and the role that the legal profession should play in anti-racism efforts.

The learning that comes with increasing diversity will likely uncover hidden bias and hidden racism. However, we need to learn from and with each other to make continual progress against racism.

Q9

How important is it for the Law Society of Alberta to address workplace harassment and discrimination among its members? Note: in this survey, the terms workplace harassment and discrimination include, but are not limited to, any of the following grounds: gender, sex, race, ability, family status, sexual orientation, religion.

Extremely important

Q10

Please provide any personal comments you have about the status of workplace harassment and discrimination between members of the Law Society of Alberta, and if you have any ideas on how to address it.

I find the continuing high rate of workplace harassment and discrimination as highlighted in the 2014 and 2019 LSA reports appalling. As a profession trained in the law, we should know better and we should expect better.

Q11**Major role**

What role should the Law Society of Alberta play in promoting diversity, equity and inclusion in the legal profession?

Q12**Major role**

What role should the Law Society of Alberta play in anti-racism efforts within the legal profession?

Q13**Major role**

What role should the Law Society of Alberta play in addressing harassment and discrimination in legal workplaces?

Q14**Major role**

What role should the Law Society of Alberta play in promoting a culture of respect in the workplace within law firms?

Q15**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will promoting diversity, equity and inclusion have for you?

Q16**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will reducing workplace harassment and discrimination have for you?

Q17

What do you currently perceive to be the most significant issue or issues faced by lawyers with 10 years or less in practice?

As a lawyer with more than 25 years in practice, I find the current economic turmoil in Alberta to be exceptionally worrying. In that context, I would think that employment stability would be a significant issue. When employment stability is in issue, it becomes harder to make progress on equity issues.

Q18

You are welcome to share any additional comments or views you have on the prior question topics.

Thank you for asking these questions and keeping these issues on the table. My decision to run in 2020 was motivated in part by the 2019 report on the articling experience. If my daughter or your son decides to become a lawyer, I don't what's in that report to still be a common experience.

Q19

Our members are interested in meeting with candidates virtually to discuss the issues identified in this survey. If you are interested in participating, please provide your availability below and we will contact you by email with more details:

November 8, 2020, 2:00-3:30pm,

November 10, 2020, 7:00-8:30pm

#13 Ken Warren

Page 1

Q1

Please provide your name and confirm your email address. We will not use your email address without your permission for any purpose other than to confirm your identity.

Name

Ken Warren

Email Address

Q2

Very important

How important is diversity in the legal profession?Note: In this survey, the word "diversity" is used to mean having a profession that is reflective of the greater community.

Q3

Extremely important

How important is equity in the legal profession?Note: In this survey, the word "equity" is used to mean every lawyer having equal opportunities to succeed, and the absence of discrimination including implicit or subconscious bias.

Q4

Not so effective

How effective is the Law Society of Alberta currently at ensuring its individual members are afforded equal opportunities to succeed within law firms?

Q5

Please provide any personal comments you have on what you see as potential barriers to diversity, equity and inclusion in the legal profession in Alberta and if you have ideas of how to address these.

A major impediment to the Law Society being more effective is its inability to regulate entities, as opposed to lawyers. Much of the systemic barriers are at the entity level.

Q6

Please check all of the following materials related to diversity, equity and inclusion that you have read:

The Final Report of the Truth and Reconciliation Commission

,

The Equity and Aboriginal Issues Committee Report to the Law Society of Upper Canada Convocation 2016: Challenges Faced by Racialized Licensees Working Group Final Report

,

Law Society of Alberta (LSA)'s Justicia Project policies and guides

,

CBA Alberta's Inclusive Workplace Toolkit,

LSA Respectful Workplace Model Policy,

LSA Articling Program Assessment Research Report,

Other (please specify):

I and Sandra Mah presented the Justicia Project for adoption by the Benchers.

Q7

How important is it for the Law Society of Alberta to be explicitly anti-racism in their work? Note: In this survey, the word "anti-racism" is used to mean the active process of identifying and eliminating racism by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably.

Very important

Q8

Please provide any personal comments you have on the difference between diversity and anti-racism as it relates to the legal profession and the role that the legal profession should play in anti-racism efforts.

Diversity is a goal. Anti-racism is a tactic towards that end. To date, the focus has been on developing more diverse workplaces without for the most part adopting a more aggressive anti-racism strategy. We should be leaders.

Q9

How important is it for the Law Society of Alberta to address workplace harassment and discrimination among its members? Note: in this survey, the terms workplace harassment and discrimination include, but are not limited to, any of the following grounds: gender, sex, race, ability, family status, sexual orientation, religion.

Extremely important

Q10

Please provide any personal comments you have about the status of workplace harassment and discrimination between members of the Law Society of Alberta, and if you have any ideas on how to address it.

Harassment often arises wherever there are power imbalances and there are lots of those in the practice of law. Attitudes re changing but it's been a slow march. We need to keep marching and pick up the pace.

Q11**Major role**

What role should the Law Society of Alberta play in promoting diversity, equity and inclusion in the legal profession?

Q12**Major role**

What role should the Law Society of Alberta play in anti-racism efforts within the legal profession?

Q13**Major role**

What role should the Law Society of Alberta play in addressing harassment and discrimination in legal workplaces?

Q14**Major role**

What role should the Law Society of Alberta play in promoting a culture of respect in the workplace within law firms?

Q15**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will promoting diversity, equity and inclusion have for you?

Q16**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will reducing workplace harassment and discrimination have for you?

Q17

What do you currently perceive to be the most significant issue or issues faced by lawyers with 10 years or less in practice?

Pace of change and the impact of Covid-19 on the dramatic transformation of our profession. The most adaptable young lawyers will be the most successful.

Q18

You are welcome to share any additional comments or views you have on the prior question topics.

EDI is one of the four strategic goals of the LSA's 2020-24 Strategic Plan. Competence and Wellness is another. That represents a fundamental shift in focus from the 2016-19 Strat Plan. The Board is alive to the importance of these issues and is moving to address them.

Q19

November 4, 2020, 7:00-8:30pm

Our members are interested in meeting with candidates virtually to discuss the issues identified in this survey. If you are interested in participating, please provide your availability below and we will contact you by email with more details:

#14 Robert Philp

Page 1

Q1

Please provide your name and confirm your email address. We will not use your email address without your permission for any purpose other than to confirm your identity.

Name

Robert Philp

Email Address

Q2**Extremely important**

How important is diversity in the legal profession?Note: In this survey, the word "diversity" is used to mean having a profession that is reflective of the greater community.

Q3**Extremely important**

How important is equity in the legal profession?Note: In this survey, the word "equity" is used to mean every lawyer having equal opportunities to succeed, and the absence of discrimination including implicit or subconscious bias.

Q4**Very effective**

How effective is the Law Society of Alberta currently at ensuring its individual members are afforded equal opportunities to succeed within law firms?

Q5

Please provide any personal comments you have on what you see as potential barriers to diversity, equity and inclusion in the legal profession in Alberta and if you have ideas of how to address these.

Improving EDI is a huge challenge.Part of the challenge is they way the profession thinks about EDI often is thought of as the others person's responsibility. We need to lead by example the LSA has done a lot to encourage a broad cross section of our profession to become candidates in this years Bencher election .That initiative hasn't been perfect but it is in my view a big step. One need only look at this years candidate profiles to see the LSA's success in attracting a more diverse candidate pool.

Q6

Please check all of the following materials related to diversity, equity and inclusion that you have read:

The Final Report of the Truth and Reconciliation Commission

,

The Equity and Aboriginal Issues Committee Report to the Law Society of Upper Canada Convocation 2016: Challenges Faced by Racialized Licensees Working Group Final Report

,

Law Society of Alberta (LSA)'s Justicia Project policies and guides

,

The Canadian Bar Association (CBA)'s model policies and guides from the National Committee on Equality

,

CBA Alberta's Inclusive Workplace Toolkit,

LSA Respectful Workplace Model Policy,

LSA Articling Program Assessment Research Report

Q7

How important is it for the Law Society of Alberta to be explicitly anti-racism in their work? Note: In this survey, the word "anti-racism" is used to mean the active process of identifying and elimination racism by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably.

Extremely important

Q8

Please provide any personal comments you have on the difference between diversity and anti-racism as it relates to the legal profession and the role that the legal profession should play in anti-racism efforts.

Respondent skipped this question

Q9

How important is it for the Law Society of Alberta to address workplace harassment and discrimination among its members? Note: in this survey, the terms workplace harassment and discrimination include, but are not limited to, any of the following grounds: gender, sex, race, ability, family status, sexual orientation, religion.

Extremely important

Q10

Please provide any personal comments you have about the status of workplace harassment and discrimination between members of the Law Society of Alberta, and if you have any ideas on how to address it.

This is very difficult ! When you look at the LSA 's recent articling survey you will see that some 32% of the respondents experienced some form of harassment or discrimination .This is alarming and means we have a lot to do.Articling students are clearly in a position of a power imbalance .Mandatory training for principals may do a lot to reduce the recent experience reflected in the articling survey.

Q11**Major role**

What role should the Law Society of Alberta play in promoting diversity, equity and inclusion in the legal profession?

Q12**Major role**

What role should the Law Society of Alberta play in anti-racism efforts within the legal profession?

Q13**Major role**

What role should the Law Society of Alberta play in addressing harassment and discrimination in legal workplaces?

Q14**Major role**

What role should the Law Society of Alberta play in promoting a culture of respect in the workplace within law firms?

Q15**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will promoting diversity, equity and inclusion have for you?

Q16**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will reducing workplace harassment and discrimination have for you?

Q17

What do you currently perceive to be the most significant issue or issues faced by lawyers with 10 years or less in practice?

Job security and a general disenchantment with the profession.

Q18

Respondent skipped this question

You are welcome to share any additional comments or views you have on the prior question topics.

Q19

November 4, 2020, 7:00-8:30pm

Our members are interested in meeting with candidates virtually to discuss the issues identified in this survey. If you are interested in participating, please provide your availability below and we will contact you by email with more details:

#15 Cal Johnson

Page 1

Q1

Please provide your name and confirm your email address. We will not use your email address without your permission for any purpose other than to confirm your identity.

Name

Cal Johnson

Email Address

Q2**Extremely important**

How important is diversity in the legal profession?Note: In this survey, the word "diversity" is used to mean having a profession that is reflective of the greater community.

Q3**Extremely important**

How important is equity in the legal profession?Note: In this survey, the word "equity" is used to mean every lawyer having equal opportunities to succeed, and the absence of discrimination including implicit or subconscious bias.

Q4**Not so effective**

How effective is the Law Society of Alberta currently at ensuring its individual members are afforded equal opportunities to succeed within law firms?

Q5

Please provide any personal comments you have on what you see as potential barriers to diversity, equity and inclusion in the legal profession in Alberta and if you have ideas of how to address these.

The barriers can be identified with 3 particular stages of a lawyer's career:

a. Law School

1. Law firms will often claim their diversity numbers are hampered by the lack of diversity in Law School graduates. This is outdated and lazy. Law school entry is more diverse now than it has been, but there are still many substantial barriers to diversity in getting into law school, including substantial economic barriers, barriers associated with LSAT, and the absence of the legal profession taking an integral part in building the pipeline that starts prior to Law School by providing the encouragement, resources and education that combat these barriers and negate the assumptions often made about what a legal education involves and what a legal career can look like.

2. Training for those teaching and participating in the Law School experience including incorporating such issues as identifying and combatting unconscious bias, systemic racism, and bullying and harassment

b. The Recruiting Process

1. The absence of a level playing field. The interview process is usually initially compromised through an inordinate focus on screening out a large number of candidates based on marks or the identity of the graduating school. This fails to recognize the many other factors that will ultimately go into making a successful lawyer such as existing life experience and the barriers that minority students may have already had to overcome, language and cultural barriers and the economic realities of financing a law degree.

2. The subjective nature of the interview process. Rather than relying on truly objective means such as anonymizing resumes, standardizing interview formats and questions and providing unconscious bias and cultural competency training for recruiting teams, firms often default to relying on a subjective assessment of "fit" which is just allows a default to affiliation bias - hiring those that look, act or sound like you.

3. The environment that surrounds recruiting. Often the recruiting may involve functions that give no thought to cultural awareness - perhaps they are focused around get togethers where alcohol may be predominant and the conversations are centered around activities that are difficult for minority candidates to identify with or respond to.

c. The experience within the Law Firm

1. Articling - the very system of articling through its limited opportunities for positions, the uneven and often abusive nature of some articling positions and the inequities inherent in the wide variance in the quality of the articling experience in terms of mentoring, feedback and support mean that diversity, equity and inclusion are severely compromised.

2. Post articling. These barriers are well documented including (i) unequal access to mentors and sponsors, (ii) inside information available to some associate lawyers and not minority or racialized associates, (iii) unequal access to high quality work allocations or networking opportunities, (iv) unequal access to client contact or client engagement and (v) the absence of meaningful and frequent feedback and guidance.

At this level as well, unconscious bias also plays a major role in continuing barriers to the promotion of EDI in the profession.

Q6

Please check all of the following materials related to diversity, equity and inclusion that you have read:

The Final Report of the Truth and Reconciliation Commission

,

Any materials from the American Bar Association's Diversity & Inclusion 360 Project

,

Rules of other Canadian law societies on sexual harassment, discrimination and employment practices

,

Law Society of Alberta (LSA)'s Justicia Project policies and guides

,

CBA Alberta's Inclusive Workplace Toolkit,

LSA Respectful Workplace Model Policy,

LSA Articling Program Assessment Research Report,

Other (please specify):

Going All-In on Diversity and Inclusion - Kathleen Nalty, The Authenticity Principle by Ritu Bhasin, Deep Diversity by Shakil Choudury, 2016 Report on Diversity in US Law Firms - National Association for Law Placement (NALP), Multiple Catalyst Information Center Publications including "Why Diversity Matters", Culture Matters and The Day-To-Day Experiences of Workplace Inclusion and Exclusion, and several publications of the Minority Corporate Counsel Association including Sustaining Pathways to Diversity, and Why Global Law Firms should care about Diversity by David Wilkins

Q7

How important is it for the Law Society of Alberta to be explicitly anti-racism in their work? Note: In this survey, the word "anti-racism" is used to mean the active process of identifying and eliminating racism by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably.

Somewhat important

Q8

Please provide any personal comments you have on the difference between diversity and anti-racism as it relates to the legal profession and the role that the legal profession should play in anti-racism efforts.

Diversity is a broad term that is largely associated with identity. This could be what which comes with who we are in terms of gender, race, culture, sexual orientation or perhaps innate personality. But we also acquire different identities over time based on family economic status, access to educational opportunities or occupations. As well we develop our diversity over time through our age, health status, community participation and parental status.

Anti-racism is a much more focused issue relating to a narrower set of identities that have been culturally, educationally and socially marginalized consistently by our institutional structures, often independently of an individual's particular bias or prejudice. While we may easily identify overt racist behavior, anti-racism is also particularly concerned with micro-aggressions and micro inequities that are much less recognized or acknowledged, but which nevertheless have a negative impact on those who are the target. So, these are often systemic but not what we would call systematic. While the legal profession has been more willing to acknowledge and adopt, at least on a superficial basis, the need for and benefits of diversity within the profession, it has been much less involved in dealing with the stereotyping, tokenism and exclusion that result from not acknowledging the presence of systemic racism within our court system, justice system and legal profession. As a self-regulating profession, it is incumbent upon us to be leaders in terms of education, training and providing equity in opportunities for advancement and engagement at all levels of the profession. The profession needs to be at the leading edge, not at the trailing edge of the parade when it comes to adopting policies and practices that actively promote and support racial justice.

Q9**Extremely important**

How important is it for the Law Society of Alberta to address workplace harassment and discrimination among its members? Note: in this survey, the terms workplace harassment and discrimination include, but are not limited to, any of the following grounds: gender, sex, race, ability, family status, sexual orientation, religion.

Q10

Please provide any personal comments you have about the status of workplace harassment and discrimination between members of the Law Society of Alberta, and if you have any ideas on how to address it.

The recent LSA Report on the presence of harassment, discrimination and bullying in relation to articling should raise serious concerns with the presence of workplace harassment and discrimination in the legal profession. The Ontario report on the experience of Racialized Lawyers provided numerous examples as well. We can start to address these concerns through multiple means. Revising the Federation of Law Societies Code of Conduct and our own Code of Conduct to deal specifically and in detail with these issues would be a good start. The LSA has published a Respectful Workplace Policy which is also a start but this will need to be coupled with the practical advice and guidance to the profession on implementation and application in a number of difficult situations. The LSA is also working on the issue of Safe Reporting in relation to incidents of harassment and bullying and that needs to apply at a firm level as well in terms of providing the education and tools necessary to develop and implement this important aspect. There could also be more scope for including training and awareness for articling students and their principals on these topics. The "My Experience" project recently launched by the LSA can hopefully be the start of a broader educational effort to alert the profession to the presence of these abusive behaviors within the profession and the damaging impacts that they have. With the suspension of the CPD program and the formation of a Legal Competence Committee to look at better ways to enhance on-going legal education, a new program could include a specific emphasis on these issues and their impact.

Q11**Major role**

What role should the Law Society of Alberta play in promoting diversity, equity and inclusion in the legal profession?

Q12**Major role**

What role should the Law Society of Alberta play in anti-racism efforts within the legal profession?

Q13**Major role**

What role should the Law Society of Alberta play in addressing harassment and discrimination in legal workplaces?

Q14**Major role**

What role should the Law Society of Alberta play in promoting a culture of respect in the workplace within law firms?

Q15**Top priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will promoting diversity, equity and inclusion have for you?

Q16**Top priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will reducing workplace harassment and discrimination have for you?

Q17

What do you currently perceive to be the most significant issue or issues faced by lawyers with 10 years or less in practice?

I see multiple issues. The changing ways in which legal services are being delivered to the public on a global basis, and the severe challenges of our local economy, mean that young lawyers are operating with unprecedented uncertainty, economic disparity and a lack of access to the types of resources they need to respond to these major shifts in the way we practice. Young lawyers will need to reinvent themselves multiple times over their careers. The Pandemic has illustrated just how severely our practices can change over night and how flexible and resilient young lawyers have to be. This has resulted in additional challenges to wellness in a profession that is already suffering from issues relating to work-life balance, isolation and substance abuse.

Q18

Respondent skipped this question

You are welcome to share any additional comments or views you have on the prior question topics.

Q19

Our members are interested in meeting with candidates virtually to discuss the issues identified in this survey. If you are interested in participating, please provide your availability below and we will contact you by email with more details:

November 4, 2020, 7:00-8:30pm,

November 8, 2020, 2:00-3:30pm,

November 10, 2020, 7:00-8:30pm

#16 Sandra Mah

Page 1

Q1

Please provide your name and confirm your email address. We will not use your email address without your permission for any purpose other than to confirm your identity.

Name

Sandra Mah

Email Address

Q2**Extremely important**

How important is diversity in the legal profession?Note: In this survey, the word "diversity" is used to mean having a profession that is reflective of the greater community.

Q3**Extremely important**

How important is equity in the legal profession?Note: In this survey, the word "equity" is used to mean every lawyer having equal opportunities to succeed, and the absence of discrimination including implicit or subconscious bias.

Q4**Somewhat effective**

How effective is the Law Society of Alberta currently at ensuring its individual members are afforded equal opportunities to succeed within law firms?

Q5

Please provide any personal comments you have on what you see as potential barriers to diversity, equity and inclusion in the legal profession in Alberta and if you have ideas of how to address these.

The economic downturn and the pandemic may be distracting the focus away from diversity, equity and inclusion because people are focusing on what they need to get through today and tomorrow. I am of the view this is the very time these issues should be a priority. I would like to see the profession continue to make these issues more than just a priority. During the period I led the Justicia Project too often I saw the work sit on the edge of someone's desk until something needed to be done. It wasn't because these issues were not important, but because all of the other work of the LSA was put ahead of it.

Q6

Please check all of the following materials related to diversity, equity and inclusion that you have read:

The Final Report of the Truth and Reconciliation Commission

,

Any materials from the American Bar Association's Diversity & Inclusion 360 Project

,

The Equity and Aboriginal Issues Committee Report to the Law Society of Upper Canada Convocation 2016: Challenges Faced by Racialized Licensees Working Group Final Report

,

Rules of other Canadian law societies on sexual harassment, discrimination and employment practices

,

Law Society of Alberta (LSA)'s Justicia Project policies and guides

,

The Canadian Bar Association (CBA)'s model policies and guides from the National Committee on Equality

,

CBA Alberta's Inclusive Workplace Toolkit,

LSA Respectful Workplace Model Policy,

LSA Articling Program Assessment Research Report,

Other (please specify):

I would like to note that I was the Co-Leader of the LSA's Justicia Project

Q7

How important is it for the Law Society of Alberta to be explicitly anti-racism in their work? Note: In this survey, the word "anti-racism" is used to mean the active process of identifying and elimination racism by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably.

Extremely important

Q8

Please provide any personal comments you have on the difference between diversity and anti-racism as it relates to the legal profession and the role that the legal profession should play in anti-racism efforts.

Diversity is the organization's variation in leadership and workforce to reflect the racial, ethnic, gender, sexual orientation and socioeconomic experience of society. It includes differences in experience, skills and education. The goal is to improve the performance of the organization. Anti-racism is the process to identify and eliminate racial bias so that power is shared equitably in an organization. The legal profession has influence in society and lawyers are considered trusted advisors. The legal profession therefore has the unique opportunity to speak to other people and influence within and outside the profession and discuss the importance of tackling racism.

Q9**Extremely important**

How important is it for the Law Society of Alberta to address workplace harassment and discrimination among its members? Note: in this survey, the terms workplace harassment and discrimination include, but are not limited to, any of the following grounds: gender, sex, race, ability, family status, sexual orientation, religion.

Q10

Please provide any personal comments you have about the status of workplace harassment and discrimination between members of the Law Society of Alberta, and if you have any ideas on how to address it.

With the current economic downturn and the pandemic I have seen the incidents of racism and discrimination increasing especially amongst the younger members of the profession. The profession has to define harassment and discrimination and make these issues a priority. We need to track this data too because lawyers are great at finding ways to delay and dismiss the issues. It is my view that the younger generation has a more expansive definition of harassment than is currently appreciated by the profession.

Q11**Major role**

What role should the Law Society of Alberta play in promoting diversity, equity and inclusion in the legal profession?

Q12**Major role**

What role should the Law Society of Alberta play in anti-racism efforts within the legal profession?

Q13**Major role**

What role should the Law Society of Alberta play in addressing harassment and discrimination in legal workplaces?

Q14**Major role**

What role should the Law Society of Alberta play in promoting a culture of respect in the workplace within law firms?

Q15**Top priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will promoting diversity, equity and inclusion have for you?

Q16**Top priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will reducing workplace harassment and discrimination have for you?

Q17

What do you currently perceive to be the most significant issue or issues faced by lawyers with 10 years or less in practice?

The economic crisis and the pandemic will make it difficult for younger members of the bar to establish relationships and connections to sustain their practice. They may not get the right type of experience at the right time which will reduce their ability to advance.

Q18

You are welcome to share any additional comments or views you have on the prior question topics.

I thank you for this opportunity to get to know me a little more. I have experienced bias, but I did not remain a bystander. I volunteered for over 10 years to work with the LSA on equity, diversity and inclusion matters.

Q19

Our members are interested in meeting with candidates virtually to discuss the issues identified in this survey. If you are interested in participating, please provide your availability below and we will contact you by email with more details:

November 4, 2020, 7:00-8:30pm,

November 8, 2020, 2:00-3:30pm,

November 10, 2020, 7:00-8:30pm

#17 Edward (Ted) Feehan

Page 1

Q1

Please provide your name and confirm your email address. We will not use your email address without your permission for any purpose other than to confirm your identity.

Name

Edward (Ted) Feehan

Email Address

Q2**Extremely important**

How important is diversity in the legal profession?Note: In this survey, the word "diversity" is used to mean having a profession that is reflective of the greater community.

Q3**Extremely important**

How important is equity in the legal profession?Note: In this survey, the word "equity" is used to mean every lawyer having equal opportunities to succeed, and the absence of discrimination including implicit or subconscious bias.

Q4**Somewhat effective**

How effective is the Law Society of Alberta currently at ensuring its individual members are afforded equal opportunities to succeed within law firms?

Q5

Please provide any personal comments you have on what you see as potential barriers to diversity, equity and inclusion in the legal profession in Alberta and if you have ideas of how to address these.

The legal profession must be reflective of the broader community so to foster better participation, understanding and inclusiveness. This can be achieved through awareness and education designed to help overcome systemic biases and create more opportunity for traditionally unrepresented groups. Forcing diversity is not as effective as giving members the tools to understand issues so that they actively want to pursue and encourage diversity.

Q6

Please check all of the following materials related to diversity, equity and inclusion that you have read:

The Final Report of the Truth and Reconciliation Commission

,

Law Society of Alberta (LSA)'s Justicia Project policies and guides

,

Other (please specify):

I have only read summaries of the TRC report, not the entire report.

Q7

How important is it for the Law Society of Alberta to be explicitly anti-racism in their work? Note: In this survey, the word "anti-racism" is used to mean the active process of identifying and elimination racism by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably.

Extremely important

Q8

Please provide any personal comments you have on the difference between diversity and anti-racism as it relates to the legal profession and the role that the legal profession should play in anti-racism efforts.

Diversity means actively encouraging opportunity for all members of the profession regardless of her or his or their background. It assumes, however, that everyone starts out as equals. Unfortunately, we do not start out equally as latent and institutional racism has set many member far back from the starting line. Racism must first be overcome people many member can even begin to prosper within the profession and the legal system. Organizational structures must be changed to ensure all individuals are given equal opportunity from the same starting point.

Q9

How important is it for the Law Society of Alberta to address workplace harassment and discrimination among its members? Note: in this survey, the terms workplace harassment and discrimination include, but are not limited to, any of the following grounds: gender, sex, race, ability, family status, sexual orientation, religion.

Extremely important

Q10

Please provide any personal comments you have about the status of workplace harassment and discrimination between members of the Law Society of Alberta, and if you have any ideas on how to address it.

As with diversity and racism, I believe that education and awareness is the best (but not the only) means to eradicate harassment. People need to understand what others experience and the debilitating impact it has on their personal well-being and professional growth.

Q11**Major role**

What role should the Law Society of Alberta play in promoting diversity, equity and inclusion in the legal profession?

Q12**Major role**

What role should the Law Society of Alberta play in anti-racism efforts within the legal profession?

Q13**Major role**

What role should the Law Society of Alberta play in addressing harassment and discrimination in legal workplaces?

Q14**Major role**

What role should the Law Society of Alberta play in promoting a culture of respect in the workplace within law firms?

Q15**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will promoting diversity, equity and inclusion have for you?

Q16**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will reducing workplace harassment and discrimination have for you?

Q17

What do you currently perceive to be the most significant issue or issues faced by lawyers with 10 years or less in practice?

Young lawyers need to feel included; need to feel heard; need to feel respected; and need to witness long overdue change. The profession has slowly adapted to change over my 32 year history at the bar. We need to address these crucial issues with compassion and understanding, but must remain firm that change is required and that it will happen.

Q18

You are welcome to share any additional comments or views you have on the prior question topics.

As an older, white , male from a well-off family, I fully recognize the advantages I have received over many others in the profession. I also recognize, however, that change must occur so that every lawyer has a equal opportunity at every turn to contribute to our profession.

Q19**November 4, 2020, 7:00-8:30pm**

Our members are interested in meeting with candidates virtually to discuss the issues identified in this survey. If you are interested in participating, please provide your availability below and we will contact you by email with more details:

#18 Moira Vane

Page 1

Q1

Please provide your name and confirm your email address. We will not use your email address without your permission for any purpose other than to confirm your identity.

Name

Moira Vane

Email Address

Q2**Extremely important**

How important is diversity in the legal profession?Note: In this survey, the word "diversity" is used to mean having a profession that is reflective of the greater community.

Q3**Extremely important**

How important is equity in the legal profession?Note: In this survey, the word "equity" is used to mean every lawyer having equal opportunities to succeed, and the absence of discrimination including implicit or subconscious bias.

Q4**Not so effective**

How effective is the Law Society of Alberta currently at ensuring its individual members are afforded equal opportunities to succeed within law firms?

Q5

Please provide any personal comments you have on what you see as potential barriers to diversity, equity and inclusion in the legal profession in Alberta and if you have ideas of how to address these.

I think that the lack of diversity, equity and inclusion in the profession starts a lot sooner than after law school. I think the legal profession in Alberta, and specifically the Law Society should be doing more to reach communities that are being left out at the elementary and high school levels. We need to be talking to these communities, specifically to young people, and ensuring that we are providing support and encouragement about a career in law, and it must be ongoing - not just a one time lunch and learn. Coaching, mentoring and visibility are all part of what is needed. Providing grants to historically marginalized communities for LSAT prep courses, or encouraging the law schools to do away with LSAT should also be on the table.

Q6

Please check all of the following materials related to diversity, equity and inclusion that you have read:

The Final Report of the Truth and Reconciliation Commission

,

Rules of other Canadian law societies on sexual harassment, discrimination and employment practices

,

Law Society of Alberta (LSA)'s Justicia Project policies and guides

,

The Canadian Bar Association (CBA)'s model policies and guides from the National Committee on Equality

,

LSA Respectful Workplace Model Policy,

LSA Articling Program Assessment Research Report,

Other (please specify):

Touchstones for change—equality, diversity and accountability : report of the Canadian Bar Association Task Force on Gender Equality in the Legal Profession by Bertha Wilson

Q7

How important is it for the Law Society of Alberta to be explicitly anti-racism in their work?Note: In this survey, the word "anti-racism" is used to mean the active process of identifying and elimination racism by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably.

Extremely important

Q8

Please provide any personal comments you have on the difference between diversity and anti-racism as it relates to the legal profession and the role that the legal profession should play in anti-racism efforts.

I worry that anti-racism and diversity in the profession and also within society writ large are becoming politicized in ways that work to divide us and divert our attention and efforts. I think we need to continue to learn (and unlearn) what work needs to be done and normalize these words, concepts and actions as rote parts of our profession.

Q9**Extremely important**

How important is it for the Law Society of Alberta to address workplace harassment and discrimination among its members? Note: in this survey, the terms workplace harassment and discrimination include, but are not limited to, any of the following grounds: gender, sex, race, ability, family status, sexual orientation, religion.

Q10

Please provide any personal comments you have about the status of workplace harassment and discrimination between members of the Law Society of Alberta, and if you have any ideas on how to address it.

I have long been worried about the articling experience and was really pleased to see the survey that was collected and analyzed last year. I have wanted the Law Society to play a larger role in intervening in workplace harassment and discrimination because the power imbalance is so huge in this year. That could involve a dedicated practice advisor-type position along with better supports for the student experiencing it, and mandatory training for anyone wishing to be a principal.

Q11**Major role**

What role should the Law Society of Alberta play in promoting diversity, equity and inclusion in the legal profession?

Q12**Major role**

What role should the Law Society of Alberta play in anti-racism efforts within the legal profession?

Q13**Major role**

What role should the Law Society of Alberta play in addressing harassment and discrimination in legal workplaces?

Q14**Major role**

What role should the Law Society of Alberta play in promoting a culture of respect in the workplace within law firms?

Q15**Top priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will promoting diversity, equity and inclusion have for you?

Q16**Top priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will reducing workplace harassment and discrimination have for you?

Q17

What do you currently perceive to be the most significant issue or issues faced by lawyers with 10 years or less in practice?

My perception is that job insecurity and overwhelming student debt are an intertwined crushing load on many of our lawyers with 10 years or less in practice.

Q18

You are welcome to share any additional comments or views you have on the prior question topics.

I think this questionnaire is really interesting and raises a number of important issues we are facing as a profession. I hope that LEAD continues to advocate for some of the structural changes that will lead to a better profession. While the Bencher election rules prevent me from making any campaign promises or setting out an election platform, asking prospective candidates about their position on taking a GBA+ analysis to our Code and Rules is something that might be considered in subsequent elections and questionnaires.

Q19**November 8, 2020, 2:00-3:30pm**

Our members are interested in meeting with candidates virtually to discuss the issues identified in this survey. If you are interested in participating, please provide your availability below and we will contact you by email with more details:

#19 Walter Pavlic

Page 1

Q1

Please provide your name and confirm your email address. We will not use your email address without your permission for any purpose other than to confirm your identity.

Name

Walter Pavlic

Email Address

Q2**Extremely important**

How important is diversity in the legal profession?Note: In this survey, the word "diversity" is used to mean having a profession that is reflective of the greater community.

Q3**Extremely important**

How important is equity in the legal profession?Note: In this survey, the word "equity" is used to mean every lawyer having equal opportunities to succeed, and the absence of discrimination including implicit or subconscious bias.

Q4**Somewhat effective**

How effective is the Law Society of Alberta currently at ensuring its individual members are afforded equal opportunities to succeed within law firms?

Q5

Please provide any personal comments you have on what you see as potential barriers to diversity, equity and inclusion in the legal profession in Alberta and if you have ideas of how to address these.

I am presently a member of the Law society's EDI Committee. In that role I am involved in the LSA initiatives to address this issue. This includes mandatory training, education and a reporting mechanism/protocol. These initiatives will, over time, create a more sensitized profession and one which will be more accepting and inclusionary.

I see the primary barrier as being a lack of awareness and understanding of the need for inclusion. A secondary, but significant, barrier involves the economic costs of inclusion.

Q6

Please check all of the following materials related to diversity, equity and inclusion that you have read:

Rules of other Canadian law societies on sexual harassment, discrimination and employment practices

,

Law Society of Alberta (LSA)'s Justicia Project policies and guides

,

LSA Respectful Workplace Model Policy,

LSA Articling Program Assessment Research Report,

Other (please specify):

I have read portions of eh TRC Report, but have not read all of it.

Q7

How important is it for the Law Society of Alberta to be explicitly anti-racism in their work? Note: In this survey, the word "anti-racism" is used to mean the active process of identifying and elimination racism by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably.

Extremely important

Q8

Please provide any personal comments you have on the difference between diversity and anti-racism as it relates to the legal profession and the role that the legal profession should play in anti-racism efforts.

Diversity and anti-racism are often connected but are, to me, sufficiently distinct to warrant individual attention. Diversity is something the LSA ought to encourage and grow. While anti-racism must be a mandatory requirement. Any one in the profession who exhibits racist behaviour ought to be sanctioned. The LSA should accept complaints of racist conduct of its members and utilize the provisions of the Code of Conduct to discipline them.

Q9**Extremely important**

How important is it for the Law Society of Alberta to address workplace harassment and discrimination among its members? Note: in this survey, the terms workplace harassment and discrimination include, but are not limited to, any of the following grounds: gender, sex, race, ability, family status, sexual orientation, religion.

Q10

Please provide any personal comments you have about the status of workplace harassment and discrimination between members of the Law Society of Alberta, and if you have any ideas on how to address it.

It is clear from the LSA's recent survey that there is an unacceptable level of workplace harassment in the profession. The EDI committee's proposed reporting procedure will help address this problem. It provides for reporting and investigation requirements. It also addresses issues arising from retaliation and the obligation to report conduct when a person becomes aware of it. All of these requirements will assist in addressing and then reducing harassment in the workplace.

Q11**Major role**

What role should the Law Society of Alberta play in promoting diversity, equity and inclusion in the legal profession?

Q12**Major role**

What role should the Law Society of Alberta play in anti-racism efforts within the legal profession?

Q13**Major role**

What role should the Law Society of Alberta play in addressing harassment and discrimination in legal workplaces?

Q14**Major role**

What role should the Law Society of Alberta play in promoting a culture of respect in the workplace within law firms?

Q15**Top priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will promoting diversity, equity and inclusion have for you?

Q16**Top priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will reducing workplace harassment and discrimination have for you?

Q17

What do you currently perceive to be the most significant issue or issues faced by lawyers with 10 years or less in practice?

Training and mentoring is a major issue. it has also been established that younger lawyers suffer discrimination and harassment.

Q18

You are welcome to share any additional comments or views you have on the prior question topics.

The LSA is taking bold and purposeful steps to address the current EDI issues. Although much work has been done, we are a far way from eliminating harassment and discrimination. The initiatives that have been commenced will certainly help to begin to address these issues but much more needs to be done.

Ongoing training and mentoring is, in my view, critical in order to that lawyer, young and old, are able to recognize, accept and deal with harassment and racism.

I would be very pleased to discuss my views on this topic with any or all of you.

Thank you.

Q19**November 4, 2020, 7:00-8:30pm,**

Our members are interested in meeting with candidates virtually to discuss the issues identified in this survey. If you are interested in participating, please provide your availability below and we will contact you by email with more details:

November 10, 2020, 7:00-8:30pm

#20 Linda Long

Page 1

Q1

Please provide your name and confirm your email address. We will not use your email address without your permission for any purpose other than to confirm your identity.

Name

Linda Long

Email Address

Q2**Very important**

How important is diversity in the legal profession?Note: In this survey, the word "diversity" is used to mean having a profession that is reflective of the greater community.

Q3**Very important**

How important is equity in the legal profession?Note: In this survey, the word "equity" is used to mean every lawyer having equal opportunities to succeed, and the absence of discrimination including implicit or subconscious bias.

Q4**Somewhat effective**

How effective is the Law Society of Alberta currently at ensuring its individual members are afforded equal opportunities to succeed within law firms?

Q5**Respondent skipped this question**

Please provide any personal comments you have on what you see as potential barriers to diversity, equity and inclusion in the legal profession in Alberta and if you have ideas of how to address these.

Q6

Please check all of the following materials related to diversity, equity and inclusion that you have read:

The Final Report of the Truth and Reconciliation Commission

,

Rules of other Canadian law societies on sexual harassment, discrimination and employment practices

,

Law Society of Alberta (LSA)'s Justicia Project policies and guides

,

CBA Alberta's Inclusive Workplace Toolkit,

LSA Respectful Workplace Model Policy,

LSA Articling Program Assessment Research Report

Q7

How important is it for the Law Society of Alberta to be explicitly anti-racism in their work? Note: In this survey, the word "anti-racism" is used to mean the active process of identifying and elimination racism by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably.

Very important

Q8

Please provide any personal comments you have on the difference between diversity and anti-racism as it relates to the legal profession and the role that the legal profession should play in anti-racism efforts.

Respondent skipped this question

Q9

How important is it for the Law Society of Alberta to address workplace harassment and discrimination among its members? Note: in this survey, the terms workplace harassment and discrimination include, but are not limited to, any of the following grounds: gender, sex, race, ability, family status, sexual orientation, religion.

Extremely important

Q10

Please provide any personal comments you have about the status of workplace harassment and discrimination between members of the Law Society of Alberta, and if you have any ideas on how to address it.

Respondent skipped this question

Q11**Major role**

What role should the Law Society of Alberta play in promoting diversity, equity and inclusion in the legal profession?

Q12**Major role**

What role should the Law Society of Alberta play in anti-racism efforts within the legal profession?

Q13**Major role**

What role should the Law Society of Alberta play in addressing harassment and discrimination in legal workplaces?

Q14**Major role**

What role should the Law Society of Alberta play in promoting a culture of respect in the workplace within law firms?

Q15**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will promoting diversity, equity and inclusion have for you?

Q16**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will reducing workplace harassment and discrimination have for you?

Q17

What do you currently perceive to be the most significant issue or issues faced by lawyers with 10 years or less in practice?

Need for mentorship; experience gaps; student loan burdens combined with family burdens;

Q18**Respondent skipped this question**

You are welcome to share any additional comments or views you have on the prior question topics.

Q19

November 10, 2020, 7:00-8:30pm

Our members are interested in meeting with candidates virtually to discuss the issues identified in this survey. If you are interested in participating, please provide your availability below and we will contact you by email with more details:

#21 Stacy Patriuk

Page 1

Q1

Please provide your name and confirm your email address. We will not use your email address without your permission for any purpose other than to confirm your identity.

Name

Stacy Petriuk

Email Address

Q2**Extremely important**

How important is diversity in the legal profession?Note: In this survey, the word "diversity" is used to mean having a profession that is reflective of the greater community.

Q3**Extremely important**

How important is equity in the legal profession?Note: In this survey, the word "equity" is used to mean every lawyer having equal opportunities to succeed, and the absence of discrimination including implicit or subconscious bias.

Q4**Somewhat effective**

How effective is the Law Society of Alberta currently at ensuring its individual members are afforded equal opportunities to succeed within law firms?

Q5

Please provide any personal comments you have on what you see as potential barriers to diversity, equity and inclusion in the legal profession in Alberta and if you have ideas of how to address these.

The legal profession is part of the larger justice system. As a starting point, there needs to be more diversity, equity and inclusion in all aspects of the justice system. Improving diversity, equity and inclusion in all aspects of the justice system will have a positive impact on the legal profession. This is not to excuse the legal profession from any action it should be taking on a regulator, law firm, organizational or individual level. This must occur as well. The Law Society has included Equity, Diversity and Inclusion in its 2020-2024 Strategic Plan as a Strategic Goal. There have been many initiatives by the Law Society connected with this (for example, the Equity, Diversity and Inclusion Committee and Advisory Committee, the various Indigenous Initiatives, the Lawyer Competence Committee and the Bencher Election Task Force, to name a few). Law firms also need to take steps in this regard. For example, I am the chair of my firm's Diversity Committee. However, we also need to be thinking beyond the legal profession. An example of this is a pipeline issue. There simply is not enough diversity in Canadian law schools. I am heartened to see Canadian law schools recognize this and take steps to break down these barriers as well.

Q6

Please check all of the following materials related to diversity, equity and inclusion that you have read:

Any materials from the American Bar Association's Diversity & Inclusion 360 Project

,

The Equity and Aboriginal Issues Committee Report to the Law Society of Upper Canada Convocation 2016: Challenges Faced by Racialized Licensees Working Group Final Report

,

Rules of other Canadian law societies on sexual harassment, discrimination and employment practices

,

Law Society of Alberta (LSA)'s Justicia Project policies and guides

,

The Canadian Bar Association (CBA)'s model policies and guides from the National Committee on Equality

,

CBA Alberta's Inclusive Workplace Toolkit,

LSA Respectful Workplace Model Policy,

LSA Articling Program Assessment Research Report,

Other (please specify):

The Truth and Reconciliation Commission Calls to Action, White Goose Flying (the City of Calgary's response to the Final Report of the Truth and Reconciliation Commission), the Federation of Canadian Law Societies model policy with respect to workplace harassment and discrimination.

Q7**Extremely important**

How important is it for the Law Society of Alberta to be explicitly anti-racism in their work? Note: In this survey, the word "anti-racism" is used to mean the active process of identifying and elimination racism by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably.

Q8

Please provide any personal comments you have on the difference between diversity and anti-racism as it relates to the legal profession and the role that the legal profession should play in anti-racism efforts.

On a very basic level, I see diversity as adding people to an existing system. Anti-racism is recognizing that the system, or parts of it, require a re-think or change because there is inherent or systemic racism built into it that needs to be addressed. The legal profession is one of these systems. Diversity is a good start, but it does not get us the entire way.

Q9**Extremely important**

How important is it for the Law Society of Alberta to address workplace harassment and discrimination among its members? Note: in this survey, the terms workplace harassment and discrimination include, but are not limited to, any of the following grounds: gender, sex, race, ability, family status, sexual orientation, religion.

Q10

Please provide any personal comments you have about the status of workplace harassment and discrimination between members of the Law Society of Alberta, and if you have any ideas on how to address it.

The Law Society has provided the Respectful Workplace Model Policy for firms to use as a resource. Specific initiatives of the Law Society have been informed by the Articling Survey, which brought to light some of these issues. The Law Society is also part of the Federation of Canadian Law Societies, which is responsible for the Model Code of Conduct. Currently, the Federation is consulting on changes to the Code that would include explicit provisions for harassment and discrimination in the workplace.

Q11**Major role**

What role should the Law Society of Alberta play in promoting diversity, equity and inclusion in the legal profession?

Q12**Major role**

What role should the Law Society of Alberta play in anti-racism efforts within the legal profession?

Q13**Major role**

What role should the Law Society of Alberta play in addressing harassment and discrimination in legal workplaces?

Q14**Major role**

What role should the Law Society of Alberta play in promoting a culture of respect in the workplace within law firms?

Q15**Top priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will promoting diversity, equity and inclusion have for you?

Q16**Top priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will reducing workplace harassment and discrimination have for you?

Q17

What do you currently perceive to be the most significant issue or issues faced by lawyers with 10 years or less in practice?

The changing nature of the practice of law. The practice of law is changing and evolving. This involves everything from competency expectations (technology and cultural, for example), the type of work that lawyers do (some if it being replaced with technology, for example), re-thinking the training of lawyers (is articling the only method?), and increased competition, to name a few examples. While lawyers with 10 or less years in practice do not have the same level of experience as a lawyers with 10 plus years, they may be more adaptable to weather these changes.

Q18

You are welcome to share any additional comments or views you have on the prior question topics.

Thank you for sending around this survey. The questions were great. They were probing and required a lot of reflection on my part. I look forward to an opportunity meet (virtually) and discuss with members of LEAD Alberta. Thanks for being so engaged in the upcoming Bencher Election. It is much appreciated.

Q19

Our members are interested in meeting with candidates virtually to discuss the issues identified in this survey. If you are interested in participating, please provide your availability below and we will contact you by email with more details:

November 4, 2020, 7:00-8:30pm,

November 8, 2020, 2:00-3:30pm,

November 10, 2020, 7:00-8:30pm

#22 Bill Hendsbee, QC

Page 1

Q1

Please provide your name and confirm your email address. We will not use your email address without your permission for any purpose other than to confirm your identity.

Name

Bill Hendsbee, QC

Email Address

Q2**Extremely important**

How important is diversity in the legal profession?Note: In this survey, the word "diversity" is used to mean having a profession that is reflective of the greater community.

Q3**Extremely important**

How important is equity in the legal profession?Note: In this survey, the word "equity" is used to mean every lawyer having equal opportunities to succeed, and the absence of discrimination including implicit or subconscious bias.

Q4**Somewhat effective**

How effective is the Law Society of Alberta currently at ensuring its individual members are afforded equal opportunities to succeed within law firms?

Q5

Please provide any personal comments you have on what you see as potential barriers to diversity, equity and inclusion in the legal profession in Alberta and if you have ideas of how to address these.

It is clear that the barriers to EDI within the legal profession are systemic in nature. Although there have been positive changes recently, there is still a lack of awareness or sensitivity to this problem within many law firms. While I am less familiar with the inner workings of government and private business, my expectation is that, while EDI initiatives may be somewhat more prevalent, the problem still persists. Within the traditional law firm structure, the power dynamic serves to inhibit the potential contributions of a significant portion of the legal profession, including women and BIPOC, in particular.

The solution must start with leadership from the LSA, with a focus on education and awareness. Although there is much work to do, I feel strongly that the LSA, particularly its full-time staff, have made significant inroads already with initiatives such as the formation of the Equity, Diversity and Inclusion Committee; the introduction of mandatory cultural competence training in 2021; creating the role of Indigenous Initiatives Liaison; the introduction of the Respectful Workplace Model Policy; and creating a part-time membership pilot project, to name a few. In addition, the likely addition of training of articling principals in these issues will also provide benefit.

Q6

Please check all of the following materials related to diversity, equity and inclusion that you have read:

The Final Report of the Truth and Reconciliation Commission

,

Law Society of Alberta (LSA)'s Justicia Project policies and guides

,

CBA Alberta's Inclusive Workplace Toolkit,

LSA Respectful Workplace Model Policy,

LSA Articling Program Assessment Research Report

Q7

How important is it for the Law Society of Alberta to be explicitly anti-racism in their work? Note: In this survey, the word "anti-racism" is used to mean the active process of identifying and elimination racism by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably.

Extremely important

Q8

Please provide any personal comments you have on the difference between diversity and anti-racism as it relates to the legal profession and the role that the legal profession should play in anti-racism efforts.

The answer to this question must start with a recognition that the profession is not sufficiently diverse. Without that recognition within the profession, change cannot take place.

Law firms and other legal entities must then look to their own organizational structures and policies, while factoring in their own internal biases in an attempt to overcome the systemic racial bias inherent within the system. In short, firms must be encouraged (forced?) to look inward to overcome generations of systemic bias.

While an inward focus should lead to an appreciation of the lack of diversity within the profession, being anti-racist requires action to ensure that the organizational structures, policies, practices and power dynamics actually change in a manner that is more diverse.

On this issue as well the LSA must continue to act as a leader. In my opinion, it has already taken several positive steps in that direction, several of which were outlined in the answer to question #5. In addition, the LSA has also launched a project to gather information on the experiences of BIPOC in the legal profession in order to identify areas for change within its regulatory mandate.

Q9**Extremely important**

How important is it for the Law Society of Alberta to address workplace harassment and discrimination among its members? Note: in this survey, the terms workplace harassment and discrimination include, but are not limited to, any of the following grounds: gender, sex, race, ability, family status, sexual orientation, religion.

Q10

Please provide any personal comments you have about the status of workplace harassment and discrimination between members of the Law Society of Alberta, and if you have any ideas on how to address it.

This issue is of great enough importance to the LSA that addressing it is a key component of our new Strategic Plan. The 2019 LSA survey of articling students was particularly eye opening. I was particularly struck by the fact that 32% of articling students identified experiencing discrimination and/or harassment during recruiting or articling while only 9% of principals, mentors or recruiters expressed similar concerns. This difference signifies a significant disconnect that must be immediately addressed. Women, racialized people and members of the LGBTQ community are particularly susceptible to this behaviour, which makes the problem even more urgent. In addition, there is no reason to think that the problem ceases upon admission to the bar. We can safely assume that these issues are endemic within the profession.

Steps the LSA has already taken to address this issue include a complete re-think of the articling program, which will include a significant element of education and training of principals on the issue of harassment and discrimination. In addition, the newly formed Practice Foundations Task Force is committed to addressing this issue in a meaningful way, with an immediate five-step plan:

1. Launching a Respectful Workplace Model Policy;
2. Establishing a Practice Foundations Advisory Committee;
3. Reviewing Discrimination and Harassment revisions to the Code of Conduct;
4. Developing a safe reporting policy; and
5. Investigating mandatory training for principals.

Q11**Major role**

What role should the Law Society of Alberta play in promoting diversity, equity and inclusion in the legal profession?

Q12**Major role**

What role should the Law Society of Alberta play in anti-racism efforts within the legal profession?

Q13**Major role**

What role should the Law Society of Alberta play in addressing harassment and discrimination in legal workplaces?

Q14**Major role**

What role should the Law Society of Alberta play in promoting a culture of respect in the workplace within law firms?

Q15**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will promoting diversity, equity and inclusion have for you?

Q16**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will reducing workplace harassment and discrimination have for you?

Q17

What do you currently perceive to be the most significant issue or issues faced by lawyers with 10 years or less in practice?

The challenges facing young lawyers were immense, even pre-pandemic. Lawyers have always been faced with stress, long hours and challenging work. In addition, lawyers have always been subject to the whims of the economy. However, if I was to identify one factor that appears to be more prevalent in current times it would be Competence & Wellness (with wellness being strongly tied to competence). Currently, more than 25% of articling students are foreign trained lawyers. Those individuals, who, in many cases, are subject to discrimination, often obtain sub-par articling positions and are left to fend for themselves in practice afterwards. Not surprisingly, a number of these young lawyers end up before the LSA. The problem, of course, is not limited to foreign trained lawyers. The LSA has appreciated that a lack of support and proper training for young lawyers permeates the profession. This issue has been addressed through the introduction of a new CPLED program along with some innovative discussions about creating alternative paths to practice beyond the traditional articling system. In addition, the recently commenced "rethink" on the CPD system for lawyers (which is a pillar of the new LSA Strategic Plan), will focus on how to best continue with the training of our newer members beyond articling and to creating a culture of life-long learning and support.

Q18

You are welcome to share any additional comments or views you have on the prior question topics.

1. I am afraid that I will be unable to attend any of the sessions below. I volunteer at the mustard Seed on weeknights and I will be away the weekend of November 8. However, I have at least had the benefit of working with and getting to know Codie on the LSA Bencher Election Task Force (BETF);
 2. I would like to clarify my rankings in #15 and 16, in answering individually I marked each as "high priority." However, I see these issues as being highly connected with the priorities in the LSA Strategic Plan such that, in tandem, they might be considered as a "top priority."
 3. I mentioned the BETF within this question. Although I did not mention this earlier, the formation of the BETF represented a step by the LSA to help diversify the Bencher table to more accurately reflect the profession and the public we serve. The ultimate success of our efforts is likely more difficult to assess due to the impact of the pandemic but this step reflects another way in which the LSA is attempting to recognize the importance of EDI.
 4. I would like to thank you for the opportunity to share thoughts on these crucial issues. As a 54 year old white male, I fully appreciate my privilege. While I have worked extremely hard to achieve my position, I recognize that systemic advantages worked in my favour. However, while I am still in my infancy in fully understanding these very important issues, I am fully committed to helping to bring about real change and I applaud your efforts in being leaders for that change.
-

Q19

Respondent skipped this question

Our members are interested in meeting with candidates virtually to discuss the issues identified in this survey. If you are interested in participating, please provide your availability below and we will contact you by email with more details:

#23 Valerie Campbell

Page 1

Q1

Please provide your name and confirm your email address. We will not use your email address without your permission for any purpose other than to confirm your identity.

Name

VALERIE Campbell

Email Address

Q2

Extremely important

How important is diversity in the legal profession?Note: In this survey, the word "diversity" is used to mean having a profession that is reflective of the greater community.

Q3

Extremely important

How important is equity in the legal profession?Note: In this survey, the word "equity" is used to mean every lawyer having equal opportunities to succeed, and the absence of discrimination including implicit or subconscious bias.

Q4

Somewhat effective

How effective is the Law Society of Alberta currently at ensuring its individual members are afforded equal opportunities to succeed within law firms?

Q5

Respondent skipped this question

Please provide any personal comments you have on what you see as potential barriers to diversity, equity and inclusion in the legal profession in Alberta and if you have ideas of how to address these.

Q6

Please check all of the following materials related to diversity, equity and inclusion that you have read:

The Final Report of the Truth and Reconciliation Commission

,

LSA Respectful Workplace Model Policy**Q7**

How important is it for the Law Society of Alberta to be explicitly anti-racism in their work? Note: In this survey, the word "anti-racism" is used to mean the active process of identifying and elimination racism by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably.

Extremely important**Q8**

Please provide any personal comments you have on the difference between diversity and anti-racism as it relates to the legal profession and the role that the legal profession should play in anti-racism efforts.

Respondent skipped this question**Q9**

How important is it for the Law Society of Alberta to address workplace harassment and discrimination among its members? Note: in this survey, the terms workplace harassment and discrimination include, but are not limited to, any of the following grounds: gender, sex, race, ability, family status, sexual orientation, religion.

Extremely important**Q10**

Please provide any personal comments you have about the status of workplace harassment and discrimination between members of the Law Society of Alberta, and if you have any ideas on how to address it.

Respondent skipped this question**Q11**

What role should the Law Society of Alberta play in promoting diversity, equity and inclusion in the legal profession?

Major role**Q12**

What role should the Law Society of Alberta play in anti-racism efforts within the legal profession?

Major role

Q13**Major role**

What role should the Law Society of Alberta play in addressing harassment and discrimination in legal workplaces?

Q14**Major role**

What role should the Law Society of Alberta play in promoting a culture of respect in the workplace within law firms?

Q15**Top priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will promoting diversity, equity and inclusion have for you?

Q16**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will reducing workplace harassment and discrimination have for you?

Q17**Respondent skipped this question**

What do you currently perceive to be the most significant issue or issues faced by lawyers with 10 years or less in practice?

Q18**Respondent skipped this question**

You are welcome to share any additional comments or views you have on the prior question topics.

Q19**Respondent skipped this question**

Our members are interested in meeting with candidates virtually to discuss the issues identified in this survey. If you are interested in participating, please provide your availability below and we will contact you by email with more details:

#24 Ronald Sorokin

Page 1

Q1

Please provide your name and confirm your email address. We will not use your email address without your permission for any purpose other than to confirm your identity.

Name

Ronald Sorokin

Email Address

Q2**Extremely important**

How important is diversity in the legal profession?Note: In this survey, the word "diversity" is used to mean having a profession that is reflective of the greater community.

Q3**Extremely important**

How important is equity in the legal profession?Note: In this survey, the word "equity" is used to mean every lawyer having equal opportunities to succeed, and the absence of discrimination including implicit or subconscious bias.

Q4**Somewhat effective**

How effective is the Law Society of Alberta currently at ensuring its individual members are afforded equal opportunities to succeed within law firms?

Q5

Please provide any personal comments you have on what you see as potential barriers to diversity, equity and inclusion in the legal profession in Alberta and if you have ideas of how to address these.

There are a number of barriers to diversity, equity and inclusion in the legal profession that exist in Alberta, including: the high cost (financial and otherwise) for entry into the profession, thereby often discriminating against socioeconomic groups; public perception of the profession as a conservative and "old-boys" institution; The existing gender and age skew observed in the profession; the lack of comprehensive and detailed data, province-wide, on diversity, equity, and inclusion issues, lack of meaningful and standardized resources to addresses these issues at the firm-level..

I believe that a preliminary step in addressing the barriers to diversity, equity and inclusion in the legal profession in Alberta starts with data collection. As a profession, the best we can do is guess as to what the problems are if we do not have comprehensive data which instead tells us what the problems are. The Law Society should be commended for taking some initial steps towards data acquisition such as the 2019 Articling Survey Results Report (showing that nearly one in three reported experiencing discrimination or harassment during recruitment and/or articling) as well as initiating the "My Experience Project" to examine issues of diversity, equity and inclusion at a more nuanced, detailed, and personal level. Further data should be obtained so that tailored and effective solutions can be devised and implemented.

The purported solutions that are ultimately developed must, to some extent, be standardized to ensure that the problems that permeate throughout the profession are addressed at the Society level. In that regard, the Society's recent commitment to a mandatory Indigenous cultural competency training program is to be commended. However, if our profession is to truly break down some of the barriers that exist towards diversity, equity and inclusion, firm-level initiatives can also be encouraged, and mandated, as the case may be. Firms may be provided the resources necessary to successfully tailor initiatives to root-out homogeneity, inequity, and discrimination at the firm-level.

There has to be a lobbying component. As much as the profession is self-regulated, our membership is substantially impacted by other stakeholders such as government, post-secondary institutions, and private industry. The Law Society has significant and influential resources that it can capitalize on to break down barriers at a more global-level, which would be effective in changing the public's perception of the profession.

Finally, firms can and should demonstrate that they are addressing or at least attempting to address barriers through their own personnel. I believe that my firm has a higher level of diversity than would, generally, be represented in our profession, as reflected by our high numbers of female lawyers (at all levels – partner, associate and students) and by our lawyers of visible minorities and diverse backgrounds. Our firm has also supported and encouraged our lawyers to participate in diversity, equity and inclusion matters including an active Diversity, Equity And Inclusion committee which will educate itself and the firm and through participation and leadership in diverse industry organizations like Commercial Real Estate Women (CREW) which supports female commercial real estate practitioners (including lawyers) in commercial real estate which, has, historically been a male-centric industry and Asian Canadian lawyers. I believe our firm's diversity and support of diversity promotes cultural harmony.

Q6

Please check all of the following materials related to diversity, equity and inclusion that you have read:

The Final Report of the Truth and Reconciliation Commission

,

Any materials from the American Bar Association's Diversity & Inclusion 360 Project

,

The Equity and Aboriginal Issues Committee Report to the Law Society of Upper Canada Convocation 2016: Challenges Faced by Racialized Licensees Working Group Final Report

,

Law Society of Alberta (LSA)'s Justicia Project policies and guides

,

CBA Alberta's Inclusive Workplace Toolkit,

LSA Articling Program Assessment Research Report,

Other (please specify):

I have read (or briefly reviewed) the materials noted above. I follow and review other materials published and have been involved in some prominent human rights cases as intervenor counsel with Canadian Jewish Congress (Vriend and Aryan Nations Inquiry) where human rights articles/cases were reviewed and discussed.

Q7

How important is it for the Law Society of Alberta to be explicitly anti-racism in their work? Note: In this survey, the word "anti-racism" is used to mean the active process of identifying and elimination racism by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably.

Extremely important

Q8

Please provide any personal comments you have on the difference between diversity and anti-racism as it relates to the legal profession and the role that the legal profession should play in anti-racism efforts.

While “diversity” is a broad term meant to address the idea that the legal profession should include an actual variation of demographics within its membership (including diversity in race, gender identity, sexual orientation, personality type, socioeconomic status, among many others), “anti-racism” in the legal profession is a more introspective, but equally proactive, consideration meant to critically analyze systemic racial biases in the profession. Anti-racism in the legal profession involves scrutinizing firm policies, practices, cultures, goals, and commitments through various lenses, including critical race theory and colonialism, but also more specialized lenses, such as critical legal studies.

In addition to taking an active role in promoting observable and unobservable diversity in the legal profession, lawyers, firms, and the Law Society may want to engage in (at least first instance) an academic study of the profession as it relates to anti-racism. As mentioned previously, this should involve comprehensive and targeted data acquisition. Tools should be developed at the Society and firm levels to help organizations and individuals conceptualize and retain understanding as to the anti-racism realities in the profession. Monitoring and testing are other important components to ensure that these ideas are indeed being propagated, appreciated, and retained. Monitoring and testing can also assist in amending and tailoring the tools developed to addresses systemic racism.

Since the legal profession plays such a pivotal role in society, and is often the breeding-ground for politicians and legislators, the legal profession must be enthusiastic and committed to battling systemic racism in an effort to root out racism at the society level. Access to justice is not limited to 1 sector in society. I applaud our law schools across the county where Indigenous law has become part of every law school curriculum.

Q9**Extremely important**

How important is it for the Law Society of Alberta to address workplace harassment and discrimination among its members?Note: in this survey, the terms workplace harassment and discrimination include, but are not limited to, any of the following grounds: gender, sex, race, ability, family status, sexual orientation, religion.

Q10

Please provide any personal comments you have about the status of workplace harassment and discrimination between members of the Law Society of Alberta, and if you have any ideas on how to address it.

While our profession has come a long way in addressing workplace harassment and discrimination, we still have a long way to go. As mentioned in a previous answer, the 2019 Articling Survey Results Report showed that nearly one in three reported experiencing discrimination or harassment during recruitment and/or articling. This is unacceptable.

Again, the Law Society should be commended for taking steps to address workplace harassment and discrimination in the gendered context through initiatives such as the Justicia Project.

However, other initiatives should be invested in (though not at the detriment of other effective initiatives) to ensure that discrimination in other contexts are also addressed. As I explained in a previous answer comprehensive and detailed data province-wide on diversity, equity, and inclusion issues would be useful for the development of meaningful and standardized resources to addresses harassment and discrimination issues at the firm- and member-levels. And, as before, monitoring and testing should play an important role. Resources and tools should not be tossed into the ether in a blind hope that members will bump into those resources and effectively utilize them. There must be structure and guidance in the delivery of these resources and tools.

Again, I think it's crucial that firms can and should demonstrate that they are addressing or at least attempting to address these issues. Our firm has instituted a Diversity Policy, which we modeled, in large part on the Law Society's Model Policy. We have an Occupational Health & Safety Committee to deal with/discuss workplace and discrimination issues and implementation/enforcement of our Diversity Policy. We have held seminars for lawyers and support staff with Law Society facilitators to discuss and disseminate a meaningful and respectful workplace culture.

Q11**Major role**

What role should the Law Society of Alberta play in promoting diversity, equity and inclusion in the legal profession?

Q12**Major role**

What role should the Law Society of Alberta play in anti-racism efforts within the legal profession?

Q13**Major role**

What role should the Law Society of Alberta play in addressing harassment and discrimination in legal workplaces?

Q14**Major role**

What role should the Law Society of Alberta play in promoting a culture of respect in the workplace within law firms?

Q15**Top priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will promoting diversity, equity and inclusion have for you?

Q16**Top priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will reducing workplace harassment and discrimination have for you?

Q17

What do you currently perceive to be the most significant issue or issues faced by lawyers with 10 years or less in practice?

Based on the statistics we do have access to, the data borne out regarding those who leave the profession suggests that one of the most significant issues facing lawyers with 10 years or less in practice is our profession's challenges with work-life balance. This may be especially true regarding young female lawyers who wish to have children (or who have young children at home) but are concerned that they face barriers, discrimination, judgment, and loss of reputation if they choose to do so either early in their practice and later as their practice develops.

More generally, there is significant migration away from the profession by junior lawyers who become burnt out and/or disillusioned with the practice of law. Junior lawyers are faced with a demanding and stressful career and often lack the resources to effectively deal with that stress. Mental health issues have been reported as being rampant within the Millennial and Gen Z demographics who largely make up the "10 years or less" contingent.

Dealing with these issues will be pivotal in ensuring that being a lawyer remains a viable and attractive career choice, and this is especially true since the legal profession is such an important profession and contributor to society.

Q18**Respondent skipped this question**

You are welcome to share any additional comments or views you have on the prior question topics.

Q19**November 8, 2020, 2:00-3:30pm**

Our members are interested in meeting with candidates virtually to discuss the issues identified in this survey. If you are interested in participating, please provide your availability below and we will contact you by email with more details:

#25 Kene Ilochonwu

Page 1

Q1

Please provide your name and confirm your email address. We will not use your email address without your permission for any purpose other than to confirm your identity.

Name

Kene Ilochonwu

Email Address

Q2**Extremely important**

How important is diversity in the legal profession?Note: In this survey, the word "diversity" is used to mean having a profession that is reflective of the greater community.

Q3**Extremely important**

How important is equity in the legal profession?Note: In this survey, the word "equity" is used to mean every lawyer having equal opportunities to succeed, and the absence of discrimination including implicit or subconscious bias.

Q4**Not so effective**

How effective is the Law Society of Alberta currently at ensuring its individual members are afforded equal opportunities to succeed within law firms?

Q5

Please provide any personal comments you have on what you see as potential barriers to diversity, equity and inclusion in the legal profession in Alberta and if you have ideas of how to address these.

The Law Society of Alberta ("LSA") previously took on the challenge to make gender diversity a priority by making specific plans, and holding itself accountable. It can make the same efforts, to create better representation for other diversity demographics.

The biggest barrier to diversity and inclusion is just simply maintaining the status quo. To create a diverse, equitable and inclusive environment, there has to be a conscious, decided, and active step.

The Legal Profession through the LSA has gone a long way with special programs like the indigenous law students summer program, the setting up of the LSA diversity and inclusion committee and more recently communicating the need for a diverse Bencher table. The continuance of similar initiatives like these will start to create more diversity at different levels of the profession.

Q6

Please check all of the following materials related to diversity, equity and inclusion that you have read:

The Final Report of the Truth and Reconciliation Commission

,

Any materials from the American Bar Association's Diversity & Inclusion 360 Project

,

Law Society of Alberta (LSA)'s Justicia Project policies and guides

,

The Canadian Bar Association (CBA)'s model policies and guides from the National Committee on Equality

,

CBA Alberta's Inclusive Workplace Toolkit,

LSA Respectful Workplace Model Policy,

LSA Articling Program Assessment Research Report

Q7

Extremely important

How important is it for the Law Society of Alberta to be explicitly anti-racism in their work? Note: In this survey, the word "anti-racism" is used to mean the active process of identifying and elimination racism by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably.

Q8

Please provide any personal comments you have on the difference between diversity and anti-racism as it relates to the legal profession and the role that the legal profession should play in anti-racism efforts.

Personally, I believe that diversity is a broad acknowledgement of the differences in race, gender, sexuality, physicality, age etc. While anti-racism is a specific focus on the effort to remove barriers faced by people of a minority or different ethnic or racial group.

The legal profession seems to currently be focused on diversity as it relates to gender more so than race or ethnicity.

The legal profession can move past diversity towards racial equity and indulge in a more targeted or affirmative action type strategy to improve its anti-racism efforts.

The Law Society can roll out mandatory continuous professional development for articling students, lawyers (particularly articling student principals), and judges which addresses unconscious bias and anti-racism.

Q9**Extremely important**

How important is it for the Law Society of Alberta to address workplace harassment and discrimination among its members? Note: in this survey, the terms workplace harassment and discrimination include, but are not limited to, any of the following grounds: gender, sex, race, ability, family status, sexual orientation, religion.

Q10

Please provide any personal comments you have about the status of workplace harassment and discrimination between members of the Law Society of Alberta, and if you have any ideas on how to address it.

Workplace harassment and discrimination are rarely ever addressed by lawyers especially articling students and early career lawyers, mostly due to fear of retribution, including not getting hired back or not getting work allocated.

The Law Society should consider publicizing the role of the Equity Ombudsperson, and publicize the work and investigations performed by the ombudsperson.

Knowledge is power, and when students and lawyers know, they will be more likely to use the service.

In addition, the law society should mandate firms of a certain size (above 40 staff and lawyers?) to designate a member of staff as the watchdog to receive and investigate complaints, with a option to escalate complaints to the equity ombudsperson.

Q11**Major role**

What role should the Law Society of Alberta play in promoting diversity, equity and inclusion in the legal profession?

Q12**Major role**

What role should the Law Society of Alberta play in anti-racism efforts within the legal profession?

Q13**Major role**

What role should the Law Society of Alberta play in addressing harassment and discrimination in legal workplaces?

Q14**Minor role**

What role should the Law Society of Alberta play in promoting a culture of respect in the workplace within law firms?

Q15**Top priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will promoting diversity, equity and inclusion have for you?

Q16**Top priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will reducing workplace harassment and discrimination have for you?

Q17

What do you currently perceive to be the most significant issue or issues faced by lawyers with 10 years or less in practice?

1. Delayed progression of female lawyers due to taking maternity leave early in their careers.
 2. Lack of differentiation in the amount of law society membership fees and insurance.
 3. Juggling competing demands on time, and the unwillingness to refuse work.
-

Q18**Respondent skipped this question**

You are welcome to share any additional comments or views you have on the prior question topics.

Q19**November 4, 2020, 7:00-8:30pm,****November 10, 2020, 7:00-8:30pm**

Our members are interested in meeting with candidates virtually to discuss the issues identified in this survey. If you are interested in participating, please provide your availability below and we will contact you by email with more details:

#26 Afshan Naveed

Page 1

Q1

Please provide your name and confirm your email address. We will not use your email address without your permission for any purpose other than to confirm your identity.

Name

Afshan Naveed

Email Address

Q2**Extremely important**

How important is diversity in the legal profession?Note: In this survey, the word "diversity" is used to mean having a profession that is reflective of the greater community.

Q3**Extremely important**

How important is equity in the legal profession?Note: In this survey, the word "equity" is used to mean every lawyer having equal opportunities to succeed, and the absence of discrimination including implicit or subconscious bias.

Q4**Somewhat effective**

How effective is the Law Society of Alberta currently at ensuring its individual members are afforded equal opportunities to succeed within law firms?

Q5**Respondent skipped this question**

Please provide any personal comments you have on what you see as potential barriers to diversity, equity and inclusion in the legal profession in Alberta and if you have ideas of how to address these.

Q6

Please check all of the following materials related to diversity, equity and inclusion that you have read:

Law Society of Alberta (LSA)'s Justicia Project policies and guides

,

LSA Respectful Workplace Model Policy,

Other (please specify):

Measuring Diversity in Law Firms, A Critical Tool for Achieving High Performance

Q7

How important is it for the Law Society of Alberta to be explicitly anti-racism in their work?Note: In this survey, the word "anti-racism" is used to mean the active process of identifying and elimination racism by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably.

Extremely important

Q8

Please provide any personal comments you have on the difference between diversity and anti-racism as it relates to the legal profession and the role that the legal profession should play in anti-racism efforts.

Respondent skipped this question

Q9

How important is it for the Law Society of Alberta to address workplace harassment and discrimination among its members?Note: in this survey, the terms workplace harassment and discrimination include, but are not limited to, any of the following grounds: gender, sex, race, ability, family status, sexual orientation, religion.

Extremely important

Q10

Please provide any personal comments you have about the status of workplace harassment and discrimination between members of the Law Society of Alberta, and if you have any ideas on how to address it.

Respondent skipped this question

Q11

What role should the Law Society of Alberta play in promoting diversity, equity and inclusion in the legal profession?

Major role

Q12

What role should the Law Society of Alberta play in anti-racism efforts within the legal profession?

Major role

Q13**Major role**

What role should the Law Society of Alberta play in addressing harassment and discrimination in legal workplaces?

Q14**Major role**

What role should the Law Society of Alberta play in promoting a culture of respect in the workplace within law firms?

Q15**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will promoting diversity, equity and inclusion have for you?

Q16**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will reducing workplace harassment and discrimination have for you?

Q17

What do you currently perceive to be the most significant issue or issues faced by lawyers with 10 years or less in practice?

The feeling that you need to keep your head down and pay your "dues" before you can speak out on issues that matter. I often hear from young lawyers that they don't feel empowered to voice their ideas for fear of being labelled a complainer or entitled.

Q18

You are welcome to share any additional comments or views you have on the prior question topics.

Discussions and policies on diversity and inclusion need to be more than just lip service. They need to be developed and thereafter implemented and acted upon after a lot of discussion and understanding of the different perspectives. The discussion can be difficult and uncomfortable because it brings up a variety of different emotions and experiences in people. However, all voices need to be at the table and they all need to be heard and respected (especially the ones we may not initially understand or agree with).

Q19**November 10, 2020, 7:00-8:30pm**

Our members are interested in meeting with candidates virtually to discuss the issues identified in this survey. If you are interested in participating, please provide your availability below and we will contact you by email with more details:

#27 Kelsey Meyer

Page 1

Q1

Please provide your name and confirm your email address. We will not use your email address without your permission for any purpose other than to confirm your identity.

Name

Kelsey Meyer

Email Address

Q2**Extremely important**

How important is diversity in the legal profession?Note: In this survey, the word "diversity" is used to mean having a profession that is reflective of the greater community.

Q3**Extremely important**

How important is equity in the legal profession?Note: In this survey, the word "equity" is used to mean every lawyer having equal opportunities to succeed, and the absence of discrimination including implicit or subconscious bias.

Q4**Respondent skipped this question**

How effective is the Law Society of Alberta currently at ensuring its individual members are afforded equal opportunities to succeed within law firms?

Q5

Please provide any personal comments you have on what you see as potential barriers to diversity, equity and inclusion in the legal profession in Alberta and if you have ideas of how to address these.

One of the challenges to addressing discrimination (which is a barrier to diversity, equity and inclusion) is that discrimination can be by way of very subtle, small differences in treatment that cannot be directly or obviously attributed to discrimination (even if that is exactly what the source is). The Law Society can continue to have an active role in making its members aware of these forms of discrimination and/or harassment - with more awareness, there is a greater chance of addressing these barriers.

Q6

Please check all of the following materials related to diversity, equity and inclusion that you have read:

Law Society of Alberta (LSA)'s Justicia Project policies and guides

,

CBA Alberta's Inclusive Workplace Toolkit,

LSA Respectful Workplace Model Policy,

LSA Articling Program Assessment Research Report

Q7

How important is it for the Law Society of Alberta to be explicitly anti-racism in their work? Note: In this survey, the word "anti-racism" is used to mean the active process of identifying and elimination racism by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably.

Extremely important

Q8

Please provide any personal comments you have on the difference between diversity and anti-racism as it relates to the legal profession and the role that the legal profession should play in anti-racism efforts.

Anti-racism involves eliminating racism, whereas diversity involves promoting and encouraging more diversity. These go hand-in-hand, in that eliminating racism will promote more diversity, and more diversity will assist in eliminating racism.

Q9

How important is it for the Law Society of Alberta to address workplace harassment and discrimination among its members? Note: in this survey, the terms workplace harassment and discrimination include, but are not limited to, any of the following grounds: gender, sex, race, ability, family status, sexual orientation, religion.

Extremely important

Q10

Please provide any personal comments you have about the status of workplace harassment and discrimination between members of the Law Society of Alberta, and if you have any ideas on how to address it.

I was the co-chair of my firm's Workplace Harassment Committee for several years. In that role, we provided information sessions for incoming articling students and associates to advise them of our firm's policy, where to find it, its contents, and who they could talk to if they experienced harassment or discrimination. Having a formal policy in place, and accessible, assisted with ensuring a formal and consistent approach in addressing any issues that were raised.

Q11

What role should the Law Society of Alberta play in promoting diversity, equity and inclusion in the legal profession?

Major role

Q12**Major role**

What role should the Law Society of Alberta play in anti-racism efforts within the legal profession?

Q13**Respondent skipped this question**

What role should the Law Society of Alberta play in addressing harassment and discrimination in legal workplaces?

Q14**Major role**

What role should the Law Society of Alberta play in promoting a culture of respect in the workplace within law firms?

Q15**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will promoting diversity, equity and inclusion have for you?

Q16**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will reducing workplace harassment and discrimination have for you?

Q17

What do you currently perceive to be the most significant issue or issues faced by lawyers with 10 years or less in practice?

Managing heavy workloads and the stress and lack of balance that can come with that.

Q18**Respondent skipped this question**

You are welcome to share any additional comments or views you have on the prior question topics.

Q19**November 8, 2020, 2:00-3:30pm,**

Our members are interested in meeting with candidates virtually to discuss the issues identified in this survey. If you are interested in participating, please provide your availability below and we will contact you by email with more details:

November 10, 2020, 7:00-8:30pm

#28 Lou Cusano

Page 1

Q1

Please provide your name and confirm your email address. We will not use your email address without your permission for any purpose other than to confirm your identity.

Name

Lou Cusano

Email Address

Q2**Extremely important**

How important is diversity in the legal profession?Note: In this survey, the word "diversity" is used to mean having a profession that is reflective of the greater community.

Q3**Extremely important**

How important is equity in the legal profession?Note: In this survey, the word "equity" is used to mean every lawyer having equal opportunities to succeed, and the absence of discrimination including implicit or subconscious bias.

Q4**Respondent skipped this question**

How effective is the Law Society of Alberta currently at ensuring its individual members are afforded equal opportunities to succeed within law firms?

Q5

Please provide any personal comments you have on what you see as potential barriers to diversity, equity and inclusion in the legal profession in Alberta and if you have ideas of how to address these.

Drawing on my own personal journey of education (which admittedly is far from complete), I have come to appreciate that barriers to diversity, equity, and inclusion arise as a result of a lack of sensitivity to and awareness of the behaviors and decisions (or lack thereof) that fail to promote cultures of inclusion.

To paraphrase a speaker (a lawyer active in racial justice matters), at one of our in-house anti-racism, allyship and inclusivity seminars, systemic racism does not always involve overt acts of racism or the deliberate creation of barriers. Instead, systemic racism is often found in the policies and practices of an institution, which became the prevailing policies and practices because of the specific experiences or lack of awareness on the part of those making the decisions for that institution.

Education and training therefore are key to the elimination of these barriers and to fostering a welcoming and supportive environment for diverse lawyers and students. This includes learning of the experiences of our diverse members, unconscious bias training, and education on anti-racism, inclusion, allyship and sponsorship.

We can also take concrete steps to further promote diversity, equity and inclusion such as deliberate and focused efforts at facilitating the recruiting and retention of diverse lawyers and their promotion into senior leadership roles. This latter step is important in allowing diverse junior lawyers to envision their own longer-term success with confidence and to be assured of their firm's investment in their career advancement.

Sponsorship of diverse lawyers is also another such step that can be very helpful in facilitating a more equitable and inclusive work environment. As advocates, sponsors can seek opportunities for and promote their lawyers, take steps to help younger diverse lawyers build their own networks and work to help overcome barriers that may otherwise inhibit their advancement.

The creation of affinity groups to bring together lawyers and students who have shared experiences or backgrounds is another step that can be taken to advance diversity, equity and inclusion. This provides members with an additional support system and mentoring opportunities.

Q6

Please check all of the following materials related to diversity, equity and inclusion that you have read:

The Equity and Aboriginal Issues Committee Report to the Law Society of Upper Canada Convocation 2016: Challenges Faced by Racialized Licensees Working Group Final Report

,

Law Society of Alberta (LSA)'s Justicia Project policies and guides

,

The Canadian Bar Association (CBA)'s model policies and guides from the National Committee on Equality

,

CBA Alberta's Inclusive Workplace Toolkit,

LSA Respectful Workplace Model Policy,

LSA Articling Program Assessment Research Report,

Other (please specify):

Note to the above: I have read selected sections of the LSA's Justicia Project policies and guides. I have also read or participated in the following: • Black North Initiative Law Firm Pledge • Be a Better Ally, W. Brad Johnson, David G. smith, Angie Beeman and Dr. Tsedale Melaku, Harvard Business Review (Nov – Dec 2020 issue) • LSA Strategic Plan 2020- 2024 • UNDRIP as Framework for Reconciliation in Canada: Challenges & Opportunities for Major Energy and Natural Resource Projects, Sam Adkins, Lisa Jamieson, Terri-Lee Oleniuk and Sabrina Spencer, prepared for the Canadian Energy Law Foundation annual conference • Unconscious Bias Training • Diversity at Torys' in-house lecture series (speaker series on topics related to anti-racism, allyship and inclusivity) • Torys' Diversity and Inclusion Speaker Series: Systemic Racism in Organizations, Dr. Tsedale Melaku

Q7

How important is it for the Law Society of Alberta to be explicitly anti-racism in their work?Note: In this survey, the word "anti-racism" is used to mean the active process of identifying and elimination racism by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably.

Extremely important

Q8

Please provide any personal comments you have on the difference between diversity and anti-racism as it relates to the legal profession and the role that the legal profession should play in anti-racism efforts.

To me, diversity relates to the creation of a work environment that is inclusive of diverse individuals largely defined. Anti-racism is a concerted effort at eliminating racism in all its forms. We can all be catalysts for change and promote cultures of social awareness, respect and inclusion in our work environments. The legal profession is well placed to play a leadership role in anti-racism efforts.

Commitments to diversity and inclusion in our practices, our community involvement and in the retention and promotion of our lawyers and staff are fundamental to eliminating racism. Buoyed by education and training, we must assess, make commitments to change and hold ourselves accountable. For example, a number of firms (including mine) are signatories to the Black North Initiative Law Firm Pledge thereby committing to ending anti-Black systemic racism in the legal profession. These are the types of initiatives that are needed to foster a tolerant and inclusive environment.

Q9**Extremely important**

How important is it for the Law Society of Alberta to address workplace harassment and discrimination among its members? Note: in this survey, the terms workplace harassment and discrimination include, but are not limited to, any of the following grounds: gender, sex, race, ability, family status, sexual orientation, religion.

Q10**Respondent skipped this question**

Please provide any personal comments you have about the status of workplace harassment and discrimination between members of the Law Society of Alberta, and if you have any ideas on how to address it.

Q11**Major role**

What role should the Law Society of Alberta play in promoting diversity, equity and inclusion in the legal profession?

Q12**Major role**

What role should the Law Society of Alberta play in anti-racism efforts within the legal profession?

Q13**Major role**

What role should the Law Society of Alberta play in addressing harassment and discrimination in legal workplaces?

Q14**Major role**

What role should the Law Society of Alberta play in promoting a culture of respect in the workplace within law firms?

Q15**Respondent skipped this question**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will promoting diversity, equity and inclusion have for you?

Q16**Respondent skipped this question**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will reducing workplace harassment and discrimination have for you?

Q17

What do you currently perceive to be the most significant issue or issues faced by lawyers with 10 years or less in practice?

My observation is that young lawyers are facing greater challenges regarding the development of their practices and skillsets. In large measure, this has resulted from the poor economic climate and an evolution in the delivery of legal service and the type of work available that would typically allow for the development of practice skills and provide opportunities for mentoring. This means that firms need to be doubly aware of the need for support and mentoring of young lawyers.

Q18**Respondent skipped this question**

You are welcome to share any additional comments or views you have on the prior question topics.

Q19**November 4, 2020, 7:00-8:30pm**

Our members are interested in meeting with candidates virtually to discuss the issues identified in this survey. If you are interested in participating, please provide your availability below and we will contact you by email with more details:

#29 Tamara Prince

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Q1

Please provide your name and confirm your email address. We will not use your email address without your permission for any purpose other than to confirm your identity.

Name

Tamara Prince

Email Address

Q2**Extremely important**

How important is diversity in the legal profession?Note: In this survey, the word "diversity" is used to mean having a profession that is reflective of the greater community.

Q3**Extremely important**

How important is equity in the legal profession?Note: In this survey, the word "equity" is used to mean every lawyer having equal opportunities to succeed, and the absence of discrimination including implicit or subconscious bias.

Q4**Somewhat effective**

How effective is the Law Society of Alberta currently at ensuring its individual members are afforded equal opportunities to succeed within law firms?

Q5

Please provide any personal comments you have on what you see as potential barriers to diversity, equity and inclusion in the legal profession in Alberta and if you have ideas of how to address these.

We in the profession must be aware of the impact of unconscious bias in all that we do. The first step we can all take is to listen.

Q6

Please check all of the following materials related to diversity, equity and inclusion that you have read:

Any materials from the American Bar Association's Diversity & Inclusion 360 Project

,

Rules of other Canadian law societies on sexual harassment, discrimination and employment practices

,

Law Society of Alberta (LSA)'s Justicia Project policies and guides

,

CBA Alberta's Inclusive Workplace Toolkit,

LSA Respectful Workplace Model Policy

Q7

Extremely important

How important is it for the Law Society of Alberta to be explicitly anti-racism in their work? Note: In this survey, the word "anti-racism" is used to mean the active process of identifying and eliminating racism by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably.

Q8

Please provide any personal comments you have on the difference between diversity and anti-racism as it relates to the legal profession and the role that the legal profession should play in anti-racism efforts.

Diversity in the profession is the goal, while anti-racism is actively calling out racist behaviors, systems and social structures in the justice system. Given that racism exists within the justice system it is incumbent upon all members of the profession to address it.

Q9

Extremely important

How important is it for the Law Society of Alberta to address workplace harassment and discrimination among its members? Note: in this survey, the terms workplace harassment and discrimination include, but are not limited to, any of the following grounds: gender, sex, race, ability, family status, sexual orientation, religion.

Q10

Please provide any personal comments you have about the status of workplace harassment and discrimination between members of the Law Society of Alberta, and if you have any ideas on how to address it.

Such conduct is not only morally wrong, it is contrary to the standards of behavior that we as a profession must discharge. Talking about this is a first step in change.

Q11**Major role**

What role should the Law Society of Alberta play in promoting diversity, equity and inclusion in the legal profession?

Q12**Major role**

What role should the Law Society of Alberta play in anti-racism efforts within the legal profession?

Q13**Major role**

What role should the Law Society of Alberta play in addressing harassment and discrimination in legal workplaces?

Q14**Major role**

What role should the Law Society of Alberta play in promoting a culture of respect in the workplace within law firms?

Q15**Top priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will promoting diversity, equity and inclusion have for you?

Q16**Top priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will reducing workplace harassment and discrimination have for you?

Q17

What do you currently perceive to be the most significant issue or issues faced by lawyers with 10 years or less in practice?

Challenges with obtaining meaningful mentorship and support from senior members of the bar.

Q18**Respondent skipped this question**

You are welcome to share any additional comments or views you have on the prior question topics.

Q19

Respondent skipped this question

Our members are interested in meeting with candidates virtually to discuss the issues identified in this survey. If you are interested in participating, please provide your availability below and we will contact you by email with more details:

#30 Margaret Unsworth

Page 1

Q1

Please provide your name and confirm your email address. We will not use your email address without your permission for any purpose other than to confirm your identity.

Name

Margaret Unsworth

Email Address

Q2**Very important**

How important is diversity in the legal profession?Note: In this survey, the word "diversity" is used to mean having a profession that is reflective of the greater community.

Q3**Extremely important**

How important is equity in the legal profession?Note: In this survey, the word "equity" is used to mean every lawyer having equal opportunities to succeed, and the absence of discrimination including implicit or subconscious bias.

Q4**Respondent skipped this question**

How effective is the Law Society of Alberta currently at ensuring its individual members are afforded equal opportunities to succeed within law firms?

Q5

Please provide any personal comments you have on what you see as potential barriers to diversity, equity and inclusion in the legal profession in Alberta and if you have ideas of how to address these.

The Law Society currently has an Equity, Diversity and Inclusion Committee which is looking at what the Law Society can do to address these barriers in the profession. I am waiting for their final report to review the recommendations and look forward to our discussions on this. <https://www.lawsociety.ab.ca/about-us/board-and-committees/committees-and-task-forces/>

Q6

Please check all of the following materials related to diversity, equity and inclusion that you have read:

The Final Report of the Truth and Reconciliation Commission

,

Rules of other Canadian law societies on sexual harassment, discrimination and employment practices

,

Law Society of Alberta (LSA)'s Justicia Project policies and guides

,

LSA Respectful Workplace Model Policy,

LSA Articling Program Assessment Research Report

Q7

How important is it for the Law Society of Alberta to be explicitly anti-racism in their work? Note: In this survey, the word "anti-racism" is used to mean the active process of identifying and elimination racism by changing systems, organizational structures, policies, practices and attitudes so that power is redistributed and shared equitably.

Extremely important

Q8

Please provide any personal comments you have on the difference between diversity and anti-racism as it relates to the legal profession and the role that the legal profession should play in anti-racism efforts.

Respondent skipped this question

Q9

How important is it for the Law Society of Alberta to address workplace harassment and discrimination among its members? Note: in this survey, the terms workplace harassment and discrimination include, but are not limited to, any of the following grounds: gender, sex, race, ability, family status, sexual orientation, religion.

Extremely important

Q10

Please provide any personal comments you have about the status of workplace harassment and discrimination between members of the Law Society of Alberta, and if you have any ideas on how to address it.

Respondent skipped this question

Q11

What role should the Law Society of Alberta play in promoting diversity, equity and inclusion in the legal profession?

Respondent skipped this question

Q12**Major role**

What role should the Law Society of Alberta play in anti-racism efforts within the legal profession?

Q13**Major role**

What role should the Law Society of Alberta play in addressing harassment and discrimination in legal workplaces?

Q14**Major role**

What role should the Law Society of Alberta play in promoting a culture of respect in the workplace within law firms?

Q15**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will promoting diversity, equity and inclusion have for you?

Q16**High priority**

Thinking about all the reasons that you are running to be a Bencher and the issues you hope to address if elected, what level of priority will reducing workplace harassment and discrimination have for you?

Q17

What do you currently perceive to be the most significant issue or issues faced by lawyers with 10 years or less in practice?

Getting and maintaining good mentorship. -

Q18

You are welcome to share any additional comments or views you have on the prior question topics.

You asked for my views and thoughts however I am only one of many at the Bencher table who will be reviewing the upcoming Equity, Diversity and Inclusion Committee Report for discussion and action. This is an area of high importance for me personally and for the Bencher table as a whole - it is one of four strategic goals for the next few years. It is too soon for me to say (in response to these questions) precisely what the Law Society can and will do. Unfortunately I am truly sorry but I am not free at any of the time you note below for meeting.....

Q19

Respondent skipped this question

Our members are interested in meeting with candidates virtually to discuss the issues identified in this survey. If you are interested in participating, please provide your availability below and we will contact you by email with more details:
