

January 19, 2022

Sent via email

Cheryl D'Sa
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Lisa Hamilton, QC
President

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Dear Cheryl:

Re: 2022 Mandate for Equity, Diversity and Inclusion Advisory Committee

Thank you for agreeing to accept the appointment as Chair of the Equity, Diversity and Inclusion Advisory Committee for 2022.

The 2021-2025 Strategic Plan and the Terms of Reference along with the particular priorities outlined below should guide the Equity, Diversity and Inclusion Advisory Committee in its work this year.

The mandate of the Equity, Diversity and Inclusion Advisory Committee is:

The Equity Diversity and Inclusion Advisory Committee monitors and advises the Benchers on developments and issues affecting equity, diversity, and inclusion in the legal profession and the justice system, and promotes equity, diversity, and inclusion in the legal profession.

I expect that you will ensure that all members of the Equity, Diversity and Inclusion Advisory Committee understand the Terms of Reference, the Benchers Code of Conduct and the Law Society's workplace policies and abide by them. I also expect that in your deliberations and decisions, the Equity, Diversity and Inclusion Advisory Committee will expressly include consideration of the goals of facilitation of truth and reconciliation and diversity and inclusion. Finally, I expect that you will ensure the Equity, Diversity and Inclusion Advisory Committee acts in the public interest and makes data-driven, evidence-based decisions that take into account the impact of the decisions on the public and the profession.

In particular, please keep in mind that the Benchers have directed that:

- a) Bencher committees are to help the Benchers do their job, not to help the staff do its jobs. Committees ordinarily will assist the Benchers by preparing policy alternatives and implications for Bencher deliberation.
- b) Bencher committees do not exercise authority over staff.
- c) In keeping with the Benchers' broader focus, Bencher committees will normally not have direct dealings with current staff operations.

I expect you and the members of Equity, Diversity and Inclusion Advisory Committee will work in a professional and respectful manner with our staff.

During 2022, I would like to see the Equity, Diversity and Inclusion Advisory Committee make substantial progress on the following:

- 1. Implementation of those items of that remain to be completed on the Advisory Committee's Diversity Action Plan (copy attached) and report to the board on progress.*
- 2. Continue to consider how we can improve the collection of demographic data of BC legal professionals and make any necessary recommendations to the board.*
- 3. Continue considering ways to raise awareness about discrimination in the profession and make any necessary recommendations to the board.*
- 4. Consider development, production and promotion of an EDI related podcast.*
- 5. Liaise with the International Association of Women Judges and other groups such as the CBA and Justicia to participate in IAWJ's town hall regarding issues facing women in the legal profession and provide a report to the board.*
- 6. Consider any barriers that women face in the practise of law with a focus of retention and promotion of women in the profession and make any necessary recommendations to the board.*
- 7. Prepare a workplan for the committee for 2022 which sets out what the committee plans to accomplish and the dates for doing so and submit to the Executive Committee by March 30, 2022. The*

workplan is intended to be a plan, not a commitment, so it should be both reasonably aspirational and achievable.

8. *Prepare and submit to the Executive Committee by December 9, 2022, an updated workplan for the committee which sets out what the committee has accomplished in 2022, and provides a draft, suggested workplan for the committee for 2023, including both what the committee believes it should accomplish and the dates for doing so next year.*

I look forward to hearing about the work of Equity, Diversity and Inclusion Advisory Committee over the balance of the year and trust that you and the Equity, Diversity and Inclusion Advisory Committee will make substantial progress on the matters I've suggested in this letter.

Yours truly,

A handwritten signature in black ink, appearing to be 'Lisa Hamilton', with a stylized, cursive script.

Lisa Hamilton, QC
President, Law Society of BC