

Law Society *of British Columbia*



2025
Annual Report

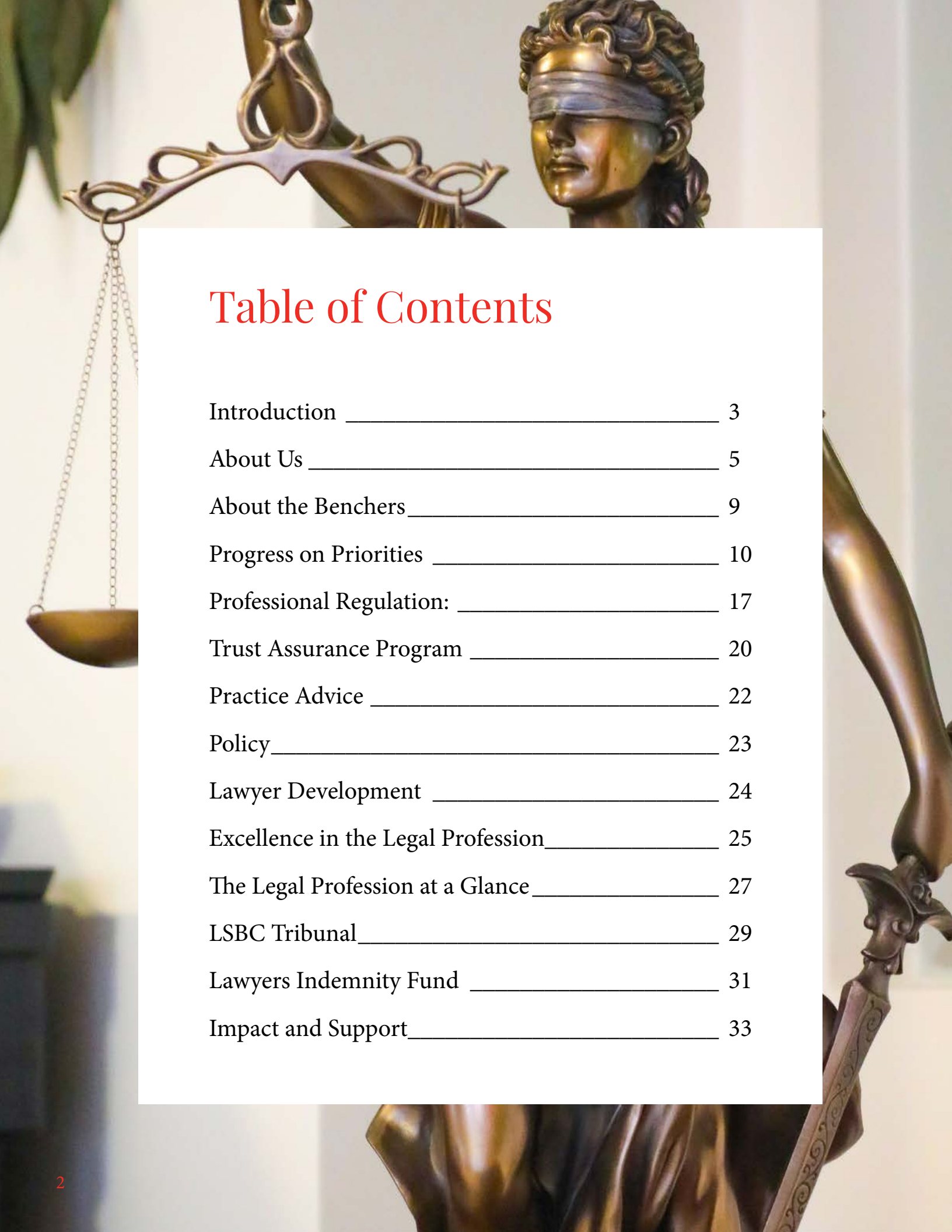


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/ Introduction

Message from Gigi Chen-Kuo

CEO/EXECUTIVE DIRECTOR



In the Law Society's 2025 Annual Report, I'm pleased to reflect on a year of meaningful progress to fulfill our regulatory functions, advance key areas of focus and navigate a period of significant change as our constitutional challenge of the *Legal Professions Act* continued. Our public-interest mandate remained a cornerstone of our decision-making as we embraced challenge and remained steadfast in our approach to regulation.

I am deeply grateful to our dedicated staff and Benchers, who have shown resilience and commitment during this time of uncertainty. I especially want to recognize our President for 2025, Justice Brook Greenberg, for his immense contributions to the Law Society over the last eight years and to offer congratulations on his recent appointment to the Supreme Court of BC.

In October, the Law Society of BC appeared before Chief Justice Ronald A. Skolrood in the Supreme Court of BC to challenge the constitutionality of the *Act*. During the trial, we argued that the *Act* would create a new regulatory model that undermines the independence of the Bar and the rule of law, putting the public's right to impartial legal advice at risk, among other serious flaws. As our litigation was ongoing, we also fulfilled statutory obligations under the *Legal Professions Act* by supporting the work of the Transitional Board and Transitional Indigenous Council and preparing operationally for amalgamation with the Society of Notaries Public of BC.

A major focus this year was the development of a new strategic plan. Through a collaborative process, we examined our values, priorities and strategic objectives, which reaffirmed our direction and brought new ideas for future opportunities. We identified six values to define and guide our culture, which centre around integrity, transparency, reconciliation, inclusion, innovation and responsiveness. As a modern regulator, we also considered how emerging technologies, including artificial intelligence, will affect the legal system and how our governance structure can adapt to new developments.

We announced significant changes to legal education and licensing in BC. Following the adoption of the Western Canada Competency Profile, we made the decision to retire the Professional Legal Training course after a successful 40-year run and transition to the Bar admission training program designed by the Canadian Centre for Professional Legal Education. This change will help ensure that future lawyers are equipped with the competencies for modern practice.

As part of our journey toward Truth and Reconciliation, we established the Indigenous Initiatives department, led by a new Director, to help embed Indigenous perspectives and cultural safety across our organization. We continued our equity, diversity and inclusion work through phase two of the demographic data collection project, which aims to engage with the profession to explore systemic inequalities, examine the impact of critical gaps and guide our policy decisions. We also advanced efforts to address bullying, discrimination and harassment by establishing a new task force to examine potential approaches to address these issues, informed by evidence-based, intersectional research.

Improving mental health in the legal profession continued to be a key priority. We expanded free, self-serve resources for legal professionals and their families through the Lawyer Well-Being Hub and addressed gaps in our regulatory model by making the Alternative Discipline Process a permanent program following a successful pilot.

I hope this report provides valuable insights into these initiatives and the many other ways the Law Society works to protect the public interest in the administration of justice and strengthen legal regulation in BC.

We identified six values to define and guide our culture, which centre around integrity, transparency, reconciliation, inclusion, innovation and responsiveness.



/ About Us

The Law Society of British Columbia is the licensing and regulatory body for the legal profession in BC. We protect the public by setting and enforcing standards for professional and ethical conduct for lawyers. We provide information and resources for lawyers and the public on the standards of conduct, the complaints and discipline process, and hearings, which are conducted by the Law Society Tribunal.

The Law Society also brings a voice to issues affecting the justice system and the delivery of legal services in BC, including lawyer independence, the rule of law, Truth and Reconciliation, access to justice and mental health in the profession.

Territory acknowledgement

The Law Society offices are located on the traditional territory of the Coast Salish Peoples, specifically the territories of the Skwxwú7mesh (Squamish), səliłwətał (Tsleil-Waututh) and xʷməθkʷəy̓əm (Musqueam) First Nations.



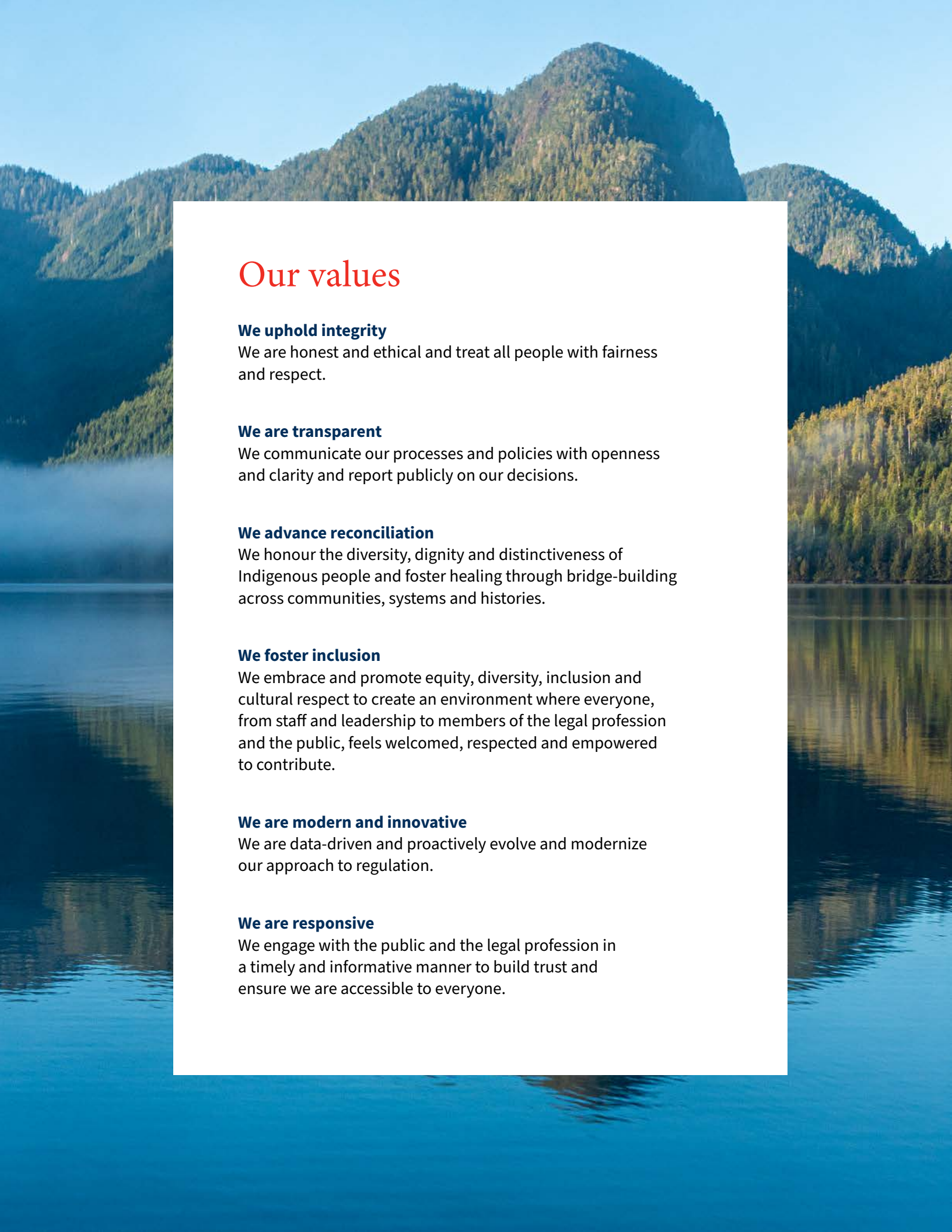
Our mission

The Law Society serves the public interest by regulating the competence and integrity of legal service providers, promoting the rule of law and lawyer independence, and improving access to legal services.

Our vision

To be a leading, independent regulator that protects the public interest in the delivery and regulation of legal services.





Our values

We uphold integrity

We are honest and ethical and treat all people with fairness and respect.

We are transparent

We communicate our processes and policies with openness and clarity and report publicly on our decisions.

We advance reconciliation

We honour the diversity, dignity and distinctiveness of Indigenous people and foster healing through bridge-building across communities, systems and histories.

We foster inclusion

We embrace and promote equity, diversity, inclusion and cultural respect to create an environment where everyone, from staff and leadership to members of the legal profession and the public, feels welcomed, respected and empowered to contribute.

We are modern and innovative

We are data-driven and proactively evolve and modernize our approach to regulation.

We are responsive

We engage with the public and the legal profession in a timely and informative manner to build trust and ensure we are accessible to everyone.

Strategic objectives



Leading as an innovative
regulator of legal service
providers



Working toward
reconciliation



Taking action to improve
access to justice



Promoting a profession that
reflects the diversity of the
public it serves



Increasing confidence in
the administration of justice
and the rule of law



BC's Top Employers

The Law Society of BC was named one of BC's Top Employers for the fourth year in a row.

This recognition highlights the dedication, commitment and hard work of our accomplished staff who, every day, contribute to the organization's mandate to protect the public interest by regulating the legal profession. The Law Society is proud to have built a strong culture based on our core values and collective goals.

About the Benchers

The Law Society's governing board of Benchers are responsible for the Law Society Rules, the *Code of Professional Conduct for British Columbia* and governance policies for the administration of the Law Society. Twenty-five Benchers are elected by members of the legal profession and up to six are members of the public are appointed by the Lieutenant Governor in Council. The President of the Law Society is a Bencher and serves a one-year term.

Benchers volunteer their time to the Law Society, which is a considerable commitment given the frequent meetings and committee responsibilities.

President

Brook Greenberg, KC

First Vice-President

Thomas L. Spraggs, KC

Second Vice-President

Michael F. Welsh, KC

Benchers

Brook Greenberg, KC
Thomas L. Spraggs, KC
Michael F. Welsh, KC
Simran Bains
Paul Barnett
Aleem Bharmal, KC
Tanya Chamberlain, KC
Nikki L. Charlton, KC

Jennifer Chow, KC
Christina J. Cook, KC
Cheryl D'Sa, KC
Tim Delaney, KC
Katrina Harry, KC
Ravi R. Hira, KC
Sasha Hobbs
James A.S Legh

Benjamin D. Levine
Dr. Jan Lindsay
Jaspreet Singh Malik
Marcia McNeil
Jay Michi
Georges Rivard, KC
Michèle Ross
Gurminder Sandhu, KC

Nicole E. Smith
Barbara Stanley, KC
James Struthers
Natasha Tony
Kevin B. Westell
Gaynor C. Yeung, KC
Jonathan Yuen

Committees

Complainants' Review Committees
Credentials Committee
Discipline Committee
Executive Committee
Finance and Audit Committee
Practice Standards Committee

Task Forces

Bullying, Harassment and Discrimination Task Force
Discipline Processes Task Force

Advisory Committees

Access to Justice Advisory Committee
Equity, Diversity and Inclusion Advisory Committee
Ethics and Lawyer Independence Advisory Committee
Truth and Reconciliation Advisory Committee

Progress on Priorities

Rule of law and lawyer independence

One of the Law Society's strategic priorities is to uphold the rule of law and lawyer independence, while strengthening public confidence in the administration of justice and the regulation of legal service providers.



LEGAL PROFESSIONS ACT LITIGATION

Following the enactment of the *Legal Professions Act* in May 2024, the Law Society initiated a constitutional challenge based on significant concerns that the legislation does not adequately protect lawyer independence, a foundational principle of Canada's democratic system and the rule of law.

The *Act* would establish a new regulatory framework that permits an unacceptable degree of external influence over the regulation of the legal profession, compromising the public's right to receive impartial legal advice and representation.

In October 2025, the Law Society's challenge was heard during a summary trial before Chief Justice Skolrood in the Supreme Court of BC. During the trial, the Law Society argued that independence from government is essential to the rule of law, the administration of justice and public confidence in BC's legal system.

This case was about protecting the ability of lawyers to serve their clients without external influence and ensuring that regulation of the profession remains focused on protecting the public interest in the administration of justice.

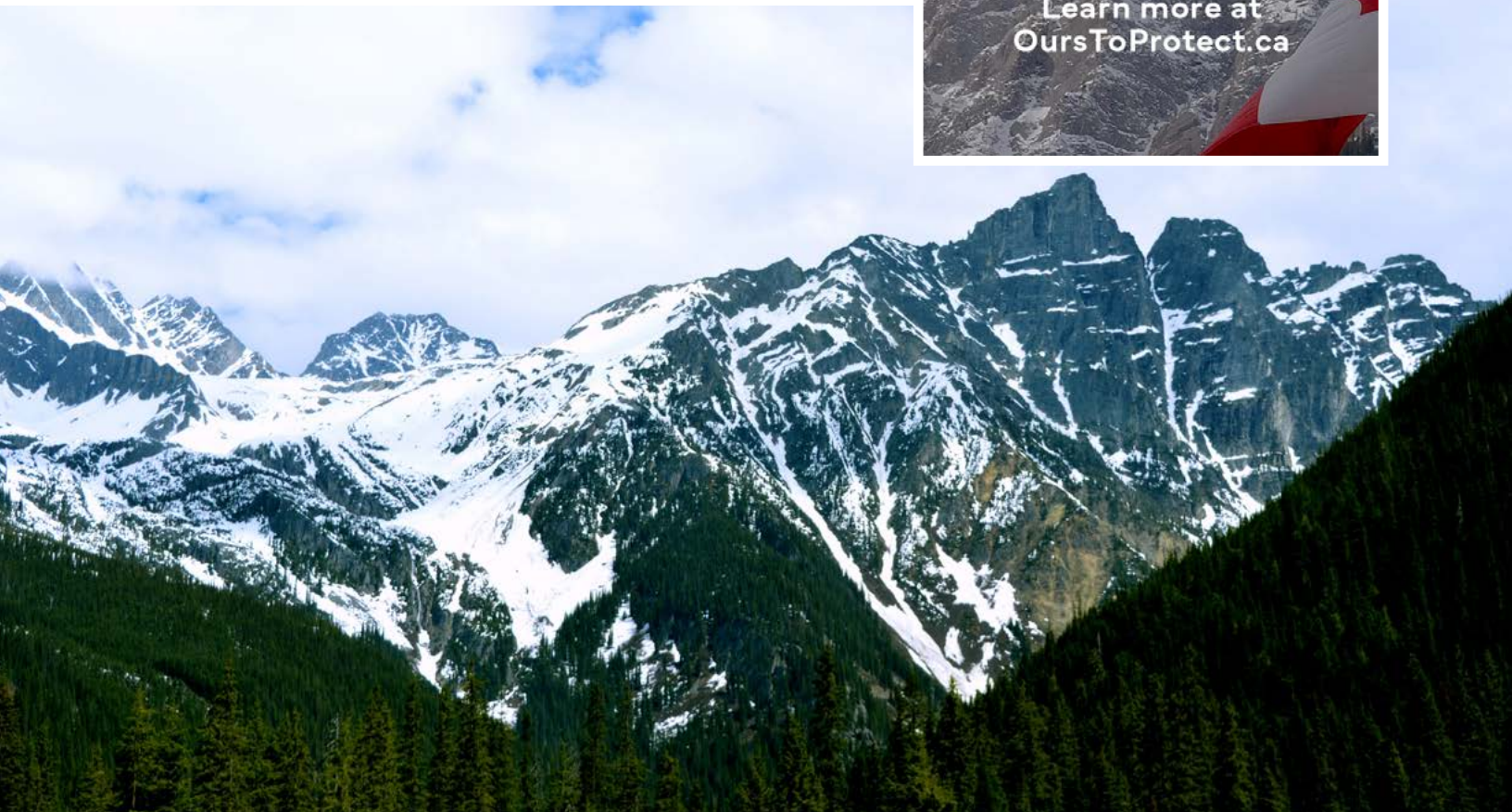
This case was about protecting the ability of lawyers to serve their clients without external influence and ensuring that regulation of the profession remains focused on protecting the public interest in the administration of justice.

OURS TO PROTECT NATIONAL CAMPAIGN

As threats to democracy dominated headlines around the world, a coalition of Canadian law societies came together in 2025 to launch Ours to Protect, a national campaign to remind Canadians why the rule of law matters and why it is worth defending.

The campaign was built around a simple idea: the democratic values most Canadians might take for granted, such as fairness, justice and equality, aren't guaranteed, and they must be protected.

Ours to Protect included a robust public awareness campaign with advertising, social media and influencer content and educational resources, and a dedicated website. Its goal is to show Canadians why it's everyone's responsibility to defend the rule of law in order to protect our democratic rights.



Access to justice

For more than 125 years, the Law Society and the province's lawyers have played a critical role in advancing access to justice and upholding the rule of law through an independent, self-governing legal profession.

In 2025, 50 per cent of lawyers reported providing pro bono, legal aid or substantially reduced-fee legal services. Consistent with 2023 and 2024, lawyers who provided pro bono services contributed an average of 56 hours each, amounting to more than 363,000 hours of free legal services to the public in 2025 alone. When combined with reported hours for legal aid and substantially reduced-fee services, lawyers contributed more than 1.6 million hours toward improving access to justice. This work is provided in addition to lawyers' fully remunerated services, which continue to play an essential role in supporting the economy, civil society and the rule of law.

Lawyers also contribute to their communities in ways that extend beyond traditional access to justice services, through volunteering, mentoring, community service and board leadership. In recognition of the ongoing need for legal information, advice and support across BC, lawyers also contribute through a portion of their annual practice fee. In 2025, \$285 from each lawyer's practice fee supported the Courthouse Libraries Society, CanLII and the Law Foundation of British Columbia, including funding for organized pro bono and other access to justice initiatives. Collectively, these contributions amounted to more than \$4.3 million from the profession and helped expand access to legal information and advice for communities throughout the province.

In addition, lawyers are required to remit interest earned on clients' money held in pooled trust accounts to the Law Foundation. The Law Foundation's 2023 audited financial statements reported \$210,296,077 in such funding, supporting a broad range of access to justice services throughout British Columbia.



50%

OF LAWYERS PROVIDED PRO BONO,
LEGAL AID OR SUBSTANTIALLY
REDUCED-FEE LEGAL SERVICES

56

PRO BONO HOURS CONTRIBUTED
ON AVERAGE BY EACH LAWYER

Indigenous initiatives

In 2025, the Law Society continued to advance its multi-year commitment to Truth and Reconciliation by strengthening cultural competency, improving the accessibility and cultural safety of regulatory processes and building the internal capacity required to implement the Indigenous Engagement in Regulatory Matters (IERM) recommendations.



STRENGTHENING LEADERSHIP AND ADVANCING SYSTEMIC CHANGE

In 2025, the Law Society took an important step forward by hiring its first Director of Indigenous Initiatives. The Director worked alongside the CEO and senior leadership to support implementation of the IERM recommendations, focusing on culturally safe and trauma-informed regulatory practices, improved accessibility for Indigenous communities and increased staff learning related to Indigenous legal orders, histories and lived experiences.

By engaging with staff and leadership throughout the organization, the Director helped foster greater awareness of where institutional practices could better reflect reconciliation commitments. This foundational work supported ongoing efforts to embed reconciliation into organizational culture, decision-making and practice. It reflects our commitment to ensuring regulatory functions are respectful and informed by Indigenous perspectives.

REVIEWING THE INDIGENOUS INTERCULTURAL COURSE

To ensure the Indigenous Intercultural Course remains accurate, culturally grounded and responsive to the profession, the Law Society retained an external consultant to conduct a comprehensive review and update of the course. The review examined cultural integrity, alignment with current best practices and feedback from lawyers and Indigenous partners. Findings from this work will help guide future course updates and inform the profession's broader learning pathway.

JOURNEY OF PRACTICE

The development of the Journey of Practice marked a significant milestone in advancing Indigenous-informed learning across the organization. Designed as an internal educational pathway, the program provides a structured, multi-stage learning model to support staff in building cultural humility, trauma-informed practices and Indigenous-centered approaches connected to the Law Society's regulatory role.

We also established the Journey of Practice Working Group, a cross-departmental advisory body responsible for supporting implementation, embedding Indigenous-informed practices across the organization and tracking progress on the IERM Task Force recommendations. Together, these efforts support the integration of reconciliation into organizational practices and decision-making.

INTERNAL CAPACITY BUILDING AND ORGANIZATIONAL ALIGNMENT

The final months of 2025 were dedicated to internal relationship-building and listening. Through conversations with staff and leadership, the Director identified areas where organizational intentions and practices required stronger alignment. This work supported a shift from symbolic gestures toward sustained, practice-based reconciliation and helped establish the foundation for long-term cultural and systemic change.

LOOKING AHEAD

2025 was a foundational year focused on strengthening cultural competency, advancing systemic reforms and building the internal capacity required for the next phase of reconciliation work. The initiatives undertaken this year position the Law Society to continue making meaningful progress toward Truth and Reconciliation in 2026 and beyond.



Pulling Together Canoe Journey

In July, Law Society staff participated in the Pulling Together Canoe Journey alongside Indigenous youth, leaders, police, military and community groups. Hosted by the W̱SÁNEĆ Nations, including Pauquachin, Tsawout, Tseycum and Malahat First Nations, the journey offered an opportunity to travel the traditional waterways of rivers, lakes and coastal waters.

Participants embraced the experience, noting meaningful connections with Indigenous youth and Elders, as well as valuable insight into how public organizations can advance reconciliation.



Mental health initiatives

Supporting the well-being of legal professionals remains a key priority for the Law Society. We recognize lawyers who prioritize their mental and physical health are better able to navigate the demands of the profession, mitigate burnout and uphold public confidence.

In May, more than 500 participants attended the Mental Health Forum hosted by the Law Society and the Continuing Legal Education Society of BC. The virtual event featured an overview of the National Study on the Health and Wellness Determinants of Legal Professionals, along with updates from the Law Society on its response to mental health challenges in the profession.

Throughout the year, we published mental health articles addressing topics such as bullying, compassion fatigue, women's mental health, work-life balance and the stigma associated with mental health issues, while continuing to support legal professionals through the Lawyer Well-Being Hub. The Hub provides accessible information, videos, tools and resources for lawyers and their families.

In addition, the Lawyers Assistance Program of BC offers confidential counselling, peer support and referrals for challenges such as substance dependence, stress, anxiety and depression, with free counselling also available through Telus Health.



500

PARTICIPANTS ATTENDED
THE MENTAL HEALTH FORUM

PUBLISHED ARTICLES
ADDRESSING:

BULLYING

COMPASSION FATIGUE

WOMEN'S MENTAL HEALTH

WORK-LIFE BALANCE

THE STIGMA ASSOCIATED
WITH MENTAL HEALTH ISSUES



Professional Regulation: Protecting the Public

The Professional Regulation department protects the public through the intake, assessment and investigation of complaints; the oversight of competency concerns through Practice Standards; and the administration of disciplinary processes, including hearings, Rule 4-29 resolutions and consent agreements.

In 2025, the department managed 2,599 complaint files, opening 1,873 new complaints and closing 1,531 files throughout the year. Disciplinary outcomes included two disbarments, 15 suspensions and two fines.

A key achievement in 2025 was the establishment of the Alternative Discipline Process (ADP) as a permanent regulatory program. The ADP allows eligible lawyers whose health issues may be affecting their professional obligations to address those concerns earlier in the regulatory process, supporting rehabilitation while maintaining public protection. The Law Society also continues to levy administrative penalties to address certain breaches of the Law Society Rules with an appropriate and proportionate sanction. In 2025, 26 penalties were levied and \$96,000 in fines was collected.

COMPLAINTS

Numbers include unsubstantiated complaints



Outstanding
complaint files
at start of year



Complaint
files opened



Complaint
files closed

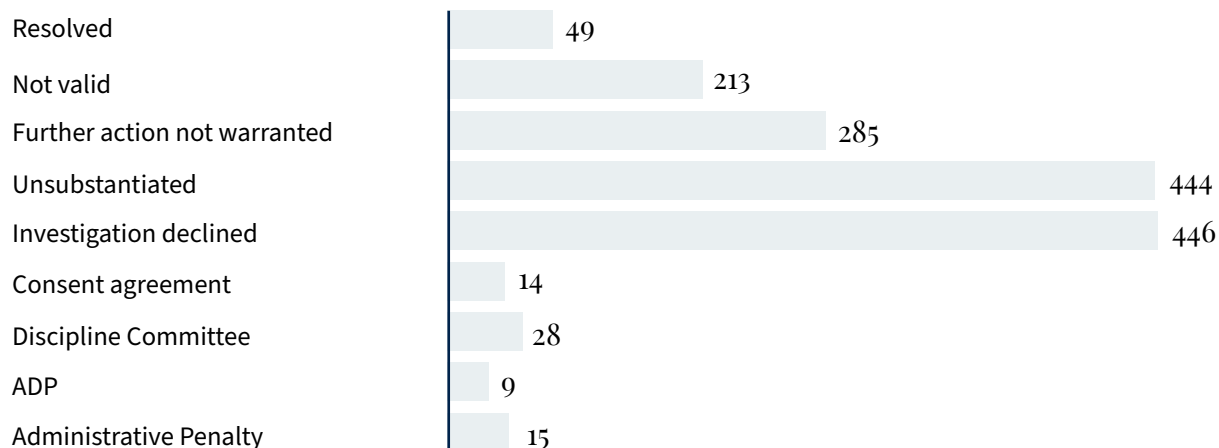


Outstanding
complaint files
at year end

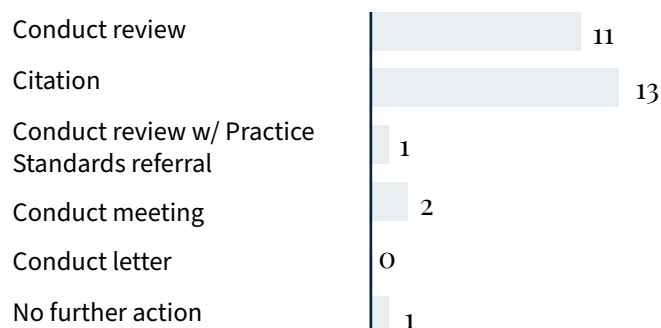


Total
complaint files
handled

COMPLAINTS RESULTS



DISCIPLINE COMMITTEE



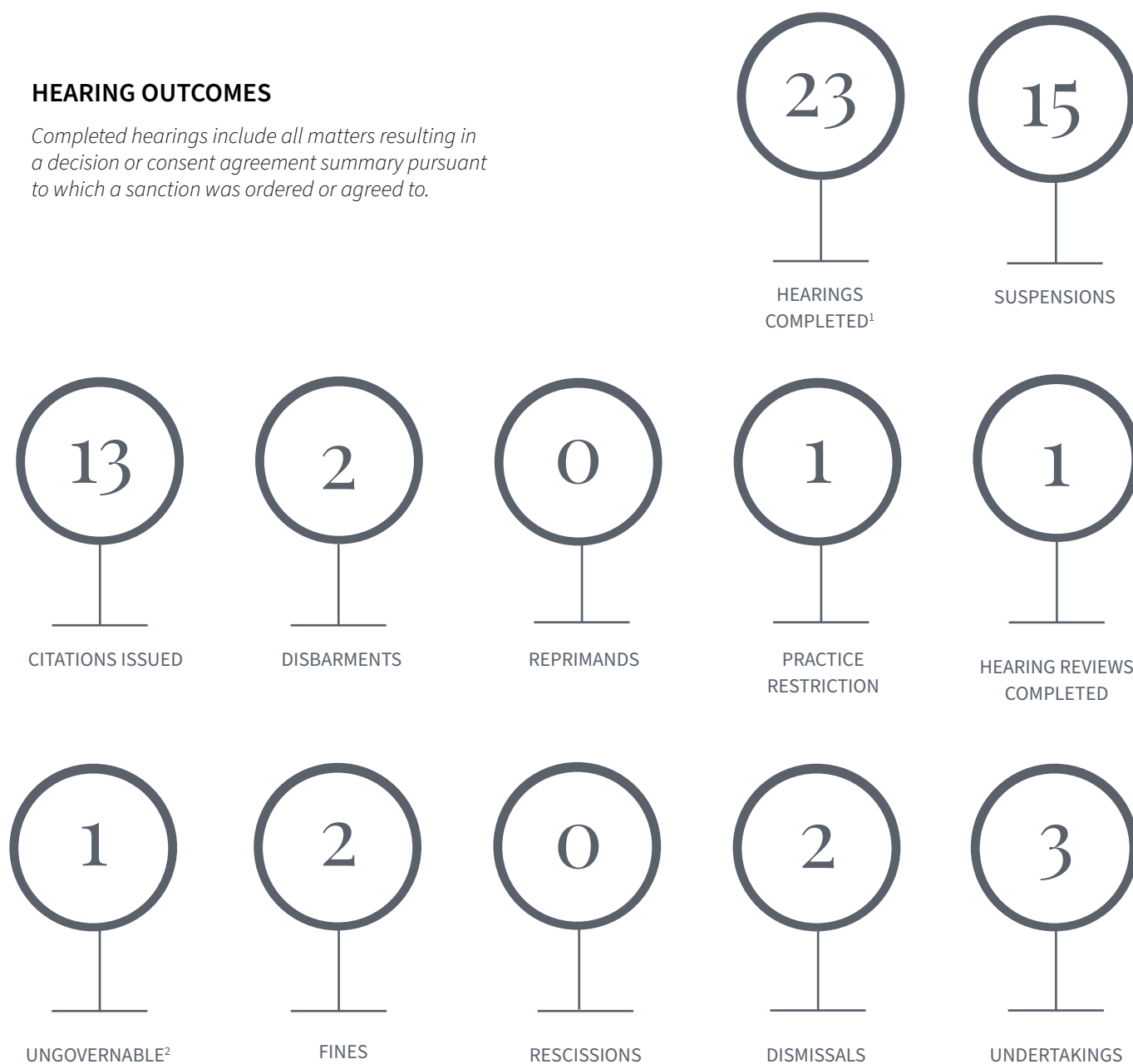
REFERRALS TO DISCIPLINE COMMITTEE

The decrease in referrals is due largely to the implementation of new processes, including consent agreements, administrative penalties and the Alternative Discipline Process.

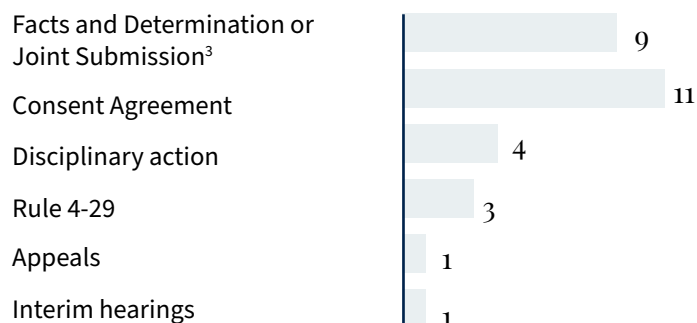
2025	28
2024	38
2023	45
2022	84
2021	87

HEARING OUTCOMES

Completed hearings include all matters resulting in a decision or consent agreement summary pursuant to which a sanction was ordered or agreed to.



TOTAL HEARINGS



ADMINISTRATIVE PENALTIES

Total penalties levied	26*
Total money collected in fines	\$96,000

¹ Completed hearings include all matters resulting in a decision or consent agreement summary pursuant to which a sanction was ordered or agreed to.

² Respondent was disbarred and found ungovernable.

³ Includes one summary hearing.

* Two penalties are under review.



Trust Assurance Program

All BC lawyers who handle trust funds for their clients are subject to the trust accounting requirements set out in the Law Society Rules. The Trust Assurance department safeguards money held in trust by monitoring compliance through audits, annual trust reports and lawyer's written reports of trust shortages and cash transactions. Additionally, the department provides lawyers and their staff education resources and guidance in handling trust funds.

Each firm is audited at least once every four or six years, depending on its area of practice. In 2025, the department conducted 570 audits, referring 50 to Professional Regulation for further investigation

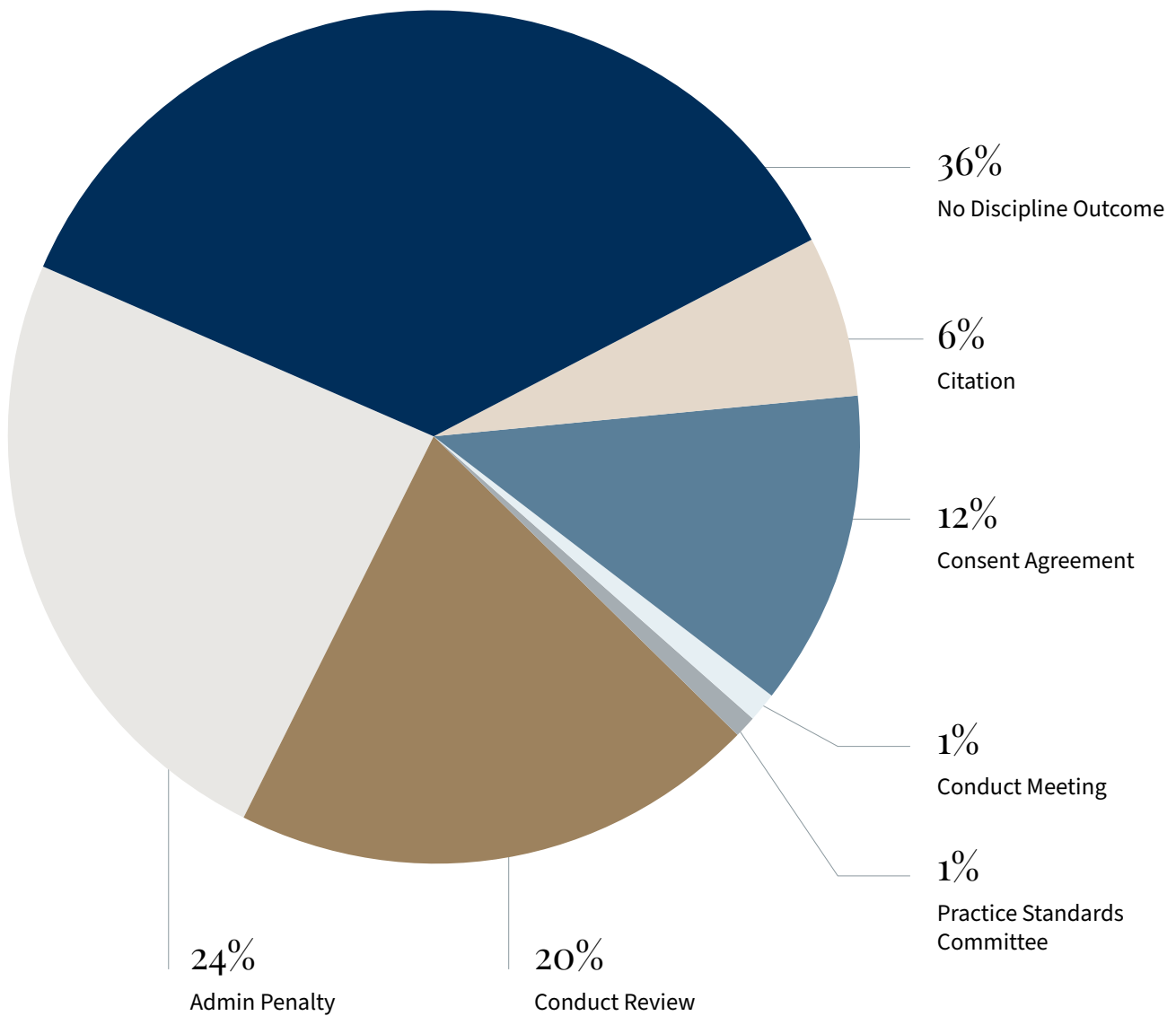
570

COMPLIANCE AUDITS
CONDUCTED

50

AUDITS REFERRED FOR
PROFESSIONAL CONDUCT
INVESTIGATION

OUTCOME OF REFERRALS CLOSED 2022-2025



Practice Advice

The practice of law is constantly evolving, with lawyers having to uphold their professional obligations in the face of increased pressure and expectations from clients and other legal professionals. The Practice Advice team supports lawyers and articling students with these challenges by responding to inquiries about ethics and practice management issues while also developing and updating valuable practice resources.

In 2025, Practice Advice focused on building out existing resources and creating new ones to address topical legal issues. With the approval of the Ethics and Lawyer Independence Advisory Committee, Ethics Advisories were published on a range of topics including undertakings, fair and reasonable fees, law firm names, use of recording devices, marketing, lawyer as witness and transcripts.

New practice resources were also developed on topics such as settlement agreements and anti-money laundering, protecting firms from employee theft, Rule 3-58.1 (trust accounts only for legal services), tips for lawyers drafting wills and administering estates, and navigating requests for deceased clients' files. The solicitor liens practice resource was also updated to ensure it remains current.

The Practice Advice team also played a pivotal role in launching the Practice Coverage Network (PCN) in late 2025. The PCN is a new resource designed to support lawyers who are seeking to take time away from practice, whether for a leave, a sabbatical, a vacation or a time for reflection and wellness. The PCN replaces the now retired locum registry.

The team also understands the importance of community engagement as a means to support lawyers and articling students in their professional obligations, and accepted various invitations to speak on ethical and practice management issues at law schools, legal clinics and conferences run by the Canadian Bar Association, Continuing Legal Education and the Canadian Network of Agencies for Regulation conference.

Practising law requires working in a fast-paced, ever-changing environment that presents unique and often difficult challenges on a daily basis.



Policy

In 2025, the Policy team supported advisory committees and task forces in advancing work connected to access to justice, reconciliation, equity, diversity and inclusion, ethics and lawyer independence, discipline processes, lawyer well-being, public confidence and the rule of law.

Legal policy decisions must be data-based, evidence-driven and informed by the views of the public and the profession.

A key area of focus during this period was access to justice policy development. This included supporting the need for better justice data and opportunities to improve how information is collected, analyzed and shared across the justice system.

The Policy team also assisted with the ongoing implementation of recommendations from the IERM Task Force. This work is built on the Truth and Reconciliation Commission's Calls to Action, supporting reconciliation efforts provincially within the legal profession and nationally with the Federation of Law Societies of Canada. Key priorities included addressing systemic barriers experienced by Indigenous people, including through intercultural competency training and upholding culturally safe, trauma-informed regulatory processes for Indigenous lawyers, complainants and witnesses.

In support of equity, diversity and inclusion, the team advanced the Law Society's approach to demographic data collection by conducting focus groups, developing a draft questionnaire and supporting public consultation. An accessibility consultation was conducted to better understand barriers experienced by legal professionals with disabilities, alongside a review of resources supporting the retention and advancement of women in the profession.

Consultation and engagement work also examined experiences of bullying, harassment and discrimination within BC's legal profession. A symposium was organized and a survey was launched to gather information on these issues. Findings will inform recommendations for more effective regulatory responses to conduct that is contrary to the *Code of Professional Conduct for British Columbia*.

Policy further supported lawyer well-being and proportionate regulation. Building on recommendations from the Mental Health Task Force, the team assisted in establishing the Alternative Discipline Process as a permanent regulatory program. This work also included supporting the launch of the Practice Coverage Network and convening a focus group with Law Society discipline staff to inform future recommendations for improving discipline processes, including their impact on mental health.

Together, these initiatives advanced the Law Society's strategic objectives while strengthening public confidence in the regulation of the legal profession and importance of the rule of law.



Lawyer Development

In October, the Law Society announced significant changes to the Bar admission learning program, including the retirement of the Professional Legal Training Course (PLTC).

Beginning in September 2026, BC will join four other provinces in adopting the Practice Readiness Education Program (PREP), delivered by the Canadian Centre for Professional Legal Education. PREP is an online competency-based program that includes interactive workshops and law firm simulation with lawyer support.

PREP is based on the entry-to-practice competencies covered in the seven domains of the Western Canada Competency Profile (WCCP) — ethics and professional responsibilities, communication, Truth and Reconciliation, professional relationship management, critical thinking and analysis, advice and advocacy, practice management and well-being — which was adopted by the Law Society Benchers in 2024.

The Law Society also announced plans to strengthen engagement and support for articulated students, including programming that complements both PREP and the articling experience, providing additional opportunities for connection, professional growth and in-person learning throughout the admission process.

Additional initiatives included the development of a mandatory Principal Training Program and a collaboration between the law societies of Alberta, Saskatchewan, Manitoba and Nova Scotia to create a common framework of tools, resources and supports for principals. This work is grounded in the WCCP and is intended to strengthen the quality and consistency of training and supervision provided to articulated students.

654

NUMBER OF NEW LAWYERS
CALLED TO THE BAR



Excellence in the Legal Profession

The Law Society continued to celebrate excellence in the legal profession through its awards and scholarship programs. In 2025, recipients were recognized for their leadership, academic achievement and lasting contributions to advancing the profession and supporting a more inclusive legal community in British Columbia.

Law Society Award

The Law Society Award honours the lifetime contributions of a truly exceptional individual in the legal profession who inspires others in the pursuit of excellence.

In 2025, **Karen Snowshoe, KC** was named the recipient of the Law Society Award. A survivor of the Sixties Scoop, she was raised as a proud member of the Tetlit-Gwich'in community of Tetlit-Zheh (Fort McPherson, Northwest Territories). Karen is a respected lawyer, mediator, adjudicator and educator known for advancing trauma-informed and culturally informed approaches to dispute resolution. As a Bencher from 2018 to 2022, she played a key role in establishing the IERM Task Force, whose report and recommendations have driven meaningful systemic change within the Law Society and the broader profession.



Indigenous Scholarship

The Indigenous Scholarship is open to Indigenous students enrolled in full-time legal studies and aims to enhance the representation of Indigenous lawyers in BC by supporting their legal education. In 2025, we awarded the Indigenous Scholarship to Clarissa Peter (top image) and Cely-Rae Street (bottom image).

Clarissa Peter, from the Quw'ut'sun community, has built her academic journey around a commitment to advancing Indigenous legal perspectives and improving access to legal processes for Indigenous peoples.

Cely-Rae Street is an Indigenous woman of Syilx ancestry, connected to the Okanagan Indian Band. Committed to advancing justice for Indigenous peoples, particularly those involved with the child welfare and criminal justice systems, Cely-Rae aims to contribute to the future of legal practice in BC with integrity, compassion and cultural humility.



Law Society Gold Medal

The Gold Medal is awarded to graduating law students from Thompson Rivers University, the University of Victoria and the University of British Columbia faculties of law who have achieved the highest cumulative grade point average over their respective three-year programs.

In 2025, we awarded the Law Society Gold Medal to **John Spencer** (Thompson Rivers University, top left), **Nicholas Olson** (University of Victoria, bottom left) and **Jaclyn Miller** (University of BC, right).

Law Society Scholarship

The Law Society Scholarship for Graduate Legal Studies supports law graduates pursuing full-time graduate legal studies that will benefit the student, the province and the legal profession in BC.

In 2024, we awarded the Law Society Scholarship to **Clare C. Benton**.



The Legal Profession at a Glance

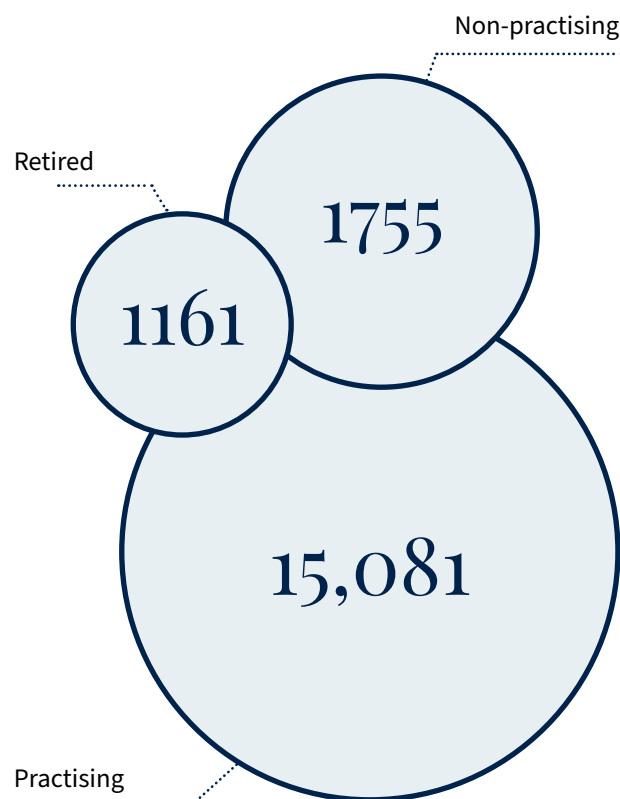
NEW BC LAWYERS

Year	Male	Female	No gender selected
2025	69	93	408
2024	146	219	358
2023	237	309	298
2022	366	441	113
2021	398	459	-
2020	377	413	-

DEMOGRAPHICS OF PRACTISING LAWYERS

Age	Male	Female	No gender selected
20-39 years	2350	2665	890
40-54 years	2506	2380	206
55-64 years	1325	822	35
65+ years	274	274	9

STATUS OF LAWYERS REGISTERED WITH THE LAW SOCIETY



DEMOGRAPHICS

Year	2021	2022	2023	2024	2025
Aboriginal/Indigenous (First Nations, Métis, Inuit)	3.0%	2.9%	3.12%	3.09%	3.1%
Racialized/Person of colour	18.75%	19.73%	21.16%	21.24%	21.7%
LGBTQ+	4.2%	4.7%	4.8%	5.1%	5.5%
Person with a disability	2.6%	3.11%	3.61%	3.97%	3.9%
Do not identify with any these characteristics	52.6%	50.33%	47.57%	46.35%	45.2%
Choose not to answer this question	18.9%	19.27%	19.52%	20.29%	20.5%

Areas of legal practice in BC

TYPE	# OF LAWYERS
Civil litigation – plaintiff (including commercial, other non-motor vehicle)	3953
Administrative (including labour, immigration, regulatory bodies)	3571
Family (excluding incidental real estate, wills and estates)	2917
Civil litigation – defendant (including commercial, other non-motor vehicle)	2568
Wills and estates	2025
Commercial – other	1444
Criminal	1329
Corporate	1980
Real estate – residential (including lending)	947
Motor vehicle – plaintiff	808
Creditors’ remedies – defendant (including builders’ liens, foreclosure, insolvency)	457
Creditors’ remedies – plaintiff (including builders’ liens, foreclosure, insolvency)	455
Real estate – commercial (including development)	376
Mediation/Arbitration	370
Commercial lending transactions – borrower (may include a real estate component)	328
Tax	255
Motor vehicle – defendant	234
Commercial lending transactions – lender (may include a real estate component)	221
Intellectual property	217
Property Management – residential or commercial	165
Securities (reporting companies)	72

LSBC Tribunal

The LSBC Tribunal is an independent decision-making body. The Tribunal manages, considers and decides disciplinary cases involving legal professionals and contentious applications of licensing candidates seeking to practise law in BC. It upholds the public interest in the administration of justice by acting in a manner that is fair, respectful and transparent.

Message from Herman Van Ommen, KC

TRIBUNAL CHAIR



Improving timeliness remained a key priority for the Tribunal in 2025. Although the number of matters before the Tribunal declined due to fewer disciplinary citations and no credentials referrals, the cases that proceeded continued to involve complex and sometimes novel issues. Many required extensive and expert evidence, making them more time-consuming and resource-intensive for both the parties and the Tribunal.

To help matters proceed efficiently, the Tribunal continued its practice of holding weekly pre-hearing chambers every Thursday. Through the oversight of motions adjudicators, cases are reviewed on an ongoing basis, helping to reduce delays and support the fair and timely resolution of proceedings.

The Tribunal saw improvement in the time required to conclude disciplinary matters. In 2024, the average time to resolve citations exceeded 2.5 years. In 2025, that average decreased to 2.15 years (1.8 years excluding matters that proceeded to review or appeal). The Tribunal continues to review our processes to look for opportunities to promote fair and prompt resolution of disciplinary matters.

Timeliness in decision-making also continued to improve. The percentage of decisions issued within 90 days of the conclusion of a hearing increased gradually from 61 per cent in 2022 to 89 per cent in 2025. To support timely, high-quality and consistent decisions, the Tribunal developed guidelines and additional resources for adjudicators, including a Sufficient Reasons Checklist and updated Tribunal Style Guide.

In addition, the Tribunal revised its Code of Professional and Ethical Responsibilities for Tribunal Adjudicators. The revisions provide strengthened guidance on impartiality, openness to different perspectives and social media use, as well as procedures for conflicts of interest or apprehension of bias, reporting obligations for complaints or investigations by a professional regulator, and criminal complaints, investigations or charges. Adjudicators who are the subject of such matters, or complaints related to their adjudicative role, are not assigned to proceedings until those matters have been resolved.

The Tribunal remains committed to supporting adjudicators through ongoing education and professional development. The mandatory annual education session in 2025 focused on the revised Code of Professional and Ethical Responsibilities, unconscious bias, the law relating to adjudicator bias and significant recent regulatory decisions.

Work also continued on developing guidelines and practice directions for Indigenous proceedings. In late 2025, the Tribunal retained external Indigenous counsel to develop a clear, consistent, culturally safe and informed framework for Indigenous proceedings. To support this work, the Tribunal's 2026 annual education program will focus on Indigenous proceedings and the role of adjudicators in fostering respectful and culturally safe hearing processes.

Protecting the public interest in the administration of justice remains at the core of the Tribunal's mandate. The Tribunal is committed to providing independent, impartial and culturally competent adjudication. These principles, together with natural justice and procedural fairness, guide all aspects of the Tribunal's work.

It has been a privilege to serve as Tribunal Chair, and I look forward to continuing this important work in 2026 alongside our dedicated adjudicators and staff.

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Lawyers Indemnity Fund

The Lawyers Indemnity Fund (LIF) manages the indemnification program that protects BC lawyers and the clients they serve. The program provides professional liability (errors and omissions) coverage, trust protection coverage for dishonest appropriation, and trust shortage liability coverage for specific social engineering frauds. LIF also arranges a cyber insurance policy for all eligible BC firms.

Message from Su Forbes, KC

CHIEF OPERATING OFFICER, LIF



We protected more lawyers and the public from a growing number of claims

We now protect more lawyers than ever before. Along with a growing number of private practice lawyers, the number of covered in-house lawyers has grown since we granted them the option to purchase the policy in 2020. In 2025, the number increased to 527, up 16 per cent from 2024.

We continued to see an increased claims frequency: in 2025 we received 1,322 claim reports, the second-highest number in LIF's 40-year history. In addition, we made over \$14 million in payments. A myriad of factors drove this high volume, including record numbers of civil litigation, family law and wills and estate claims. We expect this increase in frequency to continue.

We provided financial strength

We have the financial strength to respond to the growth in claim payments. Revenue was up and operating expenses were stable — only 2.5 per cent higher than the previous year. We ended 2025 with a well-diversified investment portfolio and net assets of \$170 million. Because of our financial position and the exceptional work of our claims team, the indemnity fee remained at \$1,800 for the ninth consecutive year.

We provided exceptional service

Lawyers who report a claim or potential claim for negligence complete a service evaluation and risk management survey after we close their file. Feedback surveys received in 2025 indicate that 100 per cent of lawyers were “satisfied or very satisfied” with our service, and 98 per cent were “satisfied or very satisfied” with the results achieved.

We paid \$141,000 to five claimants in 2025 on claims for theft by a lawyer. On these claims, we send a service evaluation survey to the claimant on closing the file. Feedback surveys in the past five years reflect a very high satisfaction rate.

We alerted lawyers to new practice risks

Through [Notices to Lawyers](#), E-Brief articles, presentations and videos, we continued to alert lawyers to emerging risks and increasingly sophisticated forms of social engineering and real estate frauds and scams.

We repaired mistakes

In 2025, we repaired 23 per cent of all errors reported to us. By rectifying these mistakes, we prevented losses for clients, allowed their lawyers to continue to represent them and saved the fund hundreds of thousands of dollars.

For more information about LIF’s performance last year, see our [annual report](#).



Impact and Support

The Law Society provides funding and support to the following organizations:



Innovation Sandbox



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