

Agenda

Bencher Meeting

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| Date: | Friday, November 29, 2024 |
| Time: | 1:00 pm – Call to Order |
| Location: | The Bencher Meeting is taking place as a hybrid meeting. If you would like to attend the meeting as a virtual attendee, please email BencherRelations@lsbc.org |
| Recording: | <i>The public portion of the meeting will be recorded.</i> |

CONSENT AGENDA

Any Bencher may request that a consent agenda item be moved to the regular agenda by notifying the President or the Manager, Governance & Board Relations prior to the meeting.

| | |
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| 1 | Minutes of November 1, 2024 meeting (regular session) |
| 2 | Minutes of November 1, 2024 meeting (<i>in camera</i> session) |
| 3 | Rule Amendment: Tribunal Chair Term Limit |

REPORTS

| | | | |
|---|---|--------|---------------------|
| 4 | President's Report | 15 min | Jeevyn Dhaliwal, KC |
| 5 | CEO's Report | 30 min | Don Avison, KC |
| 6 | Briefing by the Law Society's Member of the Federation Council | 15 min | Brook Greenberg, KC |
| 7 | Briefing by the Bencher's liaison to the CBABC Provincial Council | 10 min | Kevin Westell |

UPDATES

| | | | |
|---|---|--------|-----------------------------------|
| 8 | Financial Matters: <ul style="list-style-type: none">2024 Enterprise Risk Management Plan: Update | 45 min | Don Avison, KC Jeanette McPhee |
|---|---|--------|-----------------------------------|

| | | | |
|-----------------|--|--|--|
| | <ul style="list-style-type: none">Financial Report: 2024 - Q3 and Forecast | | |
| FOR INFORMATION | | | |
| 9 | 2024 Articling Program Assessment | | |
| 10 | External Appointment: Law Foundation of BC | | |
| IN CAMERA | | | |
| 11 | Other Business | | |

Bencher Meeting: Minutes (Draft)

To: Benchers

Purpose: Approval (Consent Agenda)

Date: Friday, November 1, 2024

Present:

| | |
|--|----------------------|
| Jeevyn Dhaliwal, KC, President | Benjamin D. Levine |
| Brook Greenberg, KC, 1st Vice-President | Dr. Jan Lindsay |
| Lindsay R. LeBlanc, KC, 2nd Vice-President | Jaspreet Singh Malik |
| Simran Bains | Jay Michi |
| Paul Barnett | Georges Rivard |
| Aleem Bharmal, KC | Michèle Ross |
| Tanya Chamberlain | Gurminder Sandhu, KC |
| Nikki L. Charlton | Thomas L. Spraggs |
| Jennifer Chow, KC | Barbara Stanley, KC |
| Christina J. Cook | James Struthers |
| Tim Delaney | Natasha Tony |
| Brian Dybwad | Michael F. Welsh, KC |
| Cheryl D'Sa, KC | Kevin B. Westell |
| Ravi R. Hira, KC | Gaynor C. Yeung |
| Sasha Hobbs | Jonathan Yuen |
| James A. S. Legh | |

**Staff
present:**

Don Avison, KC
Gurprit Bains
Barbara Buchanan, KC
Kerryn Holt
Jeffrey Hoskins, KC
Alison Kirby
Michael Lucas, KC
Alison Luke
Claire Marchant
Tara McPhail
Jeanette McPhee

Doug Munro
Rashmi Nair
Michelle Robertson
Lesley Small
Christine Tam
Maddie Taylor
Adam Whitcombe, KC
Teo Wong
Vinnie Yuen

Guests:

| | |
|---------------------------|--|
| Dom Bautista | Executive Director, Courts Center & Executive Director, Amici Curiae Friendship Society |
| Ian Burns | Digital Reporter, The Lawyer's Daily |
| Paul Hargreaves | CFO, Courthouse Libraries BC |
| Desmond MacMillan | Assistant Dean of Law, Thompson Rivers University |
| Mark Meredith | Treasurer and Board Member, Mediate BC |
| Meaghan Parker- Sutton | Executive Assistant, Canadian Bar Association, BC Branch |
| Linda Russell | CEO, Continuing Legal Education Society of BC |

Consent Agenda

1. Minutes of September 20, 2024, meeting (regular session)

The minutes of the meeting held on September 20, 2024 were approved unanimously and by consent as circulated, subject to amending page 3 to indicate that James Struthers was not in attendance and amending the fourth paragraph on page 10 to replace “practicing numbers” with “practising members”.

2. Minutes of September 20, 2024, meeting (*in camera* session)

The minutes of the *in camera* meeting held on September 20, 2024 were approved unanimously and by consent as circulated.

3. 2025 Fee Schedule Amendments

The following resolution was passed unanimously and by consent, subject to amending the fee payable prior to call for June to \$193.42 in section 4.

BE IT RESOLVED to amend the Law Society Rules, effective January 1, 2025, as follows:

- 1. By striking the year “2024” in each of the headings for Schedules 1, 2 and 3 and substituting the year “2025”;***
- 2. In Schedule 1, by striking “\$2303.00” at the end of item A 1 and substituting “\$2,321.00”;***
- 3. In Schedule 1, by striking out “\$15.00” at the end of item B 1 and substituting “\$20.00”;***
- 4. By striking the table in Schedule 2 and replacing it with the following:***

| | Practice fee | | Indemnity fee assessment | |
|----------------------------------|-----------------------|-------------------|--------------------------|-------------------|
| | Payable prior to call | Payable by May 31 | Payable prior to call | Payable by May 31 |
| Full-time indemnification | | | | |
| January | 1,160.50 | 1,160.50 | 900.00 | 900.00 |
| February | 967.08 | 1,160.50 | 750.00 | 900.00 |
| March | 773.67 | 1,160.50 | 600.00 | 900.00 |
| April | 580.25 | 1,160.50 | 450.00 | 900.00 |
| May | 386.83 | 1,160.50 | 300.00 | 900.00 |
| June | 193.42 | 1,160.50 | 150.00 | 900.00 |
| July | 1,160.50 | 0.00 | 900.00 | 0.00 |
| August | 967.08 | 0.00 | 750.00 | 0.00 |
| September | 773.67 | 0.00 | 600.00 | 0.00 |
| October | 580.25 | 0.00 | 450.00 | 0.00 |

| | | | | |
|----------------------------------|----------|----------|--------|--------|
| November | 386.83 | 0.00 | 300.00 | 0.00 |
| December | 193.42 | 0.00 | 150.00 | 0.00 |
| Part-time indemnification | | | | |
| January | 1,160.50 | 1,160.50 | 450.00 | 450.00 |
| February | 967.08 | 1,160.50 | 375.00 | 450.00 |
| March | 773.67 | 1,160.50 | 300.00 | 450.00 |
| April | 580.25 | 1,160.50 | 225.00 | 450.00 |
| May | 386.83 | 1,160.50 | 150.00 | 450.00 |
| June | 193.42 | 1,160.50 | 100.00 | 450.00 |
| July | 1,160.50 | 0.00 | 450.00 | 0.00 |
| August | 967.08 | 0.00 | 375.00 | 0.00 |
| September | 773.67 | 0.00 | 300.00 | 0.00 |
| October | 580.25 | 0.00 | 225.00 | 0.00 |
| November | 386.83 | 0.00 | 150.00 | 0.00 |
| December | 193.42 | 0.00 | 100.00 | 0.00 |

5. By striking the table in Schedule 3 and replacing it with the following:

| | Non-practising members fee | Retired members fee |
|-----------|---------------------------------------|--------------------------------|
| January | 325.00 | 125.00 |
| February | 297.92 | 114.58 |
| March | 270.83 | 104.17 |
| April | 243.75 | 93.75 |
| May | 216.67 | 83.33 |
| June | 189.58 | 72.92 |
| July | 162.50 | 62.50 |
| August | 135.42 | 52.08 |
| September | 108.33 | 41.67 |
| October | 81.25 | 31.25 |
| November | 54.17 | 20.83 |
| December | 27.08 | 10.42 |

REQUIRES 2/3 MAJORITY OF BENCHERS PRESENT

4. Omnibus Code Changes – Gender Inclusivity and General Updates

The following resolution was passed unanimously and by consent:

BE IT RESOLVED the Law Society of British Columbia adopt amendments to the BC Code as set out in Appendix B to the memorandum.

5. 2025 Task Forces

The following resolution was passed unanimously and by consent:

BE IT RESOLVED that the Benchers approve:

- a. The dissolution of the Lawyer Development Task Force, effective as of December 31, 2024;
- b. The dissolution of the Trust Review Task Force on presentation of its final report to the Benchers on February 7, 2025;
- c. The establishment of a Task Force on Bullying, Harassment, and Discrimination in the Legal Profession with a 2-year mandate; and.
- d. The establishment of a Task Force on Law Society Discipline Processes with a 2-year mandate.

Reports

6. President's Report

President Jeevyn Dhaliwal, KC confirmed that no conflicts of interest had been declared.

Ms. Dhaliwal began her report by speaking about the recent passing of Leon Getz, KC, Life Bencher. She paid tribute to his services to the Law Society and to the profession.

Ms. Dhaliwal spoke about her time serving as a Bencher and as President. She thanked Benchers for their help and support over the course of her term in carrying out the mandate of the Law Society.

Ms. Dhaliwal then provided an overview of recent events she had attended, including attending and providing remarks at the New Westminster Bar Association Bench and Bar dinner and attending the Kootenay Bar Association fall meeting in Cranbrook.

Ms. Dhaliwal provided an overview of the International Conference of Legal Regulators, which took place in Melbourne, Australia. Ms. Dhaliwal indicated that the conference's key topics included diversity and inclusion with a strong focus on how to increase diversity within the legal profession and pathways to support individuals from diverse cultural and socioeconomic backgrounds to make the profession more representative of the broader community. The conference also focused on Indigenous legal issues, including the intersection of Indigenous issues and legal regulation, the historic and current treatment of Indigenous communities, and the role of self-determination in legal contexts. Ms. Dhaliwal also provided an overview of one of

the plenary sessions, which compared approaches in Australia, Canada, and New Zealand with specific insights into New Zealand's te ao Māori strategy, and its influence on regulatory reform.

Ms. Dhaliwal acknowledged and extended her gratitude to all those involved in the designing and implementing of the alternative discipline process, which has by all accounts far exceeded expectations in regard to its outcomes. She thanked staff and First Vice-President Brook Greenberg, KC for their help in developing a compelling presentation, which has attracted significant international attention and interest.

Ms. Dhaliwal concluded her report by speaking about the many important and commemorative days that are recognized throughout the month of October, and encouraged Benchers to participate in some of the events designed to generate awareness or mark celebrations.

7. CEO's Report

Don Avison, KC began his report by providing a further overview regarding the International Conference of Legal Regulators. He indicated that he hoped Katie Rusbatch, Chief Executive Officer of the New Zealand Law Society Te Kāhui Ture o Aotearoa would be able to visit the Law Society in the future to speak about the work her and her team have been undergoing and to deepen the partnership between the two law societies. Mr. Avison also provided an overview of the panel he was on, which focused on changes with respect to regulatory models in a number of jurisdictions, with particular focus on the current state of affairs in Ireland, Scotland, and BC. He spoke about some of the informal discussions that took place with other jurisdictions, in particular the United States regarding what is seen as an evolving level of increased government engagement in relation to the profession more broadly and with respect to regulation.

Mr. Avison then spoke about the recent Federation of Canadian Law Societies conference in Halifax and the discussions that took place regarding anti- money laundering, and the leadership role the Law Society has played in that area.

Mr. Avison spoke about the results of the recent provincial election, particularly the impacts of the election on cabinet, as a number of cabinet ministers had chosen not to run for re-election, as well as the number of new MLAs who will now make up the Legislative Assembly. He indicated that there is no plan for fall session of the Legislative Assembly, and the next formal sitting would likely be in February of next year. Mr. Avison also spoke about the impact of the election results on Bill 21, and the need for continued engagement with all parties.

Mr. Avison then spoke about the current state of affairs in Alberta, in light of recent statements made by the premier of Alberta with respect to regulatory reform and plans for legislative changes. He spoke about these comments being part of a disturbing trend of governments wanting to be much more engaged in either influencing or limiting the scope of regulatory responsibility for the regulators of the professions, and that he was of the view that the law societies and the Federation would need to keep a close eye on this matter.

Transition work in relation to Bill 21 is ongoing, and Mr. Avison indicated that there had been one meeting of the transitional board with another to take place shortly. He spoke about Scott Morishita's recent appointment as Justice of the Supreme Court of BC, so consideration would need to be given as to his replacement on the transitional board.

Mr. Avison then spoke about the member resolutions submitted at the Law Society's recent annual general meeting, indicating that staff is developing background materials on several aspects of the resolutions to assist with further consideration at a future meeting.

Mr. Avison updated Benchers on a report released recently by the Nova Scotia Barristers' Society regarding systemic discrimination in the legal profession. He indicated that all Benchers would be provided with a copy.

Mr. Avison concluded his report by indicating that he would be recommending that Benchers make yet another attempt to engage with the provincial government to bring into force the 2018 provisions of the current *Legal Profession Act* regarding the licensing of paralegals. He indicated that even though a working group had been established with a proposed scope of practice in relation to this matter, he was of the view that this should not delay making progress in terms of licensing paralegals.

Discussion/Decision

8. Demographic Data Collection and Use

Ms. Dhaliwal introduced the item and provided some background regarding the recommended approach to the Law Society's demographic data collection and use.

Claire Marchant, Director, Policy and Practice Support provided some additional information regarding the proposed approach to demographic data collection and use. She indicated that ensuring equal access to entry into the legal profession is recognized by the Supreme Court of Canada as part of the Law Society's duty to uphold the public interest, and demographic data equips the Law Society with a key tool to help identify and to address systemic inequalities in its regulatory requirements, and within the profession.

Ms. Marchant then spoke about the review of the current approach to demographic data collection and use and reviewed with Benchers the three key challenges that had been identified. Firstly, that almost all demographic data collected currently only comes from a subset of the profession, which excludes some categories of lawyers, including retired and non-practising lawyers and articulated students. Secondly, the Law Society primarily collects demographic data anonymously, which limits the Law Society's ability to connect different data sets and to perform advanced statistical and intersectional analysis, which would be necessary to develop a nuanced

understanding of existing systemic inequalities and to track changes in the profession over time. Finally, the current language and format of the demographic self-identification questions that appear following the completion of the annual practice declaration do not align with best practices, and the quality of data being collected through this process could be improved accordingly.

Ms. Marchant then provided an overview of the proposed new approach that would follow three principles, which include continuing to collect demographic data on a voluntary basis, but in an identifiable rather than anonymous manner; collecting demographic data from all categories of licensees as well as other individuals governed by the Law Society; and reviewing and revising the demographic data collection questions currently asked after the completion of the annual practice declaration to assure alignment with best practices and to improve the quality of data being collected.

Ms. Marchant then reviewed with Benchers the key pillars of the new approach, including the collection of data on a voluntary basis, clarity of purpose, trust, confidentiality and privacy, and accountability. She also spoke about the importance of the pillars in regard to the proposed new approach, and that they are built upon the fundamental premise that demographic data will be used solely at an aggregate level and will not be used for individual regulatory decisions.

Ms. Marchant indicated that the goal of improving demographic data collection is to provide the Law Society with insights into the barriers that exist for under-represented groups and to capture relevant social identities in a way that will help address these issues more effectively. She concluded her remarks by further indicating that this new approach would assist the Law Society in ensuring equal access to the legal profession in line with the Law Society's duty to uphold the public interest.

Benchers discussed the recommended approach to the Law Society's demographic data collection and use. Some Benchers expressed concerns about what would be done with the demographic data once collected and ensuring that those providing their data were aware. Ms. Marchant advised that providing detailed information on why data is being collected and what would be done with it would be integral to the process.

Second Vice-President and Co-Chair of the Truth and Reconciliation Advisory Committee Lindsay R. LeBlanc, KC added that this new approach and the recommendations included in the report were endorsed by the Truth and Reconciliation Advisory Committee. She provided an overview of the Advisory Committee's discussions, and the importance of recognizing that many Indigenous lawyers will have concerns about providing demographic data, and they will want to know why the data is being collected, and ensure that it will be used respectfully. Ms. LeBlanc also spoke about the concept around the ownership of data, Indigenous principles, and ensuring that the data is aggregated, so that individuals cannot be identified, and that these matters have been reflected in the report.

Natasha Tony, Chair of the Equity, Diversity and Inclusion Advisory Committee added that the Advisory Committee also endorsed this new approach and the recommendations included in the report. She spoke about the importance of being able to identify problems and biases in decision-making processes so as to enact change, and having demographic data is essential to shed light on the unique challenges that Indigenous groups and historically marginalized communities face. Ms. Tony also spoke about the potential pushback that the Law Society could face with this new approach, and that it would be important to be clear about the Law Society's intentions in regard to the collection and use of demographic data.

Benchers discussed the importance of collecting demographic data as a first step in identifying inequities, biases, and prejudices within the profession.

The following resolution was passed unanimously:

BE IT RESOLVED THAT the Benchers approve, in principle, that the Law Society adopt a new approach to the collection and use of demographic data based on the following principles:

- a. continue collecting demographic data on a voluntary basis, but in an identifiable rather than anonymous manner;**
- b. collect demographic data from all categories of licensees (practising, non-practising, and retired), as well as other individuals governed by the Law Society; and**
- c. review and revise the demographic data questions currently asked following completion of the Annual Practice Declaration to ensure alignment with best practices and improve the quality of data being collected.**

For Information

9. 2025 Bencher and Executive Committee Meeting Schedule

There was no discussion on this item.

10. Bencher Retreat 2024 – Discrimination, Harassment & Bullying in the Legal Profession

There was no discussion on this item.

The Benchers then commenced the *in camera* portion of the meeting.

Rule Amendment: Tribunal Chair Term Limit

To: Benchers

Purpose: Decision (Consent Agenda)

From: Executive Committee

Date: November 29, 2024

Issue and Discussion

1. In September 2022, as part of a number of rule amendments to implement the independent Tribunal Chair role, the Benchers approved, on recommendation from the Executive Committee, that the term of the Tribunal Chair be set at two years.
2. At the time, the Executive Committee considered that a two-year renewable term would provide flexibility for the Tribunal and its Chair, while also appealing to candidates. However, with the benefit of two years' experience with the current rule, staff advised the Committee that a two-year term is very specific and lacks the intended flexibility. It precludes the appointment of any candidate who is not able to commit to a two-year term, even where it may be advantageous to the Law Society and the Tribunal to consider such a candidate. Amending the rule to allow for a shorter term permits more flexibility. Should the candidate later become available for a longer period, a new term can be considered.
3. At its meeting of November 13, 2024, the Executive Committee considered the amendments, and the Committee agreed that further flexibility should be added to the rule by permitting the term to be up to three years, rather than just two.
4. Thus, after consideration, Executive Committee proposes a rule amendment in order to provide Benchers with the authority to appoint a Tribunal Chair for a period that the Benchers determine or agree to with the candidate of *up to three* years.
5. It is anticipated that further work will be done in 2025 to consider whether any other amendments to this rule would be appropriate.

Decision

6. Red-lined and clean versions of a proposed amendment to Rule 5-1.3 are attached, together with a recommended resolution.

LAW SOCIETY RULES

Tribunal Chair

- 5-1.3** (1) The Benchers must appoint a practising lawyer as Tribunal Chair.
- (2) The Tribunal Chair must not be a Benchers or a member of the Discipline, Credentials or Practice Standards Committee.
- (3) The term of office of the Tribunal Chair is to be set by the Benchers upon making the appointment, and must not exceed ~~two~~ three years.
- (4) If the office of Tribunal Chair becomes vacant for any reason, the Benchers must promptly appoint a practising lawyer to complete the term of office.
- (5) The functions of the Tribunal Chair may be exercised by another practising lawyer designated by the Tribunal Chair
- (a) if the Tribunal Chair is absent or otherwise unable to act, or
 - (b) with the authorization of the Tribunal Chair.

LAW SOCIETY RULES

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- (4) If the office of Tribunal Chair becomes vacant for any reason, the Benchers must promptly appoint a practising lawyer to complete the term of office.
- (5) The functions of the Tribunal Chair may be exercised by another practising lawyer designated by the Tribunal Chair
- (a) if the Tribunal Chair is absent or otherwise unable to act, or
 - (b) with the authorization of the Tribunal Chair.

TITLE: Tribunal Chair Term of Office

RESOLUTION:

BE IT RESOLVED to amend Rule 5-1.3 (3) of Law Society Rules by deleting the word “two” and by inserting in its place the phrase “to be set by the Benchers upon making the appointment, and must not exceed three”.

REQUIRES 2/3 MAJORITY OF BENCHERS PRESENT

CEO Report

November 29, 2024

Prepared for: Benchers

Prepared by: Don Avison, KC

1. Premier Eby Appoints New Cabinet

Premier David Eby and members of cabinet were sworn in to office on November 19th.

As expected, there were many changes, in part because several of the ministers in the last government either did not seek re-election or were unsuccessful in the recent election.

The Honourable Niki Sharma, KC returns as Attorney General and will also serve as Deputy Premier. Other notable appointments include the following:

- Brenda Bailey – Minister of Finance
- Garry Begg – Minister of Public Safety and Solicitor General
- Josie Osborne – Minister of Health
- Christine Boyle – Minister of Indigenous Relations and Reconciliation
- Ravi Kahlon – Minister of Housing and Municipal Affairs
- Adrian Dix – Minister of Energy and Climate Solutions and Minister Responsible for Francophone Affairs
- Bowinn Ma – Minister of Infrastructure
- Jennifer Whiteside – Minister of Labour

A full list of ministerial appointments is attached.

A significant number of those appointed are new to cabinet and to the Legislative Assembly. In fact, approximately 65% of the MLAs elected in October are new to the legislative Assembly.

It should also be noted that there were also dramatic changes at the Deputy Minister level, with few exceptions (Barbara Carmichael, KC being one who returns as Deputy Attorney General), as almost every ministry has a new Minister and a new Deputy.

The Premier has also appointed Jim Rutkowski as his Chief of Staff. Mr. Rutkowski has considerable experience at the political level and served as a senior staffer in a previous BC NDP government and, more recently, as Chief of Staff to former Premier Rachel Notley in Alberta.

We will be making arrangements for President-elect Brook Greenberg, KC to meet with Attorney General Sharma early in the new year.

2. Single Legal Regulator Litigation Update

The significant development on this front is that Chief Justice Skolrood has appointed himself as both the case management judge and as the trial judge on the SLR challenge.

No trial date has been set and I expect that the matter will not be heard until later in 2025.

At this point, the focus is on document disclosure and I want to thank Andrew Heinrichs and his team for the considerable amount of work they have done on this.

Given recent developments, the Benchers will need to consider a replacement for Mr. Justice Morishita and may wish to identify a number of additional alternates for the SLR Transitional Board.

3. 2025 Financial Action Task Force Review

The Financial Action Task Force (“FATF”) is the global money-laundering and terrorist financial watchdog that was established by member jurisdictions (including Canada) to examine, and make recommendations about national anti-money laundering policies and initiatives.

Canada’s last review took place in 2016 and the report published by FATF at that time was critical of Canada’s performance and, more specifically, very critical of what they saw as Canada’s failure to impose mandatory suspicious transaction reporting by members of the legal profession. In my view, that review failed to consider Canada’s constitutional context and what, at that time, was the recent decision by the Supreme Court of Canada in the Federation case.

BC’s Law Society will be working closely with the Federation of Law Societies of Canada in responding to the 2025 FATF review. Much work needs to be done to make sure that FATF gains a better understanding of what law societies do as part of the collective effort to reduce the risk of money-laundering.

I should also note that the Acting Chief Legal Officer and I will be meeting with senior officials of FINTRAC (the Federal Government’s Financial Transactions and Reports Analysis Centre of Canada) in Ottawa on December 9th to seek an information sharing agreement consistent with recommendations made in the Cullen Commission Report.

4. Improvements to Certificate of Standing Process

This week the Law Society launched online credit card payments for Certificate of Standing applications through the Law Society secure website. The change will help bring efficiencies to the process, improve the security of sensitive information and reduce wait times. This is another step the Law Society is taking towards streamlining processes. I want to thank all of the staff in the Finance, Registration and Licensee Services, and Information Services departments, who collaborated on this project.

5. Strategic Plan

I am pleased to say that progress was made this year on a number of initiatives outlined in the [Strategic Plan 2021-2025](#) and I wanted to highlight a few in this report.

Key progress was made in innovative regulation with the approval of the [Western Canada Competency Profile](#), which has been approved by the Law Societies of Alberta, British Columbia, Manitoba and Saskatchewan. These competencies will be foundational in defining the path to licensing going forward, in addition to informing the introduction of alternative pathways for entry into the legal profession.

Significant progress was also made towards the Law Society's objective of promoting a profession that reflects the diversity of the public it serves with the revised approach to demographic data collection and use, approved in principle by the Benchers on November 1, 2024, which will assist the Law Society to identify, learn about, and address systemic inequities in our regulatory requirements and within the profession.

In regard to the objective of increasing confidence in the Law Society, the administration of justice and the rule of law, the Law Society's engagement with the profession and public about initiatives, regulatory developments and other relevant information, including the basis for decisions affecting regulation took some key steps forward. This year, improvements have been made to the Law Society's website and E-briefs, and the Annual Report was presented in a new more engaging and informative format. We also engaged in a valuable consultation with the profession on proposed changes to the Model Code of Professional Conduct, and I anticipate further engagement with the profession on other key issues in 2025. Additionally, I am pleased to share that we worked with the Justice Education Society to put together two lessons on the [Rule of Law](#) and [Lawyer Independence](#) for Grade 10 social studies classes that are now publicly available at lawlessons.ca to incorporate more information about rights and obligations, the rule of law and the role of lawyers and judges into school curricula.

The Law Society is committed to advancing meaningful reconciliation with Indigenous peoples and has continued to make significant efforts in that regard. Benchers will receive a report which will provide a comprehensive update on progress in regard to implementing the recommendations of the Indigenous Engagement in Regulatory Matters Task Force in early 2025.

6. Work on the Advisory Committees

This year, the Truth & Reconciliation Advisory Committee ("TRAC") and Equity, Diversity, and Inclusion Advisory Committee ("EDIAC") provided valuable guidance on a number of consequential issues.

An issue that was of significant focus for both Advisory Committees this year was demographic data collection and use. Finding the means to responsibly engage in collecting and using legal professional demographic data to identify, learn about, and address systemic inequities in our regulatory requirements and within the profession is a key priority for the Law Society, and this year it took a significant step forward. As noted in the November 1, 2024 Bencher Meeting, the

feedback and guidance of TRAC and EDIAC was instrumental in informing the new approach to demographic data collection and use that was unanimously approved by the Benchers at that meeting.

TRAC also considered a number of issues including proposed amendments to the Model Code of Professional Conduct in response to Truth & Reconciliation Commission of Canada Call to Action 27, provision of further educational opportunities to follow on the Indigenous Awareness course, and issues arising from the use of contingency fee agreements, including reviewing Assembly of First Nations Resolution 91/2023 regarding exploitative legal fee structures.

EDIAC considered improving accessibility in the legal profession and provided advice that will inform the consultation that will take place in 2025 to engage with the profession on this issue. It also reviewed draft guidance on the professionally responsible use of non-disclosure agreements, and the proposed amendments to the Model Code of Professional Conduct in response to Truth & Reconciliation Commission of Canada Call to Action 27.

7. A Final Report

With my departure from the Law Society at the end of this year, this will be my last report as Chief Executive Officer and Executive Director.

It would be fair to say that the last seven years have flown by and it has been a profoundly interesting period in the history of the Law Society.

At a very early stage in my tenure, we became very much engaged in the work associated with Peter German, KC's reports to the Attorney General on gaming and money laundering in British Columbia. This also included working with, and responding to the related review conducted by former Deputy Attorney General, Maureen Maloney, KC regarding issues in BC's real estate industry. All of that was then followed by the commission of inquiry conducted by former Associate Chief Justice Austin Cullen into money laundering in British Columbia.

Throughout all of this I believe we strongly articulated the important public interest role the Law Society plays in making sure that the legal profession, and the regulator of the profession, remains vigilant in addressing areas potentially vulnerable to money laundering activities. In his final report, Justice Cullen stated:

It is clear to me that the Law Society, with the support of the Federation, has taken its role as the public interest regulator seriously. I find that it is engaged with anti-money laundering issues and continues to revisit its Rules to address emerging issues and risks” (Final Report, P. 1214)

The Cullen Commission Report recognized that, given Canada's constitutional structure, solicitor-client privilege is a core principle but that law societies needed to continue doing their part to address problems and reduce risk.

The Law Society of BC has for some time now been recognized as a national leader on the anti-money laundering front and this has been clearly recognized at the recent annual conference of the Federation of Law Societies of Canada. Our strength on this front really comes from the skill and dedication of our staff. It is impossible to adequately recognize everyone who contributes to our work in this area but I do wish to acknowledge the contributions of Gurprit Bains, Jeanette McPhee, Eva Thiess, Tara McPhail, Barbara Buchanan, KC, Kurt Wedel and the staff who work with them.

While the hearing stage of the Cullen Commission was just beginning, we were also faced with the world-wide COVID-19 pandemic. This period came with many challenges but I remain intensely proud of how Law Society staff rose to the challenge of working remotely. It was through that period of time that we introduced a fee relief program for members of the profession that proved quite successful and that many help to inform fee innovations in the future.

With the support and direction of Benchers, we have also made a number of quite fundamental changes to our discipline processes. In my view, the Alternative Discipline Program ("ADP"), that focuses more on remediation and rehabilitation than on sanction, has exceeded my expectations and I believe that view is shared by members of the Mental Health Task Force who first proposed it. I am strongly of the view that the pilot phase of the initiative should be ended, that the program should be made permanent and that the scope of eligibility should be widened to make alternative processes more broadly available. Jess Abells did an excellent job getting the program going and Alison Luke, who was central to the work of the Mental Health Task Force, is ready to take things to the next level.

In addition to the ADP initiatives, we have also made great progress with the implementation of consent agreements and administrative penalties.

Our work on improving the discipline and hearing processes has also resulted in significant changes designed to further strengthen the independence of Law Society hearings. The appointment of a dedicated Tribunal Chair, the addition of a full-time Tribunal Counsel and the strengthening of Tribunal support services have all contributed to an improved approach. We will now be looking at making some infrastructure improvements to better accommodate Tribunal staff. I also want to thank Alison Kirby who has done very important work in improving Tribunal processes.

As Benchers know, the work associated with the Single Legal Regulator continues to absorb considerable amounts of resources and energy. I believe it would be accurate to say that there continues to be considerable support for the concept of a single regulatory body for lawyers,

notaries and for paralegals who seek to offer a range of independent legal services. However, many concerns remain regarding the mechanics of Bill 21. At this point, the litigation challenging the legislation, and planning for the transition to the new legislative scheme, continues on parallel tracks. I remain hopeful that, at some point, the various parties could agree on a constructive way forward that would make the continuation of the litigation unnecessary. In the interim, I am very grateful that Adam Whitcombe, KC has agreed to remain with the Law Society for some time yet to provide senior level support in the work that yet remains to be done.

I also want to express my deep appreciation to all of the senior management team for their support over the last seven years.

My thanks as well to the Benchers who have been at the table over the course of my time as CEO and Executive Director. I don't think the profession or the public adequately understand the level of commitment and hard work that Benchers actually contribute to the public interest.

Lastly, I want to thank all of our staff who remain deeply committed to the mandate of the Law Society and who have remained steadfastly focused despite the number of distractions that have come our way in recent years. We have been one of BC's Top 100 Employers for the past three years. For me, that distinction really derives from the strength, knowledge and dedication of those who work with us here at the Law Society. It has been a true honour to work with them and I wish them all the very best in the years ahead.

Don Avison, KC
Chief Executive Officer

Executive Council and Parliamentary Secretaries of B.C.

✦ Last updated on November 25, 2024

Executive Council

Honourable David Eby



The Premier

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Honourable Randene Neill



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Briefing by the Law Society's Member of the Federation Council

To: Benchers

Purpose: Report

From: Brook Greenberg, KC
Law Society Representative on the Federation Council

Date: November 29, 2024

Purpose

1. This memorandum is intended to provide a summary of the Federation's October 2024 meetings held in Halifax, which included:
 - a. the Federation's annual conference (the "**Conference**") held on October 16 and 17, 2024;
 - b. the Joint Forum held on October 17, 2024;
 - c. the Federation Council meeting held on October 18, 2024.

The Conference

2. The theme of the Conference was legal regulation and preventing money laundering.
3. The Conference was held in the Halifax Conference Centre.
4. The Conference commenced with a welcoming ceremony conducted by Elder Ella Paul of the Milbrook First Nation, Mi'kma'ki.
5. After the welcoming ceremony, Elder Ella Paul offered to perform smudging ceremonies for conference attendees who wished to participate.
6. The welcoming ceremony was followed by an African Nova Scotian acknowledgment provided by Michelle Y. Williams, Associate Professor, Schulich School of Law & Co-Chair, African Nova Scotian Strategy, Dalhousie University.
7. Professor Williams addressed the history of African Nova Scotians as a distinct people who descended from both free and enslaved black planters. Professor Williams explained that while some African Nova Scotians had come seeking to escape enslavement, some African Nova Scotians experienced slavery in Nova Scotia. Even after slavery was abolished in the province, African Nova Scotians were settled in separate communities, which led to significant structural discrimination in many forms.
8. Professor Williams made reference to the decision in *R. v. Anderson*, 2021 NSCA 62 in which the Nova Scotia Court of Appeal considered the use of Impact of Race and Culture Assessments in sentencing African Nova Scotian offenders.
9. While Professor Williams did not delve into the details of the decision in *R. v. Anderson* in the presentation, it is notable that the Court held as follows:

[94] African Nova Scotians have a distinct history reflected in how they arrived here and their experience over the past 400 years. This history is rooted in systemic and institutionalized racism and injustice.

[95] Persons of African descent have lived in Nova Scotia for at least 400 years. In its factum and Book of Authorities, the ANSDPAD Coalition mapped out the historical context from which African Nova Scotians have emerged. It is a history of slavery, oppression, and direct and systemic racism, braced by laws and legal practices.

[96] African Nova Scotians are descendants of Jamaican Maroons, Black refugees and freed and enslaved Black Loyalists. As the ANSDPAD Coalition points out, African Nova Scotians are the only people in Nova Scotia whose history involves slavery, including slavery lawfully practiced in the province. Slavery perpetrated extreme violence and dislocation. In the Coalition's words:

...It separated us from our original cultures, languages, traditions and peoples. It subjected us to horrific violence and trauma in a hostile and foreign environment. It is a testament to African Nova Scotian resilience, ingenuity and resourcefulness, that our people survived and thrived within this context of oppression. It is within this history that we developed our unique cultural, social, economic, political, spiritual and social traditions, practices, institutions and ways of relating to sustain us. It is through this context that *African Nova Scotians are a distinct people.* (emphasis in the original)

[97] An examination of the history and experience of African Nova Scotians reveals the nature and extent of their oppression:

- Enslavement and the legal status as property of White men.
- Re-enslavement of freed slaves by profiteers and slave marketers.

- Forced migration as the chattels of American loyalists after the Revolutionary War.
- Servitude to Loyalists households even for freed slaves.
- Lawful segregation following the formal abolition of slavery in the British colonies. Examples of legally sanctioned racial segregation existed for military service, schooling, and, as the 1946 case of Viola Desmond^[32] highlighted, even in cinemas.
- The denial of ownership of real property. Black settlers were given tickets of location or licenses of occupation rather than legal title to their land. Denied clear title, Black settlers could not sell or mortgage their property, or legally pass it down to their descendants on death.^[33]
- Exclusion under the 1864 Juries Act as a consequence of not holding a freehold estate.

[98] The ANSDPAD Coalition notes that in the 1960's Nova Scotia began the process of rescinding its segregationist laws and policies. These measures, the building blocks of subsequent law reform, while significant,

...have not repaired the cumulative damage caused by centuries of legally sanctioned racism in this province. The social, cultural, political and economic impacts of slavery and segregation continue to reverberate within the African Nova Scotian community...

[99] The experience of racism and segregation inflicted deep transgenerational wounds. The ANSDPAD Coalition, referring to the Royal Commission of Inquiry into the Prosecution of Donald Marshall, Jr.^[34], noted the mistrust that African Nova Scotians have felt toward the legal institutions in the province:

...While Nova Scotians were generally appalled at the conduct of the police and justice system in Mr. Marshall's case, the Royal Commission's findings came as little surprise to many within the African Nova Scotian minority. As a community, we had

come to expect systemic discrimination and barriers to access to justice when dealing with the police and the courts. It was thus with appreciation, but skepticism, that many African Nova Scotians greeted the Commission recommendation: “that the Chief Justices and the Chief Judges of each court in the province exercise leadership to ensure fair treatment of minorities in the system”.

[100] Citing the recent documentation of illegal street checks of Black people in the Halifax region ^[35], the ANSDPAD Coalition observed that, “...even in the 21st century, law, law enforcement, and the justice system in Nova Scotia, have continued to operate in ways that systematically discriminate against Nova Scotians of African descent”.

(Emphasis added.)

10. The Conference materials included a link to a video that people who would like to learn more about African Nova Scotians and other People of African descent in Nova Scotia can watch: <https://youtu.be/CamLSOT07tQ>
11. It is critical to understand and acknowledge the currency and the many forms of systemic discrimination that exist in Canadian society, the Canadian justice system, and Canadian regulatory systems. It is important as a regulator to understand and acknowledge the harms and inequities, and to resolve ourselves to addressing these issues as systemic.
12. The Conference program then turned to addressing issues related to legal regulation and money laundering prevention.
13. British Columbia, and the efforts of the Law Society of British Columbia in particular, featured prominently throughout the Conference program.
14. The LSBC was frequently touted as a leader in respect of money laundering prevention efforts.
15. The discussions kicked-off with a keynote address by the Hon. Austin F. Cullen, former Associate Chief Justice, Supreme Court of British Columbia and former Commissioner of the Cullen Commission.
16. Justice Cullen summarized the findings of the Cullen Commission, including the conclusion that there may be an intelligence gap with respect to addressing money laundering prevention, but not an enforcement gap.

17. Rather, Justice Cullen reiterated the Commission's conclusions that both the Federation and the LSBC take their roles seriously in respect of the public interest and the need to take real and effective efforts to prevent the legal profession from participating, wittingly or unwittingly, in money laundering activities.
18. Justice Cullen's address was followed by a panel moderated by Brock Martland, K.C., former Senior Commission Counsel to the Cullen Commission. The panel consisted of Peter M. German, K.C., PhD, President, ICCLR, and former LSBC President Craig A.B. Ferris, K.C. The panel discussed the appropriate role of law societies in addressing money laundering risks.
19. Next, Brenda B. Grimes, K.C., Executive Director of the Law Society of Newfoundland and Labrador moderated a presentation from Jeremy Weil, CPA, Senior Director, International Financial Crimes and Sanctions, Department of Finance Canada and Vice-President of FATF. The presentation provided a great deal of detail with respect to the FATF peer review process, including the areas likely to be of interest in the peer review of Canada's money laundering prevention regime.
20. Following that session, Mark L. Richard, K.C., Executive Director of the Law Society of New Brunswick moderated a panel comprised of Brenda Grimes, K.C., Catherine Ouimet the Executive Director of the Barreau du Quebec, and our own Kurt Waddell, CAMS, Staff Lawyer, Investigations, Monitoring & Enforcement, Law Society of British Columbia.
21. This panel discussed regulatory tools to combat money laundering, including a discussion of the LSBC's trust auditing process, as well as CPD and practice supports available to legal professionals.
22. The first day of the conference concluded with a debate moderated by Frank DeMont, K.C. Federation Council member nominated by the Nova Scotia Barrister's Society, and featuring debaters Teresa Donnelly, Vice-President and President-Elect, Federation of Law Societies of Canada and Justin Robichaud, K.C., Federation Council Member nominated by the Law Society of New Brunswick.
23. The debate was entertaining, and featured clips from *Breaking Bad*, and photos of Justin behind bars.
24. The second day of the conference included a session on money laundering case studies. Leah Kosokowsky, Chief Executive Officer, Law Society of Manitoba moderated the discussion.
25. The LSBC's Tara McPhail, Director, Discipline and External Litigation, Law Society of British Columbia presented primarily on LSBC's experience with the Pelletier matter (*Law*

Society of BC v Pelletier, 2023 LSBC 03R and *Law Society of BC v Pelletier*, 2023 LSBC 47).

26. Following Tara, Anthony Gonsalves, CPA, CMA, CAMS, Financial Policy Advisor, Law Society of Ontario presented primarily on the LSO's experience in the matter that resulted in the decision *Law Society of Ontario v Albaum*, 2023 ONLSTH 156.
27. The final session of the Conference, other than the wrap-up, was comprised of table discussions about legal regulation and money laundering prevention. Included in the topics discussed were questions as to whether Law Societies have adequate tools to address money laundering, and if not, what additional tools are required.
28. The results of the table discussions will be compiled and considered for future work on the prevention of money laundering.

The Federation Joint Forum

29. After the conference, the Federation held the Joint Forum to discuss a number of topics.
30. I provided an update on Single Legal Regulator issues, including our court challenge to the legislation, and the political landscape in British Columbia. I provided this presentation the day before the provincial election.
31. CanLII provided an update in respect of their efforts, and particularly their work to incorporate more generative AI tools into their services.
32. CanLII had previously reported on the ways it had already used generative AI to create content, such as summaries of cases and legislation.
33. CanLII intends to create a "research assistant" generative AI research tool. The concept is that it will be available to augment the existing search functions. It will not be a separate tool, nor will it be necessary to use it. Users will be able to opt for a traditional search only, or to use the AI tool to suggest search terms, narrow or analyze search results, or suggest follow-up searches.
34. Development of the tool will require funding from the Law Societies, and the LSBC has been supportive of such a proposal in principle, with more financial details to come.
35. The chair of the Federation's Standing Committee on the Model Code provided an update on the status of consultations on truth and reconciliation issues and revisions to the Model Code.

36. The primary focus of Call to Action 27, and correspondingly the proposed revisions to the Model Code, is on education.
37. The time for consultation on proposed revisions to the Model Code has been extended to the end of November 2024, consequently, many responses are still yet to be received.
38. However, the committee has received feedback from some Law Societies, stakeholder groups, and individuals.
39. The feedback received has been valuable and helpful, though predictably, some responses have been in tension with others. The Committee plans to synthesize and consider the feedback received.
40. The Committee expects there to be further revisions to the proposed changes to the Model Code, and there will likely be a second round of consultations.
41. Finally, the Joint Forum received an update with respect to the NCA Assessment Modernization Work.
42. I previously reported that the competency profile development project had been completed, although the competency profile itself is considered an ever-evolving document.
43. The Federation issued a request for proposals in respect of testing for the competencies identified in the profile, and CPLED was the successful proponent.
44. The next step is for the NCA to pilot a competency assessment tool once it has been prepared by CPLED.

The Federation Council Meeting

45. The Federation Council met on October 18, 2024.
46. Council approved the draft audited financial statements of the Federation for the financial year ending June 30, 2024.
47. The Council also approved the establishment of a Federation and Canadian Council of Law Deans Joint Working Group on Legal Education and Entry to Practice, as the National Requirement Review Committee had recommended in its Final Report in March 2024.

48. The Federation's Strategic Plan will be in its fifth and final year in 2025. Consequently, the Federation is in the process of engaging in consultations and discussions to create a new Strategic Plan.
49. The Council then received updates from its various committees. Some of the more significant updates are summarized below.

The Indigenous Advisory Council (the "IAC")

50. The Council meeting was attended by Sarah Schmaus, a member of the IAC.
51. The IAC has met twice since its May 2024 in-person meeting.
52. First, the IAC met in July 2024 to continue discussions with CanLII with respect to CanLII's initiative to enhance its Indigenous laws content. CanLII is consulting and exploring the appropriate scope, methodology, objectives, and content for expanding its platform with respect to Indigenous laws content.
53. The IAC's second meeting also took place in July, with the aim of providing feedback to the Standing Committee on the Model Code with regard to the proposed amendments in response to Call to Action 27.
54. Finally, the Council was updated with respect to a Joint Indigenous Symposium to be held on January 30 and 31, 2025. The Symposium will be hosted by the Law Society of Ontario in Toronto. The Symposium has been organized by the Canadian Council of Law Deans-Federation of Law Societies Working Group, in consultation with the IAC.
55. Funding was obtained through a grant application to hire two Indigenous law students to provide support in planning the Symposium, attending the Symposium, and developing a final report following the Symposium.

Money Laundering Prevention

56. As previously reported, the Standing Committee on Anti-Money Laundering and Terrorist Financing remains focused on preparing for the parliamentary review of the *Proceeds of Crime (Money Laundering) and Terrorist Financing Act*, as well as the peer review to be conducted by the Financial Action Task Force.
57. Following Frederica Wilson's retirement from the Federation, Noah Arshinoff, Policy Counsel with the Federation, was appointed co-chair of the FLSC Standing Committee on Anti-Money Laundering and Terrorism Financing.

58. As reported above, the focus of the October 2024 Federation Conference was on the prevention of money laundering.

Standing Committee on the Model Code of Professional Conduct

59. The Standing Committee on the Model Code of Professional Conduct (the “Model Code Committee”) had previously reported on its consultations with respect to Call to Action 27 and the proposed revisions to the Model Code in the Joint Forum.
60. The Model Code Committee is continuing its considerations of revisions to the Model Code’s mandatory reporting provisions.
61. The Model Code Committee has identified two potential topics as the next subjects for its review:
- a. a review of ethical duties in the context of collaborative or consensual dispute resolution processes; and
 - b. a review of ethical duties in the context of contingency fee agreements, particularly as the issue affects Indigenous people and vulnerable clients.

National Wellness Study

62. On October 10, 2024, the Phase II reports of the National Wellness Study were released.
63. A Phase II Omnibus Final Report is available here:
https://flsc.ca/wp-content/uploads/2024/10/Omnibus_Final-Rapport_EN_Final.pdf
64. The Phase II British Columbia Final Report is available here:
https://flsc.ca/wp-content/uploads/2024/10/British-Columbia_Final-Report_EN_Final.pdf
65. As the work of the Steering Committee for the National Wellness Study is complete, that Committee will now be wound-up.

Constitutional Challenge to Mandatory Reporting Provisions in the *Income Tax Act*

66. The Council received an update on this litigation, including that the Attorney General still has not filed a response to the Federation’s petition.

67. In the federal Budget 2024, the government announced plans to amend the *Income Tax Act* to exempt the failure to file an information return in respect of a reportable or notifiable transaction from the scope of the legislation's general penalty provisions. The amendment would eliminate the possibility of imprisonment for failing to file the required returns.
68. The effect of the planned amendment on the Federation's constitutional challenge is still being considered.

Standing Committee on Mental Health and Wellness

69. The Standing Committee on Mental Health and Wellness delivered its work plan, which was approved by Council.
70. While the work plan covers a three-year period and involves many proposed tasks, the primary focus for the coming year will be:
 - a. analyzing and making recommendations to Council arising out of the National Wellness Study Phase I and Phase II reports;
 - b. engaging in consultations, particularly with law societies and their staff working on mental health and wellness issues, to determine what law societies would find helpful from the Federation, and conversely, what law societies have available to share through the Federation to benefit their counterparts; and
 - c. facilitating the sharing of ideas, initiatives, and best practices among the law societies, and, to the extent appropriate, other stakeholders.

CanLII and Lexum Reports

71. CanLII provided its draft budget for 2025.
72. CanLII and Lexum had previously reported, in the Joint Forum, with respect to its efforts to incorporate generative AI tools into their services.
73. CanLII and Lexum emphasized the risk that if CanLII did not create search tools that were enabled with generative AI features, it risked becoming entirely obsolete as compared to for-profit legal research tools.

Next Meeting

74. The next meeting of the Federation Council will be held virtually on December 9, 2024.

Briefing by the Benchers' Liaison to CBABC Provincial Council

To: Benchers

Purpose: Report

From: Kevin B. Westell
Benchers' Liaison to the CBABC Provincial Council

Date: November 29, 2024

Purpose

1. In my capacity as the Benchers' liaison to the Provincial Council, I provide this update on the CBABC Provincial Council Meeting on Saturday, October 5, 2024. The meeting was held at the Vancouver Airport Marriott Hotel in Richmond.

President's Report

2. The day began with a report from CBABC President Lee Nevens, who highlighted significant updates and achievements:
 - (a) Lee is the first transgender lawyer elected as CBABC President and the first non-binary President in the CBA.
 - (b) Engagements in September included Judicial Welcoming Ceremonies, Law Society Benchers Meeting, CBABC & Department of Justice Conference, UVic Law Opening, and initial meetings for various CBABC committees.
 - (c) The upcoming "Agenda for Justice" will present members' recommendations for funding and policy reforms.
 - (d) The CBA National Board has authorized an intervention in the Law Society's constitutional challenge to Bill 21, with McCarthy Tétrault retained as counsel.
 - (e) - The Aboriginal Lawyers Forum and Truth & Reconciliation Committee are collaborating on their roles within CBABC's Reconciliation Action Plan.

Truth & Reconciliation: Learning from our Colleagues

3. Martin Bühler, the Aboriginal Lawyers Forum Representative to the Provincial Council, shared his personal journey of reconnecting with his Indigenous identity as a member of the Simpcw Nation. Martin highlighted the ways in which laws have historically marginalized Indigenous peoples and emphasized the importance of CBABC's reconciliation initiatives.

CBABC 101 – Provincial Council Edition

4. Kerry Simmons, KC, and Patricia Blair delivered a session to provide Provincial Council members with tools to effectively share CBABC programs and advocacy efforts. Members were encouraged to use resources like promotional slides and prewritten social media posts to communicate the benefits of membership.

Engaging Our Members: Regional Engagement Plan

5. Patricia Blair and Carolyn Lefebvre discussed ways to enhance CBABC's presence in smaller communities and among solo and small firm practitioners. Proposals included providing support for technology adoption and advocating for proportionate regulation by the Law Society.

Improving Mental Wellness

6. Sarah Klinger and President Nevens led a discussion on the findings of the National Study on Wellness in the Legal Profession. Key areas of focus included destigmatizing mental health issues, improving early-career support, and fostering diversity within the profession.

Meeting Takeaways

7. The meeting concluded with discussions on actionable steps to promote CBABC initiatives and member engagement across the province.

2024 Enterprise Risk Management Plan: Update

To: Benchers

Purpose: Update

From: Finance and Audit Committee

Date: November 29, 2024

Background

1. The Law Society's Enterprise Risk Management ("ERM") plan is a governance tool to accomplish the following objectives:
 - Identify the enterprise risks that can have an impact on the achievement of the Law Society's strategic goals and mandate.
 - Determine the relative priority of those risks based on the likelihood they would occur and the extent of the impact on the organization.
 - Manage the risks through mitigation strategies that are either in place or in progress, which assist in reducing, avoiding or transferring the risks.
2. The Finance and Audit Committee reviews the ERM plan in order to understand and monitor the organization's strategic risks, and provides the ERM plan as information to the Benchers.
3. Management maintains a robust process of risk identification and management through its day-to-day operating processes.

Discussion

4. In 2024, management conducted their annual review of the ERM plan and modified the plan accordingly. In addition to considering existing and emerging risks, management also reviewed existing risks and added planned mitigation activities, and re-evaluated the resulting residual risks.
5. The updated 2024 ERM plan was reviewed by the Finance and Audit Committee at its November 13, 2024 meeting, and is now being presented to the Benchers for information.
6. Management has determined that the priority of the top 15 residual risks has changed since the last review, with the heat map updated as noted:
 - **Risk #1:** Operational challenges and risks associated with the transition to a single legal regulator.

With the single legal regulator transition provisions now in effect and we are working towards the amalgamation, the impact has moved from level 3 to 4, which moves this risk to the #1 Risk from #2. There are a number of steps in place to help mitigate these risks, but this will be a financially costly and staff resource intensive process. The effort

to move to a single legal regulator could compromise the ability to do our “regular” work, so it will be important to plan the transition work properly.

- **Risk #4:** Benchers or staff intentionally or negligently disclose personal or confidential information.

As our work becomes more digital, and although most privacy breaches are not significant, they can be a relatively frequent occurrence. The likelihood has moved from level 3 to 4, moving this risk to the #4 Risk from #7. There are a number of mitigation strategies in place, but the nature of this risk warrants a higher rating.

- **Risk #5:** Lawyers not having minimum level of competence and experience, and good character requirements, for admission to the profession.

The significance of the credentialing process is illustrated in the evaluation of this risk as this is part of our core regulatory work. The likelihood has moved from level 2 to 3, moving this risk to the #5 Risk from #11. There are a number of mitigation strategies in place, which include enhancing the admissions process and improving competency levels of the profession.

- **Risk #7:** Failure to fulfill duties under the *Legal Profession Act* or Law Society Rules.

This risk may be potentially negatively impacted as the organization works towards a single legal regulator and the impact on fulfilling our duties under the current *Legal Profession Act*. As there are numerous changes and challenges, the likelihood has moved from level 2 to 3, moving this risk to the #7 Risk from #12.

Law Society of British Columbia Enterprise Risk Management Plan 2024 Update

Presented to FAC: November 13, 2024

Presented to Benchers: November 29, 2024

Law Society of British Columbia

Enterprise Risk Management - Updated November 2024

Executive Summary

An enterprise risk is the threat that an event or action will adversely affect an organization's ability to achieve its strategic goals and mandate.

The Enterprise Risk Management (ERM) Plan is a governance tool which provides for the:

- Identification of enterprise risks that can have an impact on the achievement of the Law Society's strategic goals and mandate
- Determination of relative priority of these risks based on their potential to occur and the extent of the impact
- Management of the risks through mitigation strategies, reducing, avoiding or transferring the risks

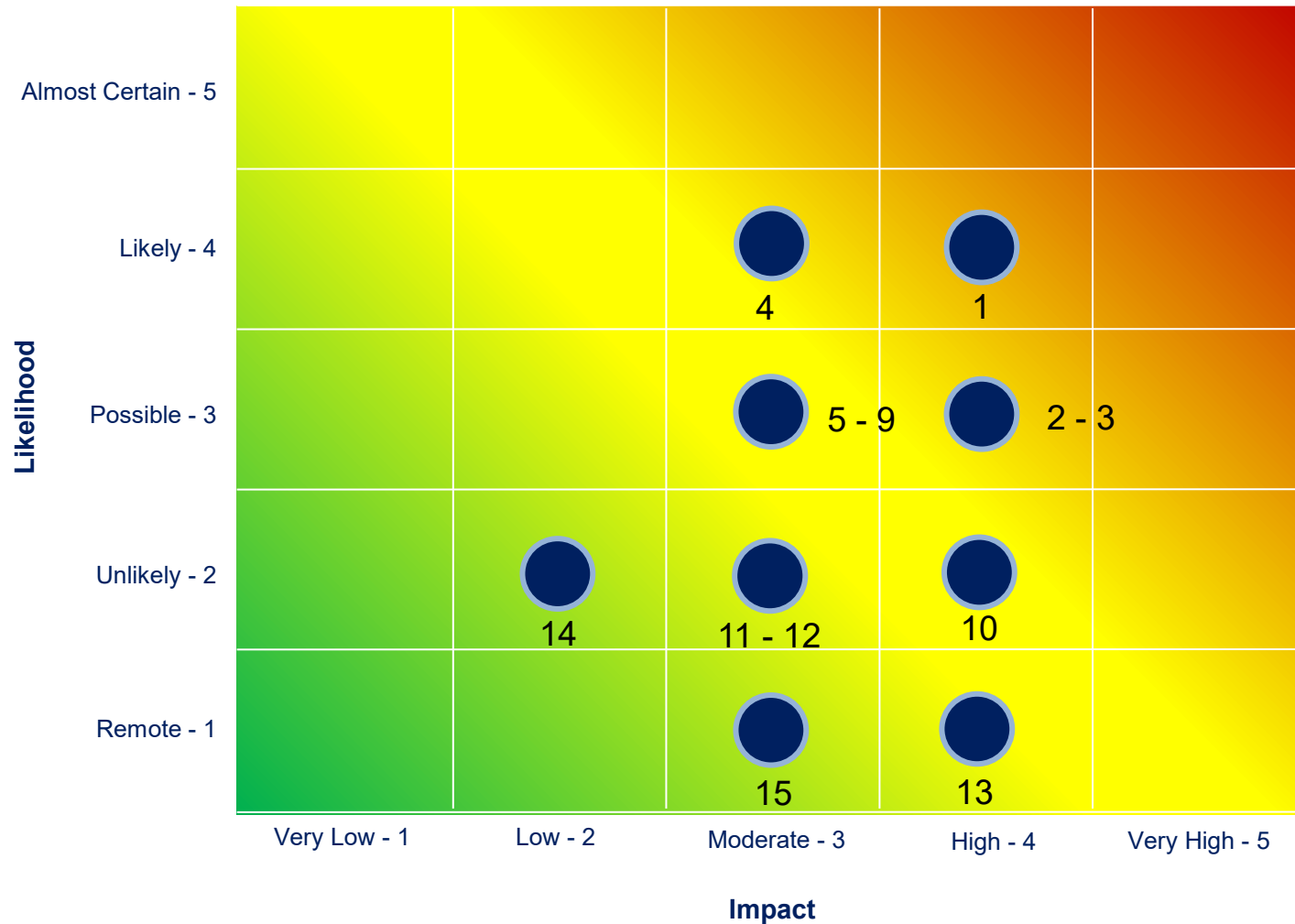
To successfully manage these risks, a framework for risk identification, measurement and monitoring has been developed and is reported to the Finance and Audit Committee (and the Benchers) on a regular basis.

The strategic risks are summarized in the table "Summary of Major Strategic Risks".

Summary of Major Strategic Risks

| Number | Risk description | SLT Lead |
|--------|---|--------------------------|
| 1 | Operational challenges and risks associated with the transition to a Single Legal Regulator | ED / CEO |
| 2 | Failure to address lawyer misconduct, incompetence and/or breach of Rules in an appropriate and/or timely manner | CLO |
| 3 | Cybersecurity breach | COO - LS |
| 4 | Bencher or staff intentionally or negligently discloses personal or confidential information | COO - LS |
| 5 | Lawyers not having minimum level of competence and experience, and good character requirements, for admission to the profession | Sr. Dir. PD, PS and Cred |
| 6 | Loss of key personnel or inability to recruit skilled personnel | CFO |
| 7 | Failure to fulfill duties under the <i>Legal Profession Act</i> or Law Society Rules | ED / CEO |
| 8 | Impact of significant economic downturn leads to insufficient revenues | CFO |
| 9 | Perceived or actual failure to accommodate access to a wider array of legal service providers | ED / CEO |
| 10 | Natural or human-induced disaster | CFO |
| 11 | Members' option to override Bencher decisions | ED / CEO |
| 12 | Reconciliation and EDI policies and actions are not adequate | ED / CEO |
| 13 | Catastrophic losses under the LPL or Cyber policies | COO - LIF |
| 14 | Conflict of interest not adequately addressed | ED / CEO |
| 15 | Bencher or staff fraud that results in financial loss to the Law Society | CFO |

ERM Heat Map



| # | Risk Name |
|----|---|
| 1 | Transition to Single Legal Regulator |
| 2 | Failure to Address Lawyer Misconduct |
| 3 | Cybersecurity Breach |
| 4 | Personal and Confidential Information Breach |
| 5 | Admission to the Profession |
| 6 | Loss of Key Personnel |
| 7 | Failure to Fulfill Duties |
| 8 | Significant Economic Downturn |
| 9 | Access to Legal Service Providers |
| 10 | Natural or Human-Induced Disaster |
| 11 | Members' Option to Override Benchers' Decisions |
| 12 | Reconciliation & EDI Policies & Actions |
| 13 | Catastrophic Losses Under the LPL or Cyber Policies |
| 14 | Conflict of Interest event |
| 15 | Benchers or Staff Fraud |

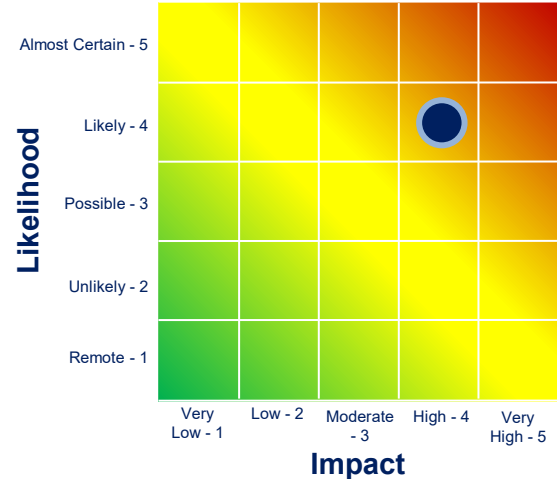
Risk #1: Transition to Single Legal Regulator

Risk Context Overview

Name: Operational challenges and risks associated with the transition to a Single Legal Regulator

Mitigation Strategies in Place

1. Transition plan
2. Communication plan
3. Outreach to the professions and the public
4. Appointments to Transitional Board



Risk Owner

ED/CEO

Potential Impact(s) if Occur

1. Financial: unexpected costs, large resource commitment
2. Operational: service disruption – risk of harm to the public
3. Reputational: diminished public confidence and/or loss of reputation with the profession
4. Potential adverse implications for independence of the legal profession

Risk Action Plan(s)

1. Litigation on the Legal Professions Act
2. Finalize and implement transition plan

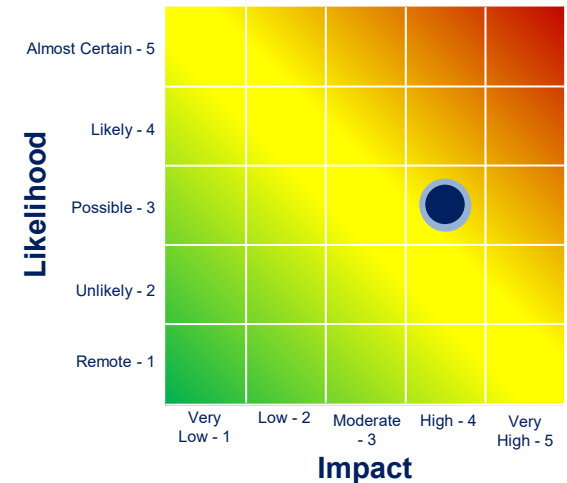
Risk #2: Failure to Address Lawyer Misconduct

Risk Context Overview

Name: Failure to address lawyer misconduct, incompetence and/or breach of Rules in an appropriate and/or timely manner

Mitigation Strategies in Place

1. Appropriate procedures for investigation and prosecution of legal matters
2. Appropriate conduct and trust rules/Trust Assurance program
3. Ensure appropriate deployment of staff and resources
4. S.86 *Legal Profession Act* (statutory protection against liability)
5. Ability to seek review and/or appeal to the BC Court of Appeal
6. Independent Tribunal Chair/Tribunal Counsel/Tribunal case management/hearing panel composition and training
7. National Discipline standards
8. AML Strategic Plan, Federation AML online training course
9. Education and risk management advice to lawyers and students
10. Administrative suspensions for failures to respond
11. Increased use of consent agreements
12. Alternative Discipline Processes (ADP)
13. Administrative penalties
14. D & O insurance policy
15. Review and revised complaint triaging process



Risk Owner

CLO

Potential Impact(s) if Occur

1. Political: intervention in the Law Society authority and structures
2. Reputational: diminished public confidence and loss of reputation with the profession, risk of harm to the public
3. Financial: Costs and damages and possible litigation

Risk Action Plan(s)

1. Increase fines and charge investigative costs
2. Diversion pilot program – pilot in progress
3. Ongoing consideration of new regulatory tools and processes to address matters more efficiently and effectively
4. Disclosure and privacy review
5. Considering proactive regulation tools
6. Lawyer development/Education initiatives (eg. Competency Profile)

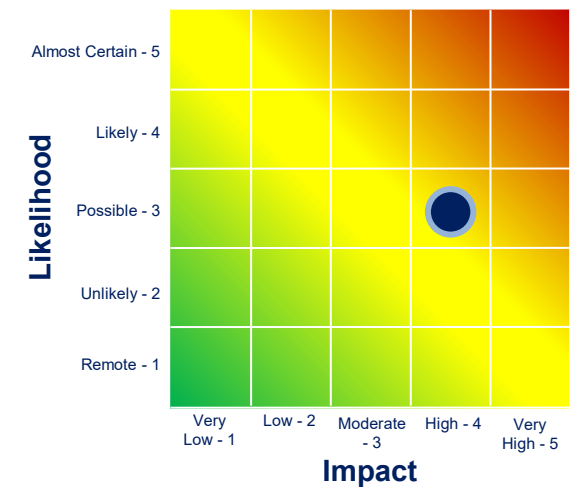
Risk #3: Cybersecurity Breach

Risk Context Overview

Name: Cybersecurity breach

Mitigation Strategies in Place

1. Information technology security policy, process and procedures
2. Information technology, privacy and security training of new staff
3. Cyber security plan
4. Ongoing cyber security training and testing of all staff
5. Cyber security review completed annually and cyber security contract with regular testing
6. Member portal security
7. Encryption of Bencher and committee agendas
8. Cyber insurance
9. Information technology backup plan
10. Building security system and procedures, external property manager
11. On-site and off-site server locations



Risk Owner

COO - LS

Potential Impact(s) if Occur

1. Reputational: diminished public confidence and loss of reputation with the profession
2. Operational: service disruption
3. Financial: unexpected costs or ransom paid

Risk Action Plan(s)

1. Two Factor Authentication – Member Portal

Risk #4: Personal or Confidential Information

Risk Context Overview

Name: Benchers or staff intentionally or negligently discloses personal or confidential information

Mitigation Strategies in Place

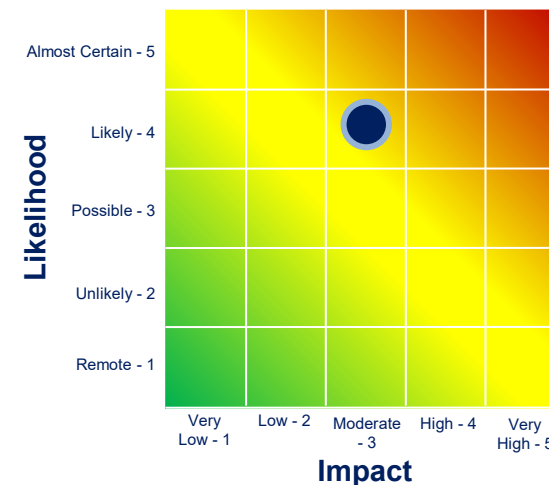
1. Privacy Policy, Breach Protocol and Privacy Impact Assessment process
2. Information technology security policy, process and procedures
3. Records management procedures and LEO security profiles, confidential shredding service
4. Staff confidentiality agreements
5. New staff training and annual training for information technology, privacy and security
6. Member portal security
7. Encryption of Benchers and committee agendas
8. Building security system and procedures, external property manager, building access locked 24 hours
9. Offsite storage of records and data

Potential Impact(s) if Occur

1. Reputational: diminished public confidence and loss of reputation with the profession
2. Financial: unexpected costs and/or litigation

Risk Action Plan(s)

1. Complainant's portal



Risk Owner

COO - LS

Risk # 5: Admission to the Profession

Risk Context Overview

Name: Lawyers not having minimum level of competence and experience, and good character requirements, for admission to the profession

Mitigation Strategies in Place

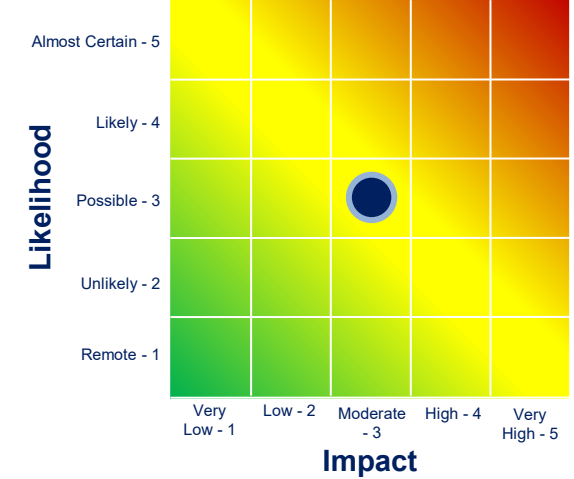
- 1. Law Society Admission Program
- 2. Credentialing standards and procedures
- 3. Continuous updating & enhancement of PLTC student assessment and training
- 4. Hearing panel composition and training
- 5. Enhanced role of Tribunal Counsel
- 6. Legislative amendment to allow Law Society appeals of prior decisions
- 7. National Committee on Accreditation
- 8. Federation law degree approval process

Potential Impact(s) if Occur

- 1. Political: intervention in the Law Society authority and structures
- 2. Reputational: diminished public confidence and loss of reputation with the profession
- 3. Financial: costs and damages, possible litigation

Risk Action Plan(s)

- 1. Lawyer Development Task Force review, including the Western Provinces Competency Profile work
- 2. Principal training course to be developed
- 3. FLSC - National Committee on Accreditation review
- 4. FLCS – National Requirement Review of law schools
- 5. FLCS – National Good Character Standards



Risk Owner

Senior Director of Professional Development, Practice Support and Credentials

Risk #6: Loss of Key Personnel

Risk Context Overview

Name: Loss of key personnel or inability to recruit skilled personnel

Mitigation Strategies in Place

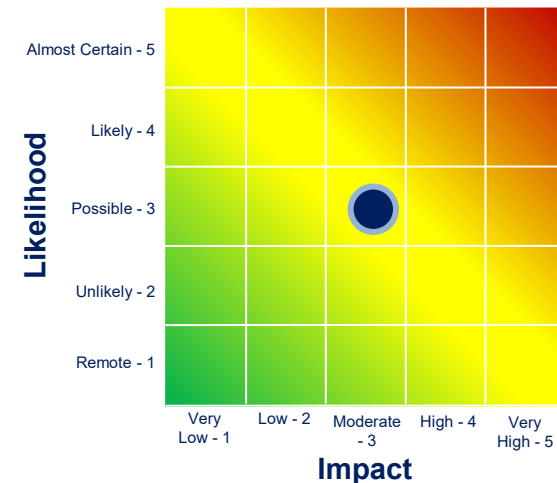
1. Succession planning and cross-training
2. Compensation and benefit philosophy and program
3. Compensation benchmarking practices with external compensation experts
4. Professional, leadership and skills development program and human resource policies
5. Performance management and coaching process
6. Hiring practices and recruiting firms
7. Employee surveys
8. Work life balance and flexibility
9. Remote and hybrid work schedules

Potential Impact(s) if Occur

1. Operational: service disruption as well as loss of corporate knowledge
2. Reputational: diminished public confidence and loss of reputation with the profession

Risk Action Plan(s)

1. Staff communication plan regarding SLR and impact on staff



Risk Owner

CFO

Risk #7: Failure to Fulfill Duties

Name: Failure to fulfill duties under the *Legal Profession Act*, other statutory duties, or Law Society Rules

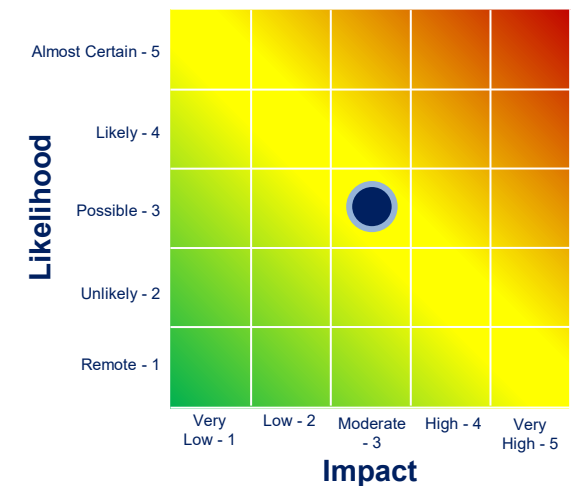
Mitigation Strategies in Place

1. Bencher governance policies and training
2. Strategic Plan
3. Appropriate procedures for investigation and prosecution of legal matters
4. Hearing panel composition and training
5. Tribunal counsel and case management
6. Independent Tribunal
7. National Discipline Standards
8. S. 86 *Legal Profession Act* statutory protection against liability
9. D&O policy

Potential Impact(s) if Occur

1. Political: intervention in the Law Society authority and structures
2. Reputational: diminished public confidence and loss of reputation with the profession
3. Financial: costs and damages, possible litigation

Risk Action Plan(s)



Risk Owner

ED/CEO

Risk #8: Significant Economic Downturn

Risk Context Overview

Name: Impact of significant economic downturn leads to insufficient revenues

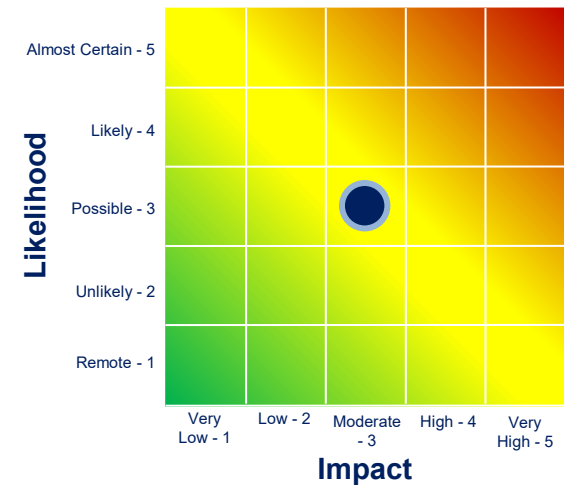
Mitigation Strategies in Place

- 1. Annual operating and capital budgets and fees
- 2. Monthly and quarterly financial forecasting
- 3. Appropriate reserve level policies
- 4. Investment policies and procedures, diversified asset mix, external investment managers
- 5. Monitoring of trends in the legal profession
- 6. External review of investment markets and economic conditions

Potential Impact(s) if Occur

- 1. Operational: disruption to operational plan and cannot perform regulatory functions and other initiatives
- 2. Financial: reduced or deficit reserves
- 3. Reputational: Significant increase in practice fees

Risk Action Plan(s)



Risk Owner

CFO

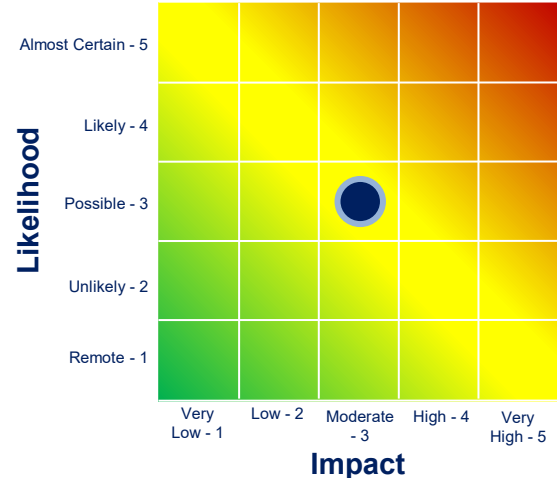
Risk #9: Access to Legal Service Providers

Risk Context Overview

Name: Perceived or actual failure to accommodate access to a wider array of legal service providers

Mitigation Strategies in Place

1. Supporting and funding pro bono services and access to legal services
2. Continued engagement and collaboration with governments, courts and other stakeholders to increase the provision of legal aid, and improve the availability of cost-effective legal services
3. Appropriate use of unauthorized practice authority
4. Unbundling of legal services
5. Innovation Sandbox initiatives
6. s. 18 – Exemption from s. 15 applications



Risk Owner

ED/CEO

Potential Impact(s) if Occur

1. Reputational: diminished public confidence
2. Political: intervention in the Law Society authority and structures

Risk Action Plan(s)

Risk #10: Natural or Human-Induced Disaster

Risk Context Overview

Name: Natural or human-induced disaster

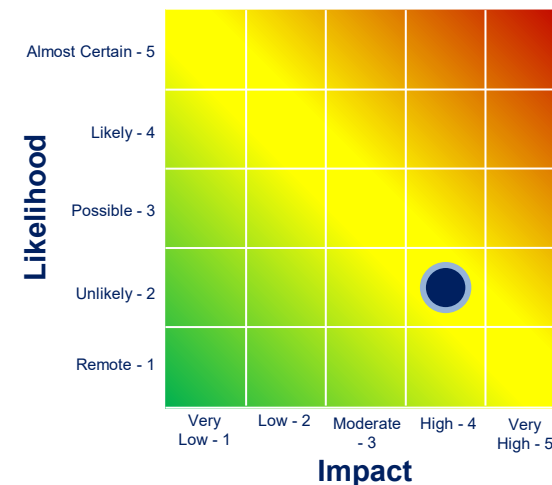
Mitigation Strategies in Place

1. Fire and earthquake safety plan and training
2. Crisis communication plan and team
3. Safety and security plans
4. Building, human resources, and operational procedures and training
5. Health & Safety committee and first aid attendants
6. Remote and hybrid work policies
7. Information technology backup plan
8. Building due diligence review
9. Insurance coverage and Work Safe coverage
10. Off-site storage/Off-site server location

Potential Impact(s) if Occur

1. Operational and Financial: injury of staff and/or building damage
2. Operational: service disruption
3. Financial: unexpected costs
4. Reputational: diminished public confidence and loss of reputation with the profession

Risk Action Plan(s)



Risk Owner

CFO

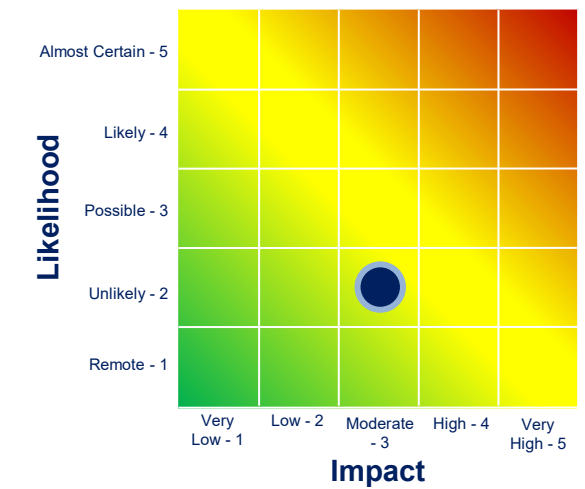
Risk #11: Members' Option to Override Benchers' Decisions

Risk Context Overview

Name: Members' option to override Benchers' decisions

Mitigation Strategies in Place

1. Communication strategies
2. Member referendum
3. Law Society initiated consultation or member referenda
4. Policy analysis
5. AGM structure and process



Risk Owner

ED/CEO

Potential Impact(s) if Occur

1. Operational: disruptive to day-to-day operations, disruptive impact on EDI and Reconciliation policies and initiatives
2. Reputational: diminished public confidence and loss of reputation with the profession, negative impact with reconciliation efforts including relationship building
3. Political: intervention in the Law Society authority and structures
4. Financial: large resource commitment

Risk Action Plan(s)

1. If the new Act is enacted, this risk is eliminated.

Risk #12: Reconciliation & EDI Policies & Actions

Risk Context Overview

Name: Reconciliation and EDI policies and actions are not adequate

Mitigation Strategies in Place

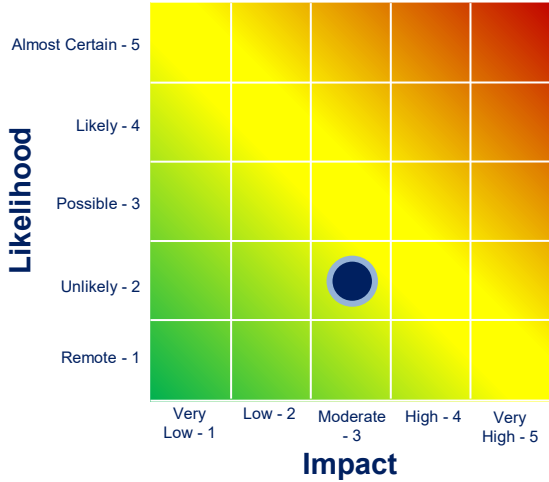
1. EDI Advisory Committee
2. TRC Advisory Committee
3. EDI Action Plan
4. On-going review of rules and regulatory processes
5. Policy analysis
6. Indigenous Intercultural course
7. Indigenous Framework principles
8. Human Resources policies and processes
9. Senior Indigenous Advisor & Indigenous Navigator positions

Potential Impact(s) if Occur

1. Reputational: diminished public confidence and loss of reputation with the profession
2. Financial: human rights lawsuit, unexpected costs

Risk Action Plan(s)

1. Update demographic data of BC legal providers to inform policy initiatives
2. Review and implementation of Indigenous Engagement in Regulatory Matters report recommendations



Risk Owner

ED/CEO

Risk #13: Catastrophic Losses Under the LPL or Cyber Policies

Risk Context Overview

Name: Catastrophic losses under the LPL or Cyber policies

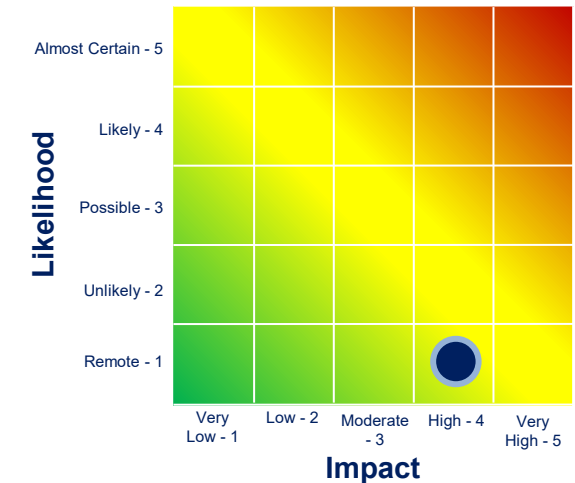
Mitigation Strategies in Place

1. Policy wording on limits and “related errors”
2. Proactive claims and risk management practices
3. Monitoring of LPL insurance trends and risks
4. Education and risk management advice to the profession
5. On-going notices and risk management videos to the profession
6. Strong reserve levels
7. Stop-loss reinsurance treaty
8. Part B Reinsurance

Potential Impact(s) if Occur

1. Financial and Operational: costs and damages through litigation, significant investigation expense and settlement payments
2. Reputational: Significant increase in indemnity fees
3. Significant losses to individual licensees and their clients

Risk Action Plan(s)



Risk Owner

COO - LIF

Risk #14: Conflict of Interest

Risk Context Overview

Name: Conflict of interest by Benchers or staff not adequately addressed

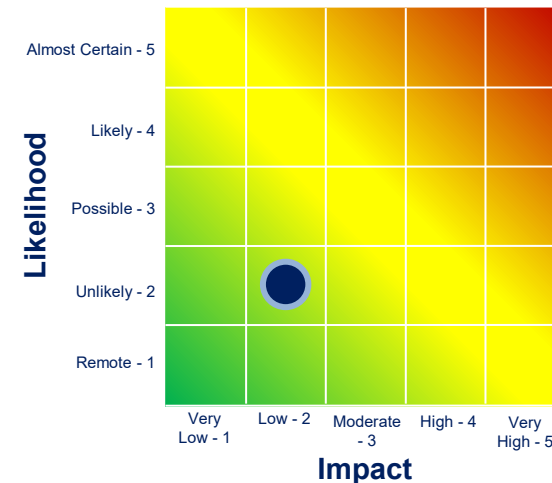
Mitigation Strategies in Place

1. Bencher and staff policies, procedures and training
2. Bencher Code of Conduct
3. Appropriate procedures for investigation and prosecution of legal matters commensurate with administrative law, including investigations conducted by independent, external counsel where appropriate
4. Independent Tribunal
5. Tribunal counsel and tribunal case management
6. Hearing panel composition and training
7. D&O insurance policy

Potential Impact(s) if Occur

1. Political: intervention in the Law Society authority and structures
2. Reputational: diminished public confidence and loss of reputation with the profession

Risk Action Plan(s)



Risk Owner

ED/CEO

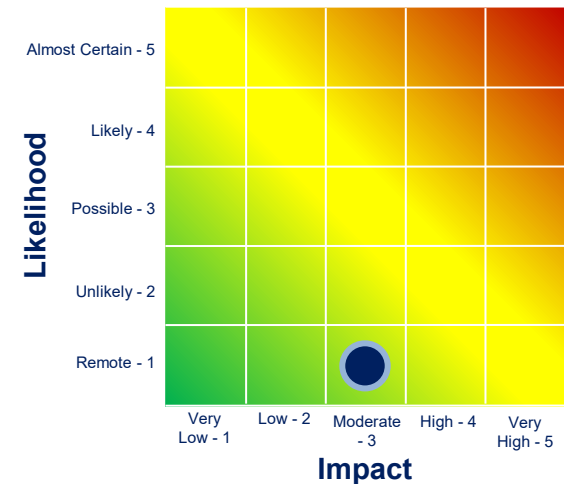
Risk #15: Benchner or Staff Fraud

Risk Context Overview

Name: Benchner or staff fraud that results in financial loss to the Law Society

Mitigation Strategies in Place

1. Internal controls
2. Schedule of authorizations
3. External audit
4. Monthly and quarterly financial review process
5. Crime insurance and cyber insurance



Risk Owner

CFO

Potential Impact(s) if Occur

1. Reputational: diminished public confidence and loss of reputation with the profession
2. Financial: costs and damages, possible litigation

Risk Action Plan(s)

Strategic Priority Mapping

| | Risks | Innovative Regulator | Reconciliation | Access to Justice | Diversity | Confidence |
|---|---|----------------------|----------------|-------------------|-----------|------------|
| 1 | Transition to Single Legal Regulator | ✓ | | ✓ | | ✓ |
| 2 | Failure to address lawyer misconduct, incompetence and/or breach of Rules in an appropriate and/or timely manner | ✓ | ✓ | | | ✓ |
| 3 | Cybersecurity breach | | | | | ✓ |
| 4 | Bencher or staff intentionally or negligently discloses personal or confidential information | | | | | ✓ |
| 5 | Lawyers not having minimum level of competence and experience, and good character requirements, for admission to the profession | ✓ | | | | ✓ |
| 6 | Loss of key personnel or inability to recruit skilled personnel | | | | | ✓ |
| 7 | Failure to fulfill duties under the Legal Profession Act, other statutory duties or Law Society Rules | ✓ | | | | ✓ |
| 8 | Impact of significant economic downturn leads to insufficient revenues | | | | | ✓ |
| 9 | Perceived or actual failure to accommodate access to a wider array of legal service providers | ✓ | | ✓ | | ✓ |

Strategic Priority Mapping

| | Risks | Innovative Regulator | Reconciliation | Access to Justice | Diversity | Confidence |
|----|---|----------------------|----------------|-------------------|-----------|------------|
| 10 | Natural or Human-Induced Disaster | | | | | ✓ |
| 11 | Members' Option to Override Benchers Decisions | | | | | ✓ |
| 12 | Reconciliation and EDI policies and actions are not adequate | | ✓ | ✓ | ✓ | ✓ |
| 13 | Catastrophic losses under the LPL or Cyber policies | | | | | ✓ |
| 14 | Conflict of interest of Benchers or staff not adequately addressed | ✓ | | | | ✓ |
| 15 | Benchers or staff fraud that results in financial loss to the Law Society | | | | | ✓ |

Quarterly Financial Report

September 2024

To: Benchers

Purpose: Update

From: Staff

Date: November 29, 2024

Quarterly Financial Report - End of September

Attached are the financial results and highlights to the end of September 2024.

General Fund (excluding capital and TAF)

To the end of September 2024, the General Fund operations resulted in a positive variance to budget, with revenues very close to budget, but operating expenses were lower than budget due to both permanent savings and timing differences.

Revenue

Total revenue for the period was \$26.5 million, \$159,000 (1%) lower than budget.

Practice fees were close to budget. PLTC fees were over \$180,000, with higher student numbers than budgeted. Electronic filing revenues were below budget due to the slower real estate market. Interest income was over budget \$195,000 due to higher interest rates than budgeted.

Operating Expenses

Operating expenses for the period were \$24.4 million, \$2 million (8%) below budget, due to both permanent and timing differences.

Approximately half (\$850,000) of the savings are permanent, relating to much lower external counsel fees mainly due to fewer Discipline hearings, lower property taxes, reduced license fees for the online learning system and lower lawyer development costs. These permanent savings are offset by additional costs related to the Governance retreat and other events, the new adjudicator per diem policy, and the IT strategic plan consulting.

The remaining savings are timing differences, with these costs expected to occur in the last quarter of the year.

Reserve Funded Items

There are two items that were not budgeted and were to be funded through the reserves. Costs to date related to the transition to the Single Legal Regulator and related litigation costs were \$404,000. In addition, excess external organization funding from prior years was recognized into the reserves at \$379,000, offsetting the deficit funding budgeted.

TAF and Trust Assurance Expenses

Second quarter TAF revenue was \$1,642,000, \$624,000 below budget. Although the real estate market unit sales are projected to be up slightly from 2024 (4.4%), but the 2023 base unit sales were behind forecast significantly, so the year started at a much lower base for the year.

Trust assurance program costs are slightly under budget, with savings of \$142,000 to date due to staff vacancy savings.

Lawyers Indemnity Fund

LIF assessment revenues were \$13.8 million, very close to budget.

LIF operating expenses were \$7.9 million, \$1.1 million under budget, with savings in staff vacancies, insurance costs and professional fees.

The market value of the LIF long term investment portfolio sits at \$278 million, which has increased \$22.1 million since December 2023. The portfolio returns for the period were 8.6 %, slightly below the benchmark of 9.9 %.

Summary of Financial Highlights

(\$000's)

2024 General Fund Results - YTD Sept 2024 (Excluding Capital Allocation & Depreciation)

| | Actual | Budget | \$ Var | % Var |
|--|--------|--------|--------|-------|
| Revenue (excluding capital) | | | | |
| Practice Fees | 20,251 | 20,280 | (29) | 0% |
| PLTC and Enrolment Fees | 1,905 | 1,724 | 181 | 10% |
| Electronic Filing Revenue | 649 | 1,029 | (380) | -37% |
| Interest Income | 1,446 | 1,251 | 195 | 16% |
| Registration and Licensing Revenue | 614 | 665 | (51) | -8% |
| Fines, Penalties & Recoveries | 360 | 512 | (152) | -30% |
| Insurance Recoveries | 9 | 20 | (11) | 0% |
| Other Revenue | 309 | 181 | 128 | 71% |
| Other Cost Recoveries | 61 | 106 | (45) | -42% |
| Building Revenue & Tenant Cost Recoveries | 887 | 882 | 5 | 1% |
| | 26,491 | 26,650 | (159) | -1% |
| Expenses (excluding depreciation) | 24,387 | 26,409 | 2,022 | 8% |
| Surplus before reserve items | 2,104 | 241 | 1,863 | |
| Reserve Items | | | | |
| Single Legal Regulator costs | (404) | (142) | (262) | |
| External organization surplus funding from prior years | 379 | - | 379 | |
| Net Surplus | 2,079 | 99 | 1,980 | |

Summary of Variances - YTD Sept 2024

Revenue Variances:

Permanent Variances

| | |
|---|-------|
| Practice Fees - 14,807B vs 14,707A FTE | (29) |
| PLTC - 658 students forecasted vs 605 budgeted | 181 |
| Grant revenue - Law Foundation increased PLTC funding | 131 |
| Electronic Filing Revenue - lower real estate transactions, less LOTA | (380) |
| Discipline & Citation fines - lower APP revenue and Citation revenue | (131) |
| Intercultural Course Penalties - unbudgeted | 30 |
| CPD Reporting - higher compliance | (80) |
| Interest - higher cash balances and higher interest rate | 195 |

Timing Variances

(83)
(76)

(159)

Expense Variances:

Permanent Variances

| | |
|--|-------|
| Governance - retreat and other events over budget | (121) |
| Tribunal - Lawyer adjudicator per diems and Tribunal chair fee increase | (110) |
| Information Services - Strategic Plan consulting | (70) |
| External counsel and forensic fees net savings | 506 |
| Information Services / Finance system cost differences | 86 |
| Property taxes - 30% reduction (cap rate and lease rate reduction) | 113 |
| Lawyer Development - D2L license fees, course development costs and competency framework | 380 |
| Practice Review Files | 60 |

844

Timing Variances

| | |
|--|-----|
| Compensation differences | 150 |
| PLTC program costs | 60 |
| Information Services - Software/Hardware renewal later in the year | 282 |
| HR - system consulting and recruiting | 170 |
| Lawyer Development - course costs | 70 |
| External Counsel fees - credentials | 100 |
| Travel & Meeting costs | 120 |
| PD & Conferences | 65 |
| Miscellaneous | 161 |

1,178

2,022

Sub-total before reserve items

1,863

Reserve Items:

| | |
|--|-------|
| Single Legal Regulator costs | (262) |
| External organization surplus funding from prior years | 379 |

1,980

Trust Assurance Program - YTD Sept 2024

| | Actual | Budget | Variance | % Var |
|------------------------------------|--------|--------|----------|-------|
| TAF Revenue | 1,642 | 2,266 | (624) | -28% |
| TAP Expenses | 2,635 | 2,777 | 142 | 5% |
| Net Trust Assurance Program | (993) | (511) | (482) | |

Lawyers Indemnity Fund Long Term Investments - YTD Sept 2024

| | |
|---|-------|
| Performance - Before investment fees | 8.64% |
| Benchmark Performance | 9.88% |

The Law Society of British Columbia
General Fund
Results for the 9 Months ended September 30, 2024
(\$000's)

| | 2024 Actual | 2024 Budget | \$ Variance | % |
|---|----------------|----------------|----------------|---------------|
| REVENUE | | | | |
| Practice Fees (1) | 22,093 | 22,164 | (71) | 0% |
| PLTC and Enrolment Fees | 1,905 | 1,724 | 181 | 10% |
| Electronic Filing Revenue | 648 | 1,029 | (381) | -37% |
| Interest Income | 1,446 | 1,251 | 195 | 16% |
| Registration and Licensing | 614 | 665 | (51) | -8% |
| Fines, Penalties and Recoveries | 360 | 512 | (152) | -30% |
| Program Cost Recoveries | 61 | 106 | (45) | -42% |
| Insurance Recoveries | 9 | 20 | (11) | -55% |
| Other Revenue | 309 | 178 | 131 | 74% |
| Other Cost Recoveries | 1 | 2 | (1) | -50% |
| Building Revenue & Recoveries | 887 | 882 | 5 | 1% |
| Total Revenues | 28,333 | 28,533 | (200) | -0.7% |
| EXPENSES | | | | |
| Governance and Events | | | | |
| Governance | 574 | 494 | (80) | -16% |
| Board Relations and Events | 208 | 218 | 10 | 5% |
| | 782 | 712 | (70) | -10% |
| Corporate Services | | | | |
| General Office | 581 | 618 | 37 | 6% |
| CEO Department | 1,168 | 792 | (376) | -47% |
| Finance | 995 | 976 | (19) | -2% |
| Human Resources | 564 | 701 | 137 | 20% |
| Records Management | 269 | 264 | (5) | -2% |
| | 3,577 | 3,351 | (226) | -7% |
| Education and Practice | | | | |
| Licensing and Admissions | 1,610 | 1,696 | 86 | 5% |
| PLTC and Education | 2,606 | 3,077 | 471 | 15% |
| Practice Standards | 403 | 627 | 224 | 36% |
| Practice Support | - | 37 | 37 | 100% |
| | 4,619 | 5,437 | 818 | 15% |
| Communications and Information Services | | | | |
| Communications | 487 | 478 | (9) | -2% |
| Information Services | 1,770 | 2,091 | 321 | 15% |
| | 2,257 | 2,569 | 312 | 12% |
| Policy and Legal Services | | | | |
| Policy and Legal Services | 973 | 1,268 | 295 | 23% |
| Tribunal and Legislative Counsel | 759 | 658 | (101) | -15% |
| External Litigation & Interventions | - | 19 | 19 | 100% |
| Unauthorized Practice | 208 | 221 | 13 | 6% |
| | 1,940 | 2,166 | 226 | 10% |
| Regulation | | | | |
| CLO Department | 762 | 717 | (45) | -6% |
| Intake & Early Assessment | 2,116 | 2,055 | (61) | -3% |
| Discipline | 1,640 | 2,248 | 608 | 27% |
| Forensic Accounting | 543 | 602 | 59 | 10% |
| Investigations, Monitoring & Enforcement | 3,022 | 3,253 | 231 | 7% |
| Custodianships | 1,567 | 1,610 | 43 | 3% |
| | 9,650 | 10,485 | 835 | 8% |
| Building Occupancy Costs | 1,562 | 1,698 | 136 | 8% |
| Depreciation | 932 | 987 | 55 | 6% |
| Total Expenses | 25,319 | 27,405 | 2,086 | 7.6% |
| General Fund Results before Reserve Items | 3,014 | 1,128 | 1,886 | 167% |
| External Organizations Funding | (379) | - | 379 | - |
| Single Legal Regulator | 404 | 142 | (262) | 0% |
| Total Reserve Items | 25 | 142 | (117) | 0% |
| General Fund Results before Trust Assurance Program | 2,989 | 986 | 2,003 | |
| Trust Assurance Program (TAP) | | | | |
| TAF revenues | 1,642 | 2,266 | (624) | -27.5% |
| TAP expenses | 2,635 | 2,777 | 142 | 5.1% |
| TAP Results | (993) | (511) | (482) | -94.3% |
| General Fund Results including Trust Assurance Program | 1,996 | 475 | 1,521 | |

(1) Membership fees include capital allocation of 1843k (Capital allocation budget = 1870k)

The Law Society of British Columbia
General Fund - Balance Sheet
As at September 30, 2024
(\$000's)

| | Sep 30 2024 | Sep 30 2023 |
|--|----------------------|----------------------|
| Assets | | |
| Current assets | | |
| Cash and cash equivalents | 10,440 | 17,985 |
| Unclaimed trust funds | 2,205 | 2,236 |
| Accounts receivable and prepaid expenses | 3,254 | 1,108 |
| Short Term Loan Receivable | - | 526 |
| Due from Lawyers Indemnity Fund | 24,243 | 16,919 |
| | <u>40,142</u> | <u>38,774</u> |
| Property, plant and equipment | | |
| Cambie Street property | 10,548 | 10,597 |
| Other - net | 2,595 | 2,362 |
| | <u>13,143</u> | <u>12,959</u> |
| | <u>53,285</u> | <u>51,733</u> |
| Liabilities | | |
| Current liabilities | | |
| Accounts payable and accrued liabilities | 2,929 | 2,761 |
| Liability for unclaimed trust funds | 2,205 | 2,236 |
| Deferred revenue | 7,205 | 7,533 |
| Deposits | 88 | 89 |
| | <u>12,427</u> | <u>12,619</u> |
| Net assets | | |
| Capital Allocation | 4,700 | 3,886 |
| Unrestricted Net Assets | 36,158 | 35,228 |
| | <u>40,858</u> | <u>39,114</u> |
| | <u>53,285</u> | <u>51,733</u> |

The Law Society of British Columbia
General Fund - Statement of Changes in Net Assets
Results for the 9 Months ended September 30, 2024
(\$000's)

| | <i>Invested in Capital</i> | <i>Working Capital</i> | <i>Unrestricted Net Assets</i> | <i>Trust Assurance</i> | <i>Capital Allocation</i> | <i>2024 Total</i> | <i>Year ended 2023 Total</i> |
|--|--------------------------------|----------------------------|------------------------------------|----------------------------|-------------------------------|-----------------------|--------------------------------------|
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Net assets - At Beginning of Year | 13,268 | 19,828 | 33,096 | 1,880 | 3,886 | 38,862 | 36,660 |
| Net (deficiency) excess of revenue over expense for the period | (820) | 1,967 | 1,147 | (993) | 1,843 | 1,996 | 2,202 |
| Purchase of capital assets: | | | | | | - | |
| LSBC Operations | 545 | - | 545 | - | (545) | - | - |
| 845 Cambie | 484 | - | 484 | - | (484) | - | - |
| Net assets - At End of Period | 13,477 | 21,795 | 35,272 | 887 | 4,700 | 40,858 | 38,862 |

Lawyers Indemnity Fund
Results for the 9 Months ended September 30, 2024
(\$000's)

| | 2024 Actual | 2024 Budget | \$ Variance | % Variance |
|--|------------------------|------------------------|------------------------|-----------------------|
| Revenue | | | | |
| Annual assessment | 13,843 | 13,992 | (149) | -1% |
| Investment income | 23,144 | 10,304 | 12,840 | 125% |
| Other income | 68 | 51 | 17 | 33% |
| Total Revenues | 37,055 | 24,346 | 12,709 | 52.2% |
| Expenses | | | | |
| Insurance Expense | | | | |
| Provision for settlement of claims | 11,942 | 11,942 | - | 0% |
| Salaries and benefits | 2,616 | 2,903 | 287 | 10% |
| Contribution to program and administrative costs of General Fund | 1,237 | 1,219 | (18) | -1% |
| Insurance | 1,436 | 1,703 | 267 | 16% |
| Office | 484 | 731 | 247 | 34% |
| Actuaries, consultants and investment brokers' fees | 1,347 | 1,534 | 187 | 12% |
| | 19,080 | 20,032 | 952 | 5% |
| Loss Prevention Expense | | | | |
| Contribution to co-sponsored program costs of General Fund | 811 | 935 | 124 | 13% |
| Total Expenses | 19,891 | 20,967 | 1,076 | 5.1% |
| Lawyers Indemnity Fund Results | 17,164 | 3,379 | 13,785 | |

The Law Society of British Columbia
Lawyers Indemnity Fund - Balance Sheet
As at September 30, 2024
(\$000's)

| | Sep 30 2024 | Sep 30 2023 |
|--|------------------------|------------------------|
| Assets | | |
| Cash and cash equivalents | 1,268 | 1,418 |
| Accounts receivable and prepaid expenses | 2,027 | 1,932 |
| Investments | 278,585 | 244,607 |
| | <u>281,880</u> | <u>247,958</u> |
| Liabilities | | |
| Accounts payable and accrued liabilities | 263 | 298 |
| Deferred revenue | 4,478 | 4,372 |
| Due to General Fund | 24,243 | 16,919 |
| Provision for claims | 74,089 | 81,364 |
| Provision for ULAE | 12,742 | 13,899 |
| | <u>115,815</u> | <u>116,853</u> |
| Net assets | | |
| Internally restricted net assets | 17,500 | 17,500 |
| Unrestricted net assets | 148,566 | 113,605 |
| | <u>166,066</u> | <u>131,105</u> |
| | <u>281,880</u> | <u>247,958</u> |

The Law Society of British Columbia
Lawyers Indemnity Fund - Statement of Changes in Net Assets
Results for the 9 Months ended September 30, 2024

| | Unrestricted \$ | Internally Restricted \$ | 2024 Total \$ | 2023 Total \$ |
|---|--------------------|--------------------------------|---------------------|---------------------|
| Net assets - At Beginning of Year | 131,402 | 17,500 | 148,902 | 126,857 |
| Net excess of revenue over expense for the period | 17,164 | - | 17,164 | 22,044 |
| Net assets - At End of Period | 148,566 | 17,500 | 166,066 | 148,902 |

2024 General Fund Forecast September 2024

To: Benchers

Purpose: Update

From: Staff

Date: November 29, 2024

Forecast - 2024

Attached is the General Fund forecast to the end of the fiscal year.

Overview

Based on the results to the end of September 2024, we are projecting to finish the year, before reserve funded items, with a \$687,000 positive result, compared to a budgeted deficit of \$184,000.

Revenue Forecast

Total revenue is projected at \$34.8 million, \$147,000 under budget.

Practice Fees: Practice fees are projected at \$27.0 million, slightly under budget, with a forecast of 14,726 practising lawyers compared to a budget of 14,807. This is a 3% increase over 2023 actuals.

PLTC Revenue: PLTC revenue is projected at \$1.9 million, \$138,000 ahead of budget. PLTC students are projected at 658, similar to 2023 levels. The 2024 budget was set at a lower level, 603 students based on a lower number of students registered for the fall 2023 session.

Electronic Filing Revenue: Electronic filing revenue is projected at \$898,000, \$474,000 below budget. When the budget was set, BCREA had forecast a 19% increase in real estate unit sales for 2024, compared to current BCREA forecasts of 4.4%. In addition, lower LOTA transactions are expected.

Interest Revenue: Interest rates have been higher than the budget for the year to date, and interest income is projected to be \$200,000 over budget.

Other Revenues: Grant revenue will be ahead of budget as the Law Foundation increased PLTC funding \$150,000.

Operating Expenses Forecast

Operating expenses are projected to be \$34.2 million, \$1 million (3%) below budget.

Operating expense savings for the year are expected as follows:

- Property taxes will be below budget \$177,000, a 30% decrease, due to lower cap rates and rental rates in the market.

- External counsel fees are projected to be below budget \$430,000, mainly due to fewer hearings, along with \$75,000 savings from forensic audit costs.
- License fees for the D2L online learning platform and consulting costs for Lawyer Development work are projected to be below budget \$380,000.
- Information services costs will be below budget \$165,000 due to the timing of software and hardware projects.

These savings will be offset by additional costs in the following areas:

- The new lawyer adjudicator per diem policy was approved after the budget was set, and the estimated costs are \$150,000, plus the Tribunal Chair workload and related costs increased \$60,000.
- Additional costs for the Governance retreat and other events of \$120,000.
- Information Services is undertaking a review of the current technology infrastructure and formulating an IT strategic plan for the next 2 – 5 years, with consulting costs of \$150,000.

Reserve Funded Items

There are two areas that were not budgeted as they were to be funded by reserves:

- External organization funding for 2024 was approved at a higher level for CLBC and the Federation than was collected through the practice fee, with a deficit of \$263,000 budgeted. As there was surplus funding from previous years collections, that has been recognized at \$379,000, which will offset this budgeted deficit.
- Single Legal Regulator costs of \$454,000 have been incurred, relating to staff resources and litigation costs.

Trust Assurance Program

Trust Administration Fees are forecast at \$3.3 million, \$1.3 million below budget. Although the real estate market unit sales are projected to be up 4.4% from 2024, the 2023 base unit sales were down significantly, so the year started at a much lower base.

With the Trust Assurance program costs projected at \$3.6 million, there will be a shortfall in funding for 2024.

The Law Society of British Columbia
General Fund
For the 12 Months ending December 31, 2024
(\$000's)

| | Forecast | Budget | Variance | |
|--|---------------|---------------|----------------|--------------|
| REVENUE | | | | |
| Practice fees | 26,965 | 27,109 | (144) | -1% |
| PLTC and enrolment fees | 1,912 | 1,774 | 138 | 8% |
| Electronic filing revenue | 898 | 1,372 | (474) | -35% |
| Interest income | 1,868 | 1,668 | 200 | 12% |
| Registration and Licensing | 889 | 886 | 3 | 0% |
| Fines, penalties and recoveries | 618 | 638 | (20) | -3% |
| Program Cost Recoveries | 141 | 141 | - | 0% |
| Insurance Recoveries | 20 | 20 | - | 0% |
| Other revenue | 362 | 212 | 150 | 71% |
| Other Cost Recoveries | 9 | 9 | - | 0% |
| Building Revenue & Recoveries | 1,168 | 1,168 | - | 0% |
| Total Revenues | 34,850 | 34,997 | (147) | 0% |
| EXPENSES | | | | |
| Benchers Governance and Events | | | | |
| Governance | 666 | 545 | (121) | -22% |
| Board Relations and Events | 298 | 298 | - | 0% |
| | 964 | 843 | (121) | -14% |
| Corporate Services | | | | |
| General Office | 830 | 833 | 3 | 0% |
| CEO Department | 1,537 | 1,119 | (418) | -37% |
| Finance | 1,327 | 1,335 | 8 | 1% |
| Human Resources | 894 | 964 | 70 | 7% |
| Records Management | 351 | 351 | - | 0% |
| | 4,939 | 4,602 | (337) | -7% |
| Education and Practice | | | | |
| Licensing and Admissions | 2,292 | 2,336 | 44 | 2% |
| PLTC and Education | 3,505 | 3,988 | 483 | 12% |
| Practice Standards | 708 | 844 | 136 | 16% |
| | 6,505 | 7,168 | 663 | 9% |
| Communications and Information Services | | | | |
| Communications | 631 | 643 | 12 | 2% |
| Information Services | 2,497 | 2,480 | (17) | -1% |
| | 3,128 | 3,123 | (5) | 0% |
| Policy and Legal Services | | | | |
| Policy and Legal Services | 1,545 | 1,731 | 186 | 11% |
| Tribunal and Legislative Counsel | 1,036 | 889 | (147) | -17% |
| External Litigation & Interventions | 25 | 25 | - | 0% |
| Unauthorized Practice | 300 | 302 | 2 | 1% |
| | 2,906 | 2,947 | 41 | 1% |
| Regulation | | | | |
| CLO Department | 1,071 | 1,013 | (58) | -6% |
| Intake & Early Assessment | 2,884 | 2,784 | (100) | -4% |
| Discipline | 2,610 | 3,045 | 435 | 14% |
| Forensic Accounting | 615 | 820 | 205 | 25% |
| Investigations, Monitoring & Enforcement | 4,308 | 4,400 | 92 | 2% |
| Custodianships | 2,144 | 2,171 | 27 | 1% |
| | 13,632 | 14,233 | 601 | 4% |
| Building Occupancy Costs | 2,088 | 2,265 | 177 | 8% |
| Total Expenses | 34,162 | 35,181 | 1,019 | 3% |
| General Fund Surplus (deficit) before Reserve items | 687 | (184) | 871 | -474% |
| External Organization Funding Surplus (Deficit) | 117 | (263) | 380 | 0% |
| Single Legal Regulator Cost | (454) | (193) | (261) | 135% |
| General Fund Results including Reserve items | 350 | (640) | 990 | |
| Trust Assurance Program (TAP) | | | | |
| TAF revenues | 3,272 | 4,531 | (1,259) | -28% |
| TAP expenses | 3,654 | 3,753 | 99 | 3% |
| TAP Results | (382) | 778 | (1,160) | |
| General Fund Results including TAP | (32) | 138 | (170) | |

(1) Membership fees include capital allocation of \$1.8m (Capital allocation budget = \$1.87m)

2024 Articling Program Assessment: Survey Report

To: Benchers

Purpose: For Information

From: Staff

Date: November 29, 2024

Introduction

1. In May 2024, the Law Societies of British Columbia, Alberta, Saskatchewan, Manitoba, and the Nova Scotia Barristers Society, surveyed articling students/new lawyers and principals.
2. There were two distinct surveys – one targeting articling students and new lawyers (who articulated within the last five years), and the other tailored for principals, recruiters and mentors. The surveys were available for six weeks from May 9 – June 20, 2024.
3. While some of the questions varied between jurisdictions to account for provincial differences, most of the questions were similar. In this regard, it is important to note that a cross-jurisdictional analysis will be conducted to see how the articling experiences in the different provinces surveyed compare. This information will be provided at a later date once all law societies receive, and report out, on their respective reports and our consultant has had time to carry out this subsequent analysis. As a result, this information will be coordinated for future release alongside the other law societies.

Two Key Findings

4. The survey revealed two key findings:
 - a. Almost 60% of respondents who completed articling in the last 5 years felt less than fully prepared for entry-level practice.
 - b. Of those who responded, 30% encountered discrimination and/or harassment during recruitment and/or articling.

Consultants

5. A third-party consultant, Dr. Svitlana Winters, was engaged for support on survey development as well as survey analysis and reporting.
6. Dr. Winters is a research professional with over a decade of experience in the field. She holds a Certified Analytics and Insights Professional (“CAIP”) designation, the only certification in Canada endorsed by both the Canadian Research Insights Council (“CRIC”) and ESOMAR, the global authority in data analytics research and insights. Currently, Dr. Winters works as a Senior Insights Manager on the Quantitative Research team of a global research and technology company.
7. Dr. Winters also holds a PhD in Linguistics, and since 2016, has been imparting her knowledge to students as a biannual lecturer at the University of Calgary.

8. In addition, Dr. Rashmi Nair, Law Society Data & Policy Analyst, provided immensely valuable input into the quantitative and qualitative analysis of the results. Dr. Nair has a PhD in Social Psychology from Clark University and was a recipient of the James Marshall Public Policy Fellowship. Before joining the Law Society in January 2024, Dr. Nair was an Assistant Professor of Psychology at Ashoka University where in addition to her research she taught courses in quantitative and qualitative research methods.

Sample Size

9. All BC lawyers, articling students, principals, recruiters and mentors who met the eligibility criteria were invited to participate in the surveys. The survey results represent a non-probability sample where respondents volunteer to participate in the survey, if they met the eligibility criteria.
10. This sampling method provides everyone with an equal opportunity to respond and provides a confidential way for anyone who wanted to contribute. In addition, the sample size is relatively small to begin, with approximately 3,000 current articling students/new lawyer and approximately 2,800 principals in BC (the Law Society does not collect data on recruiters and mentors who are not principals).
11. Similar to all online surveys that use this type of sampling, response bias and non-response bias is a factor to consider when interpreting results. Those who self-selected to participate may have stronger opinions on the subject matter than those who did not. This means that the results may not be fully representative of the entire BC legal profession or articling students.
12. Even though this data may not be fully representative of the entire profession, it still provides insight into the experience of those who face challenges and the data provides valuable feedback about the state of the articling experience for those respondents.

Response Rate

13. The Law Society of British Columbia heard from 514 articling students/new lawyers and 298 principals. Specifically, the sample includes 380 new lawyers, 88 current articling students and 46 who had completed articling but are not currently practising, along with 180 principals, 91 mentors, and 27 recruiters.
14. If a respondent chose to withdraw before completing the survey, their responses were excluded from the analysis in accordance with the consent form agreed upon prior to participation in the survey. This does not apply to qualitative responses, which were optional.

15. A 16.9% response rate was achieved for articling students/new lawyers and the response rate for principals was 8.3%. As noted above, an estimated participation rate for recruiters and mentors could not be determined as we do not track these roles.

Next Steps

16. The results of the survey will be published on the Law Society website, along with background information and an FAQ.
17. Information gathered from the surveys will be used by the Law Society to help determine next steps in addressing the issues identified.
18. In that regard, the Benchers have already approved a number of programs that are under development such as the mandatory principal training course, which will provide greater tools and directions for principals as well as the articling placement pilot project that is intended to respond to those students who find themselves in untenable situations.
19. The ongoing work related to the Western Canada Competency Profile reinforces the Benchers decision to define entry level competence and evaluate the current admission program, including assessing which competencies should be met through bar admission courses and which should be met through articling, including developing more guidance for principals.
20. The Task Force on Bullying, Harassment and Discrimination in the Legal Profession that will commence in 2025 provides an important opportunity to further consider the results and how they will inform the recommendations for appropriate regulatory responses, including alternative processes, to address these issues.

Attachments

- **Appendix A:** Law Society of British Columbia – Articling Program Assessment
- **Appendix B:** Articling Survey Questionnaires

Law Society of British Columbia
Articling Program Assessment

FULL REPORT

November 29, 2024

Structure of the Report

This report is divided into three sections

1. The first section provides an overview of the survey methodology, including survey design, sample recruitment, response rates, result reporting, analysis, and sample description.
2. The second section presents key highlights from the survey.
3. The third section presents the detailed survey findings, including the findings shared in the highlights.

Methodology

METHODOLOGY

Survey Overview

To deepen the understanding of articling experiences in the province, the Law Society of British Columbia conducted two online surveys—one targeting articling students and new lawyers, and the other tailored for recruiters, principals, mentors—that helped identify parallel issues from their unique perspectives.

The results of this survey provide insight into the provincial articling system, highlighting areas that need improvement or change. This will assist the Law Society in making informed decisions about programs and resources, particularly in relation to articling, lawyer competence, and equity, diversity, and inclusion. Ultimately, this research will help the Law Society enrich the articling experience and better prepare articling students for the practice of law in the future.

Furthermore, this survey is part of a broader collaboration among the Law Societies of Alberta, British Columbia, Manitoba, Nova Scotia, and Saskatchewan. The findings will facilitate cross-provincial comparisons, offering valuable insights into how the law societies can collectively enhance the articling experience to meet their shared objectives.

Research Sponsor

The results in this report are based on two online surveys mentioned above, funded by the Law Society of British Columbia.

Survey Design and Sample Recruitment

The two 15-minute online surveys—one targeting articling students and new lawyers, and the other tailored for principals, recruiters, and mentors—were designed by an external consultant in collaboration with all participating Law Societies. Many questions remained consistent across provinces to facilitate interjurisdictional comparisons, while the Law Society of British Columbia added a few province-specific questions.

To ensure improvements were relevant to current lawyer experiences, a distribution list of 3,041 articling students, new lawyers, and those who completed articling within the past five years but aren't practising was created, along with a separate list of 2,824 principals from the past five years in British Columbia. Screening questions at the start of the surveys ensured we reached the intended sample. To qualify for the student survey, individuals must have started articling between 2019 and 2024 and either be current articling students or have completed articling within the last five years. For the principal survey, participants must have been recruiters, principals, or mentors within the past five years.

Before launching, the Law Society of British Columbia thoroughly tested the online surveys. Afterward, we posted the surveys on our website and notified everyone on the distribution lists. Follow-ups were conducted to boost participation, and a draw for a free course from the continuing professional development program was offered as an incentive.

METHODOLOGY

Survey Design and Sample Recruitment continued...

The surveys were completed between May 9 and June 20, 2024. Availability of the surveys over 7 weeks allowed the respondents the time to complete the survey when it was convenient for them. The Law Society of Alberta, Manitoba, Nova Scotia, and Saskatchewan also invited their members to complete these surveys during the same timeframe.

Survey Questionnaire

The survey questionnaires used to gather this data are included in the appendix, featuring versions for students and new lawyers, as well as for principals, mentors, and recruiters. Please note that some questions are missing from the questionnaires as they were not relevant to British Columbia and were therefore excluded from the questionnaires used in our province while retaining the original question numbering. To clarify, the missing questions were tailored for use in Alberta, Manitoba, or Saskatchewan, and therefore were not included in the British Columbia questionnaires. Where applicable, missing questions will be indicated with the following note: "QX not included due to lack of relevance to British Columbia."

Response Rates

The surveys were completed by a total of 514 articling students,

new lawyers, and those who completed articling in the past 5 years but are not practising and 298 principals, recruiters and mentors. Specifically, the sample includes 380 new lawyers, 88 students, 46 respondents who completed articling but are not practising, along with 180 principals, 91 mentors, and 27 recruiters. If a respondent chose to withdraw before completing the survey, their responses were excluded from the analysis in accordance with the consent form agreed upon prior to participation. This does not apply to qualitative responses, which were optional, unlike the required quantitative responses. A 16.9% response rate was achieved among British Columbia articling students, new lawyers, and those who completed articling but were not practising. The response rate for principals was 8.32%. An estimated participation rate for recruiters and mentors could not be determined as the Law Society does not track these roles.

Survey Limitations

We relied on non-probability sampling and self-selection, where respondents volunteered to participate in the survey. This limits the generalizability of the results. Additionally, despite the distribution list including all students, lawyers, and principals with articling experience in the past five years, the response rate was low. As a result, the findings may not fully represent the entire BC legal profession, and any extrapolation of the results should be done with caution.

Reporting and Analysis of Results

The following terms are used throughout the report.

- “Articling students” refers to those who were actively articling when they completed the survey.
- “New lawyers” refers to practising lawyers who started articling between 2019 and 2024.
- “Completed articling but not practising” combines those who have “completed articling and the bar admission program, but have not been called to the bar” and those who have been “called to the bar but are not currently working as a lawyer”.
- “Recruiters” refers to those who have only been in the recruiter role in the past five years.
- “Principals” refers to those who have only been in the principal role in the past five years.
- “mentors” refers to those who have only been in the non-principal mentor role in the past five years.

Please note that although principals, mentors, and recruiters could identify with multiple roles, this was not the case. Participants selected only one category, and it is assumed they chose their primary role or the one in which they were most involved.

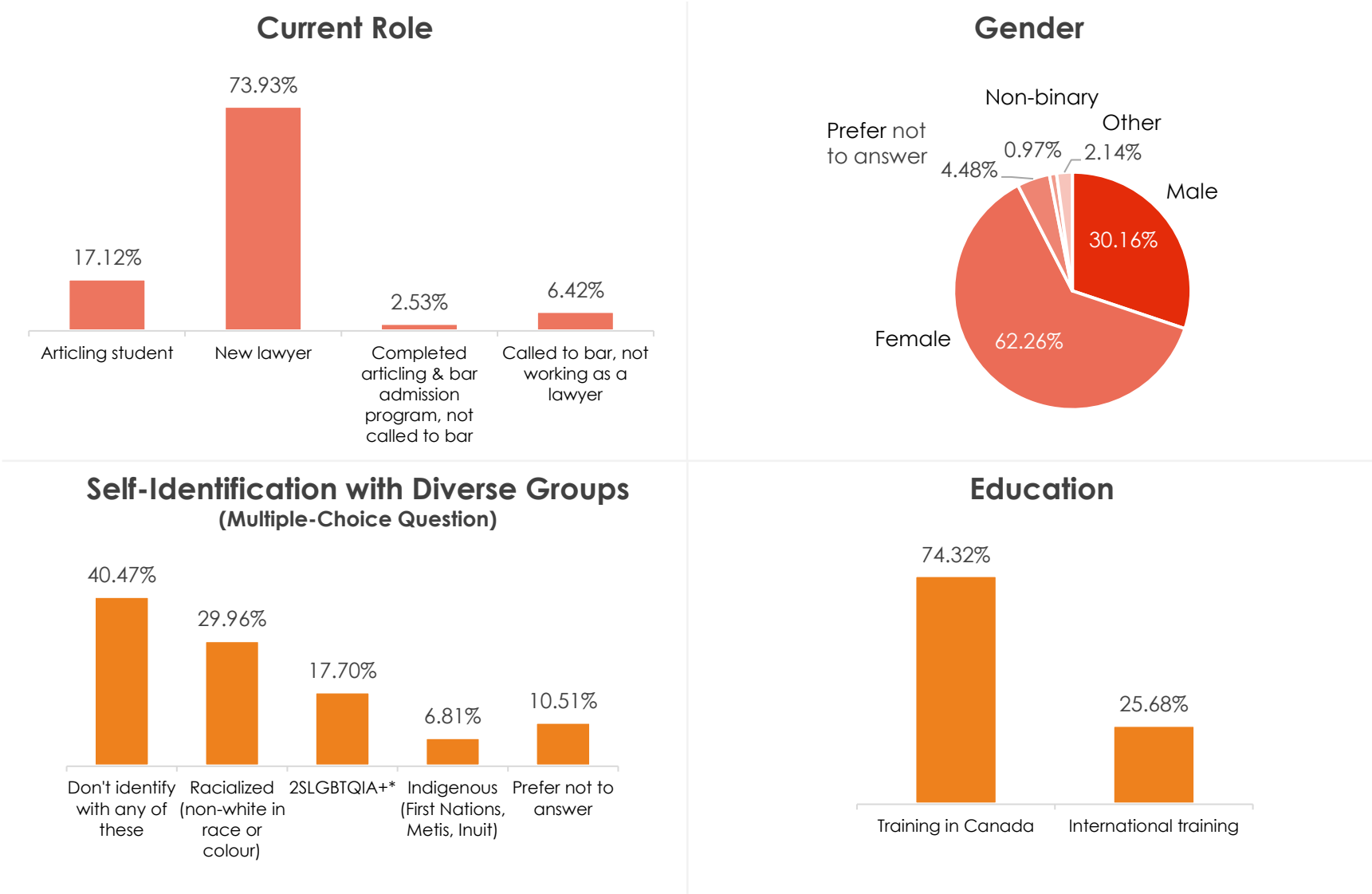
The quantitative data presented is unweighted. Quantitative data was largely analyzed using frequency, percentage, and cross-tabulation analysis. When reporting quantitative findings, we provide rounded percentages. Please note that percentages may occasionally total 99% or 101% due to rounding.

Qualitative data was largely analyzed using thematic analysis to identify and organize recurrent patterns in content and meaning. We do not provide exact counts for qualitative themes, as qualitative analysis is not intended for generalization. When themes generated from thematic analysis are presented, we include a power quote to exemplify them. Where a formal thematic analysis was not performed, we do not provide a power quote and instead, only list some recurring ideas mentioned by participants to provide insight into their responses.

In the report, graphs and comment bubbles with participant quotes in various shades of red represent data from students, new lawyers, and lawyers who completed articling in the past five years but are not practising, while graphs and comment bubbles in shades of blue represent data from recruiters, principals, and mentors. On some slides, the term “respondents” may be used, or the top-line findings may not specify the group due to space limitations. To clarify, refer to the top right corner of each slide or the sub-headings on the slides, which indicate whether the findings are from articling students, new lawyers, those who have completed articling but are not practising, principals, mentors, recruiters, or a combination of both. Questions that allowed multiple-choice responses, where participants could select more than one answer, have been labeled as ‘Multiple-Choice Question’.

In the upcoming slides, we begin with a detailed breakdown of the samples from the two survey versions, followed by a highlights section and the detailed findings.

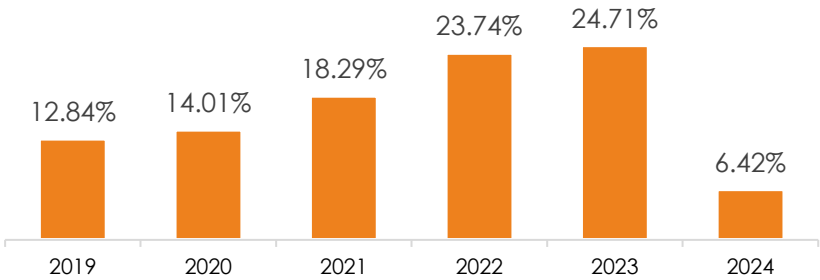
METHODOLOGY: SAMPLE DESCRIPTION OF ARTICLING STUDENTS, NEW LAWYERS, AND THOSE WHO COMPLETED ARTICLING BUT ARE NOT PRACTISING (N=514)



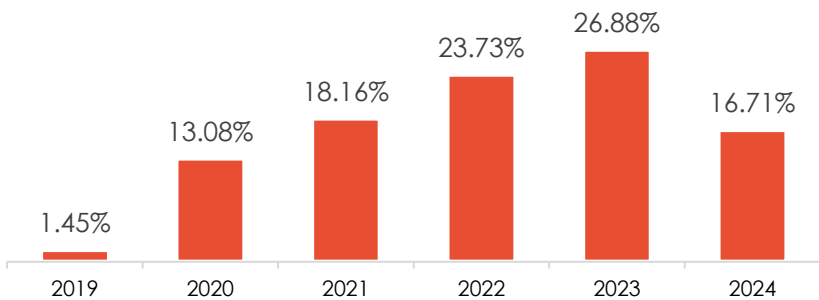
* This acronym stands for: Two-Spirit, Lesbian, Gay, Bisexual, Trans, Queer (or Questioning), Intersex, Asexual. The plus sign (+) represents all the different, new and growing ways that people might identify with, as well as the ways that we continually expand our understanding of sexual and gender diversity. Definition taken from the [University of British Columbia Equity and Inclusion glossary of terms](#).

METHODOLOGY: SAMPLE DESCRIPTION OF ARTICLING STUDENTS, NEW LAWYERS, AND THOSE WHO COMPLETED ARTICLING BUT ARE NOT PRACTISING (N=514)

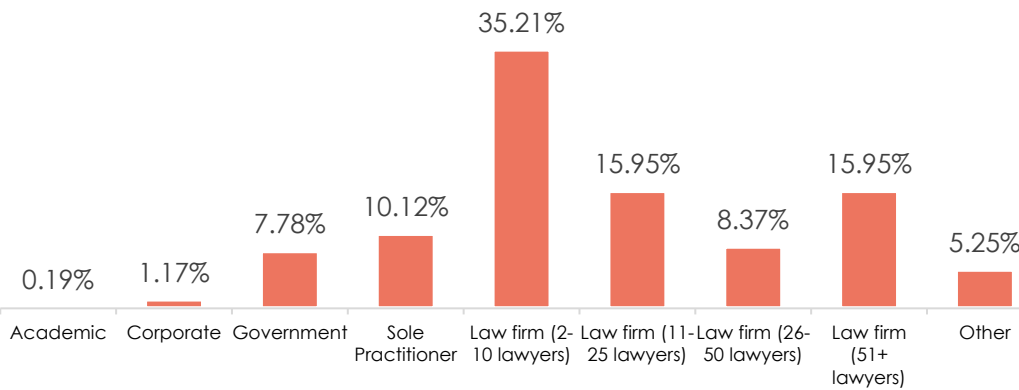
Year Started Articling



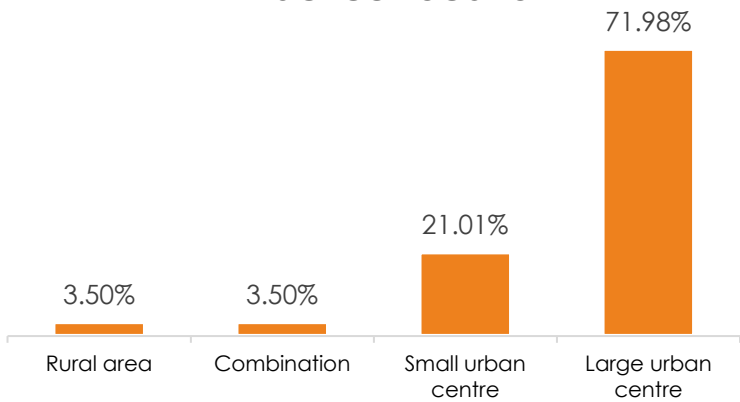
Year Called to the Bar *



Practice Setting of Recruiting Organization

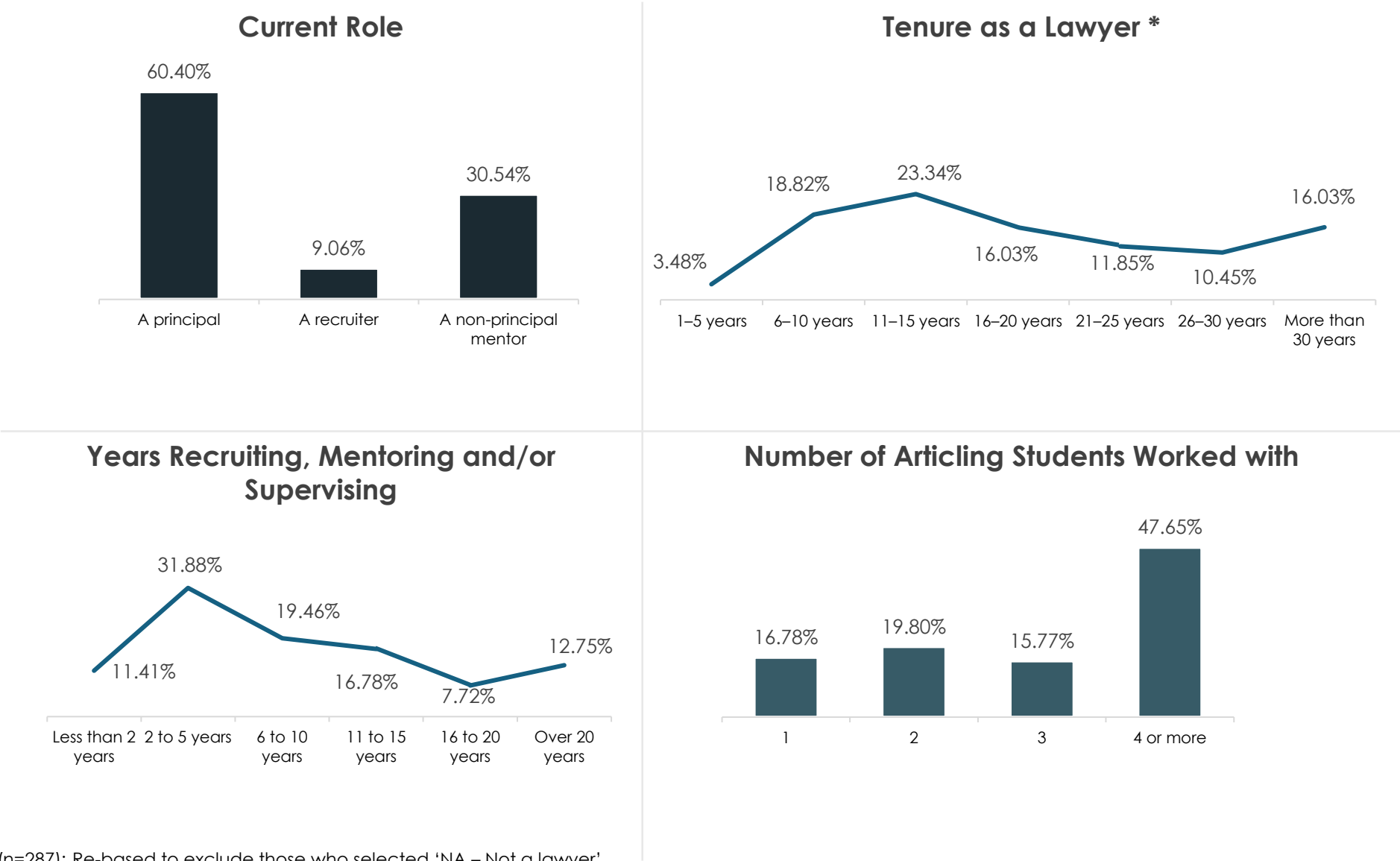


Practice Location



* Reduced base size (n=413): Current articling students and those who have completed articling but have not yet been called to the bar were not asked this question

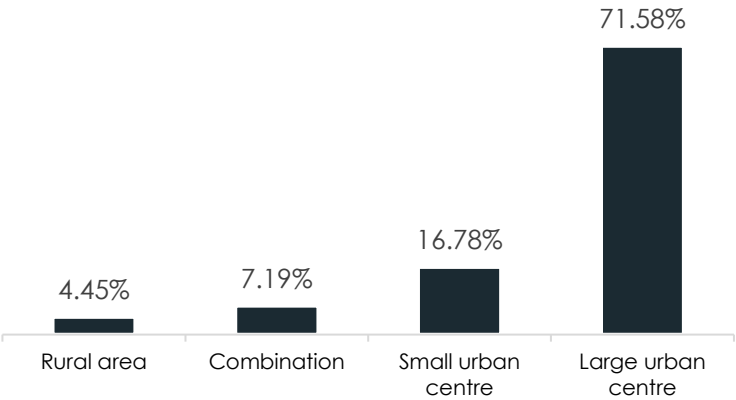
METHODOLOGY: SAMPLE DESCRIPTION OF PRINCIPALS, RECRUITERS, AND MENTORS (N=298)



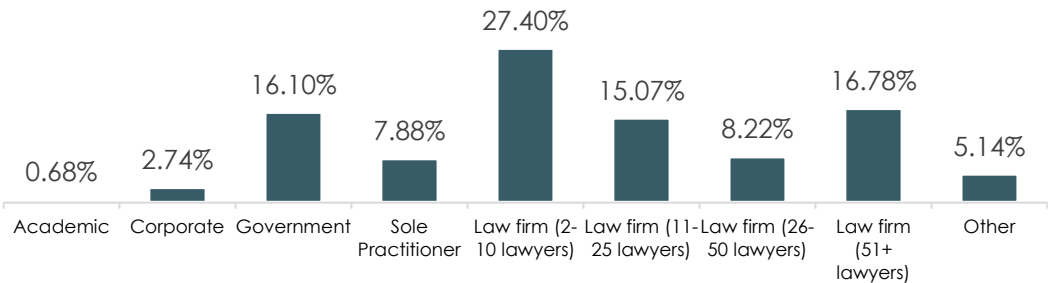
* Reduced base size (n=287): Re-based to exclude those who selected 'NA - Not a lawyer'

METHODOLOGY: SAMPLE DESCRIPTION OF PRINCIPALS, RECRUITERS, AND MENTORS (N=298)

Articling Location



Practice Setting of Recruiting Organization



Primary Area(s) of Practice

| | |
|--------|--|
| 55.37% | Civil Litigation |
| 44.97% | Corporate & Commercial |
| 34.90% | Wills and Estates |
| 34.23% | Employment / Labour |
| 32.89% | Real Estate Conveyancing |
| 30.87% | Administrative / Boards / Tribunals |
| 30.54% | Family & Domestic |
| 25.50% | Insurance |
| 25.50% | Personal Injury |
| 24.16% | Construction |
| 20.47% | Arbitration & Mediation |
| 20.13% | Landlord & Tenant |
| 20.13% | Tax |
| 19.13% | Bankruptcy / Insolvency / Receivership |
| 17.79% | Aboriginal |
| 17.79% | Indigenous |
| 17.45% | Environmental & Natural Resources |
| 16.78% | Constitutional & Human Rights |
| 16.78% | Intellectual Property |
| 13.76% | Criminal |
| 13.42% | Privacy |
| 13.09% | Immigration |
| 12.08% | Municipal |
| 10.40% | Health |
| 8.39% | Charities & Not-for-Profit |
| 8.05% | Criminal (Prosecution) |
| 7.05% | International |
| 7.05% | Other |
| 5.70% | Education |
| 5.70% | Pensions & Benefits |
| 4.70% | Competition |
| 4.03% | Entertainment |

Highlights of Articling Students' Experiences

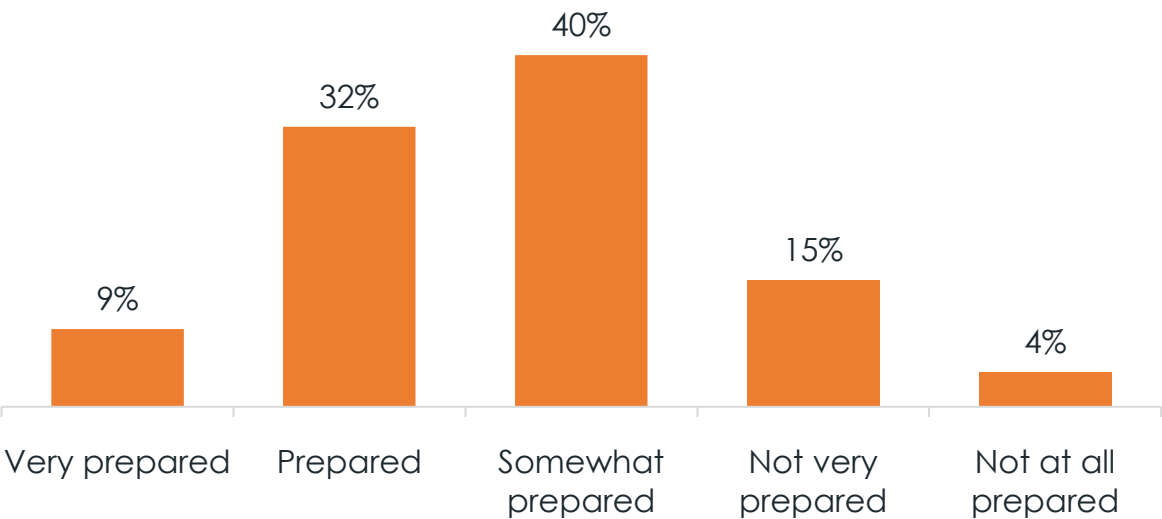


NOTE: As stated in the methodology section, we used a non-probability sample. Consequently, the results may not be representative of the entire legal profession in British Columbia, limiting the generalizability of the findings. These results should be interpreted with this limitation in mind.

HIGHLIGHTS: LEVEL OF PREPAREDNESS FOR ENTRY-LEVEL PRACTICE AFTER ARTICLING

Almost 60% of respondents who completed articling in the past 5 years felt less than fully prepared for entry-level practice. Reasons included lack of mentorship, insufficient practical/hands-on training, limited exposure to diverse practice areas.

Level of Preparedness for the Entry-Level Practice *



Reasons for Lower Level of Preparedness for Entry-Level Practice *

“Little to no mentorship, and partners were so busy it felt like I couldn't ask questions. Besides doing rote work (legal research and drafting), I had next to no training about how the practice of law actually works”

* Reduced base size: Current students, who have not completed articling, were not asked this question.
Q23. How prepared were you to enter the practice of law once you completed your articling? Base: New lawyers and those who completed articling but are not practising (n=426)
Q24. Please explain why you believe you were [SELECTION AT Q23] for entry level practice once you completed your articling. Base: Those who felt somewhat/not very/not at all prepared (n=220)

HIGHLIGHTS: PERCEPTIONS OF TRAINING ADEQUACY DURING ARTICLING

On average, 35% of respondents who completed articling in the past 5 years did not feel they were receiving adequate training for entry-level practice through their articling experience. Specifically, conducting matters, client relationship management, practice management, and dispute resolution were perceived as particularly challenging areas in training.

Agreement That Articling Provided Adequate Training by Area
(% 'Strongly agree' + 'Agree')

| | Total |
|--------------------------------|-------|
| | n=514 |
| Communication skills | 75% |
| Substantive legal knowledge | 74% |
| Ethics and professionalism | 74% |
| Analytical skills | 74% |
| Conducting matters | 61% |
| Client relationship management | 61% |
| Practice management | 49% |
| Dispute resolution | 48% |
| Average | 65% |

Q18. Thinking about your general articling experience, to what extent do you agree or disagree that you are receiving/received adequate training to prepare you for entry level practice in each of the following areas? Base: Articling students, new lawyers and those who completed articling but are not practising (n=514)

HIGHLIGHTS: PERCEPTIONS OF PLTC TRAINING ADEQUACY

ARTICLING STUDENTS, NEW LAWYERS,
COMPLETED ARTICLING BUT NOT PRACTISING

PRINCIPALS, RECRUITERS, AND MENTORS

On average, over 50% of all survey respondents felt students did not receive adequate training in PLTC (55% of articulated students, new lawyers, and completed articling but not practising, 57% of principals, recruiters, and mentors).

Agreement That PLTC Provided Adequate Training by Area (% 'Strongly agree' + 'Agree')

| | Total |
|---|-------|
| | n=514 |
| Recognizing and dealing with professional responsibility issues | 70% |
| Drafting | 62% |
| Writing | 55% |
| Interviewing | 54% |
| Advocacy | 52% |
| Managing your practice | 35% |
| Practising law at an entry level | 34% |
| Legal research | 23% |
| Negotiating/ mediating | 20% |
| Average | 45% |

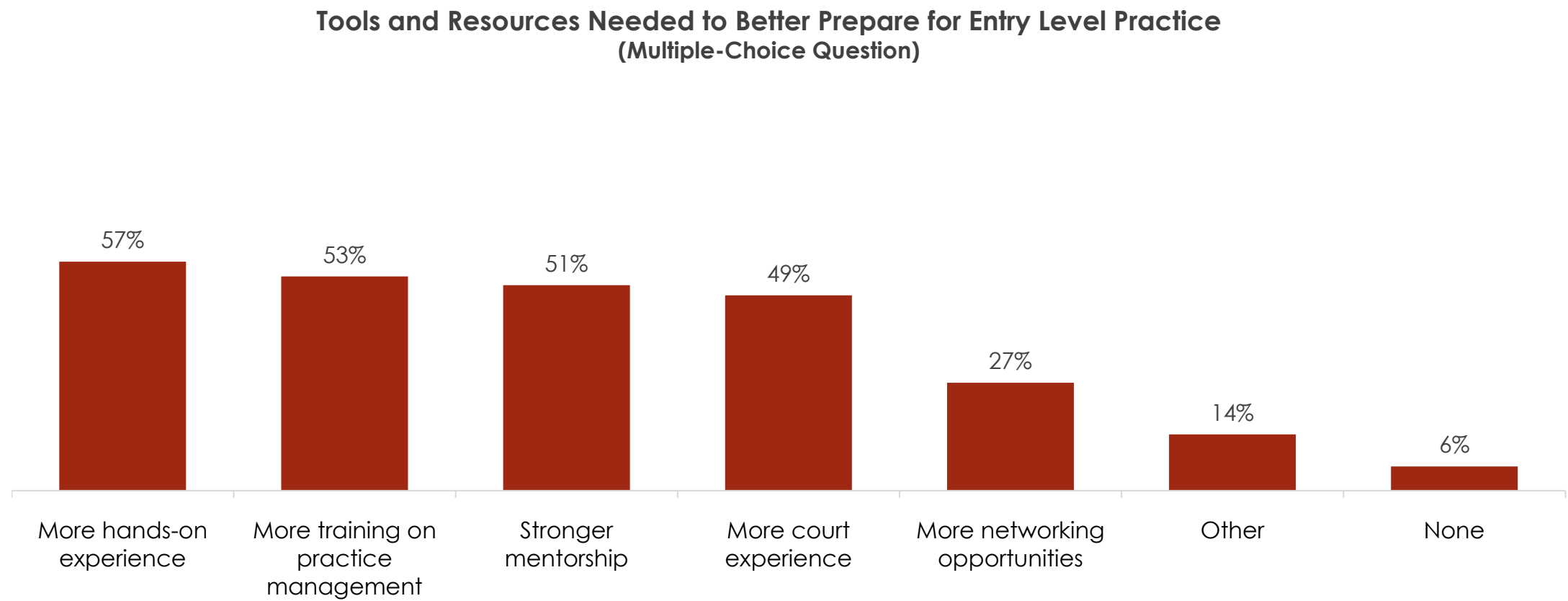
Q13. Thinking about the Professional Legal Training Course, to what extent do you agree or disagree that you are receiving/received adequate training to prepare you for the following areas. (n=514)

Agreement That PLTC Provided Adequate Training by Area (% 'Strongly agree' + 'Agree')

| | Total |
|---|-------|
| | n=298 |
| Recognizing and dealing with professional responsibility issues | 58% |
| Drafting | 50% |
| Writing | 49% |
| Legal Research | 48% |
| Interviewing | 48% |
| Advocacy | 46% |
| Practising law at an entry level | 38% |
| Negotiating / mediating | 31% |
| Managing practice | 18% |
| Average | 43% |

Q15. To what extent to you agree or disagree that articling students receive adequate training during the Professional Legal Training Course (bar admission course) to develop the following legal skills. (n=298)

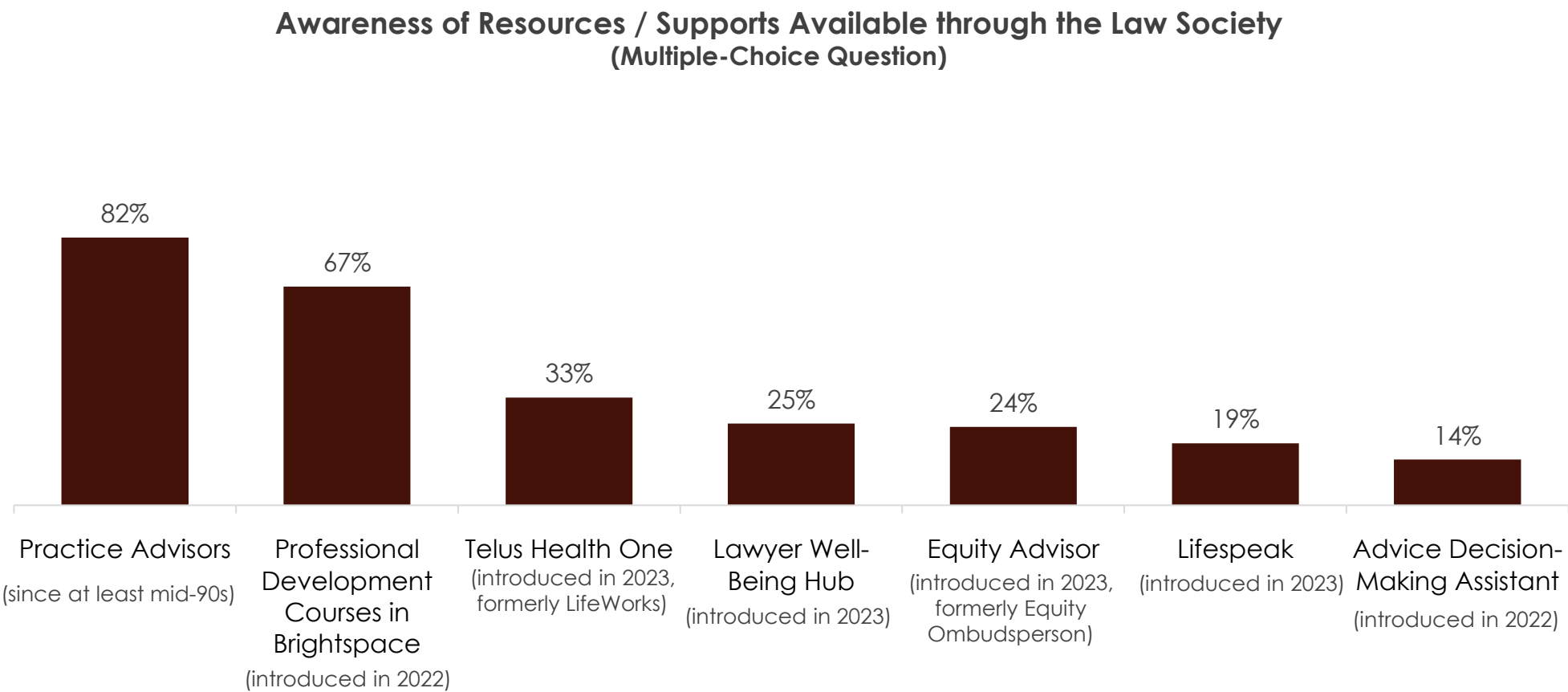
Over half of the respondents indicated that more opportunities for hands-on experience, additional training on practice management, and stronger mentorship would have better prepared them for entry level practice.



Q25. What additional tools and resources do you believe are needed to help you be better prepared for entry level practice? Base: New lawyers and those who completed articling but are not practising who feel resources are needed (n=514)

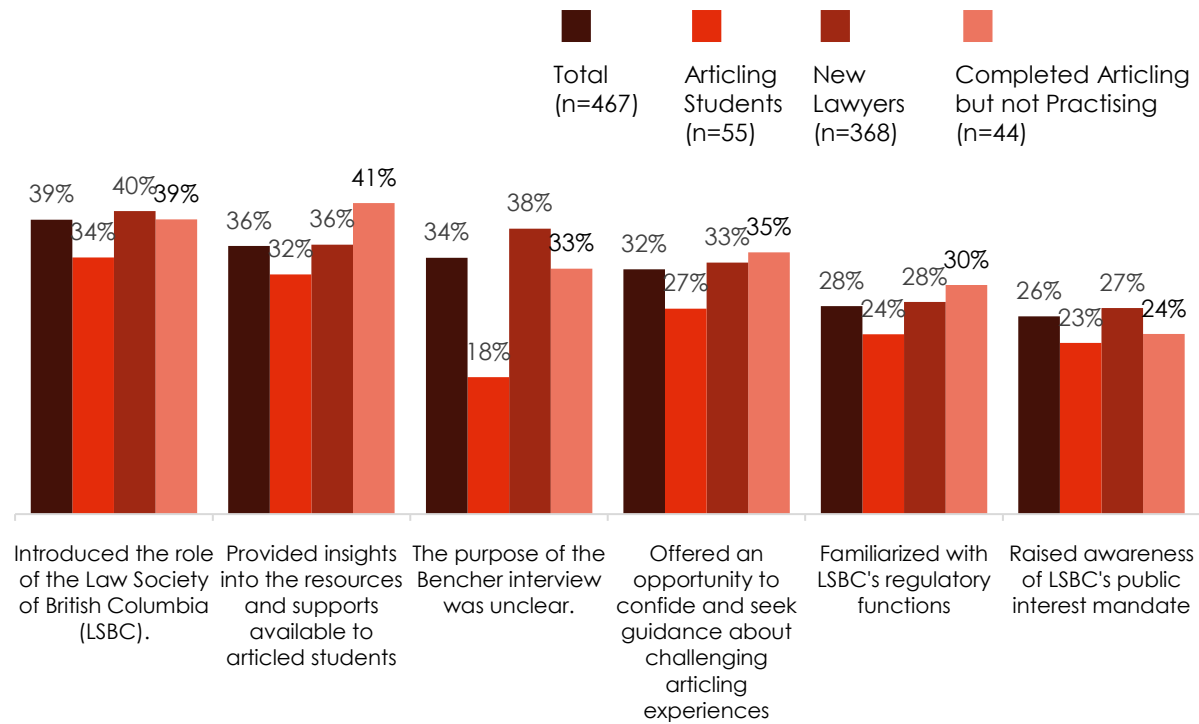
HIGHLIGHTS: AWARENESS OF RESOURCES/SUPPORTS AVAILABLE THROUGH THE LSBC

Awareness of the Practice Advisors is high, but awareness of Law Society’s recently introduced tools and resources is generally low, except for the professional development courses through Brightspace.

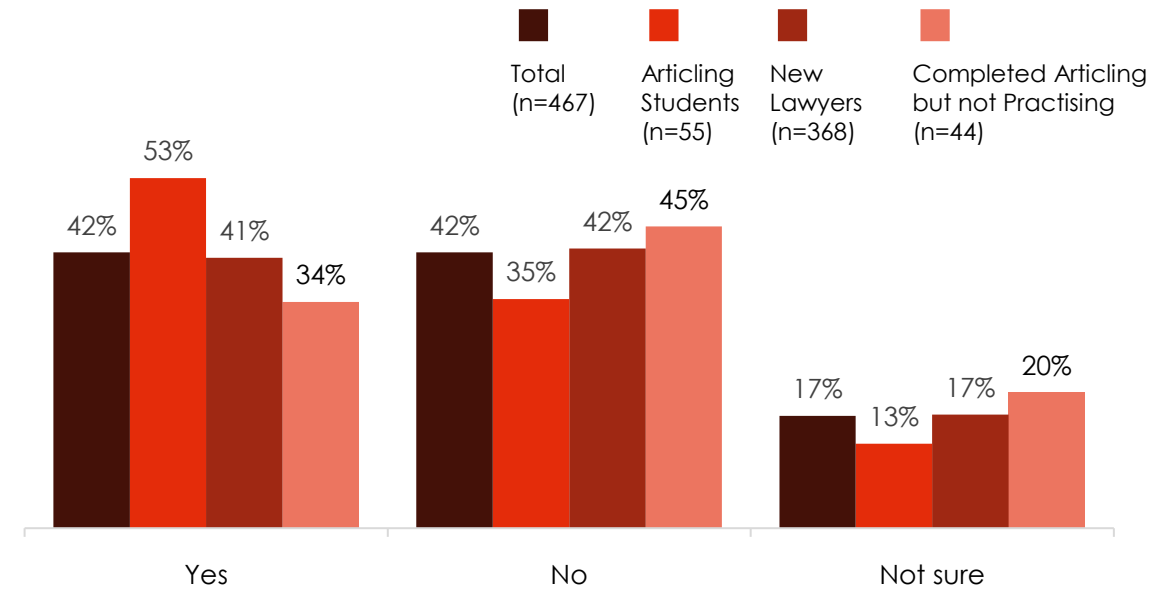


While bencher interviews served multiple purposes, 34% of students felt the purpose was unclear. Opinions were divided, with an equal number of students believing the interviews should be optional versus mandatory.

Contribution of the Bencher Interview to Learning Experience *
(Multiple-Choice Question)



Willingness to Attend the Bencher Interview if it was Optional *



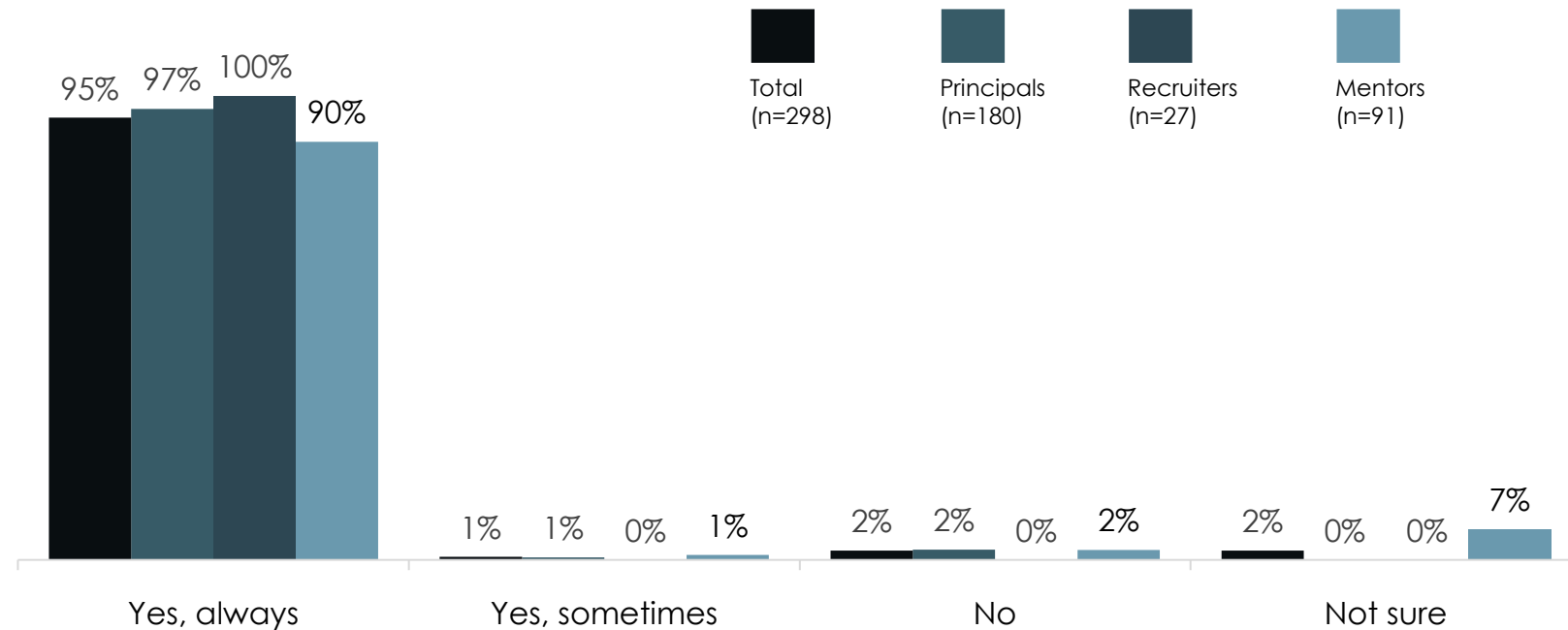
* Reduced base size: Those who indicated they did not complete the Bencher Interview at Q41 were not asked this question.

Q42. How did the Bencher interview during your articling experience contribute to your learning experience? Base: Those who attended the Bencher Interview (n=467)

Q43. Would you have chosen to attend the Bencher Interview if it had been optional instead of mandatory? Base: Those who attended the Bencher Interview (n=467)

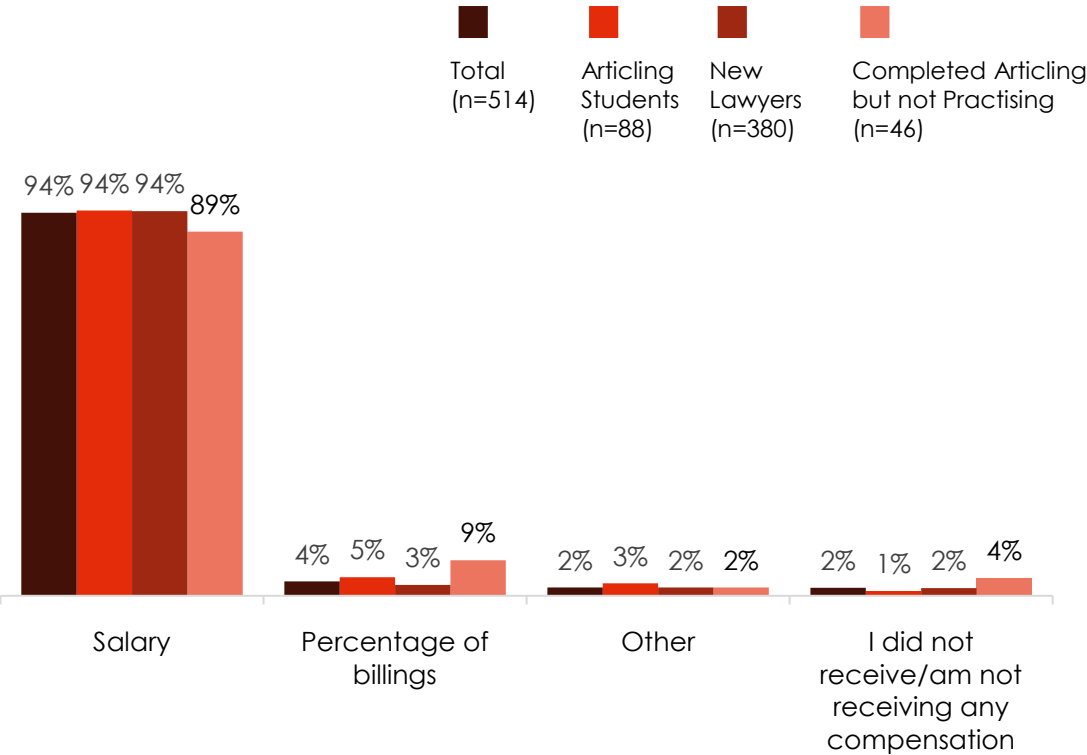
Almost all firms / organizations provide compensation to articling students.

Provision of Compensation to Articling Students

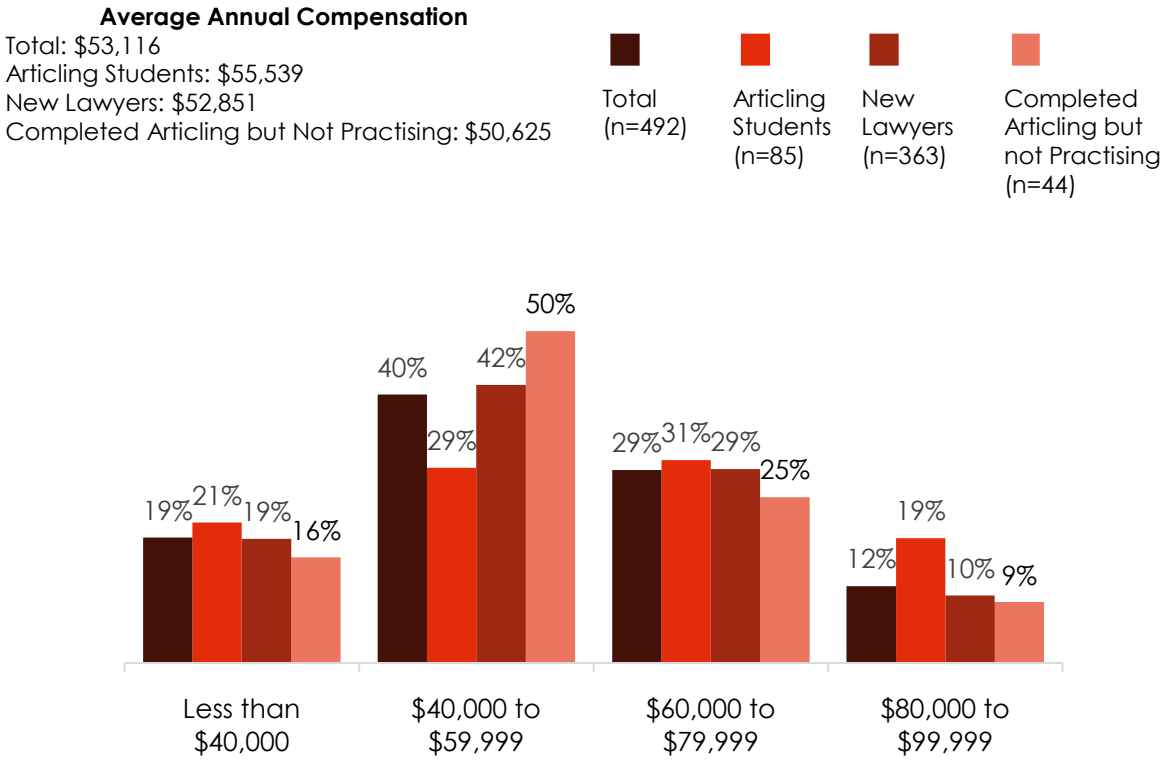


Nearly 95% of students and new lawyers reported that they received a salary as compensation. Most students are / were paid between \$40,000 and \$80,000 per year.

Type of Compensation
(Multiple-Choice Question)

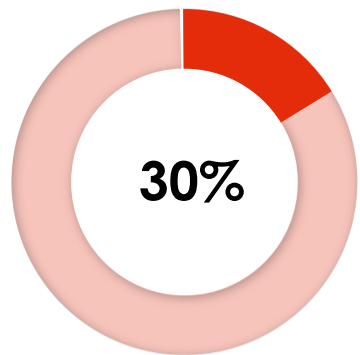


Annual Compensation Amount *



* Reduced base size: Those who said they did not receive/were not receiving any compensation at Q5 were not asked this question.
Q5. What type of compensation are you receiving/did you receive during your articling experience? Base: Articling students, new lawyers and those who completed articling but are not practising (n=514)
Q6. What is/was your annual compensation during your articling? Base: Those who received compensation (n=492)

30% of respondents encountered discrimination and/or harassment during recruitment and/or articling. Those who had those experiences are more likely to identify as being part of equity-deserving groups and to have received their education outside of Canada.



**experienced
discrimination and/or
harassment during
recruitment and/or
articling ***

* Composed of respondents who answered 'yes' to at least one of the four discrimination and/or harassment-related questions (Q48–52).

Discrimination and/or Harassment During Recruitment and/or Articling

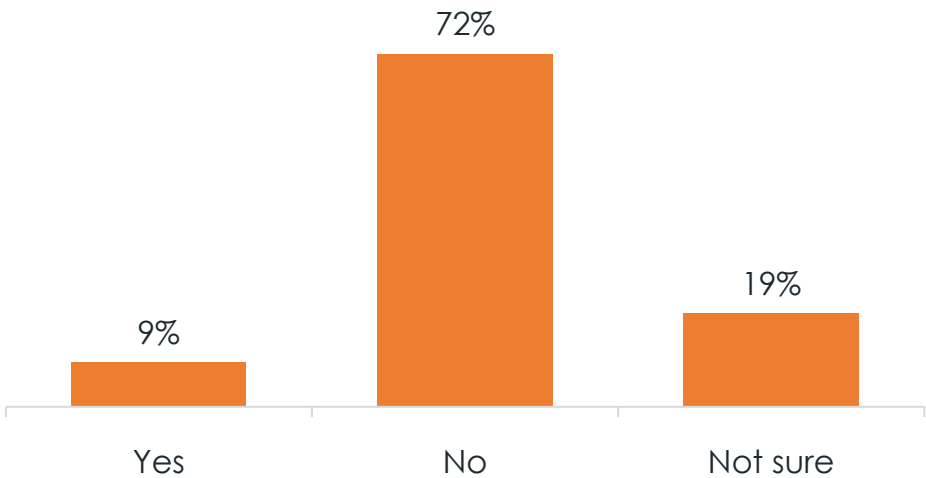
| | | Experienced | Did NOT Experience |
|--|----------------------------------|-------------|--------------------|
| | | n=152 | n=362 |
| Self-Identified Respondent Characteristics | Don't identify with any of these | 26% | 46% |
| | Racialized | 37% | 27% |
| | 2SLGBTQIA+ | 26% | 14% |
| | Indigenous | 8% | 6% |
| | Prefer not to answer | 11% | 10% |
| | Female | 72% | 58% |
| | Male | 17% | 36% |
| | Non-binary | 1% | 1% |
| | Other | 3% | 2% |
| | Prefer not to specify | 6% | 4% |
| | Outside of Canada | 30% | 24% |
| | In Canada | 70% | 76% |

Q48. During the recruitment process for your articling position did you experience discrimination related to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors? | Q49. During the recruitment process for your articling position did you experience harassment related to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors? | Q50. During your articling, did you experience discrimination related to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors? | Q51. During your articling, did you experience harassment related to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors? Base: Articling students, new lawyers and those who completed articling but are not practising (n=514) Q67. Where did you attend law school? | Q68. Do you self-identify with any of the following groups? | Q70. Do you identify as....? Base: Those who experienced Discrimination and/or harassment (n=152), Those who did not experience discrimination and/or harassment (n=362).

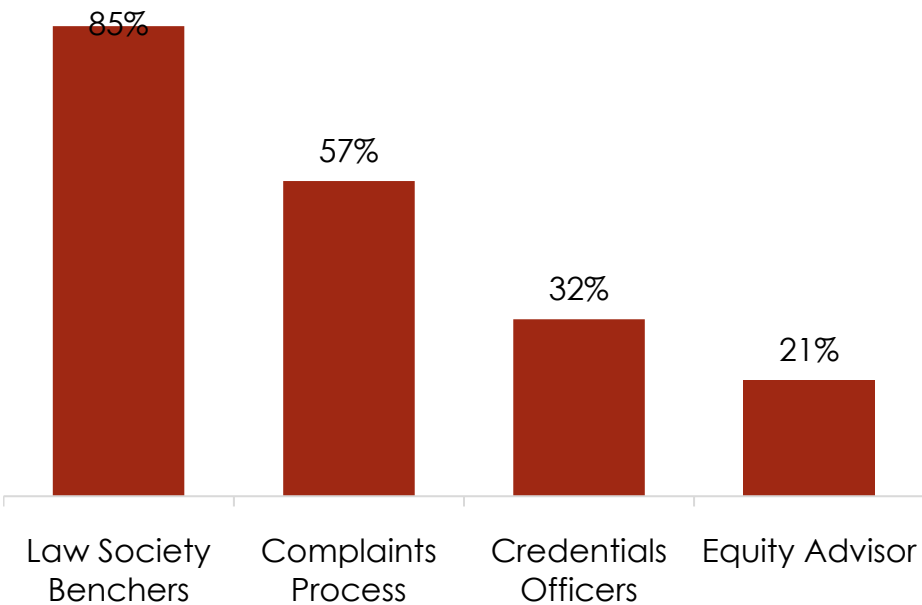
HIGHLIGHTS: AVAILABILITY AND AWARENESS OF RESOURCES

72% felt that resources were unavailable to address the discrimination and/or harassment they experienced. Additionally, knowledge of Law Society resources was strong in some areas and emerging in others.

Perception that Resources to Address
Discrimination and / or Harassment were Available *



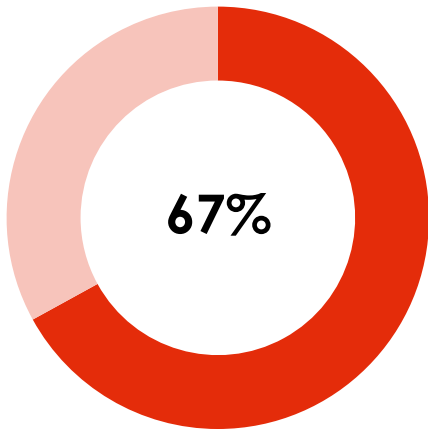
Awareness of Resources Available to Address
Discrimination and / or Harassment
(% Selected 'Yes') *



* Reduced base size: Those who said they did not experience discrimination and/or harassment at Q48-52 were not asked this question.
Q52. Were resources available to address the discrimination or harassment you experienced? Base: Articling students, new lawyers and those who completed articling but are not practising who experienced discrimination/harassment during recruitment/articling (n=152)
Q55. During your articling, are/were you aware of the following supports/resources available through the Law Society of British Columbia?
Base: Those who experienced discrimination/harassment during recruitment/articling (n=152)

HIGHLIGHTS: REPORTING DISCRIMINATION / HARASSMENT EXPERIENCED

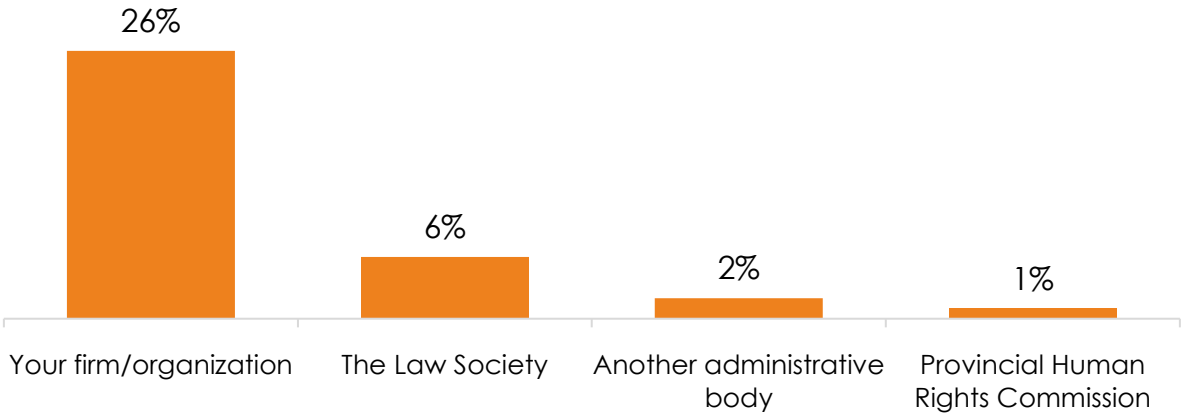
Nearly 70% of those who experienced discrimination and/or harassment opted not to report it. Of those who reported the incident(s), most reported it to their firm, and said they achieved no meaningful resolution or faced repercussions.



of those who experienced discrimination and/or harassment did NOT report the incident(s) to any body * **

(i.e., the firm, the LSBC, Provincial Human Rights Commission, or another administrative body)

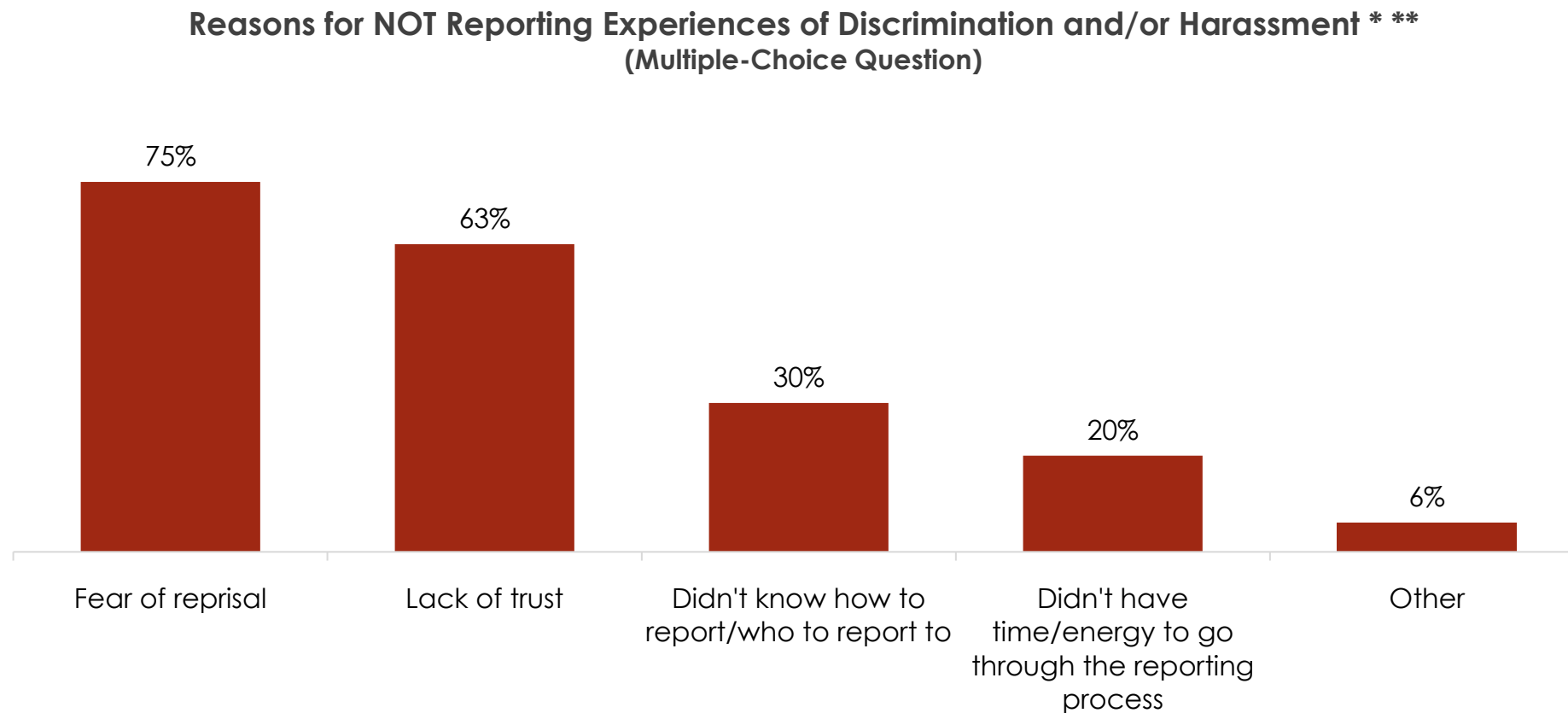
Bodies to Which Experiences of Discrimination and/or Harassment were Reported
(% Selected 'Yes') ***



“The firm offered to do something about it, but it was decided that it would be better to do nothing. The lawyer eventually left the firm for other inappropriate behaviour.”

* Composed of respondents who selected 'no' to all four of the answer options in the question about the bodies to which the experiences of discrimination and/or harassment were reported (Q60).
** Reduced base size: Those who said they did not experience discrimination and/or harassment at Q48-52 were not asked this question.
*** Reduced base size: Those who said they did not report their experience of discrimination and/or harassment at Q60 were not asked this question.
Q60. Did you report the discrimination/harassment you experienced during articling or the recruitment process to any of the following bodies? Base: Articling students, new lawyers and those who completed articling but are not practising who experienced discrimination/harassment during recruitment/articling (n=152)
Q61. What was the outcome of reporting the discrimination/harassment you experienced? Was the issue resolved? Base: Articling students, new lawyers and those who completed articling but are not practising who reported the discrimination/harassment they experienced and answered the open-ended question about the outcome (n=39)

The primary reasons for not reporting instances of harassment/discrimination were fear of reprisal, lack of trust, and unfamiliarity with the reporting process.



* Reduced base size: Those who said they did not experience discrimination and/or harassment at Q48-52 and those who said they reported experiencing discrimination and/or harassment at Q60 were not asked this question.

** 'Other' responses were coded and added to the answer options.

Q62. Why didn't you report the discrimination/harassment? Base: Articling students, new lawyers and those who completed articling but are not practising who did not report the discrimination/harassment they experienced (n=102)

Detailed Findings

HIRING OF INTERNATIONAL STUDENTS

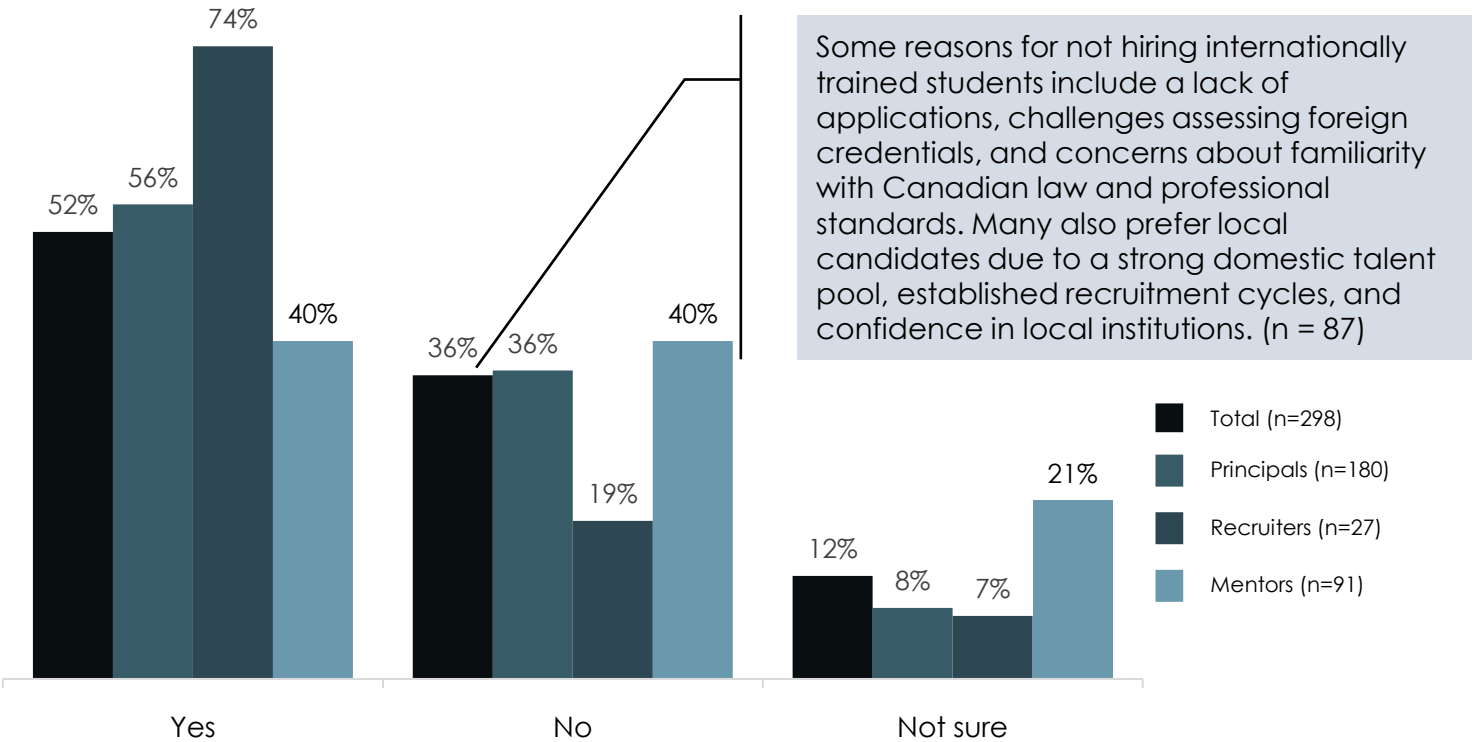
A higher proportion of students educated in Canada reported receiving offers for positions than students trained internationally. 36% of principals, recruiters, and mentors said their firms / organizations had not hired internationally trained students for articling positions.

Articling Students, New Lawyers, and Completed Articling but not Practising

Were you offered a position at the firm/organization where you completed your articling? *

| | Education in Canada n=327 | Education Outside of Canada n=99 |
|--|------------------------------|--|
| Total | 73% | 59% |
| New Lawyers | n=295 77% | n=85 66% |
| Completed Articling but Not Practising | n=32 50% | n=14 Base size insufficient for reporting |

Principals, Recruiters, and Mentors
Has your firm/organization hired internationally trained students for articling positions?



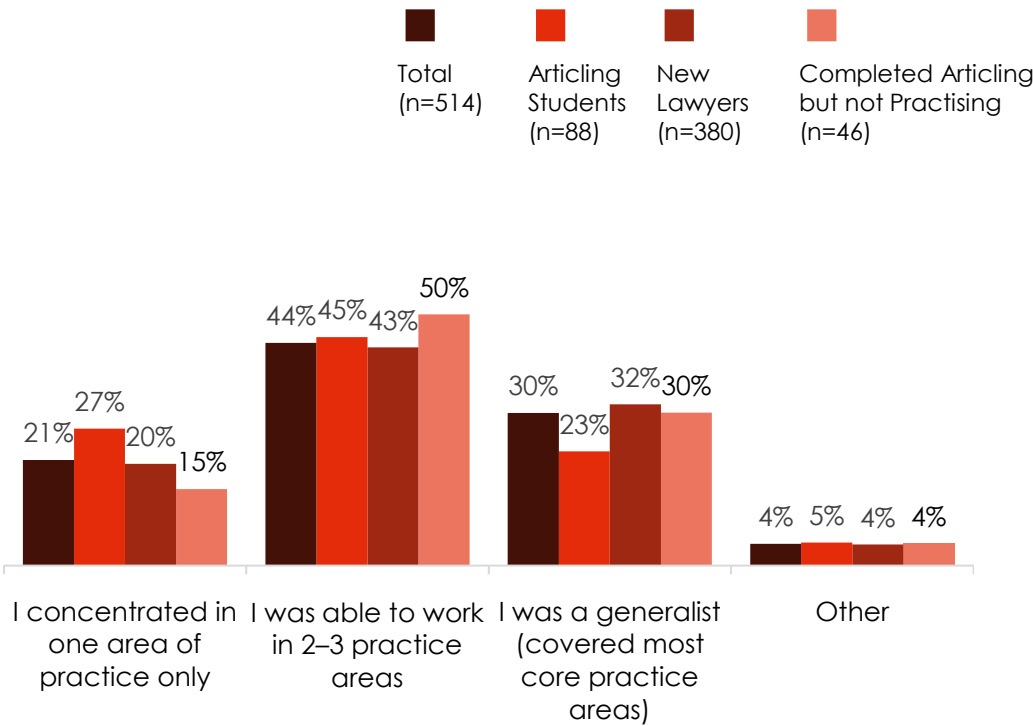
* Reduced base size: Articling students, who have not yet completed their articling, were not asked this question, as they would not be able to determine whether they would ultimately be offered a position. 25

EXPOSURE TO DIFFERENT PRACTICE AREAS DURING ARTICLING

Only 30% of students and new lawyers reported exposure to most practice areas while articling.

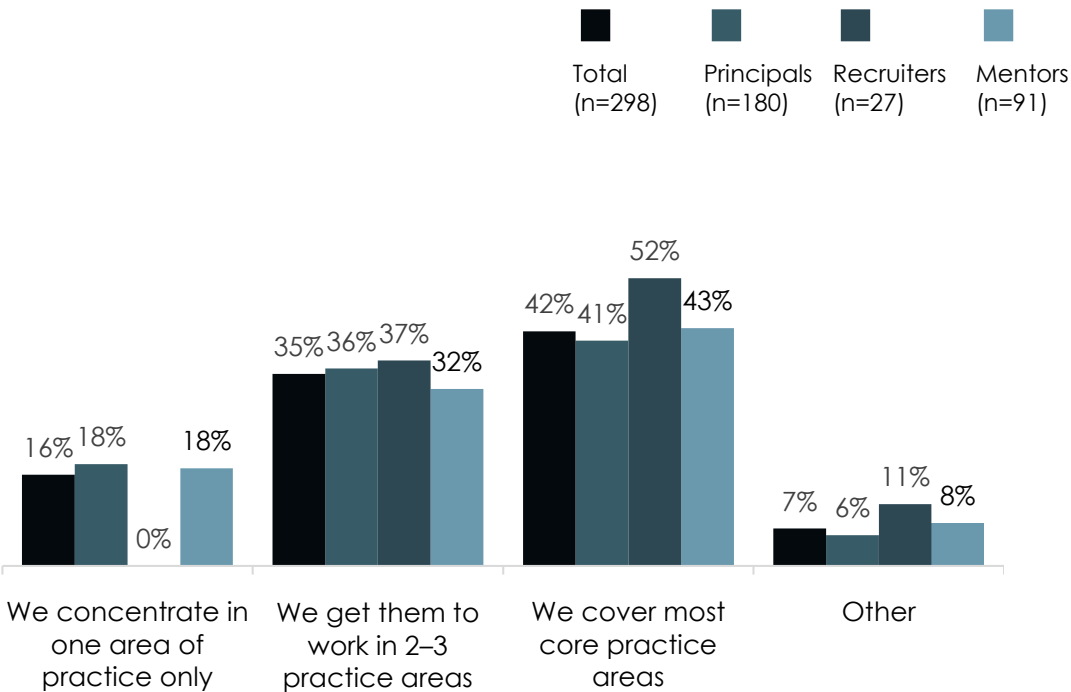
Articling Students, New Lawyers, and Completed Articling but not Practising

What type of exposure did you have to different practice areas during your articling?



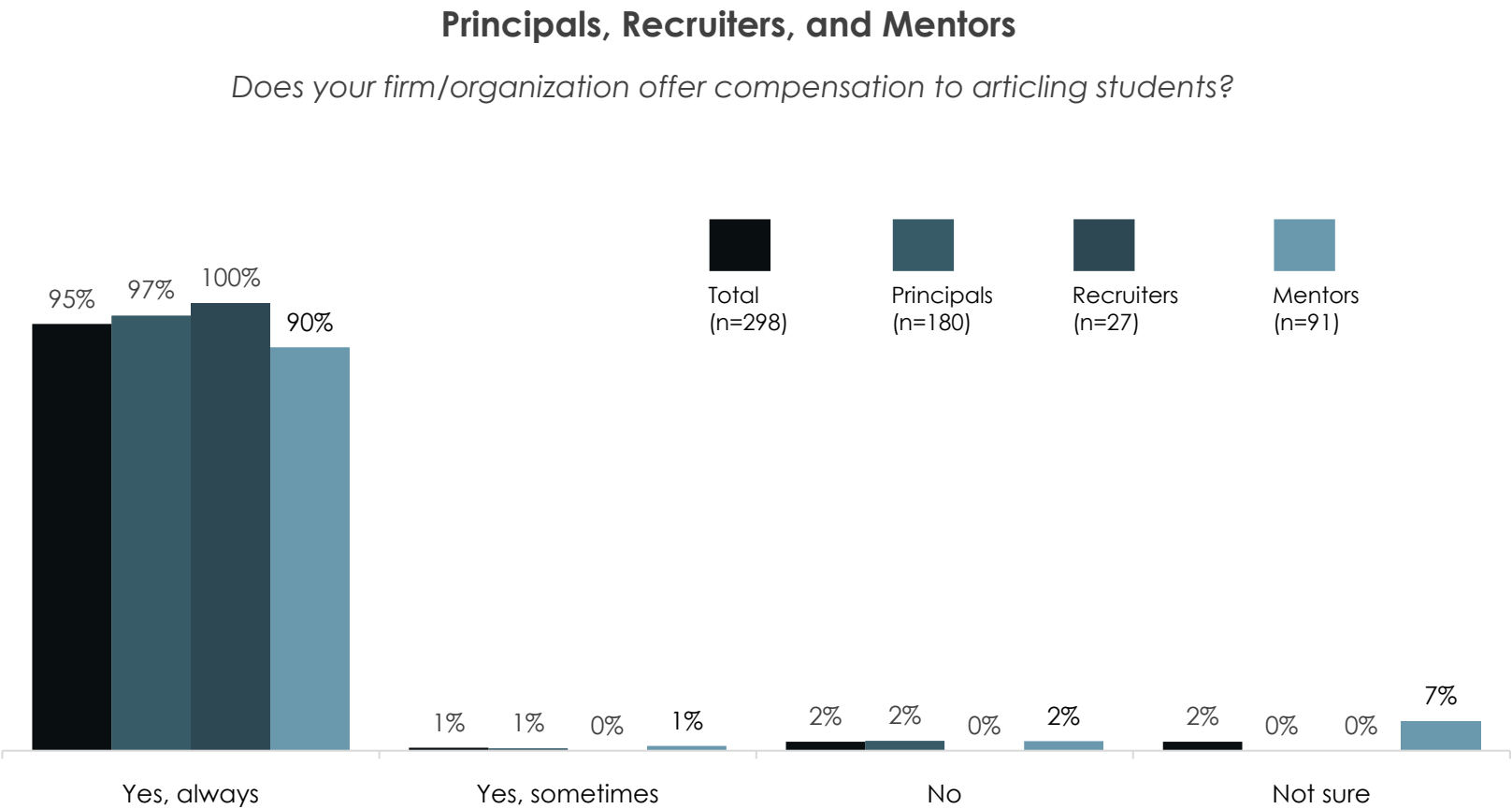
Principals, Recruiters, and Mentors

What type of exposure does/did your firm/organization provide to articling student(s) in different practice areas?



COMPENSATION FOR ARTICLING STUDENTS

Almost all firms / organizations provide compensation to articling students.

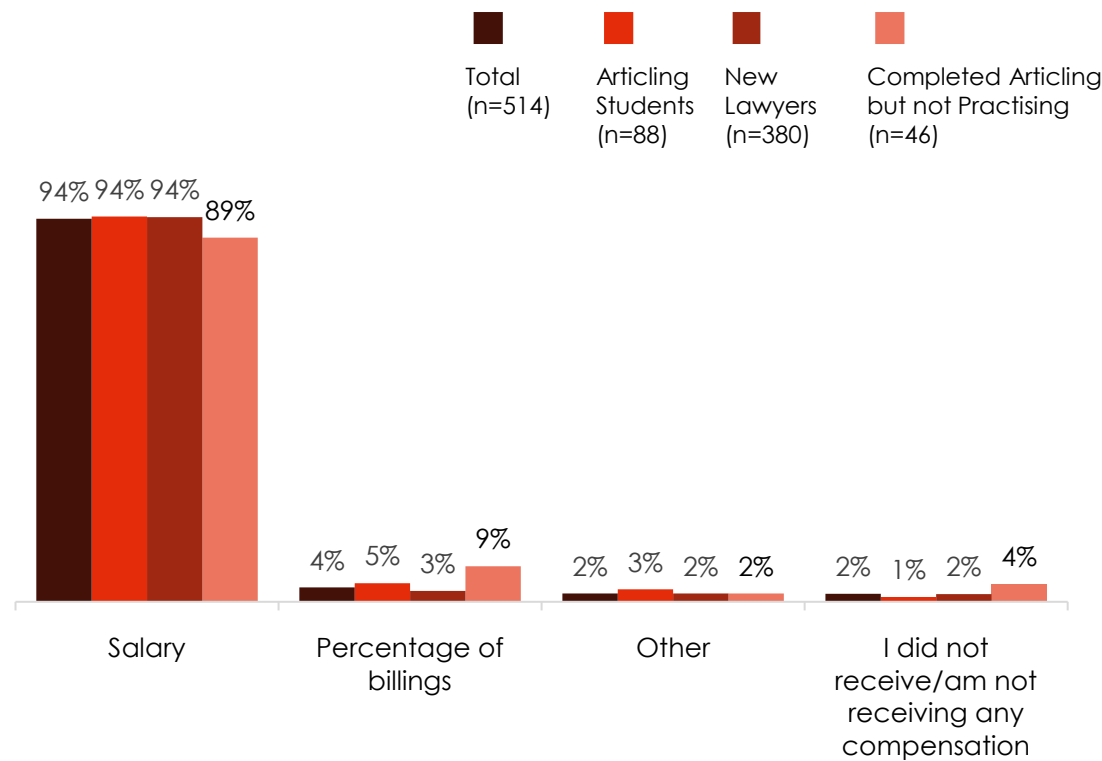


TYPE OF COMPENSATION

The vast majority of students received a salary while articling.

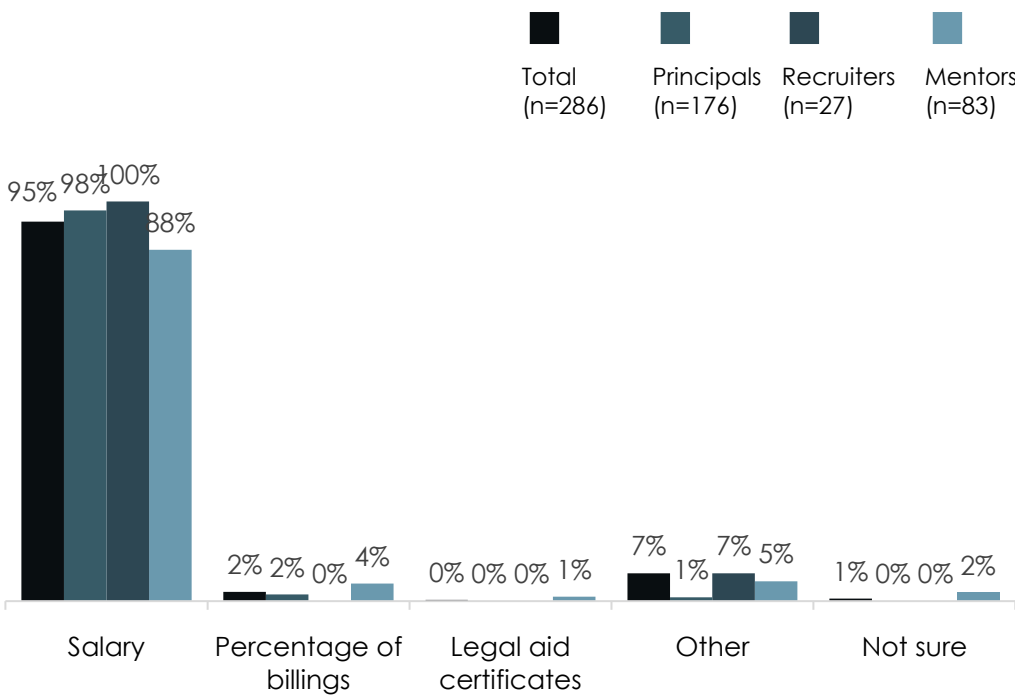
Articling Students, New Lawyers, and Completed Articling but not Practising

What type of compensation are you receiving/did you receive during your articling experience?
(Multiple-Choice Question)



Principals, Recruiters, and Mentors

What type of compensation does your firm/organization typically provide to articling students?
(Multiple-Choice Question)*



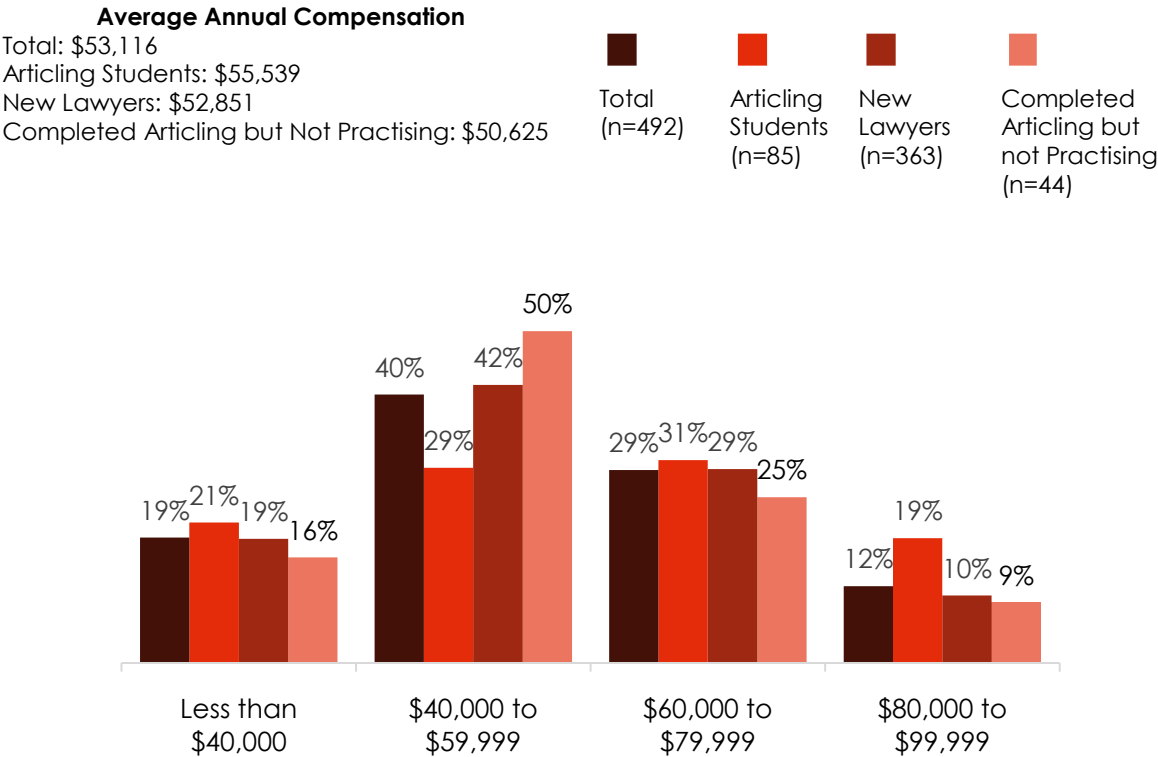
* Reduced base size: Those who said their firm did not provide compensation to articling students or who were not sure at Q9 were not asked this question.

ANNUAL COMPENSATION

Most students are / were paid between \$40,000 and \$80,000 per year.

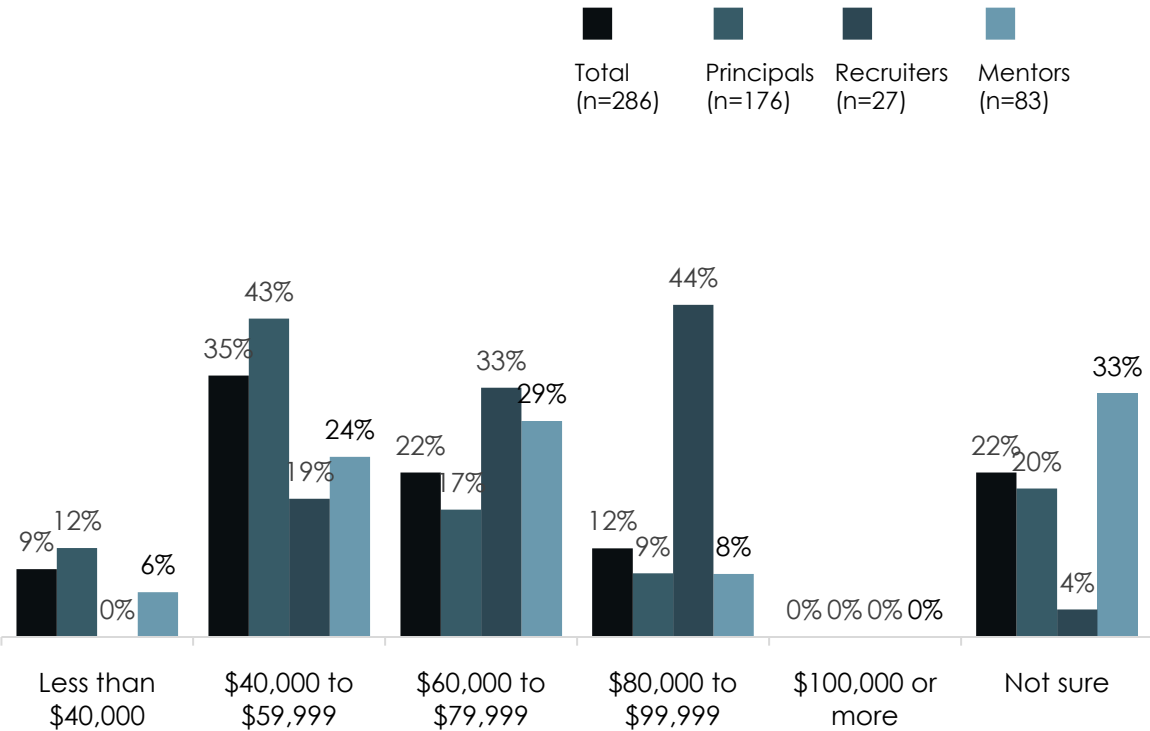
Articling Students, New Lawyers, and Completed Articling but not Practising

What is/was your annual compensation during your articling?*



Principals, Recruiters, and Mentors

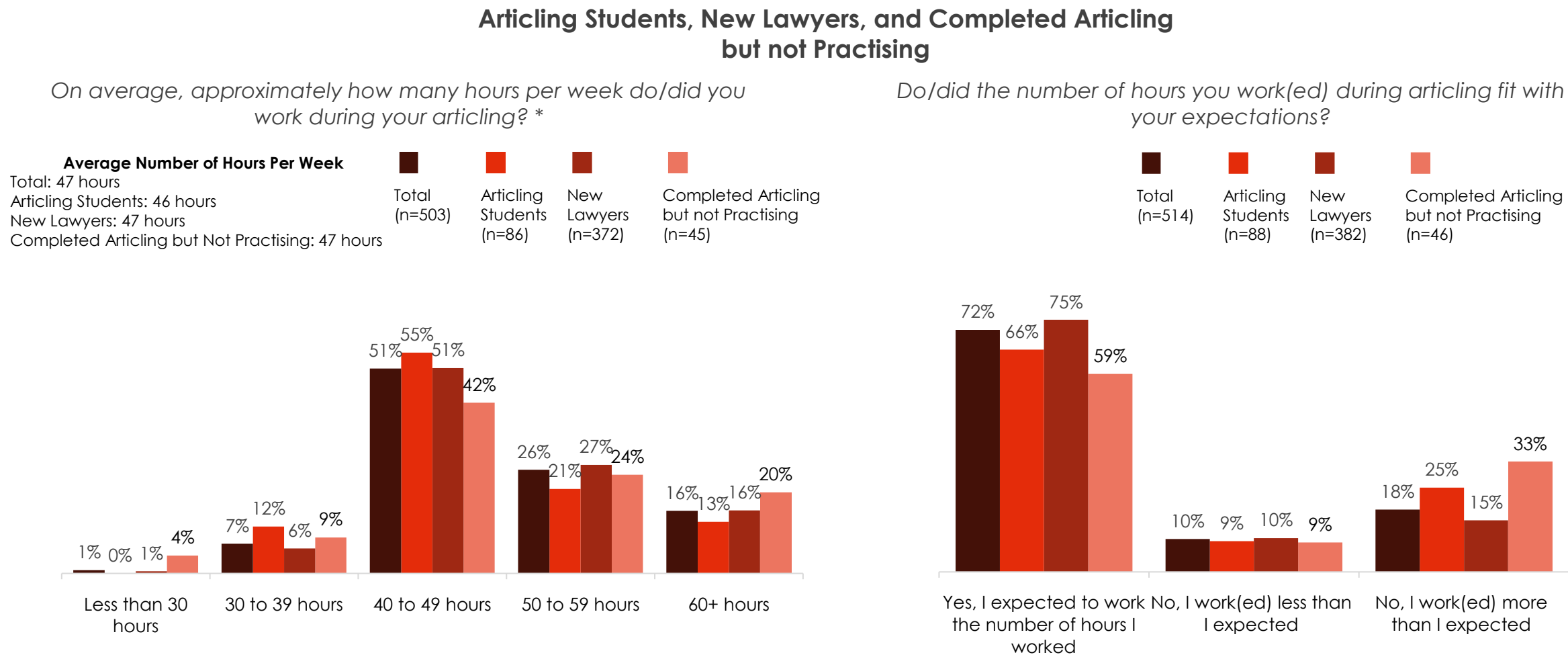
In general, what is the compensation range offered to articling students at your firm/organization? **



* Reduced base size: Those who said they did not receive/were not receiving any compensation at Q5 were not asked this question.
** Reduced base size: Those who said their firm did not provide compensation to articling students or who were not sure at Q9 were not asked this question.

NUMBER OF HOURS WORKED BY ARTICLING STUDENTS

On average, articling students worked 47 hours per week, with over 40% reporting 50 or more hours of work.



* Reduced base size: Eleven outliers were removed from the analysis, including ten respondents who reported working 9 hours or less per week and one respondent who indicated working 100 hours per week.

30

PERCEPTIONS OF PLTC TRAINING ADEQUACY

On average, 55% of all articling students, new lawyers, and those who completed articling but are not practising felt they did not receive adequate training in PLTC.

Articling Students, New Lawyers, and Completed Articling but not Practising

Thinking about the Professional Legal Training Course, to what extent do you agree or disagree that you are receiving/received adequate training to prepare you for the following areas.

(% 'Strongly agree' + 'Agree')

| | Total | Articling Students | New Lawyers | Completed Articling but not Practising |
|---|------------|--------------------|-------------|--|
| | n=514 | n=88 | n=380 | n=46 |
| Recognizing and dealing with professional responsibility issues | 70% | 61% | 72% | 64% |
| Drafting | 62% | 50% | 63% | 59% |
| Writing | 55% | 39% | 57% | 55% |
| Interviewing | 54% | 37% | 56% | 52% |
| Advocacy | 52% | 57% | 52% | 50% |
| Managing your practice | 35% | 39% | 34% | 36% |
| Practising law at an entry level | 34% | 33% | 35% | 30% |
| Legal research | 23% | 13% | 25% | 18% |
| Negotiating/ mediating | 20% | 15% | 21% | 16% |
| Average | 45% | 38% | 46% | 42% |

PERCEPTIONS OF PLTC TRAINING ADEQUACY

On average, almost 60% of principals, recruiters, and mentors felt that articling students did not receive adequate training in PLTC.

Principals, Recruiters, and Mentors

*To what extent to you agree or disagree that articling students receive adequate training during the Professional Legal Training Course (bar admission course) to develop the following legal skills
(% 'Strongly agree' + 'Agree')*

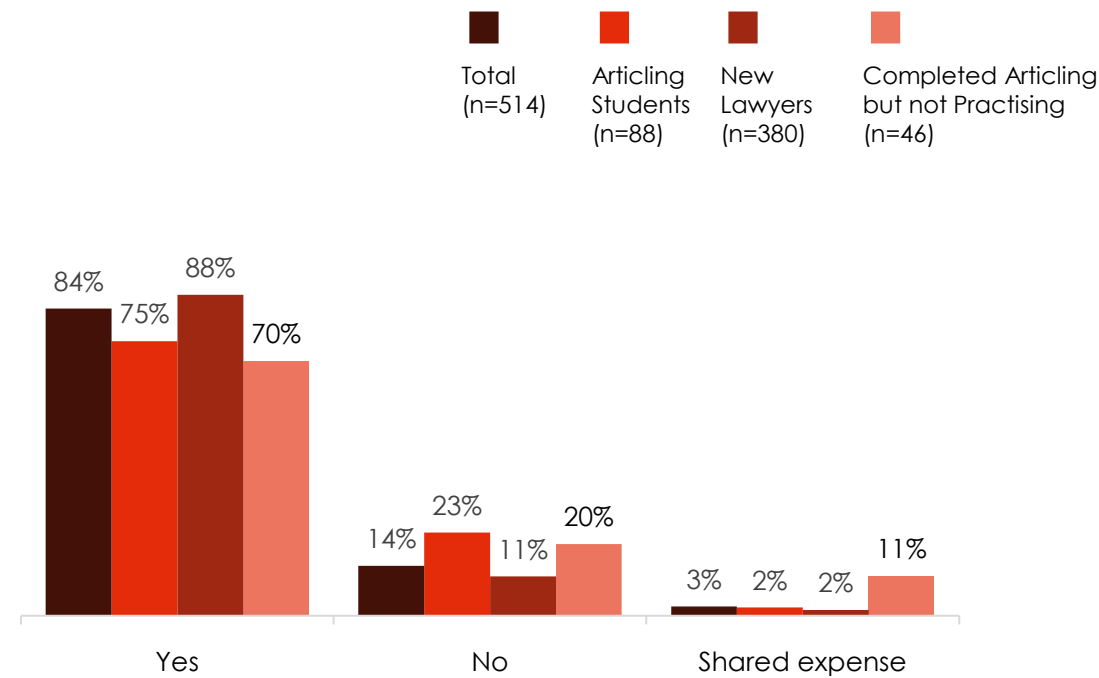
| | Total | Principals | Recruiters | Mentors |
|---|------------|------------|------------|---------|
| | n=298 | n=180 | n=27 | n=91 |
| Recognizing and dealing with professional responsibility issues | 58% | 59% | 59% | 59% |
| Drafting | 50% | 52% | 52% | 52% |
| Writing | 49% | 52% | 52% | 52% |
| Legal Research | 48% | 49% | 49% | 49% |
| Interviewing | 48% | 47% | 47% | 47% |
| Advocacy | 46% | 45% | 45% | 45% |
| Practising law at an entry level | 38% | 41% | 41% | 41% |
| Negotiating / mediating | 31% | 29% | 29% | 29% |
| Managing practice | 18% | 23% | 23% | 23% |
| Average | 43% | 44% | 44% | 44% |

WHO PAID BAR ADMISSION COURSE TUITION

Most firms cover the cost of their students' bar admission course tuition.

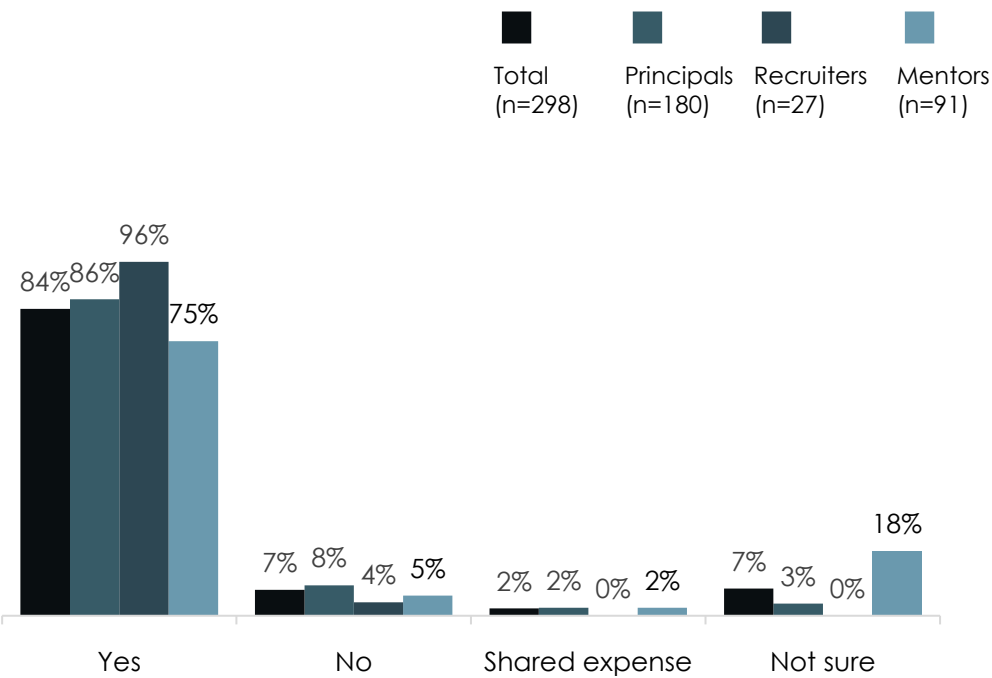
Articling Students, New Lawyers, and Completed Articling but not Practising

Did/is your firm/organization pay(ing) your bar admission program tuition?



Principals, Recruiters, and Mentors

To the best of your knowledge, does your firm/organization pay for articling students' bar admission program tuition?

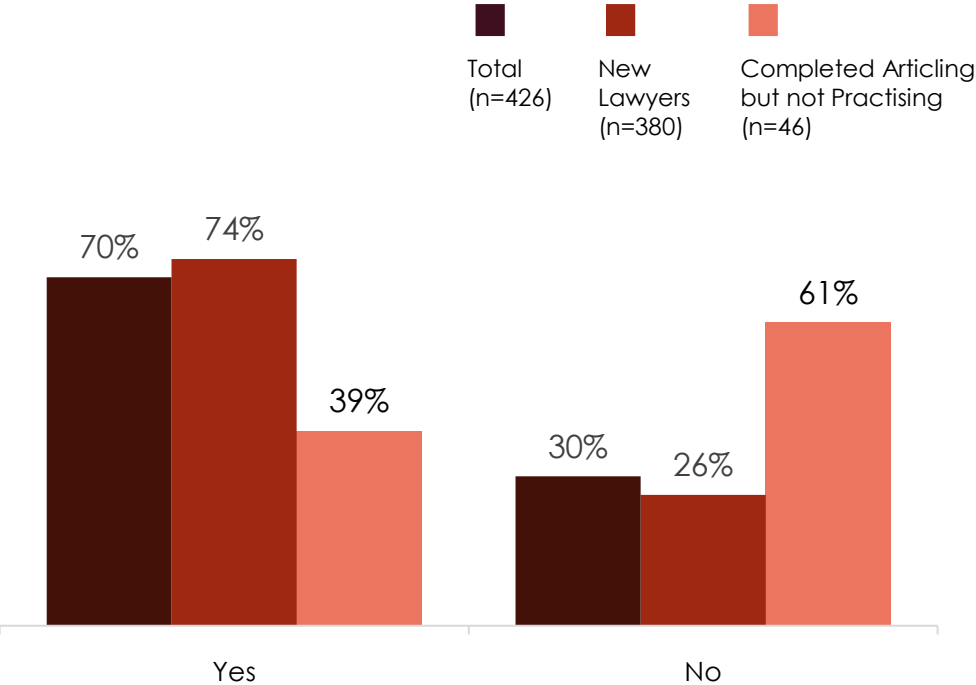


OFFER OF A POSITION AT A FIRM WHERE ARTICLING WAS COMPLETED

70% of new lawyers and those who completed articling but were not practising reported having been offered a position where they completed articling.

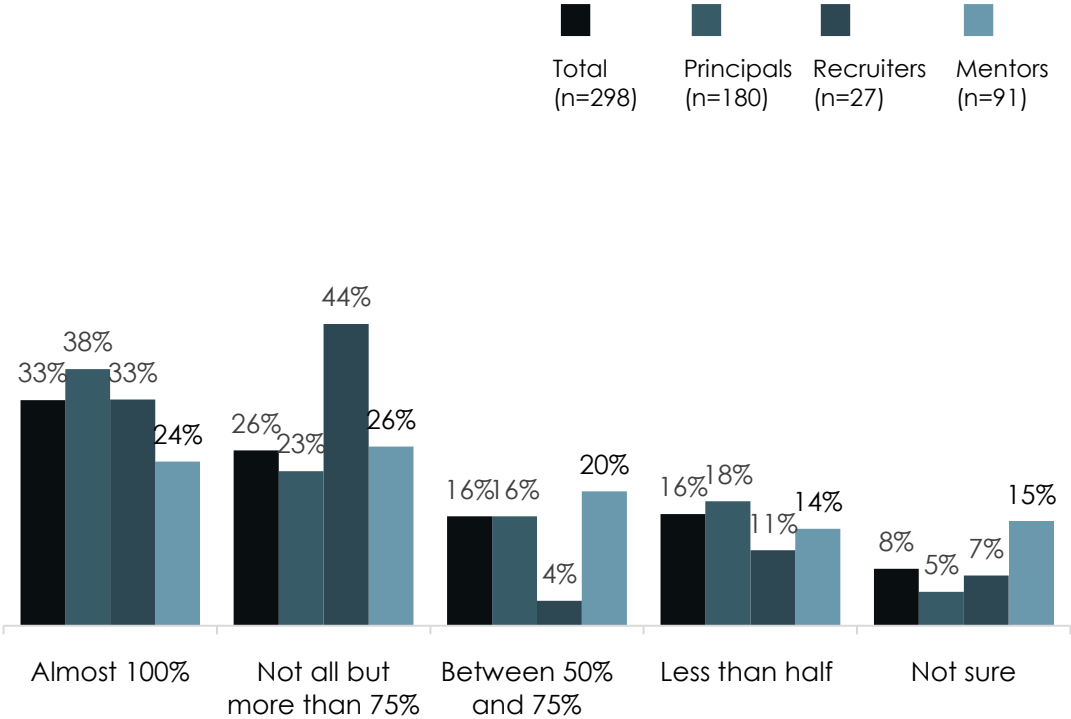
Articling Students, New Lawyers, and Completed Articling but not Practising

Were you offered a position at the firm/organization where you completed your articling? *



Principals, Recruiters, and Mentors

In the last five years, what proportion of articling students does your firm/organization hire, or give an offer for hire, after they complete their articling position?

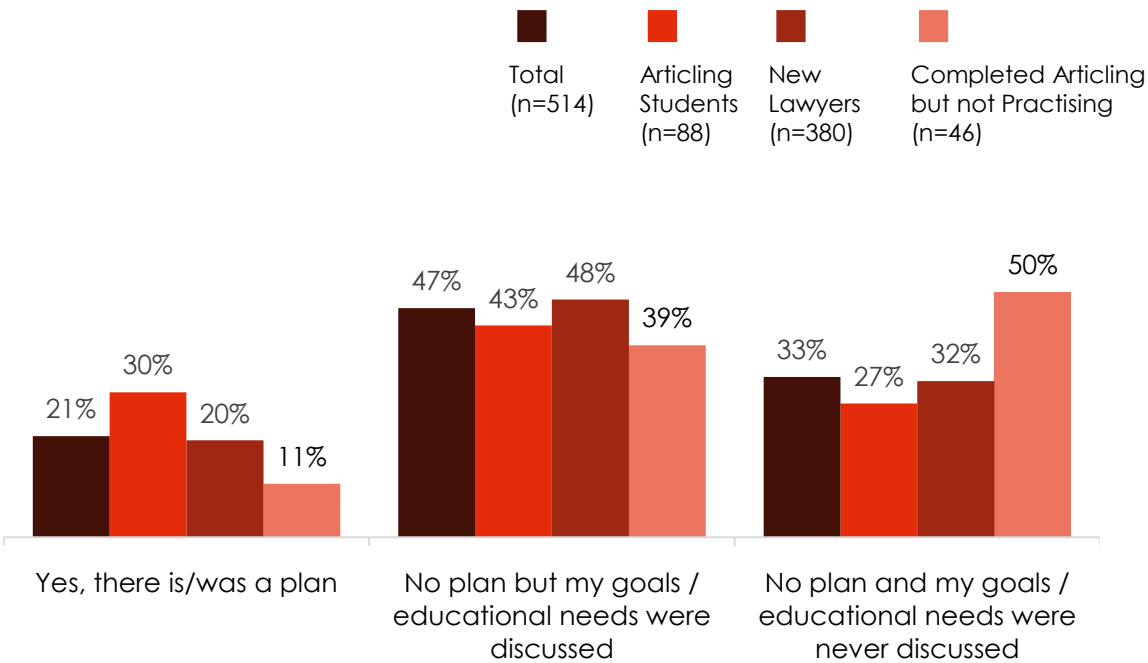


* Reduced base size: Articling students, who have not yet completed their articling, were not asked this question, as they would not be able to determine whether they would ultimately be offered a position.

33% of students, new lawyers, and those who completed articling report neither having a plan nor discussing their goals.

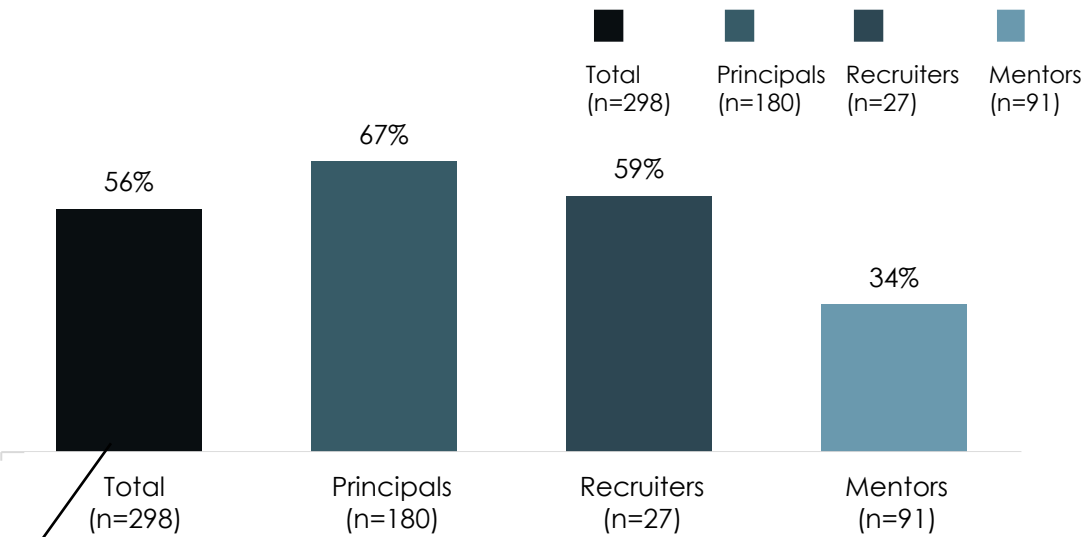
Articling Students, New Lawyers, and Completed Articling but Not Practising

Outside of the formal requirements set out by your Law Society, do/did you have a plan that guided your learning during your articles?
(% Selected 'Yes')



Principals, Recruiters and Mentors

Outside of the formal requirements set out by your Law Society, do you / principals at your firm/organization use a plan to guide the learning for your student(s) throughout their articling experience?
(% Selected 'Yes')



Some reasons for not using a learning plan include a preference for informal approaches, viewing learning objectives as inherent in the articling process, and a lack of training or familiarity with developing structured plans. Additionally, some believed that formal plans do not align with the realities of practice in smaller firms or solo environments. (n=91)

PERCEPTIONS OF TRAINING ADEQUACY DURING ARTICLING

Conducting matters, client relationship management, practice management, and dispute resolution are perceived as weaker areas of training during articling by students, new lawyers, and those who have completed articling but are not currently practising.

Articling Students, New Lawyers, and Completed Articling but Not Practising

Thinking about your general articling experience, to what extent do you agree or disagree that you are receiving/received adequate training to prepare you for entry level practice in each of the following areas?
(% 'Strongly agree' + 'Agree')

| | Total n=514 | Articling Students n=88 | New Lawyers n=380 | Completed Articling but not Practising n=46 |
|--------------------------------|----------------|----------------------------|----------------------|---|
| Communication skills | 75% | 78% | 75% | 70% |
| Substantive legal knowledge | 74% | 74% | 76% | 63% |
| Ethics and professionalism | 74% | 76% | 75% | 61% |
| Analytical skills | 74% | 75% | 74% | 74% |
| Conducting matters | 61% | 68% | 60% | 54% |
| Client relationship management | 61% | 69% | 60% | 54% |
| Practice management | 49% | 59% | 49% | 28% |
| Dispute resolution | 48% | 58% | 49% | 28% |
| Average | 65% | 70% | 65% | 54% |

PERCEPTIONS OF TRAINING ADEQUACY DURING ARTICLING

Conducting matters, client relationship management, practice management, and dispute resolution are seen as weaker training areas during articling by principals, recruiters and mentors as well.

Principals, Recruiters, and Mentors

To what extent do you agree or disagree that articling students receive adequate training during their articling at your firm/organization in each of the following areas?
(% 'Strongly agree' + 'Agree')

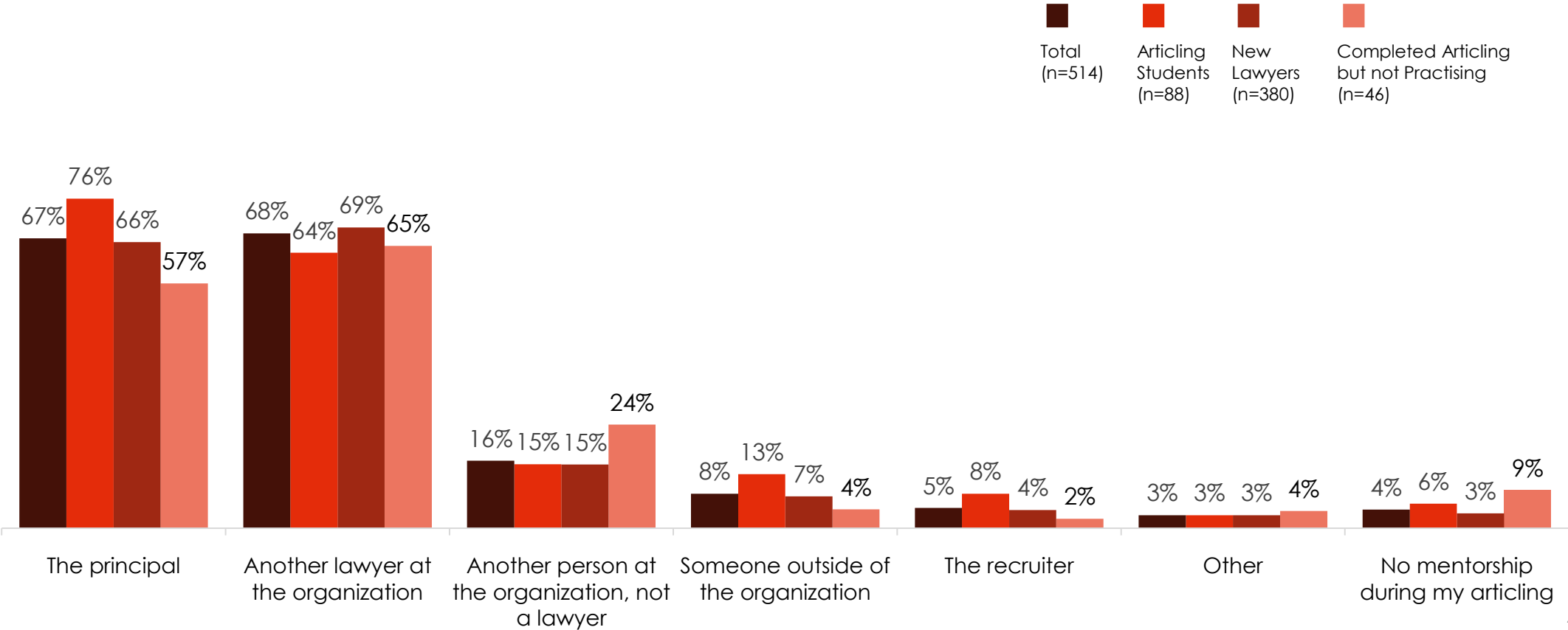
| | Total | Principals | Recruiters | Mentors |
|-----------------------------|-------|------------|------------|---------|
| | n=298 | n=180 | n=27 | n=91 |
| Substantive legal knowledge | 90% | 92% | 96% | 84% |
| Ethics and professionalism | 88% | 92% | 96% | 79% |
| Communication skills | 88% | 91% | 96% | 80% |
| Analytical skills | 87% | 91% | 96% | 76% |
| Conducting matters | 77% | 81% | 85% | 66% |
| Client relationship | 77% | 81% | 85% | 65% |
| Practice management | 72% | 76% | 81% | 62% |
| Dispute Resolution | 70% | 74% | 78% | 59% |
| Average | 81% | 85% | 89% | 71% |

WHO WERE THE PRIMARY MENTORS

According to students, although the principal frequently serves as the primary mentor, it is also common for another lawyer at the firm to take on this role.

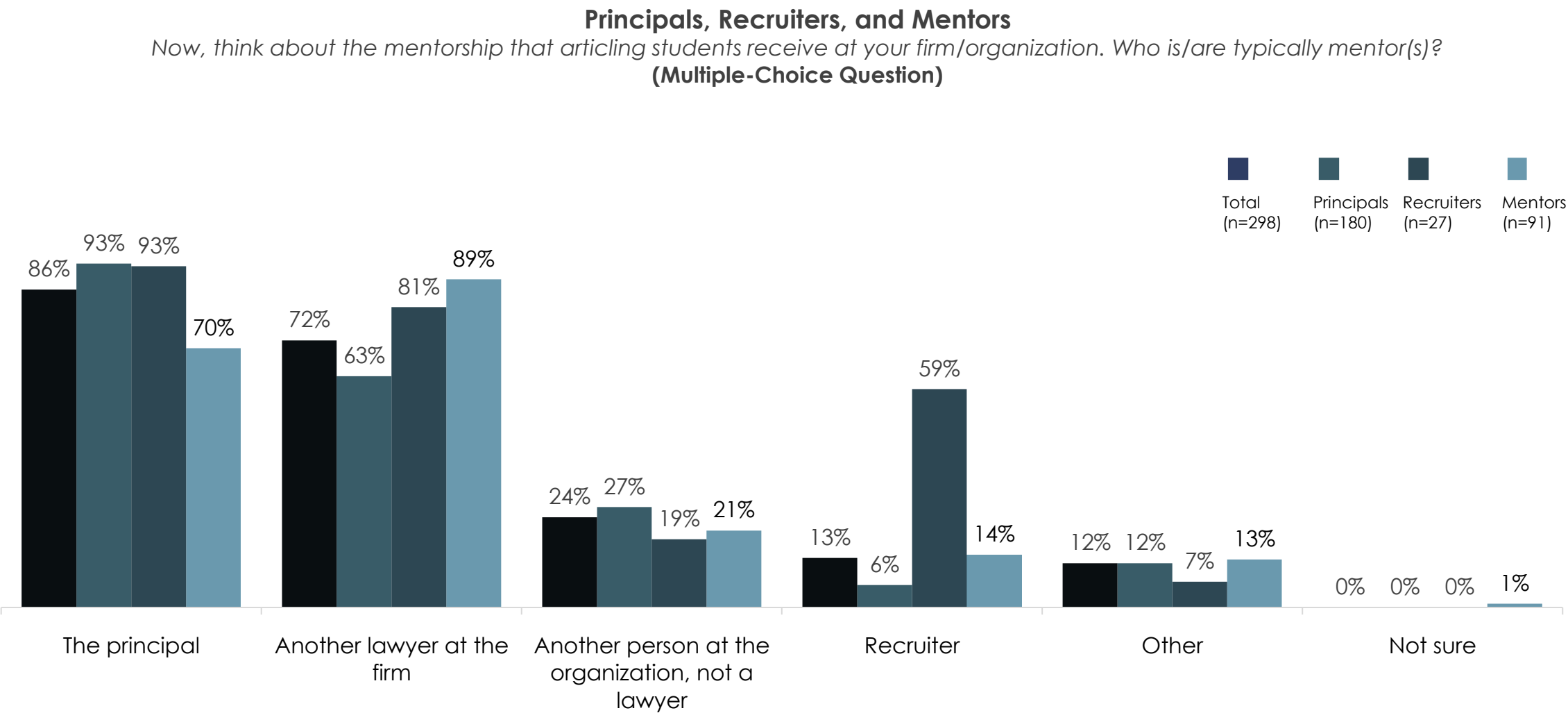
Articling Students, New Lawyers, and Completed Articling but not Practising

Now, think about your experience with your principal and other lawyers in the firm/organization. Who are/were your primary mentor(s) during your article(s)?
(Multiple-Choice Question)



WHO WERE THE PRIMARY MENTORS

According to principals, recruiters, and mentors, principals and other lawyers at the firm tend to serve as the primary mentors.

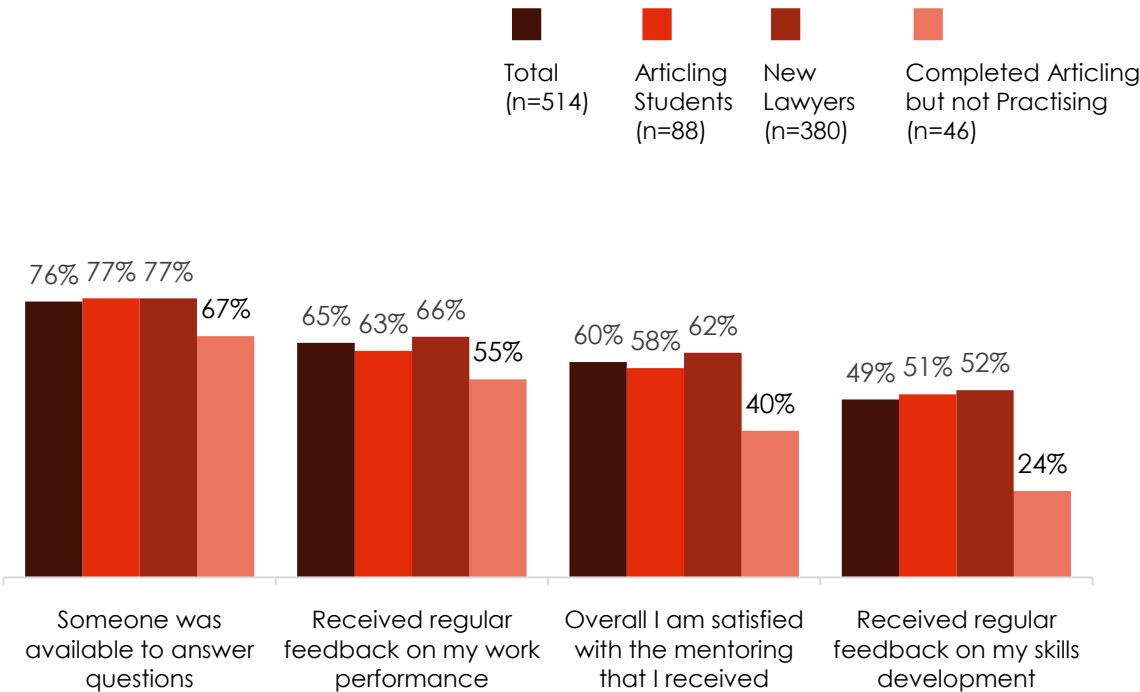


AGREEMENT WITH STATEMENTS ABOUT QUALITY OF MENTORSHIP DURING ARTICLING

According to the students and new lawyers, feedback on work performance and skills development is perceived as an area that could be improved.

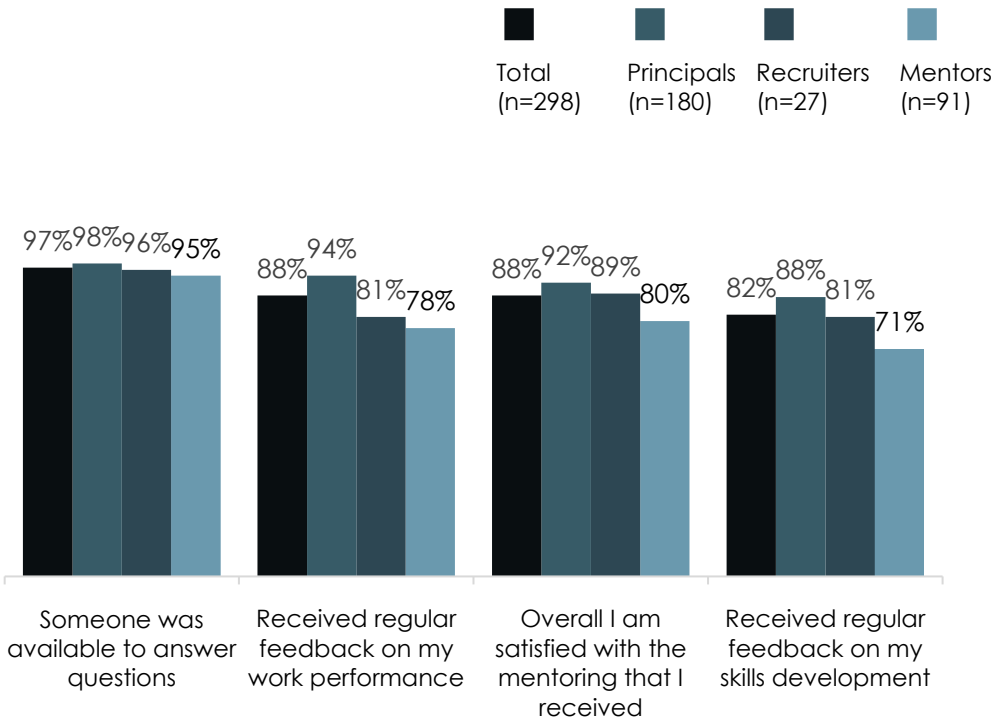
Articling Students, New Lawyers, and Completed Articling but not Practising

To what extent do you agree or disagree with the following statements about the mentorship you are receiving/received during your articling?
(% 'Strongly agree' + 'Agree')



Principals, Recruiters, and Mentors

To what extent do you agree or disagree with the following statements about the mentorship articling students receive at your firm/organization?
(% 'Strongly agree' + 'Agree')

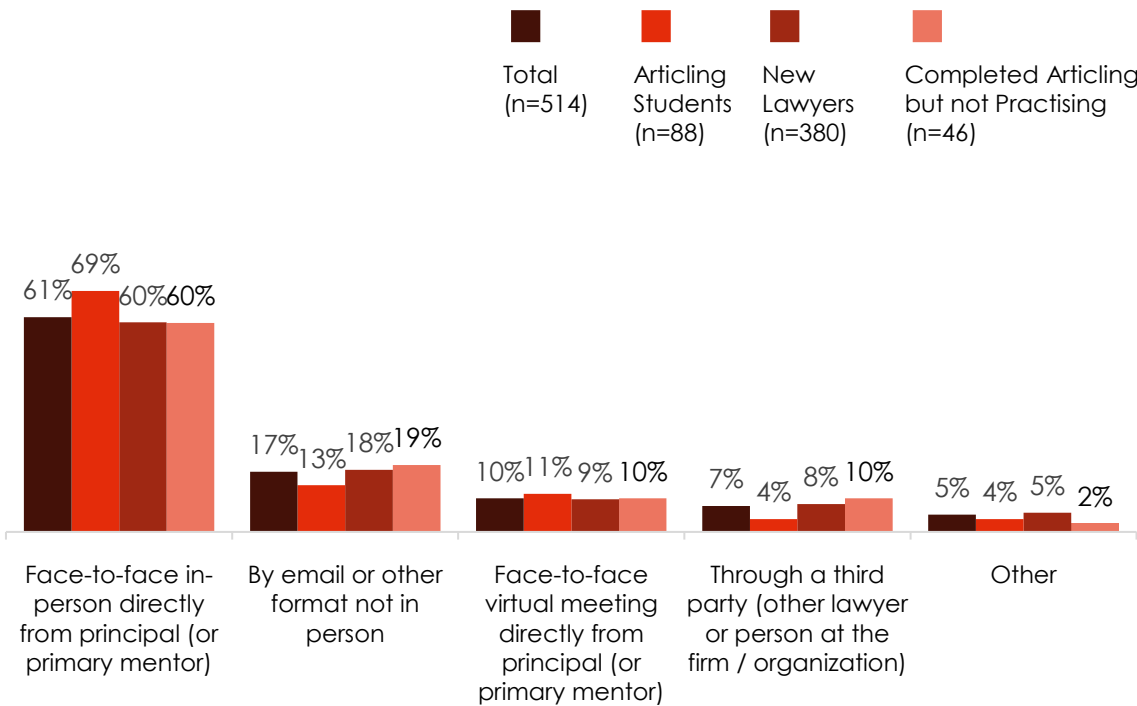


HOW IS MENTORSHIP FEEDBACK PROVIDED

Over 60% of the students reported receiving face-to-face feedback directly from the principal.

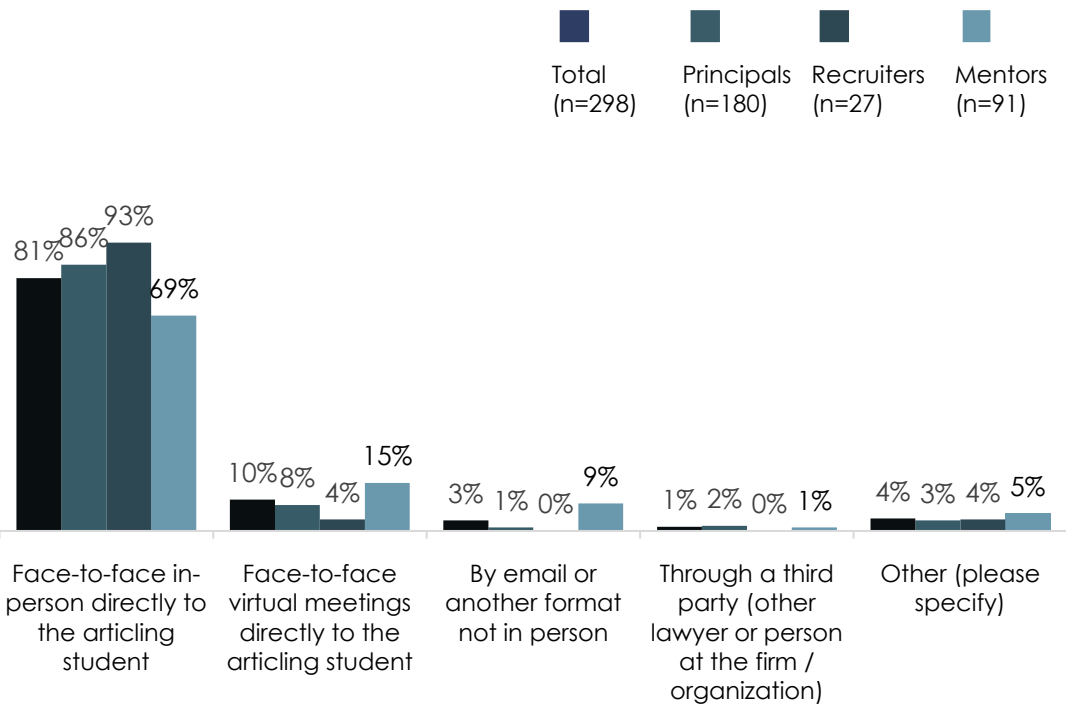
Articling Students, New Lawyers, and Completed Articling but not Practising

What is the primary method that you receive/received mentorship/feedback during your articling?



Principals, Recruiters, and Mentors

How do/did you provide mentorship/feedback?

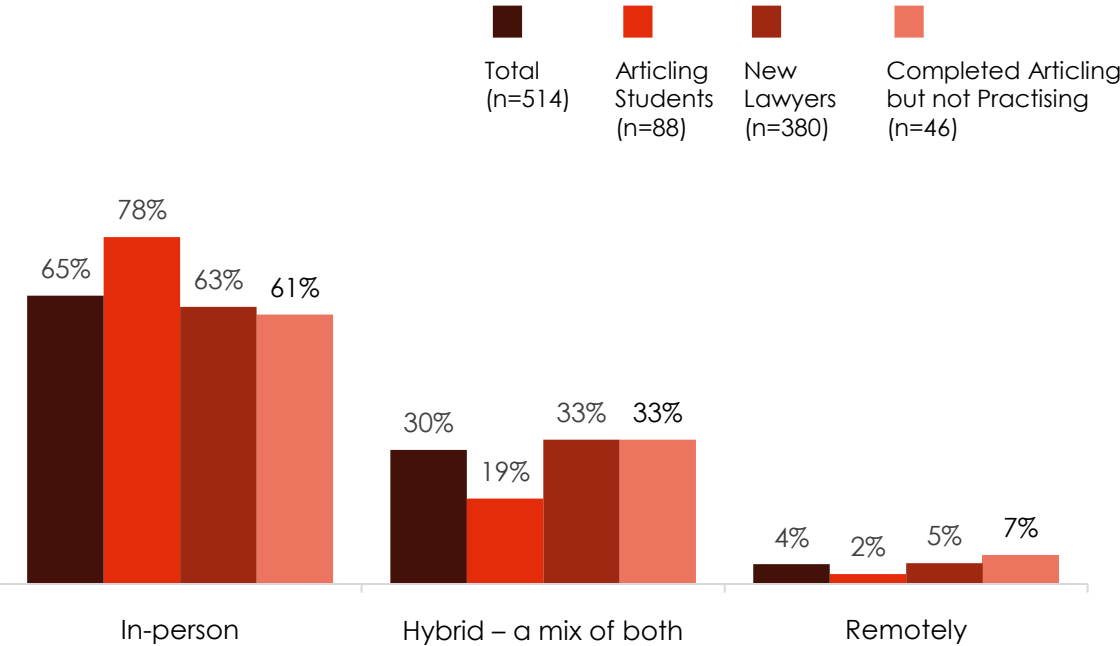


MODE OF ARTICLING

34% of students and new lawyers reported completing their articling either remotely or through a hybrid method.

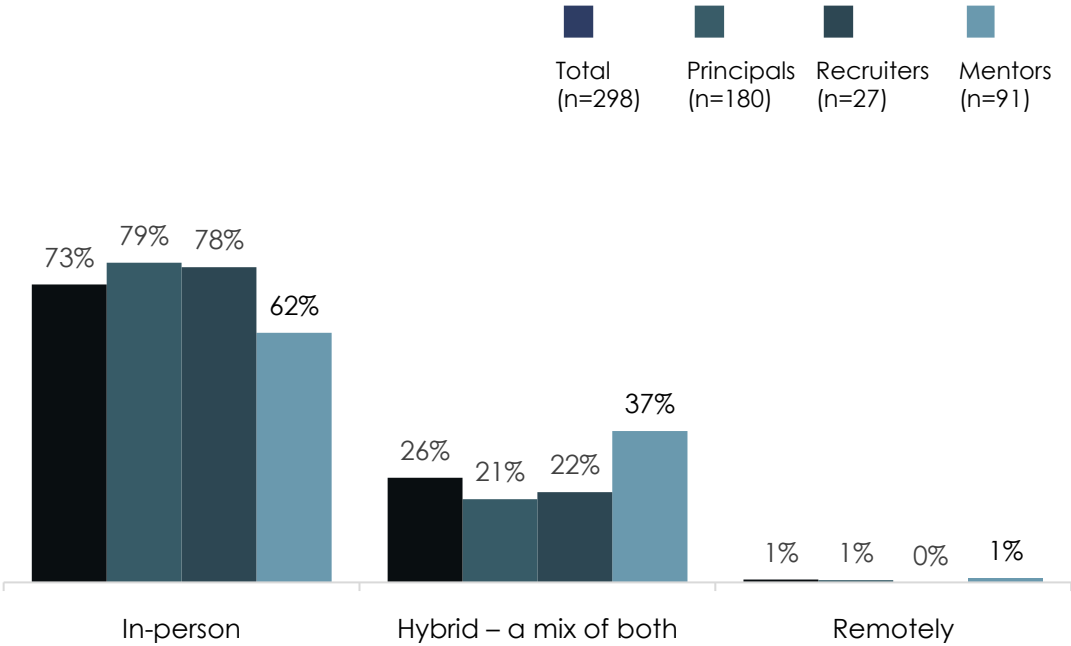
Articling Students, New Lawyers, and Completed Articling but not Practising

Are you doing / did you complete your articling in-person or remotely?



Principals, Recruiters, and Mentors

For the most part, do your articling students complete their articling in-person or remotely?

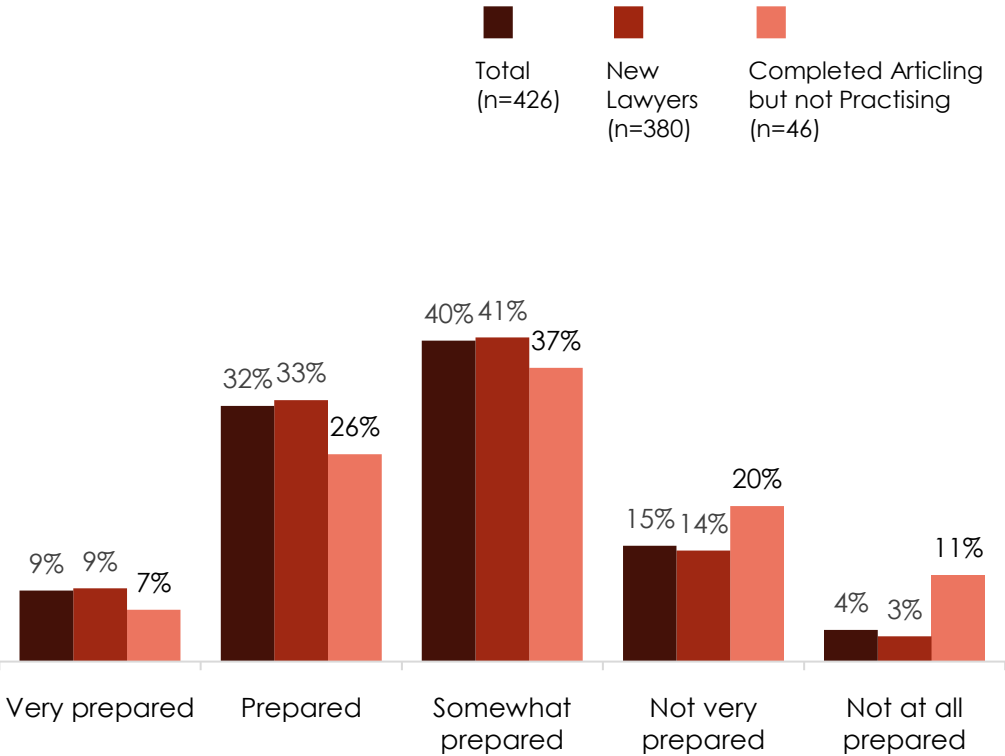


LEVEL OF PREPAREDNESS FOR ENTRY-LEVEL PRACTICE

Nearly 60% of new lawyers and those who completed articling but are not practising lacked confidence in the training they received, feeling only somewhat prepared, not very or not at all prepared.

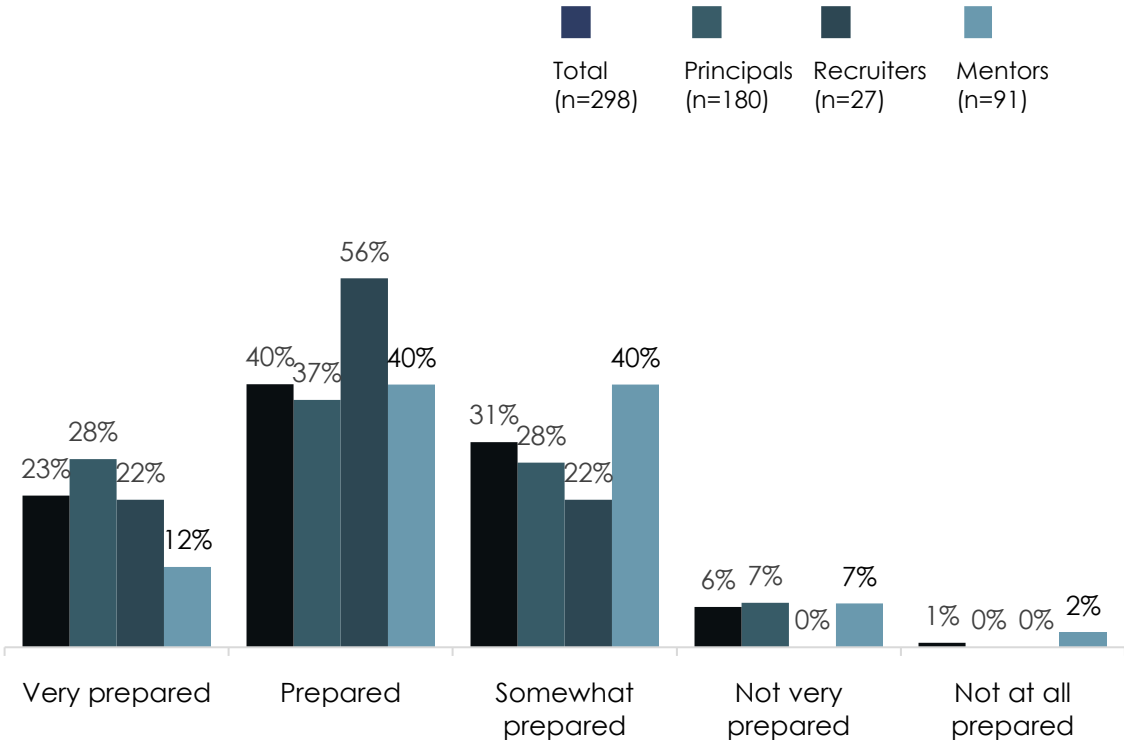
New Lawyers and Completed Articling but not Practising

How prepared were you to enter the practice of law once you completed your articling? *



Principals, Recruiters, and Mentors

In your experience, how prepared is an articling student for entry level practice once they complete their articling at your firm/organization?

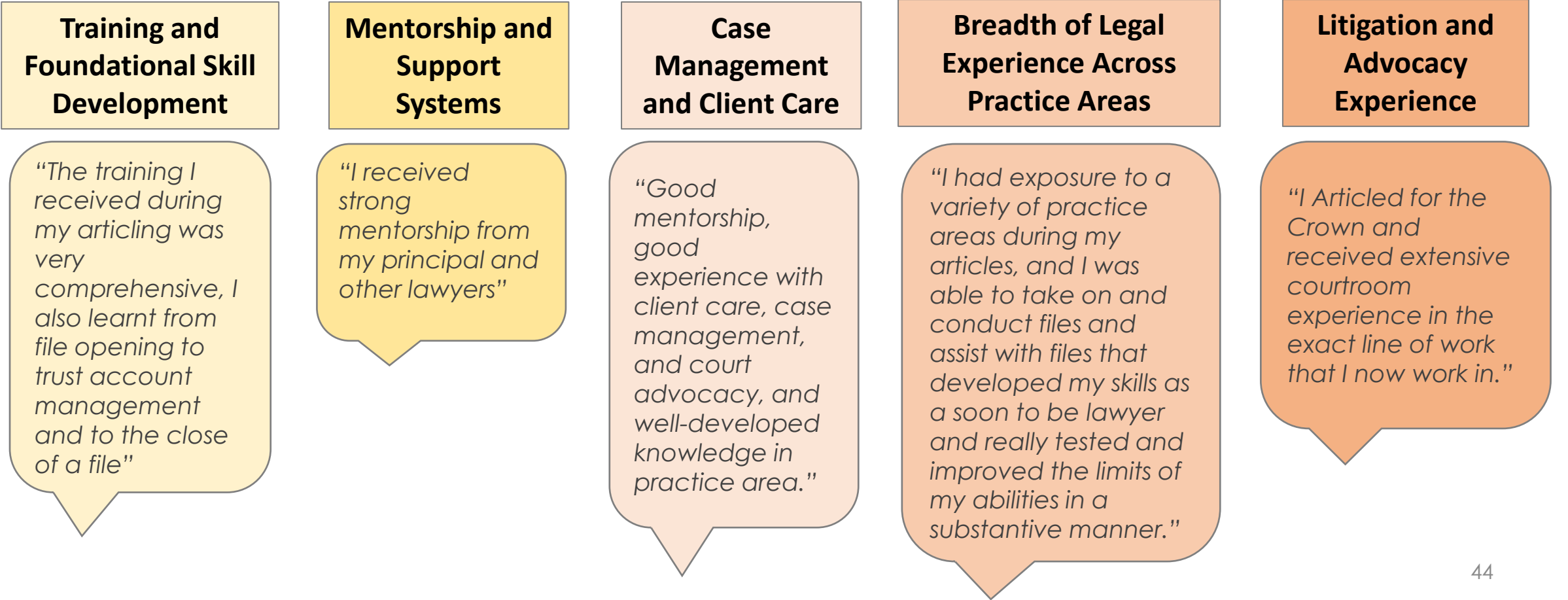


REASONS FOR HIGHER LEVEL OF PREPAREDNESS

Training, mentorship, and experience with diverse practice areas were identified as some of the key factors contributing to good preparation for entry-level practice by the students.

Articling Students, New Lawyers, and Completed Articling but not Practising

Please explain why you believe you were very prepared / prepared for entry level practice once you completed your articling? (n=145)



REASONS FOR LOWER LEVEL OF PREPAREDNESS

Lack of mentorship, insufficient practical/hands-on training, and limited exposure to diverse practice areas are some of the key reasons for feeling somewhat, not very, or not at all prepared among students and new lawyers.

Articling Students, New Lawyers, and Completed Articling but not Practising

Please explain why you believe you were somewhat / not very / not at all prepared for entry level practice once you completed your articling. (n=220)

Lack of Mentorship and Feedback

"My main tasks included research and document review. I was unable to participate in any court proceedings or substantive work despite asking repeatedly and received very little feedback on the work I did so, so I was unsure how to improve."

Insufficient Practical/ Hands-on Training

"Lack of experience at all levels of practice and court practice - limited to no trial experience - no chambers experience - little to no guidance for meeting client's expectations as to outcome and file progress - how to speak to opposing counsel on the phone or email -- what say or not say when discussing a file, lack of experience in-court practice..."

Limited Exposure to Varied Practice Areas

"The only things that I actually learned how to do were citizenship, immigration, and refugee matters."

Minimal Training in Practice Management and Business Skills

"Practice management and billing was not discussed in great depth. I was given files to take conduct of where there was no lawyer with expertise in that field at the firm and little guidance to be had."

REASONS FOR HIGHER LEVEL OF PREPAREDNESS

Hands-on experience, variety and breadth of experience, and effective mentorship were identified as some of the key factors contributing to good preparation for entry-level practice among principals, recruiters, and mentors.

Principals, Recruiters, and Mentors

Please explain why you believe an articling student is very prepared / prepared for entry level practice once they complete articling at your organization? (n=160)

Hands-On Experience and Gradual Responsibility

"Because we provide good training and a gradual increase of responsibility that works as building blocks."

Mentorship and Supervision

"Our firm focuses very strongly on the training of lawyers, as a litigation boutique in the interior, we believe that mentorship and training are what sets us apart from other firms and is key to a thriving and profitable firm."

Training Across Multiple Areas

"They gain experience in a number of practice areas, and get a sense of running their own files and client management."

Focus on Ethics, Professionalism, and Soft Skills

"...the student is also learning ethics, time management and having to deal dealing with professional staff and civilian and police witnesses."

Structured and Tailored Learning Programs

"Students have a well structured rotation schedule through the organization; they have conduct of small claims matters with the dedicated support of an experienced litigator; there are various professional development opportunities; and the program is overseen by a articling program manager and supported by legal assistant."

REASONS FOR LOWER LEVEL OF PREPAREDNESS

Principals, recruiters, and mentors believe that a student don't feel completely prepared due to factors such as short articling period, overemphasis on theory, and insufficient mentorship.

Principals, Recruiters, and Mentors

Please explain why you believe an articling student is somewhat / not very / not at all prepared for entry level practice once they complete their articling at your firm/organization? (n=98)

Short Articling Period and Limited Exposure

"The nine month period goes by really fast and if you don't get the right file or work during the nine month period the articling student might not get the experience they need when they get called."

Overemphasis on Theory, Not Practice

"No practical experience, limited practical training from law school, limited knowledge of practice management and ethics and limited theoretical knowledge applicable to practice"

Insufficient Mentorship and Supervision

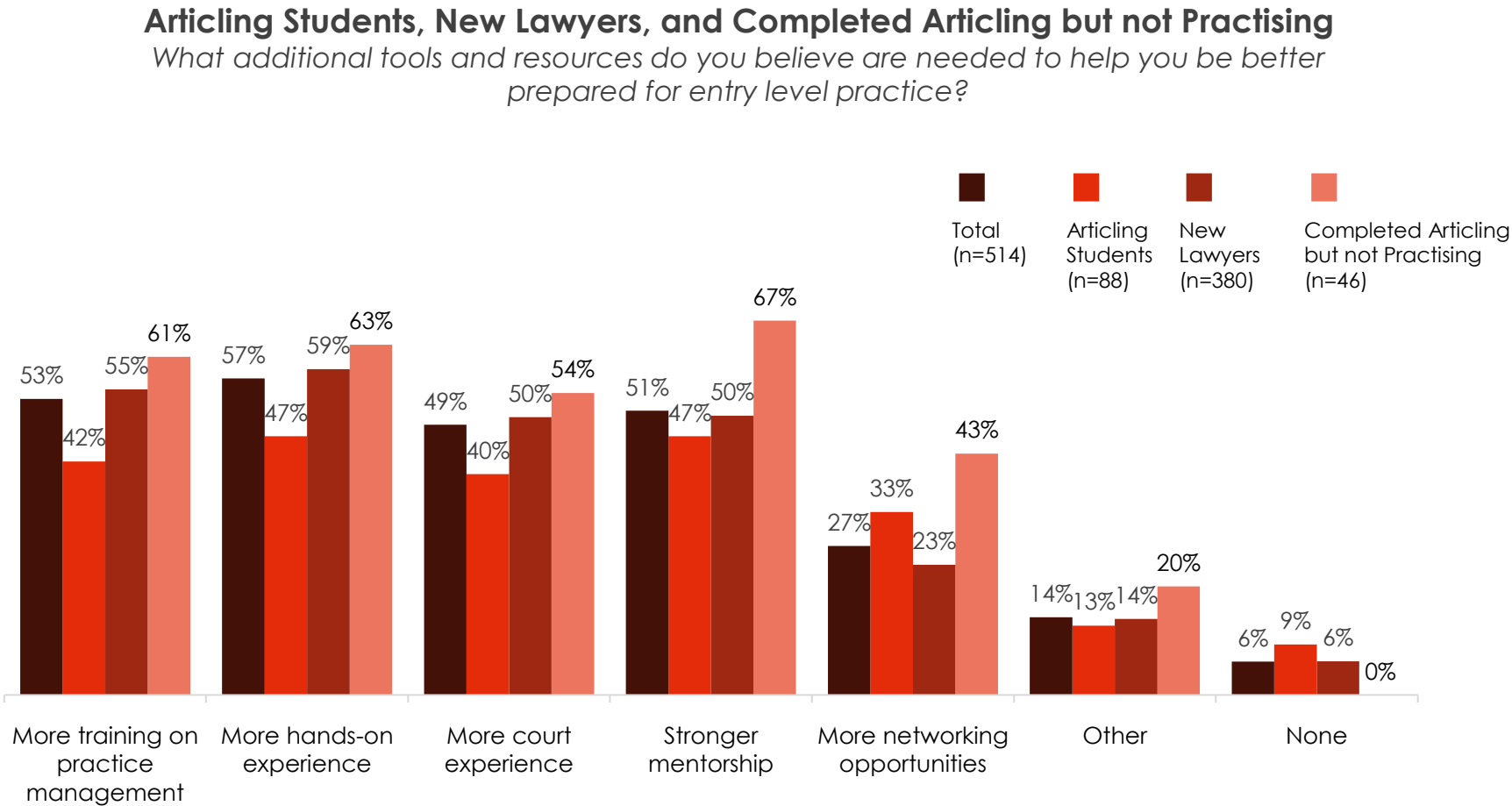
"I wouldn't set any newly called lawyer free into the world without a same or similar level of oversight as with articling students. New lawyers need at least an additional year or two of direct supervision and mentorship. Law school teaches virtually nothing so its up to us to teach the new lawyers how to actually be lawyers"

Limited Training in Practice Management

"Not enough practice and file management, so students don't know how to run a file at the end of the articles, and aren't even sure what steps are needed over the course of running a litigation file"

ADDITIONAL TOOLS / RESOURCES NEEDED TO PREPARE FOR ENTRY-LEVEL PRACTICE

Enhanced training on practice management, hands-on experience, court exposure, and stronger mentorship were identified as the resources that students need the most.



ADDITIONAL TOOLS / RESOURCES NEEDED TO PREPARE FOR ENTRY-LEVEL PRACTICE

Principals, recruiters, and mentors suggested a variety of resources that would help them prepare articling students better including guides and checklists for training, mentorship support materials, and time.

Principals, Recruiters, and Mentors

What additional tools and resources would help you better mentor/train/prepare articling students for entry level practice? (n=214)

Guides and Checklists for Structured Training

"Maybe more detailed elaboration upon the formal LSBC checklists for articling students experiences, such as a more detailed guide setting out examples of how articling students may be involved. Perhaps the LSBC could offer a few ongoing CPD sessions or follow-ups after PLTC to support articling student professional development."

Mentorship Support Materials

"More practical training for mentors/principals. I've done a few CLE sessions but they were very generic and not particularly helpful with mentoring articling students. More courses or resources we can leverage in our training program are always helpful. For example, access to more entry-level lawyer mental health training (specific to lawyers and provided by experts) that can be shared with our students. More practical training courses specifically targeted to articling students and widely available to firms at little or no cost. "

Time

"Having more advocacy opportunities available for the students to attend, allowing greater time given my work load to take the time to mentor and talk through issues with students"

External Opportunities for Development

"Secondment from our clinic should be encouraged, which is supported by a budget from the Law Society."

New lawyers struggled the most with practice management, client management, in-court experience, and time management in their first year.

What experiences have you had in the first few years of practice that articling could have better prepared you for? (n=331) *



What gaps in knowledge or skills, if any, do new lawyers have that could be better addressed in articling or during the first few years of practice? (n=298)



MOST POSITIVE ASPECTS OF ARTICLING EXPERIENCE

Getting hands-on experience, working on interesting files and in the practice areas of interest are perceived as the most positive aspects of articling experience.

Articling Students, New Lawyers, and Those Who Completed Articling but are not Practising
Overall, what would you say are/were the most positive aspects of your articling experience?
(Multiple-Choice Question)

| | Total | Articling Students | New Lawyers | Completed Articling but not Practising |
|--|-------|--------------------|-------------|--|
| | n=514 | n=88 | n=380 | n=46 |
| Getting hands-on experience | 64% | 67% | 64% | 54% |
| Working on interesting files | 61% | 66% | 63% | 41% |
| Being exposed to specific areas of practice that are interesting to me | 57% | 63% | 56% | 52% |
| Working closely with supportive and helpful lawyers | 54% | 52% | 56% | 41% |
| Getting experience doing a wide range of relevant tasks | 52% | 53% | 53% | 39% |
| Observing professional and ethical behaviour | 43% | 48% | 43% | 33% |
| Working with clients | 42% | 51% | 40% | 39% |
| Being a contributing part of a team and making a difference | 38% | 45% | 38% | 22% |
| The mentorship I received from my principal | 36% | 49% | 34% | 22% |
| The feedback I received to help me improve | 34% | 34% | 35% | 22% |
| Working with other articling students | 31% | 31% | 31% | 26% |
| The compensation I received | 18% | 24% | 18% | 13% |
| The emotional support that was available to me | 17% | 20% | 17% | 11% |
| The on-going learning sessions to help ensure my learning goals were met | 13% | 15% | 14% | 2% |
| The onboarding training that helped me prepare for articling | 11% | 9% | 12% | 7% |
| Other | 4% | 3% | 4% | 7% |
| There are/were no positive aspects of my articling experience | 3% | 2% | 3% | 7% |

MOST POSITIVE ASPECTS OF ARTICLING EXPERIENCE

Opportunities to provide hands-on experience, mentorship and feedback are perceived as the most positive aspects of articling experience by principals, recruiters, or mentors.

Principals, Recruiters, and Mentors

Overall, what would you say are the most positive aspects of the articling experience for a recruiter, principal or mentor?
(Multiple-Choice Question)

| | Total | Principals | Recruiters | Mentors |
|--|-------|------------|------------|---------|
| | n=298 | n=180 | n=27 | n=91 |
| Providing hands-on experience to articling students | 76% | 79% | 78% | 69% |
| The opportunity to provide mentorship to articling students | 76% | 76% | 74% | 75% |
| Providing feedback to help ensure articling students improve | 69% | 71% | 59% | 68% |
| Providing the opportunity for articling students to work on interesting files | 61% | 64% | 44% | 60% |
| Providing the opportunity for articling students to work with clients | 50% | 56% | 48% | 38% |
| Exposing articling students to specific areas of practice that interest them | 49% | 49% | 52% | 48% |
| Allowing articling students to contribute to a practice group/team | 47% | 49% | 59% | 37% |
| Providing a wide range of tasks that are relevant to the practice of law | 47% | 47% | 56% | 44% |
| Providing well-being supports to articling students | 42% | 38% | 48% | 48% |
| Onboarding articling students to the law firm/organization experience | 35% | 32% | 56% | 35% |
| Participating in learning sessions to ensure articling students' goals are met | 29% | 29% | 56% | 21% |
| Other | 5% | 6% | 0% | 4% |
| There are no positive aspects of the articling experience | 1% | 2% | 0% | 1% |

KEY CHALLENGES OF ARTICLING EXPERIENCE

Being unpaid or minimally paid was noted as the top challenge in articling; this appears inconsistent with findings that 95% of principals and mentors reported their firms compensated students, and nearly 70% of students reported earning between \$40,000 and \$80,000.

Articling Students, New Lawyers, and Those Who Completed Articling but are not Practising

Overall, what do you think are the key challenges to being an articling student?

(Multiple-Choice Question)

| | Total n=514 | Articling Students n=88 | New Lawyers n=380 | Completed Articling but Not Practising n=46 |
|---|----------------|----------------------------|----------------------|---|
| Not being paid or being paid minimally | 49% | 50% | 48% | 59% |
| Managing workload, i.e. firm work, bar admission course assignments, etc. | 46% | 61% | 44% | 33% |
| Limited availability of articling positions | 44% | 43% | 42% | 63% |
| Having a place to safely address concerns without fear of reprisal | 40% | 33% | 41% | 50% |
| Lack of mentorship | 39% | 31% | 40% | 52% |
| Lack of support with the steep learning curve | 39% | 34% | 40% | 33% |
| Lack of clarity on what is required | 39% | 44% | 37% | 41% |
| Lack of structure to my role | 37% | 40% | 36% | 39% |
| Long working hours | 35% | 39% | 33% | 46% |
| Receiving training in all competency areas | 35% | 30% | 36% | 37% |
| Lack of feedback | 35% | 32% | 34% | 46% |
| Navigating through personality differences | 33% | 28% | 34% | 35% |
| Getting proper exposure to different areas of practice | 32% | 27% | 32% | 39% |
| Additional costs e.g. bar admission course tuition, etc. | 30% | 38% | 28% | 35% |
| Poor role models | 26% | 19% | 27% | 37% |
| Getting access to appropriate mental health supports | 24% | 22% | 24% | 28% |
| Unrealistic expectations going into the position | 21% | 26% | 19% | 30% |
| Lack of tools / resources available to help my principal support me | 20% | 22% | 18% | 28% |
| Other | 11% | 17% | 9% | 22% |
| I didn't find my experience(s) to be challenging | 4% | 2% | 6% | 0% |

KEY CHALLENGES OF ARTICLING EXPERIENCE

Lack of time to mentor articling students, supporting them through their steep learning curve and high costs are the top challenges for recruiters, principals, and mentors.

Principals, Recruiters, and Mentors

What key challenges are faced by a recruiter, principal or mentor of an articling student in an articling placement?
(Multiple-Choice Question)

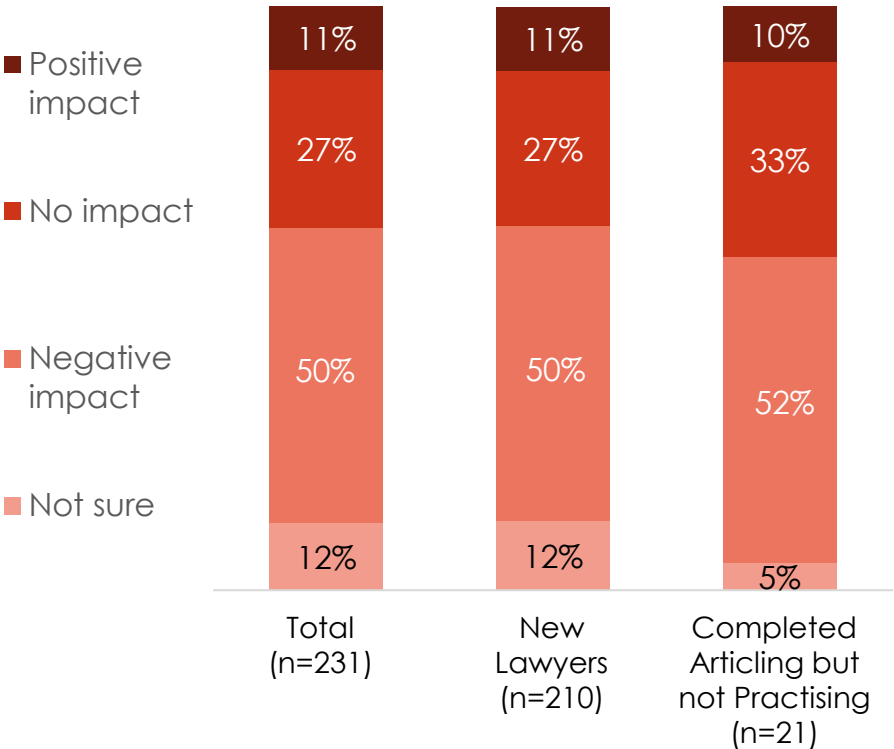
| | Total n=298 | Principals n=180 | Recruiters n=27 | Mentors n=91 |
|---|----------------|---------------------|--------------------|-----------------|
| Lack of time to mentor articling students | 45% | 40% | 33% | 58% |
| Supporting articling students through their steep learning curve | 41% | 40% | 33% | 46% |
| High costs associated with hiring articling students | 37% | 43% | 26% | 27% |
| Training articling students in all competency areas | 32% | 34% | 22% | 30% |
| Exposing articling students to different areas of practice | 28% | 29% | 11% | 29% |
| Unrealistic expectations of articling students | 28% | 27% | 37% | 26% |
| Lack of training on being a principal/recruiter/mentor | 24% | 23% | 15% | 29% |
| Understanding the unique learning styles of articling students | 23% | 28% | 26% | 13% |
| Managing personality differences | 20% | 22% | 19% | 18% |
| Giving articling students feedback they can learn from | 19% | 18% | 22% | 20% |
| Lack of clarity on what is required of me as a principal/recruiter/mentor | 18% | 19% | 4% | 22% |
| Lack of tools / resources available to help me support articling students | 18% | 19% | 7% | 18% |
| Providing access to the appropriate mental health supports as needed | 9% | 9% | 7% | 10% |
| Other | 8% | 8% | 15% | 5% |
| There are no challenges to being a principal/recruiter/mentor | 4% | 3% | 11% | 4% |

IMPACT OF COVID-19 PANDEMIC

50% of new lawyers and those who completed articling but are not practising, along with over 70% of principals, mentors, and recruiters, believe that COVID-19 has adversely affected the articling experience.

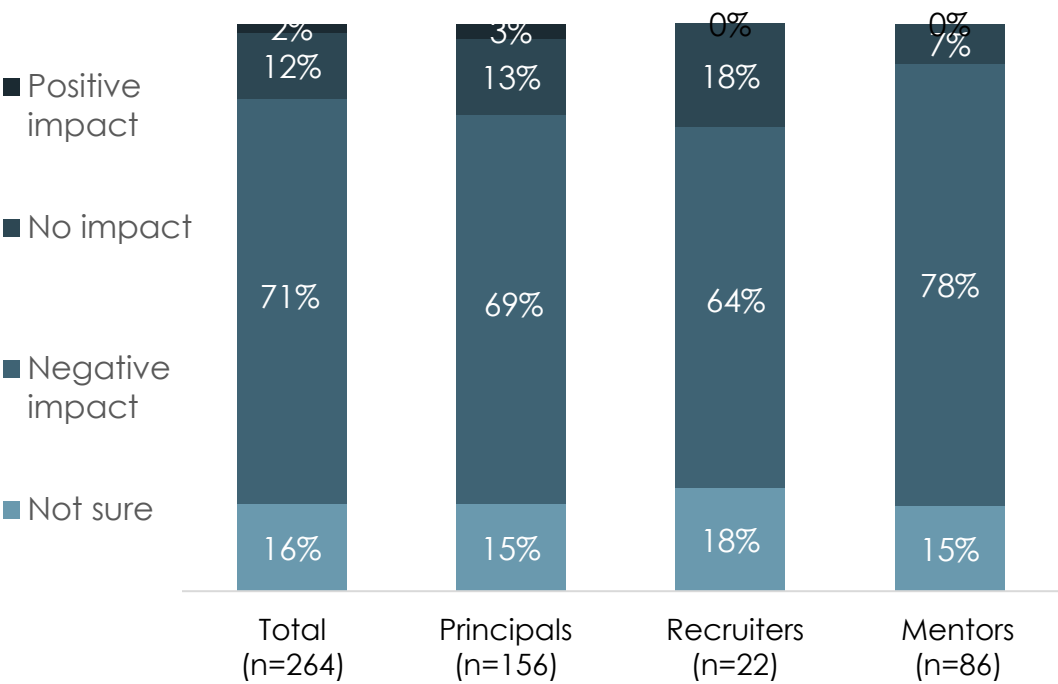
Articling Students, New Lawyers, and Completed Articling but not Practising

In your opinion, how did the COVID-19 pandemic impact your articling experience? *



Principals, Recruiters, and Mentors

In your opinion, how did the COVID-19 pandemic impact the articling experience for students? **



* Reduced base size: Articling students who started articling in 2022-2024 were not asked this question, as they experienced articling after the pandemic was over.

** Reduced base size: Principals, recruiters and mentors who have been recruiting, mentoring and/or supervising articling students for less than 2 years were not asked this question, since their students were articling after the pandemic.

COVID-19 largely had a negative impact on students' professional development and mental health.

Articling Students, New Lawyers, and Completed Articling but not Practising

*Describe how the pandemic impacted your articling experience.
(n=136)*

Negative Impacts:

- Many students transitioned abruptly to remote work without adequate infrastructure, resulting in reduced mentorship, isolation, and limited networking opportunities.
- Court closures and procedural changes curtailed hands-on learning and courtroom exposure.
- Virtual PLTC sessions were poorly executed and isolating.
- Many students faced increased workloads, job insecurity, and blurred work-life boundaries, all of which negatively impacted mental health and professional growth.

Positive Impacts (rare):

- Few students benefited from the flexibility of remote work. Reduced commute times provided additional time for personal or professional pursuits.

Principals, Recruiters, and Mentors

Describe how the pandemic impacted the articling experience for students. (n=178)

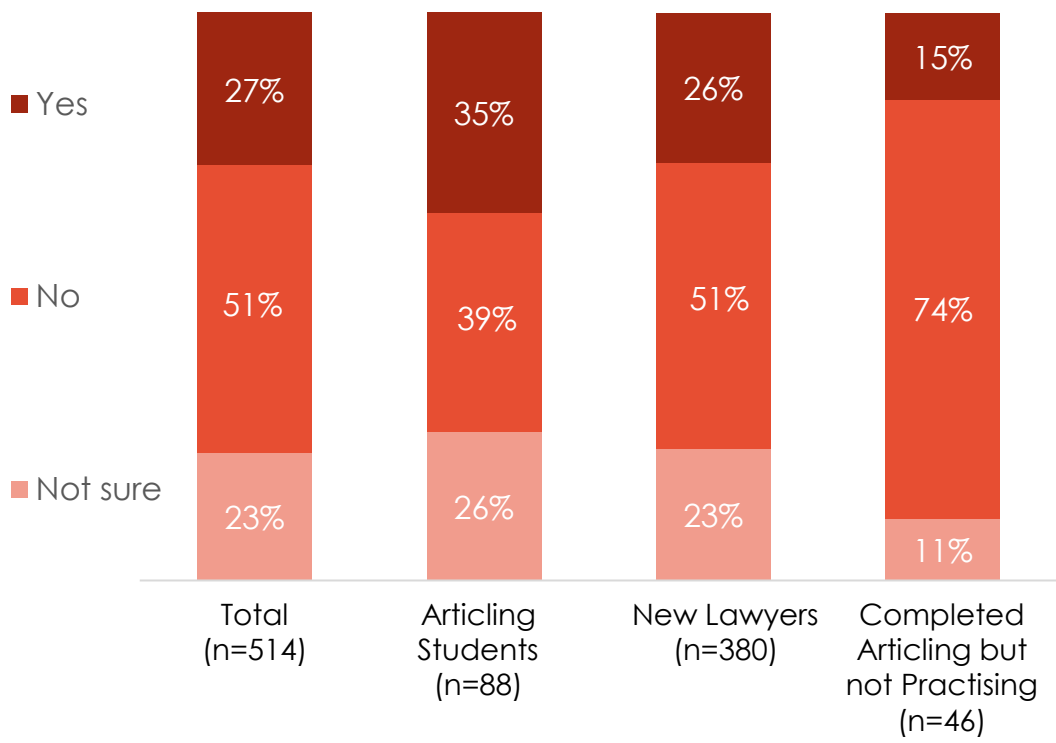
Negative Impacts:

- Reduced face-to-face interactions made it difficult for students to receive direct guidance, feedback, and informal learning through daily office activities.
- Many students missed critical hands-on experience in court, client meetings, and observing senior lawyers in action, limiting their development of essential skills.
- The lack of in-person opportunities for real-time discussions, courtroom experience, and client interactions led to weaker communication, advocacy, and interpersonal skills.
- Remote work exacerbated feelings of isolation, reduced peer support, and contributed to heightened anxiety about performance and career progression.
- Virtual Professional Legal Training Courses (PLTC) were less effective, missing the community-building and hands-on learning elements that were central to the in-person experience.
- Some students became accustomed to remote work flexibility, which led to difficulties in adapting to in-office legal practices and expectations post-pandemic.

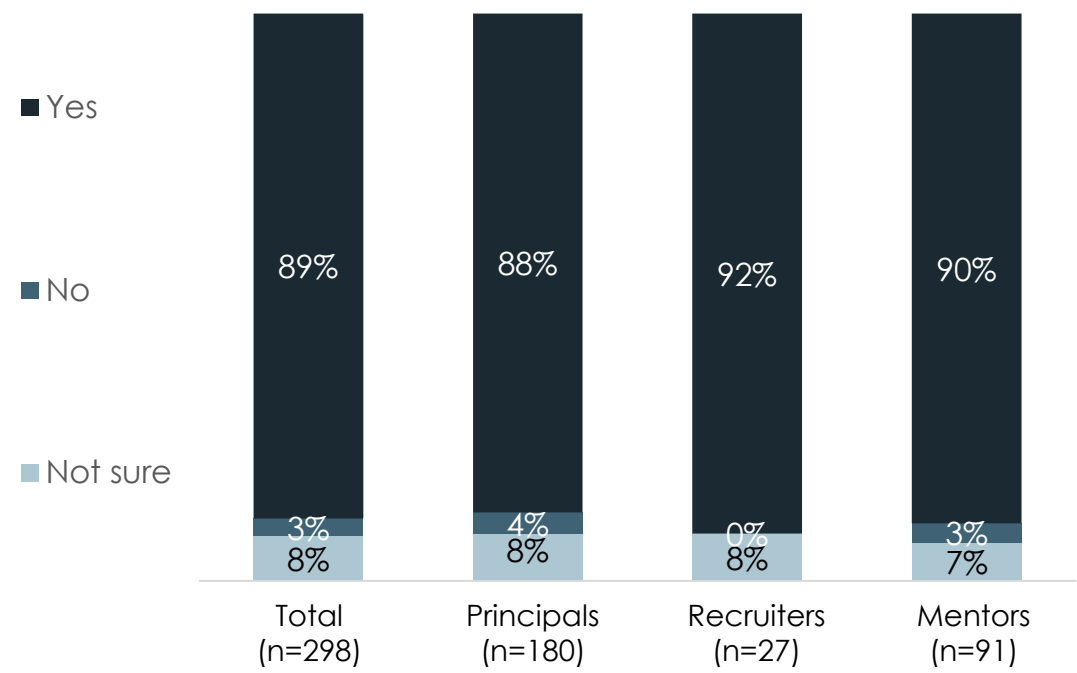
AVAILABILITY OF MENTAL HEALTH SUPPORTS

Just over half of articling students, new lawyers, and recent graduates felt they lacked access to adequate mental health support. In contrast, nearly 90% of principals, mentors, and recruiters believed resources were available.

Articling Students, New Lawyers, and Those Who Completed Articling but are not Practising
Are/were there appropriate mental health supports available at the firm/organization where you are/were articling to help you with managing stress, anxiety, etc.?



Principals, Recruiters, and Mentors
Are mental health resources available at your firm/organization for articling students who may need support with things like stress management, anxiety, etc.?

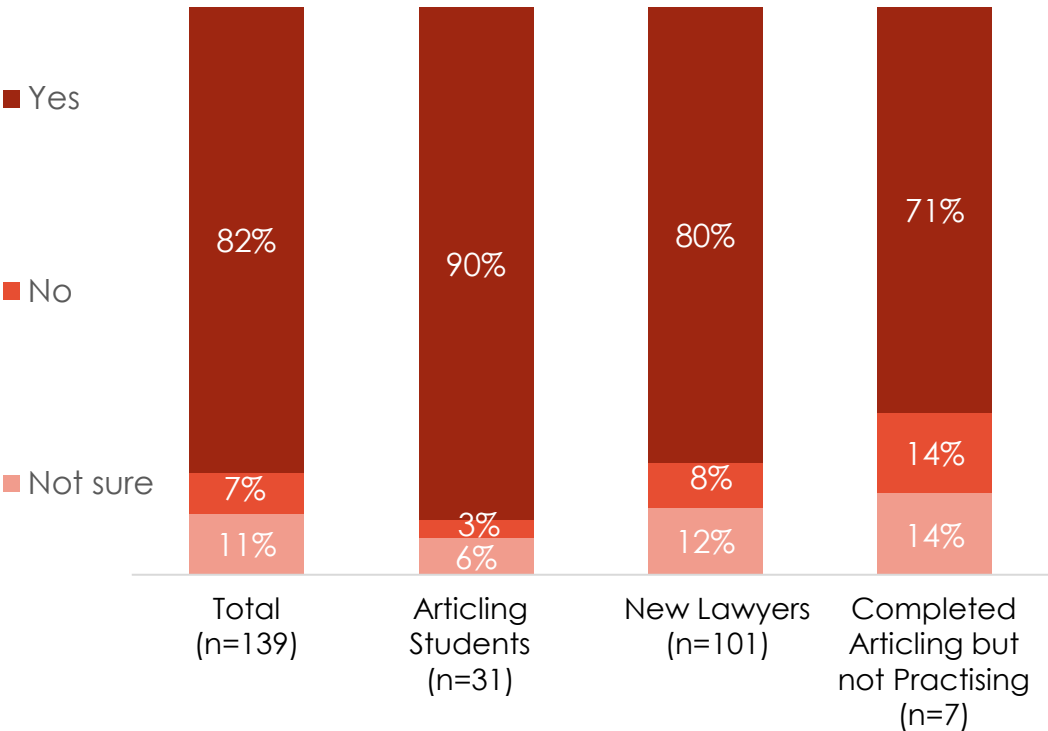


ENCOURAGEMENT TO ACCESS AVAILABLE MENTAL HEALTH SUPPORTS

Over 80% of firms / organizations encouraged articling students to use the available mental health supports when necessary.

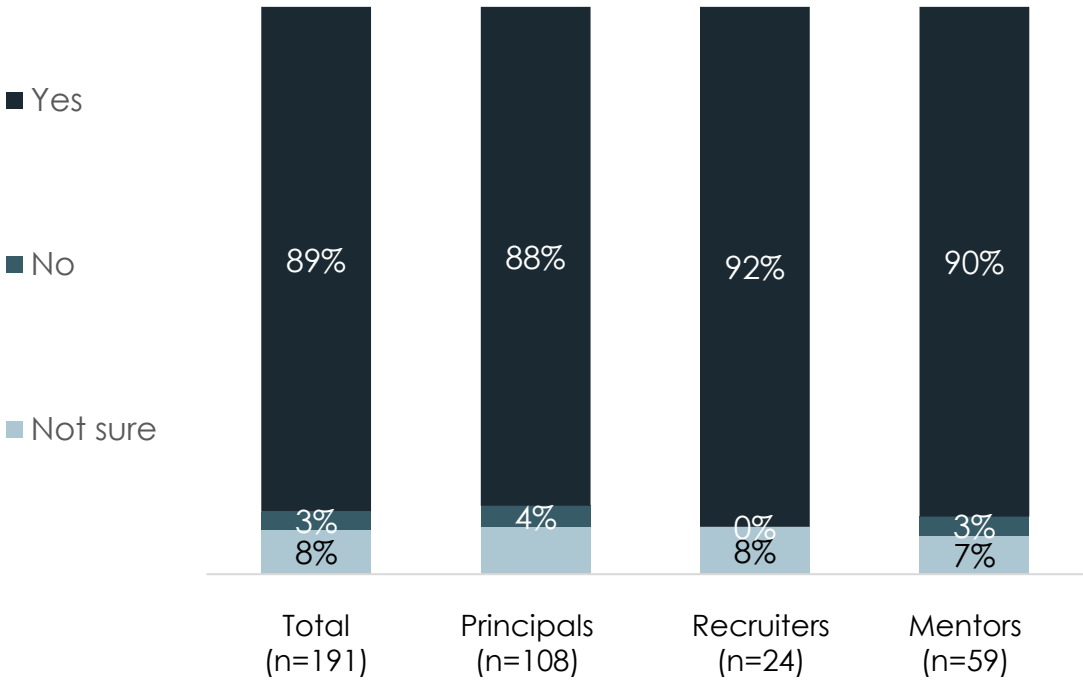
Articling Students, New Lawyers, and Those Who Completed Articling but are not Practising

Did your firm/organization encourage accessing the available mental health supports if needed? *



Principals, Recruiters, and Mentors

Did your firm/organization encourage accessing the available mental health supports if the student needed them? *



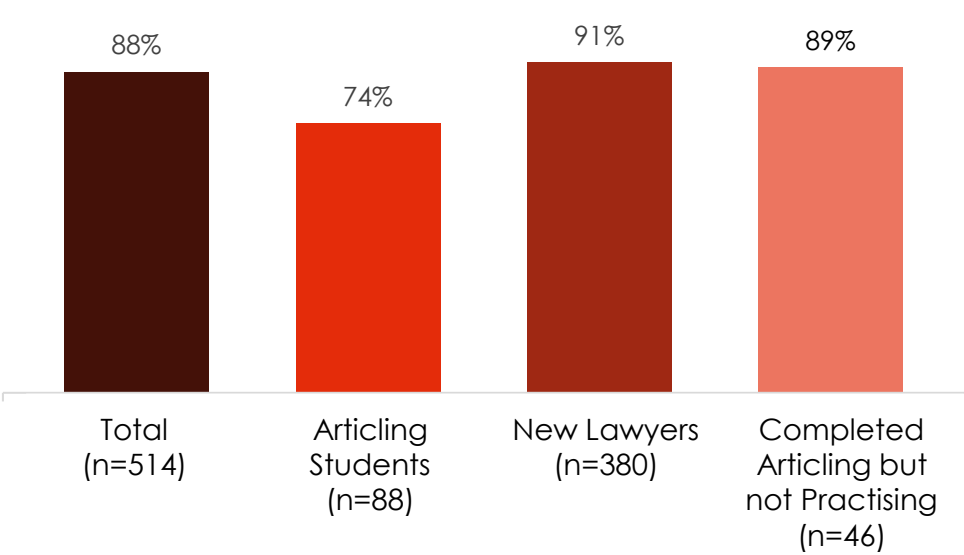
* Reduced base size: Articling students, new lawyers and those who completed articling but are not practicing, as well as principals, recruiters and mentors, who said their organization didn't have mental health supports or who were not sure were not asked this question.

AWARENESS OF THE LAWYERS' ASSISTANCE PROGRAM

Overall, awareness of the Lawyers' Assistance Program is high, but there is opportunity to enhance awareness among current students.

Articling Students, New Lawyers, and Completed Articling but not Practising

Are you aware of the lawyers' assistance program in your province?
(% Selected 'Yes')



Principals, Recruiters, and Mentors

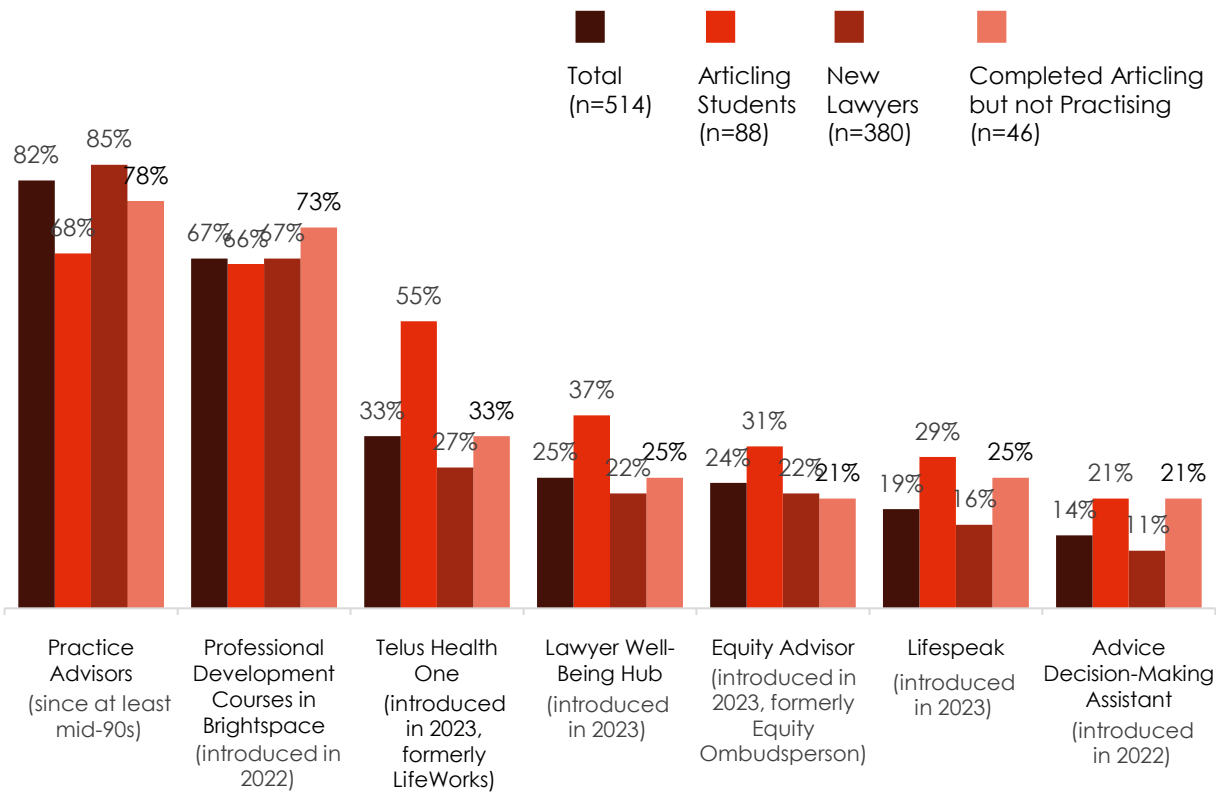
Are you aware of the lawyers' assistance program in your province?
(% Selected 'Yes')



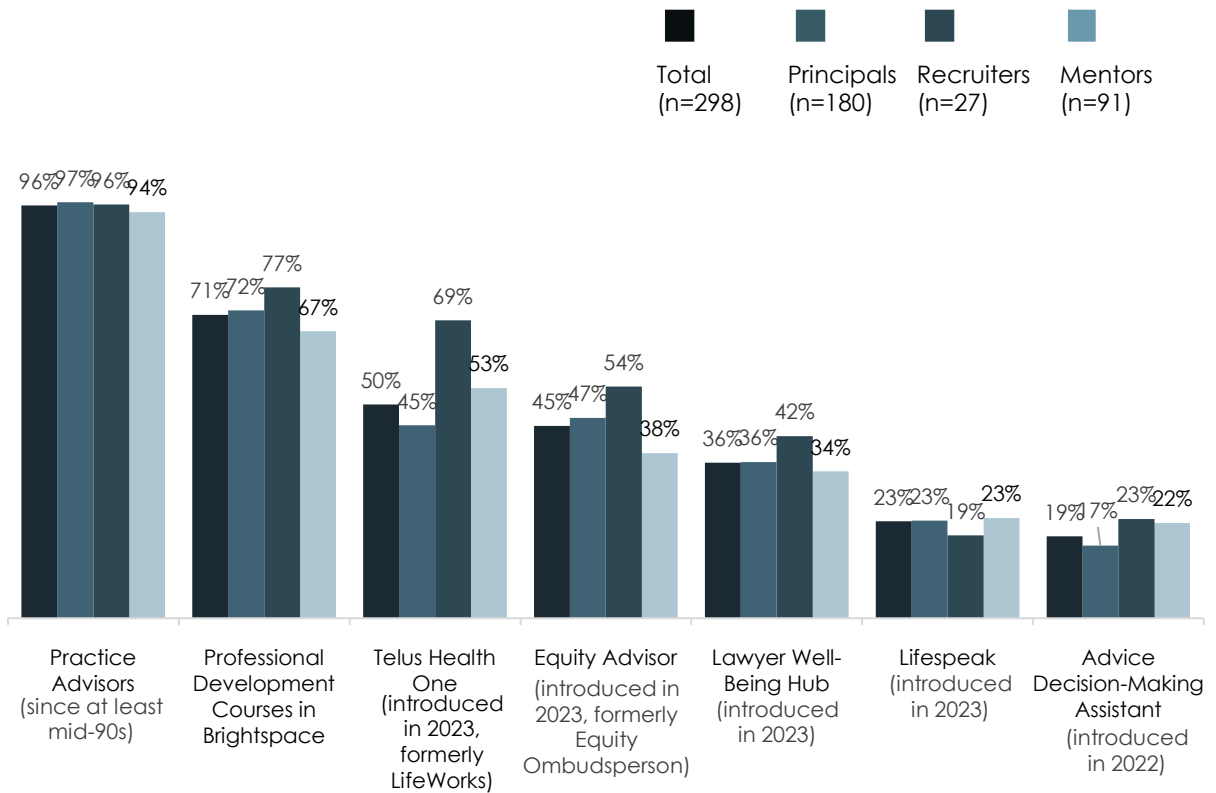
AWARENESS OF RESOURCES/SUPPORTS AVAILABLE THROUGH THE LSBC

Awareness of the Practice Advisors is high, but awareness of recently introduced tools and resources by the Law Society is generally low, with the exception of the professional development courses through Brightspace.

Articling Students, New Lawyers, and Completed Articling but not Practising
During your articling, are/were you aware of the following resources/supports available through the Law Society of British Columbia?
(% Selected 'Yes')



Principals, Recruiters, and Mentors
Were you aware of the following resources/supports available through the Law Society of British Columbia?
(% Selected 'Yes')

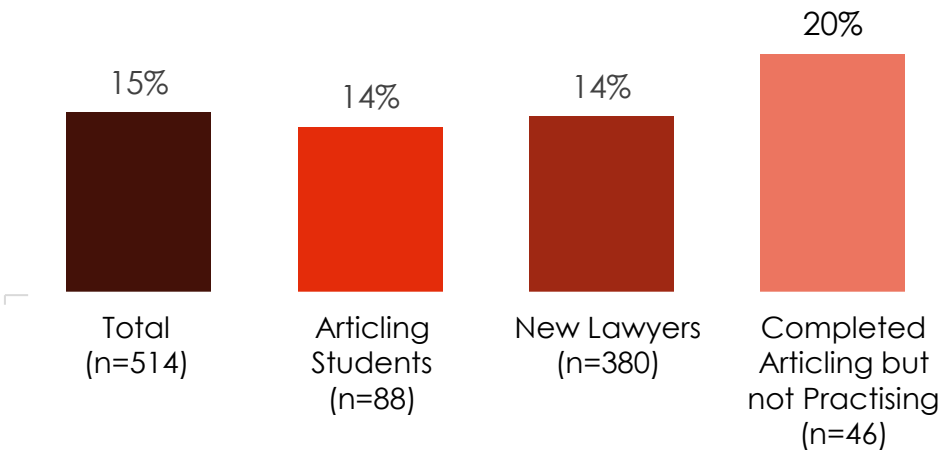


NEED FOR ADDITIONAL RESOURCES THAT WOULD ASSIST WITH LAWYER COMPETENCE

15% believe that additional resources from the Law Society could help improve the competence of new lawyers.

Articling Students, New Lawyers, and Completed Articling but not Practising

*Were there any other resources from the Law Society that would have assisted you with lawyer competence during your articles?
(% Selected 'Yes')*



Please list what resources from the Law Society would have assisted you with lawyer competence during your articles. (n=67)

Students asked for better financial support, improved mentorship, more oversight, and stronger proactive protections against harassment and discrimination. They also seek clearer guidance on practical skills, enhanced mental health resources, and greater accountability from principals and firms.

Principals, Recruiters, and Mentors

*Were there any other resources from the Law Society that would have assisted you or your students with teaching/learning lawyer competence?
(% Selected 'Yes')*

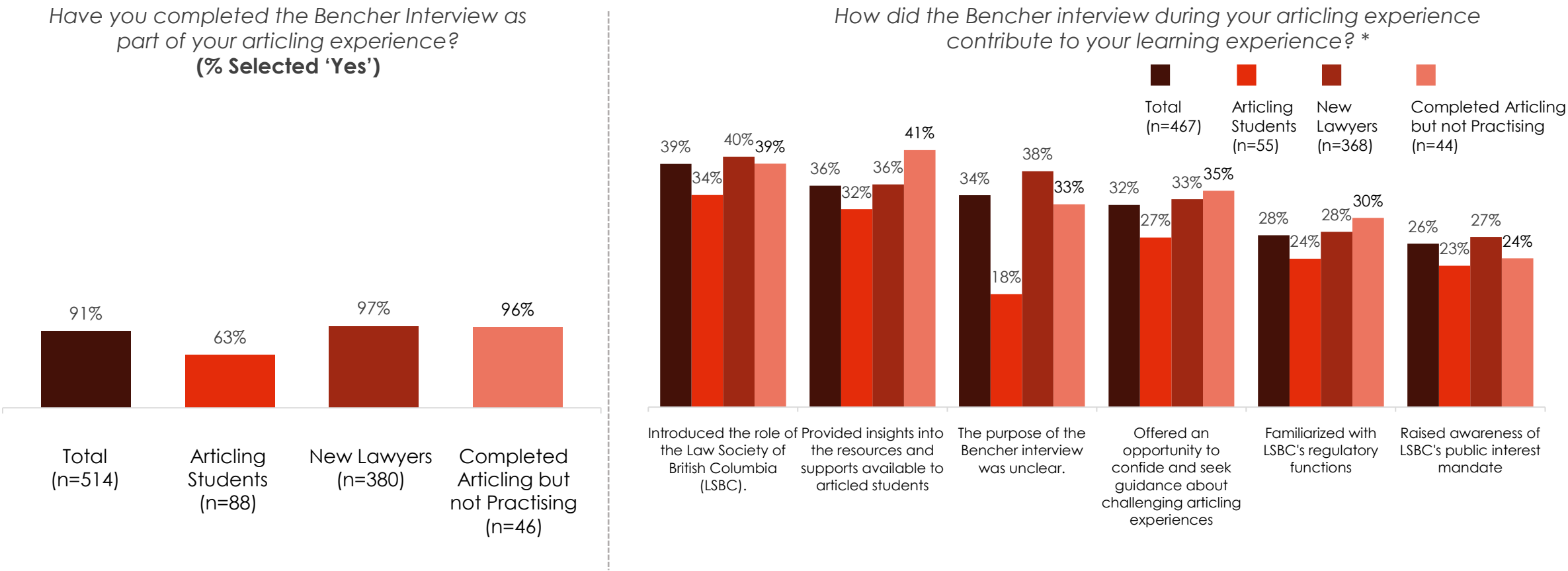


Please list what resources from the Law Society would have assisted you or your students with lawyer competence. (n=46)

Principals are seeking more targeted resources to improve lawyer competence, including updated learning materials, better mentorship programs, and clearer expectations. They want more practical training, real-world examples in PLTC courses, and stronger mental health support. Financial assistance to offset the costs of hiring articulated students, especially for smaller firms, is also a key request.

The Bencher interviews can serve as a means to introduce the role of the Law Society of British Columbia and offer insights into the resources and support services available. However, for a significant portion of respondents, the purpose of the interview was unclear.

Articling Students, New Lawyers, and Completed Articling but not Practising



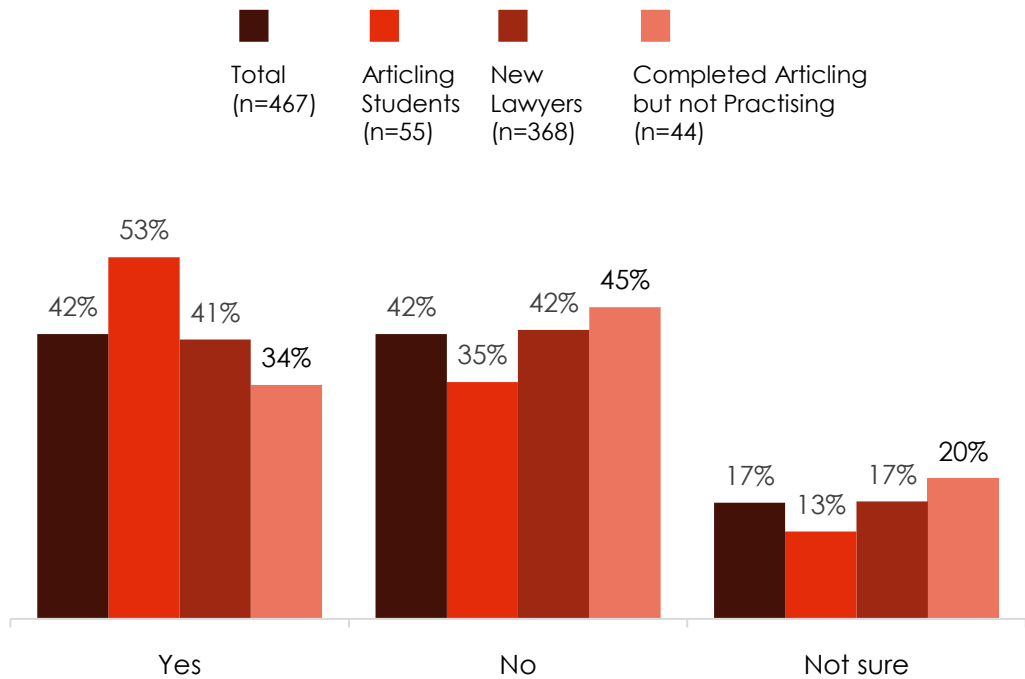
* Reduced base size: Those who indicated they did not complete the Bencher Interview at Q41 were not asked this question.

PERCEPTIONS OF THE BENCHER INTERVIEW

There was an even split between students who thought Bencher interviews should be optional and those who felt they should be mandatory. Additional comments suggested the need for a clear purpose and structured format, practical relevance, and confidentiality during bencher interviews.

Articling Students, New Lawyers, and Completed Articling but not Practising

Would you have chosen to attend the Bencher Interview if it had been optional instead of mandatory?



Do you have any additional comments or feedback you would like to share regarding your experience with the Bencher Interview? (n=255)

Unclear Purpose and Structure

"I was under the impression was the purpose was to ensure I was of good character which seemed strange as it was one video call. I was also unable to find much information about the purpose of the interview beforehand."

Limited Relevance and Practical Value

"The Bencher Interview, in my opinion, is antiquated and unnecessary. Many of the BC Benchers are unable to relate to the current day struggles of articling students, and/or continue to uphold and glorify long working hours taking precedent over mental health."

Compromised Confidentiality and Comfort

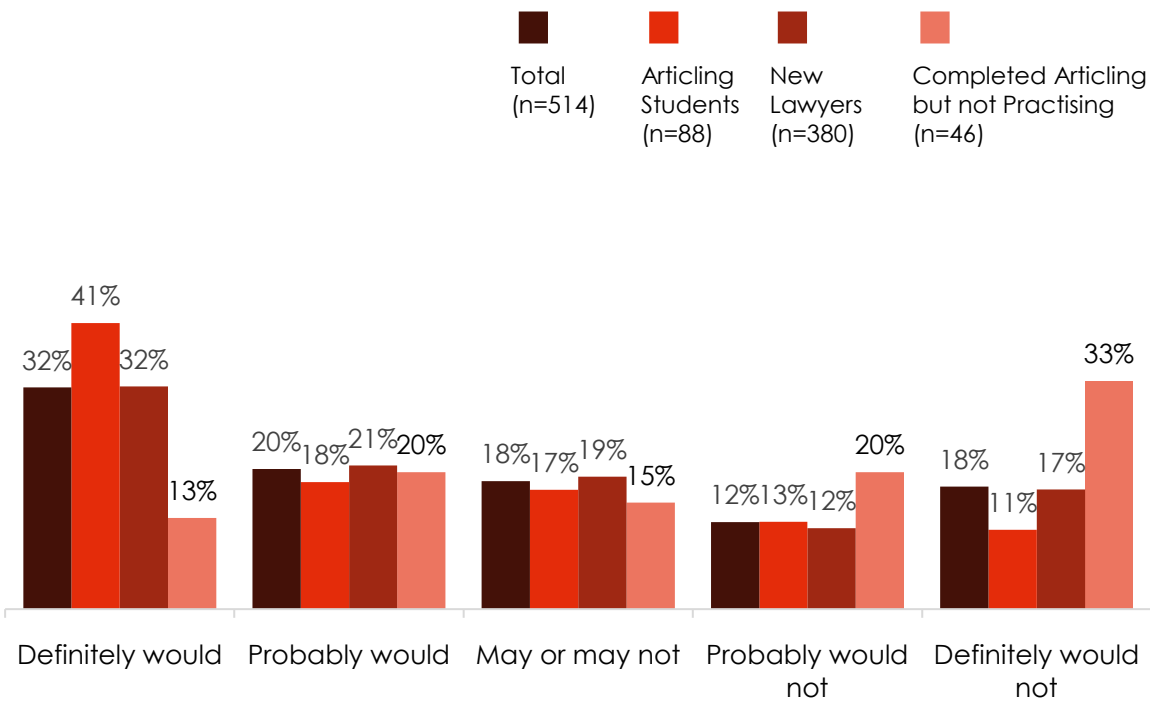
"Mine was conducted virtually from the office, where everyone else at the office could overhear. I had significant concerns about my experience that I wanted to share, but the bencher insisted on an virtual, during the work day meeting, despite my requests to meet in person."

* Reduced base size: Those who indicated they did not complete the Bencher Interview at Q41 were not asked this question.

Over 50% of students would recommend articling at the firm where they completed their articling. Nearly 80% of principals, recruiters, and mentors express interest in taking on students in the future.

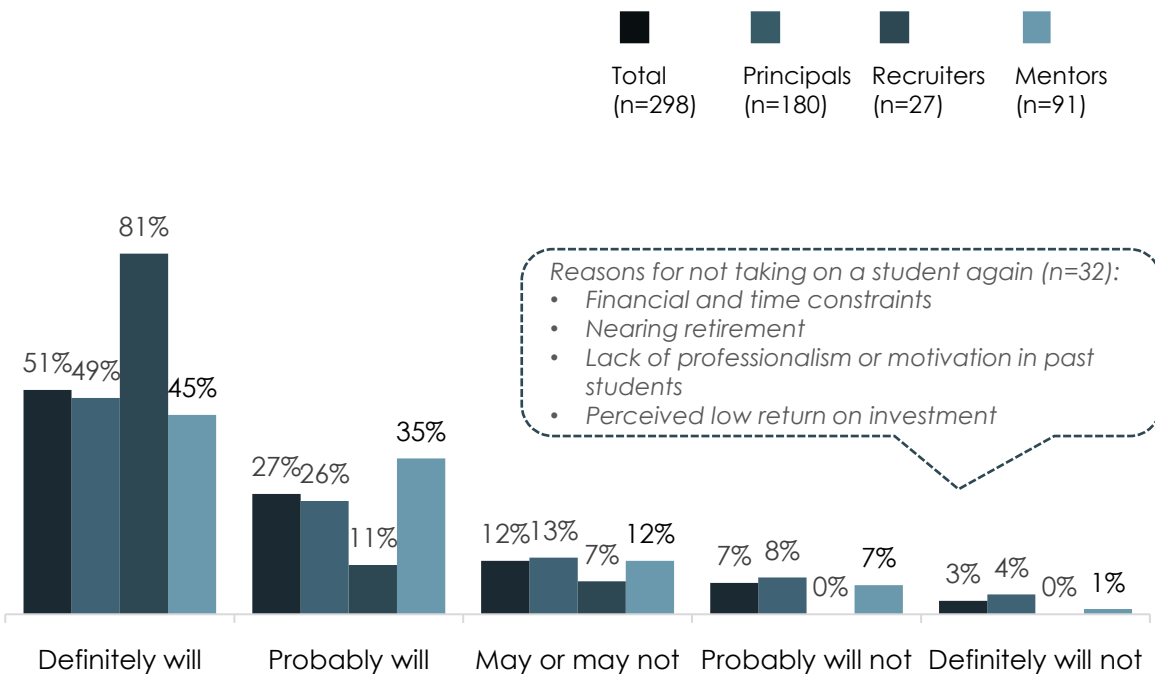
Articling Students, New Lawyers, and Completed Articling but not Practising

Now thinking more generally about where you article/articled, would you recommend it to articling students in the future?



Principals, Recruiters, and Mentors

Based on your experiences as a principal/recruiter/mentor, how likely are you to take on an articling student again in the future? / Why wouldn't you take another articling student in the future?

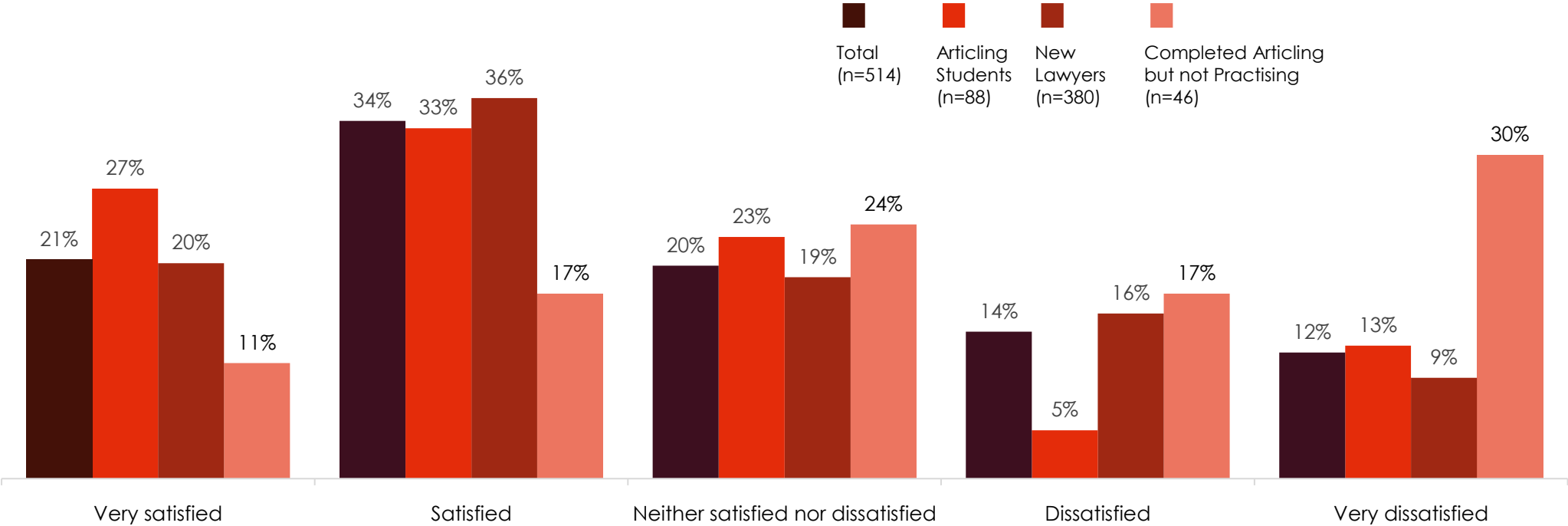


SATISFACTION WITH ARTICLING EXPERIENCE

Just over half of student survey respondents were satisfied with their articling experience.

Articling Students, New Lawyers, and Completed Articling but not Practising

Overall, how satisfied were/are you with your articling experience?



REASONS FOR SATISFACTION WITH ARTICLING EXPERIENCE

The quality of mentorship and training, along with the work environment, are the primary factors affecting satisfaction with the articling experience.

Articling Students, New Lawyers, and Completed Articling but not Practising

Please explain why you are satisfied / very satisfied with your articling experience. (n=212)

Supportive Mentorship and Team Environment

"I was fortunate to work in a very supportive environment with excellent mentorship. Although my articling experience was not highly structured, I worked on a wide variety of tasks and files, was encouraged to follow my interests, and was provided with helpful feedback and reasonable expectations throughout my experience"

Hands-On Experience and Practical Exposure

"Whatever theoretical knowledge I have gained as legal assistant, I am practically implementing that knowledge. Further, my principal is the best principal one could ever have. He pushes me to appear for hearings."

Work-Life Balance and Flexibility

"My work placed a high premium on work life balance such that I never felt that I needed mental health or stress supports. Additionally, my mentors were approachable and open to questions/requests for feedback. At the same time, they didn't limit my ability to experience new things and allowed me to get hand-on experience with a lot of different areas of practice, including court time."

Exposure to Diverse Practice Areas

"Got to experience multiple areas of law, and having worked with a sole practitioner got visibility of the entire practice."

Autonomy and Responsibility

"I think that my articling experience involved an ideal mix of hands-on experience/opportunities to take on a significant level of responsibility on files and structured support and training. I wasn't thrown into the deep end and forced to learn things by myself, but I also felt like I was afforded a lot of trust and respect by members of my firm and allowed to do meaningful work."

REASONS FOR DISSATISFACTION WITH ARTICLING EXPERIENCE

Lack of mentorship, abusive workplaces, and unrealistic expectations were some of the key factors shaping dissatisfaction with the articling experience.

Articling Students, New Lawyers, and Completed Articling but not Practising

Please explain why you are very dissatisfied / dissatisfied / neither satisfied nor dissatisfied / with your articling experience. (n=201)

Lack of Mentorship and Support

"I had zero mentorship from my principal. I was often given tasks without clear instructions or guidance. I was often overwhelmed with the responsibilities/tasks I was given, without having a lawyer to ask questions to or seek advice from. My principal was rarely in the office, and I could not rely on them for assistance"

Toxic and Abusive Work Environments

"Learning this practice through disrespectful/rude/mean individuals is an unfortunately first glimpse into the practice of law, and one that could likely turn some individuals off from this work"

Unrealistic Expectations and Stress

"Articling positions are treated as a way to exploit candidates. Lawyers hire articling students to impose their unrealistic expectations and threaten them to terminate the relationship which will scare them off to work harder and for longer hours. Principal lawyers are using articling students to make them work for 2 people"

Inadequate Compensation

"The compensation is very minimal and the work load is very high. The expectation is that you work around the clock on anything that they need help with and that you are there for experience. . The prospects of finding a position in the desired field is very low so there is no incentive for firms (smaller firms) to pay well or support students because there is a lineup of willing students to take your position"

Limited Learning Opportunities and Exposure

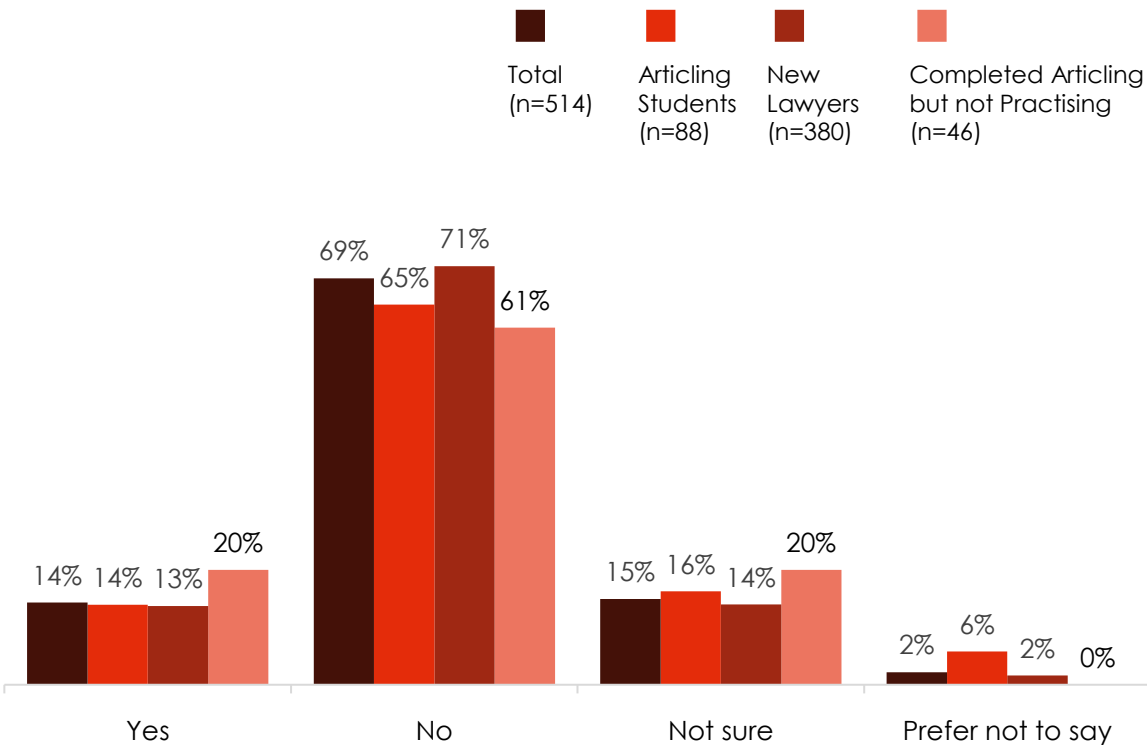
"...the firm didn't practice in an area I ultimately wanted to work in, and because it was such a small firm there was no opportunity to get any exposure to any other practice areas"

DISCRIMINATION DURING RECRUITMENT PROCESS

14% of articling students, new lawyers, and those who completed articling but are not practising reported experiencing discrimination during the recruitment process.

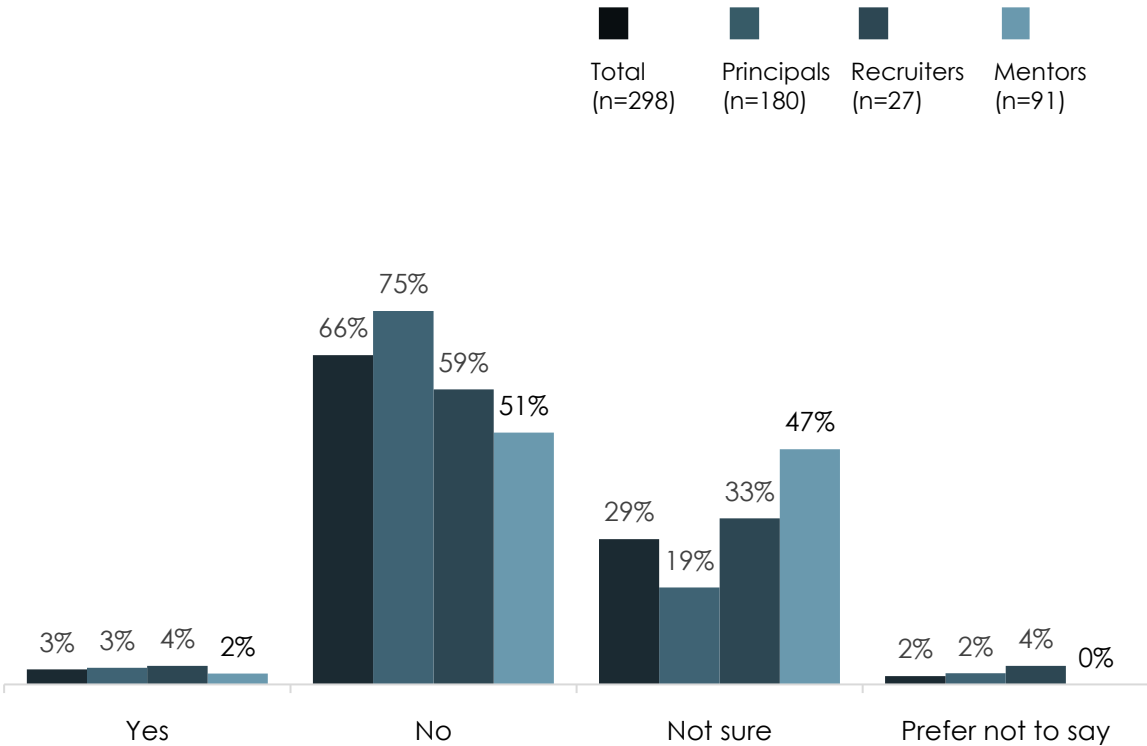
Articling Students, New Lawyers, and Completed Articling but not Practising

During the recruitment process for your articling position did you experience discrimination related to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors?



Principals, Recruiters, and Mentors

Has your firm/organization ever had a candidate indicate that they have been discriminated against related to age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors during the recruitment process?

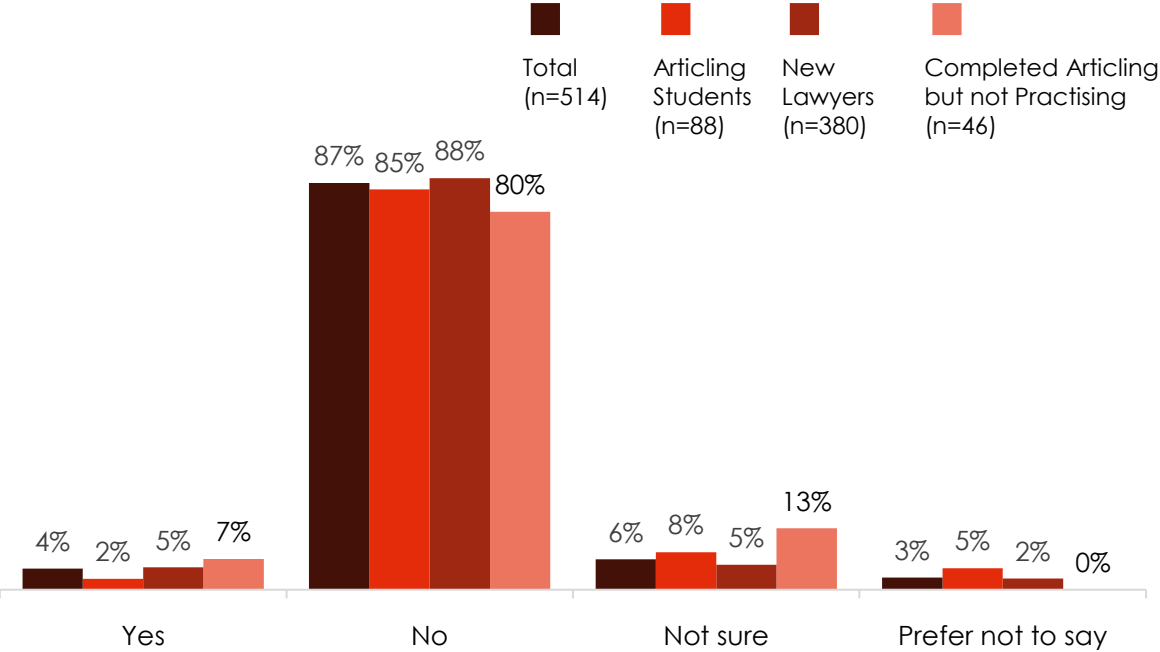


HARASSMENT DURING RECRUITMENT PROCESS

4% of articling students, new lawyers, and those who completed articling but are not practising reported experiencing harassment during recruitment.

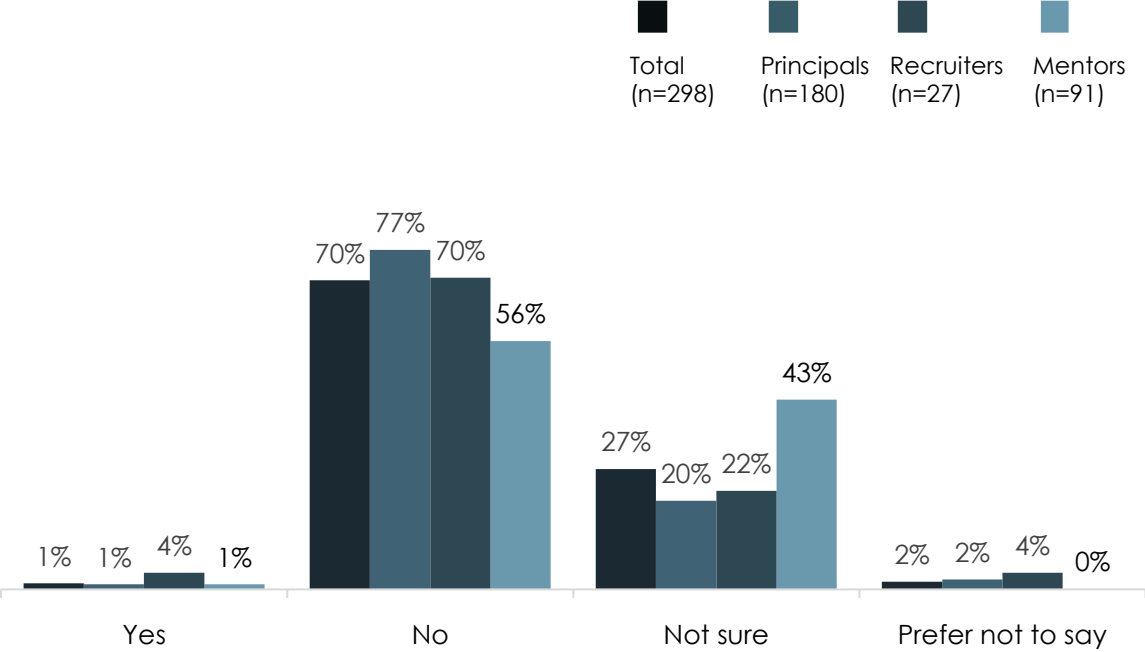
Articling Students, New Lawyers, and Completed Articling but not Practising

During the recruitment process for your articling position did you experience harassment related to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors?



Principals, Recruiters, and Mentors

Has your firm/organization ever had a candidate indicate that they have been harassed related to age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors during the recruitment process?

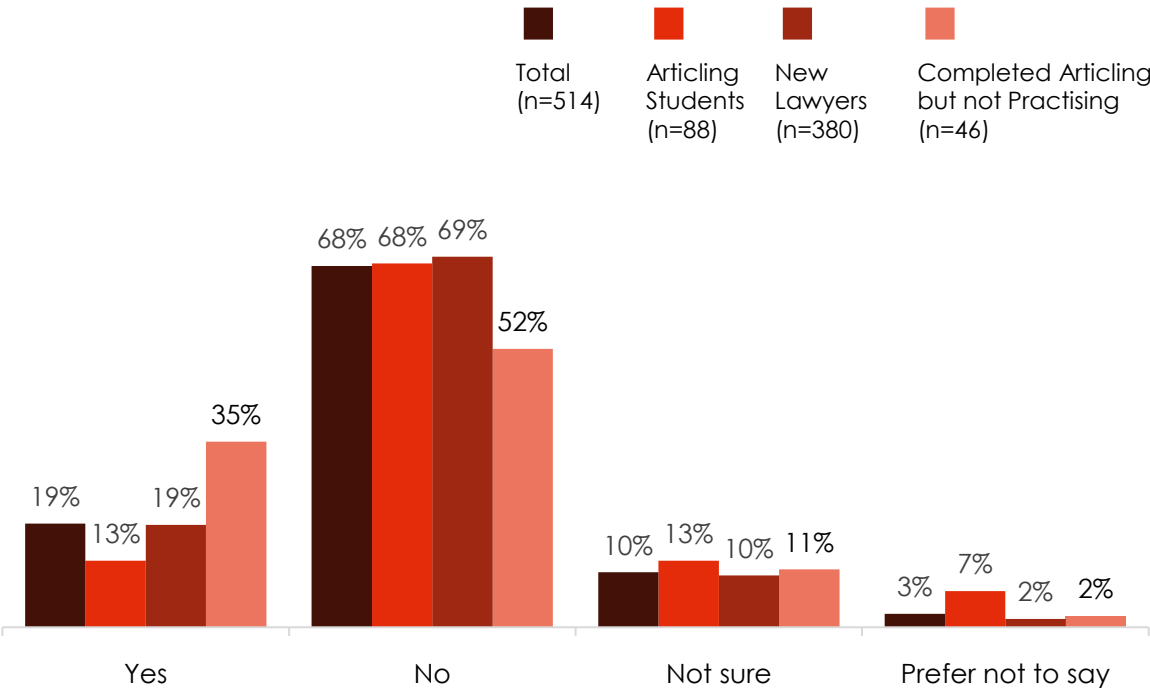


DISCRIMINATION DURING ARTICLING

During articling, 19% of articling students, new lawyers, and those who completed articling but are not practising reported experiencing discrimination.

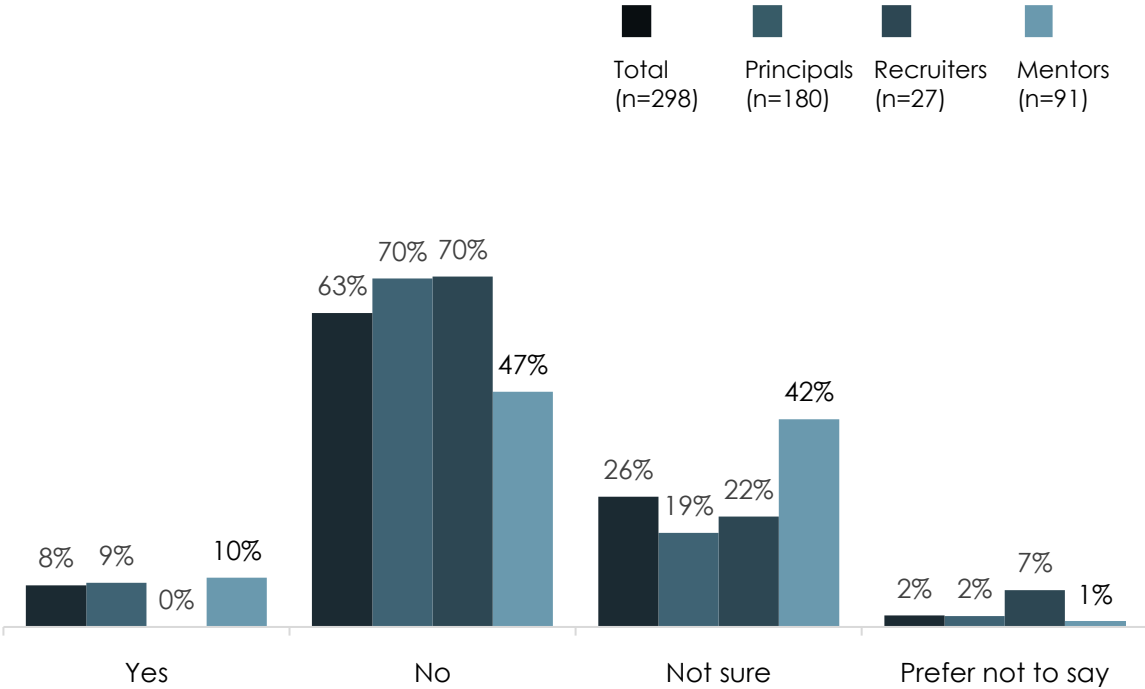
Articling Students, New Lawyers, and Completed Articling but not Practising

During your articling, did you experience discrimination related to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors?



Principals, Recruiters, and Mentors

Has an articling student come to you with concerns about being discriminated against by someone at the firm/organization related to age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors during their articling experience?

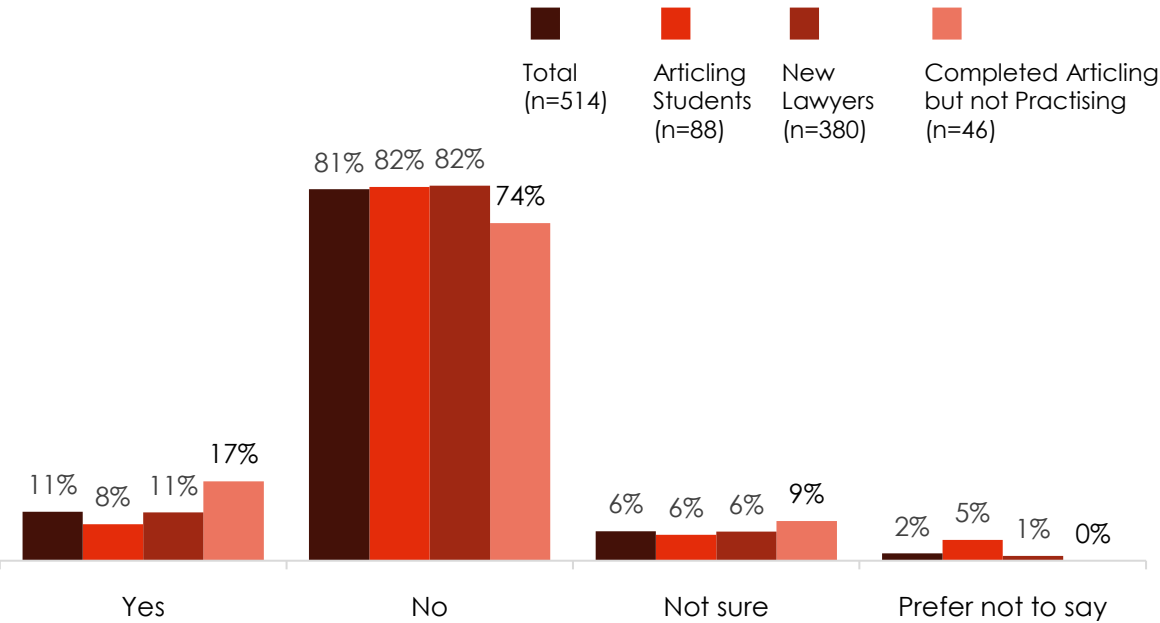


HARASSMENT DURING ARTICLING

11% of articling students, new lawyers, and those who completed articling but are not practising reported experiencing harassment during articling.

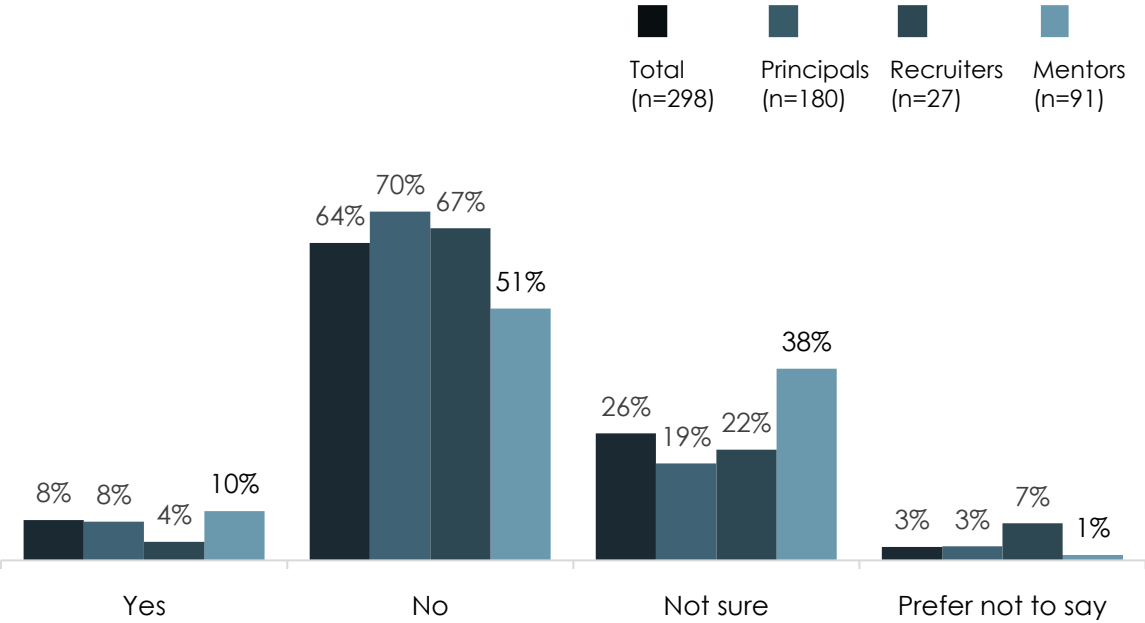
Articling Students, New Lawyers, and Completed Articling but not Practising

During your articling, did you experience harassment related to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors?



Principals, Recruiters, and Mentors

Has an articling student come to you with concerns about being harassed by someone at the firm/organization related to age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors during their articling experience?



Nearly 70% of those who experienced discrimination and/or harassment did not report those experiences.

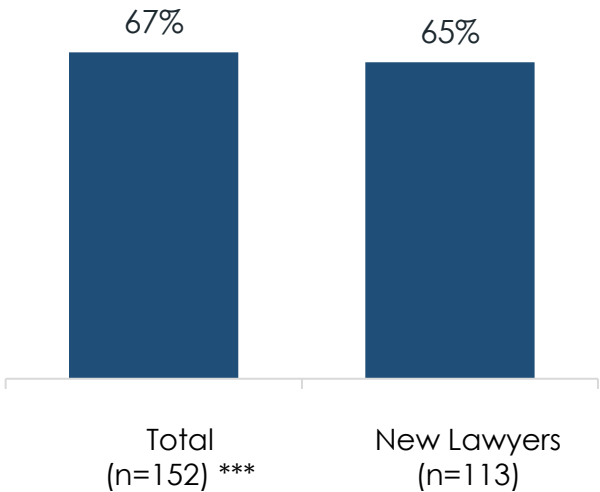
Articling Students, New Lawyers, and Completed Articling but not Practising

During the recruitment process for your articling position did you experience discrimination related to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors? | During the recruitment process for your articling position did you experience harassment related to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors? | During your articling, did you experience discrimination related to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors? | During your articling, did you experience harassment related to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors? *



Principals, Recruiters, and Mentors

Did you report the discrimination/harassment you experienced during articling or the recruitment process to any of the following bodies? **



* Composed of respondents who answered 'yes' to at least one of the four discrimination and/or harassment-related questions (Q48–52).

** Composed of respondents who selected 'no' to all four of the answer options in the question about the bodies to which the experiences of discrimination and/or harassment were reported (Q60)

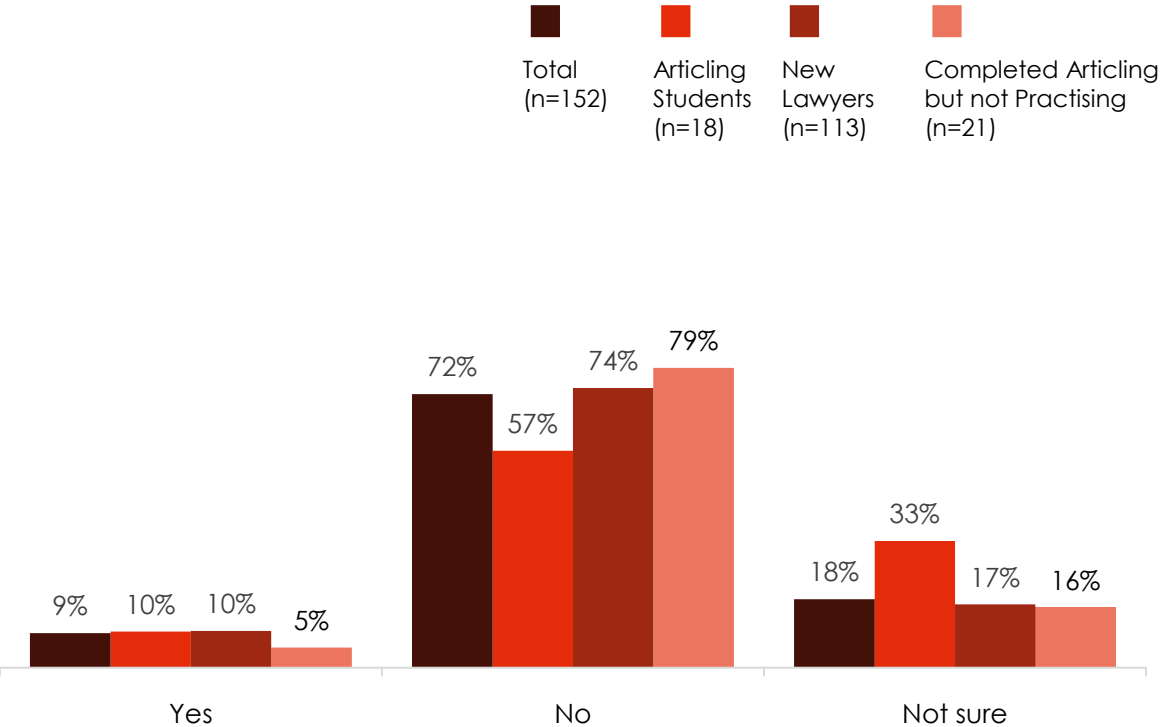
*** Reduced base size: Those who said they did not experience discrimination and/or harassment at Q48-52 were not asked this question. Base sizes insufficient for reporting articling students and those who completed articling but are not practising

AVAILABILITY OF RESOURCES TO ADDRESS DISCRIMINATION AND/OR HARASSMENT

Among students who experienced discrimination or harassment, only 9% felt adequate resources were available to address these issues. In contrast, 80% of principals, recruiters, and mentors felt there was a confidential place to address their concerns.

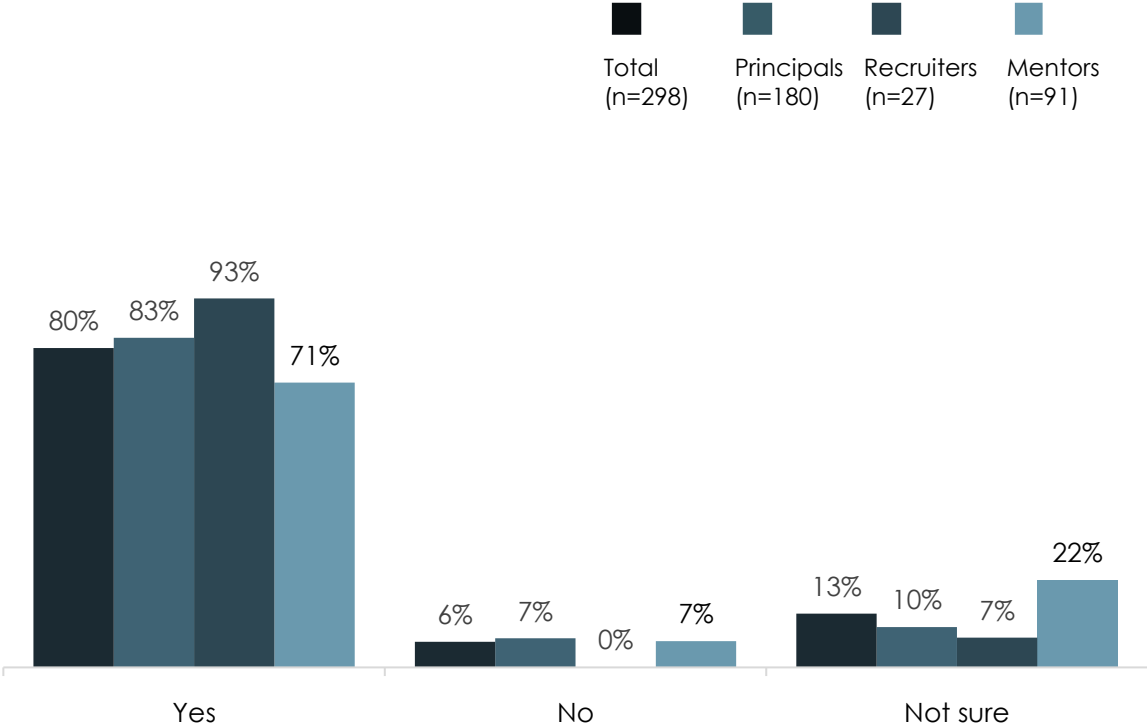
Articling Students, New Lawyers, and Completed Articling but not Practising

Were resources available to address the discrimination or harassment you experienced? *



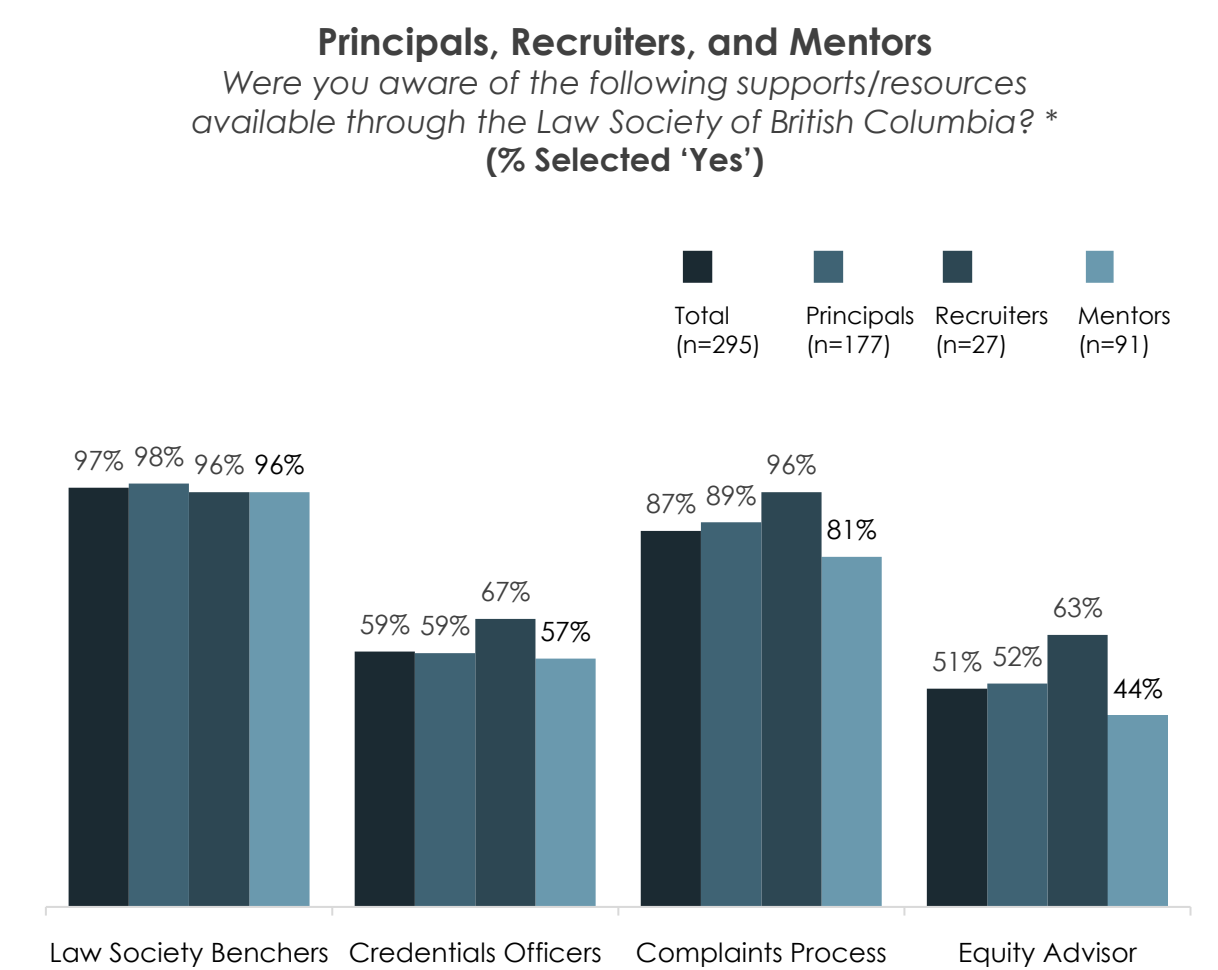
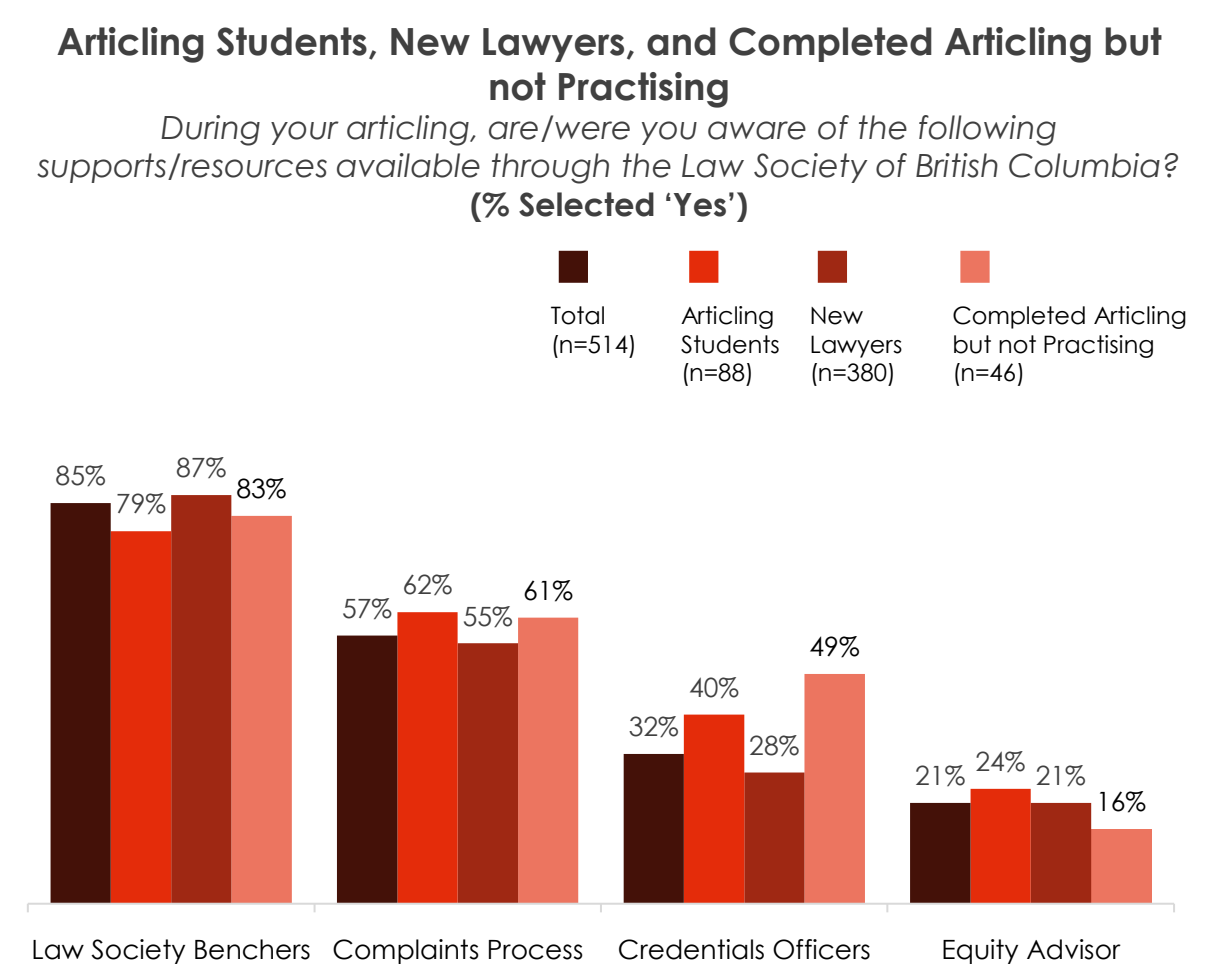
Principals, Recruiters, and Mentors

If an articling student believes they have been discriminated against or harassed by someone in your firm/organization, is there a place they can confidentially address their concerns?



* Reduced base size: Those who said they did not experience discrimination and/or harassment at Q48-52 were not asked this question.

There is an opportunity to improve awareness of the resources offered by the Law Society, particularly of Credentials Officers and the Equity Advisor.



* Reduced base size: Re-based to exclude 'NA – Didn't exist when I was a principal/recruiter/mentor'



EQUITY-DESERVING GROUPS:

Racialized, 2SLGBTQIA+,
Indigenous

Respondents self-identifying with racialized, 2SLGBTQIA+, and Indigenous groups received somewhat lower average compensation compared to their peers who do not identify with these groups, however this difference was not practically significant.

| Educational and Practice Setting Profile | | Equity-Deserving Group (Racialized, 2SLGBTQIA+, Indigenous) | NOT an Equity-Deserving Group (Racialized, 2SLGBTQIA+, Indigenous) |
|--|------------------------------|--|---|
| n = * | | 252 | 208 |
| Education | Educated outside of Canada | 29% | 23% |
| Practice Setting | Big Firms (51+ lawyers) | 17% | 14% |
| | Medium Firms (26-50 lawyers) | 6% | 10% |
| | Small Firms (2-25 lawyers) | 52% | 51% |
| Practice Location | Large Urban Centre | 75% | 70% |
| | Small Urban Centre | 21% | 20% |
| | Rural area | 2% | 5% |
| | Combination | 2% | 5% |

* The remaining respondents opted not to disclose their identity

Compensation & Workload by Practice Setting **

(average annual salary / weekly hours)

| Big Firm | Big Firm |
|--|--|
| Equity-Deserving Group (Racialized, 2SLGBTQIA+, Indigenous) | NOT Equity-Deserving Group (Racialized, 2SLGBTQIA+, Indigenous) |
| (n=43) | (n=29) |
| \$71,114 | \$72,740 |
| (n=44) | (n=29) |
| 53 hrs/week | 55 hrs/week |
| Small Firm | Small Firm |
| Equity-Deserving Group (Racialized, 2SLGBTQIA+, Indigenous) | NOT Equity-Deserving Group (Racialized, 2SLGBTQIA+, Indigenous) |
| (n=121) | (n=106) |
| \$46,161 | \$50,076 |
| (n=124) | (n=105) |
| 47 hrs/week | 47 hrs/week |

| Overall Compensation (average annual salary) *** | | |
|---|---------------------------------|---|
| \$52,464 | Difference: 3% lower | \$53,850 |
| (n=238) | | (n=201) |
| Equity-Deserving Group (Racialized, 2SLGBTQIA+, Indigenous) | | NOT Equity-Deserving Group (Racialized, 2SLGBTQIA+, Indigenous) |

** The analysis of average compensation excluded 11 outliers, and the analysis of average workload excluded 12 outliers. Respondents were classified as outliers if they met any of the following criteria: 1) reported an annual compensation of \$9,000 or less, or \$115,000 or more; 2) indicated a weekly workload of 10 hours or less, or 100 hours or more.

*** Reduced base size: Those who did not receive annual compensation were not asked this question. Those who preferred not to answer or were identified as outliers were excluded from the calculation of averages.

Compensation & Workload by Practice Location

(average annual salary / weekly hours)

| Large Urban Centre | Large Urban Centre |
|--|--|
| Equity-Deserving Group (Racialized, 2SLGBTQIA+, Indigenous) | NOT Equity-Deserving Group (Racialized, 2SLGBTQIA+, Indigenous) |
| (n=179) | (n=139) |
| \$55,750 | \$57,149 |
| (n=183) | (n=143) |
| 48 hrs/week | 49 hrs/week |
| Small Urban Centre | Small Urban Centre |
| Equity-Deserving Group (Racialized, 2SLGBTQIA+, Indigenous) | NOT Equity-Deserving Group (Racialized, 2SLGBTQIA+, Indigenous) |
| (n=50) | (n=41) |
| \$43,363 | \$45,732 |
| (n=52) | (n=41) |
| 47 hrs/week | 44 hrs/week |

An independent-samples t-test was conducted to evaluate whether there was a statistically significant difference in compensation between the two groups. The results showed that the mean difference was not statistically significant ($p = 0.36$), and the effect size was negligible (0.08). This indicates that the difference is minimal and unlikely to have real-world implications or practical importance ([Lakens, 2013](#)).



**EQUITY-DESERVING
GROUPS:**
Female Respondents

Female respondents, compared to their male counterparts, reported compensation that was on par or slightly higher; however, the difference was not practically significant.

| Educational and Practice Setting Profile | | Female | Male |
|--|------------------------------|--------|------|
| <i>n = *</i> | | 320 | 155 |
| Education | Educated outside of Canada | 26% | 25% |
| Practice Setting | Big Firms (51+ lawyers) | 18% | 12% |
| | Medium Firms (26-50 lawyers) | 10% | 7% |
| | Small Firms (2-25 lawyers) | 46% | 59% |
| | Sole Practitioner | 11% | 9% |
| Practice Location | Large Urban Centre | 73% | 72% |
| | Small Urban Centre | 21% | 21% |
| | Rural area | 3% | 3% |
| | Combination | 3% | 3% |

* The remaining respondents opted not to disclose their gender identity or identified as 'non-binary' or 'other'

** Low base size: Interpret with caution

Compensation & Workload by Practice Setting ***
(average annual salary / weekly hours)

| Big Firm | Big Firm |
|---|---|
| Female | Male |
| (n=59) \$72,642 (n=59) 53 hrs/week | (n=18) ** \$71,469 (n=18) ** 52 hrs/week |
| Small Firm | Small Firm |
| Female | Male |
| (n=139) \$48,787 (n=142) 48 hrs/week | (n=90) \$46,782 (n=87) 46 hrs/week |

Compensation & Workload by Practice Location
(average annual salary / weekly hours)

| Large Urban Centre | Large Urban Centre |
|---|---|
| Female | Male |
| (n=226) \$58,305 (n=222) 49 hrs/week | (n=107) \$53,655 (n=109) 47 hrs/week |
| Small Urban Centre | Small Urban Centre |
| Female | Male |
| (n=50) \$43,363 (n=52) 47 hrs/week | (n=33) \$44,977 (n=32) 46 hrs/week |

Overall Compensation (average annual salary) ****

\$54,747

(n=305)

Female

**Difference:
6% higher**

\$51,362

(n=150)

Male

An independent-samples t-test was conducted to assess whether there was a statistically significant difference in compensation between males and females. The results indicated a statistically significant difference ($p = 0.03$). However, the effect size was small (-0.21), suggesting the difference was not practically significant, meaning it is minimal enough to likely lack real-world implications or practical importance ([Lakens, 2013](#)).

*** The analysis of average compensation excluded 13 outliers, and the analysis of average workload excluded 13 outliers as well. Respondents were classified as outliers if they met any of the following criteria: 1) reported an annual compensation of \$9,000 or less, or \$115,000 or more; 2) indicated a weekly workload of 10 hours or less, or 100 hours or more.

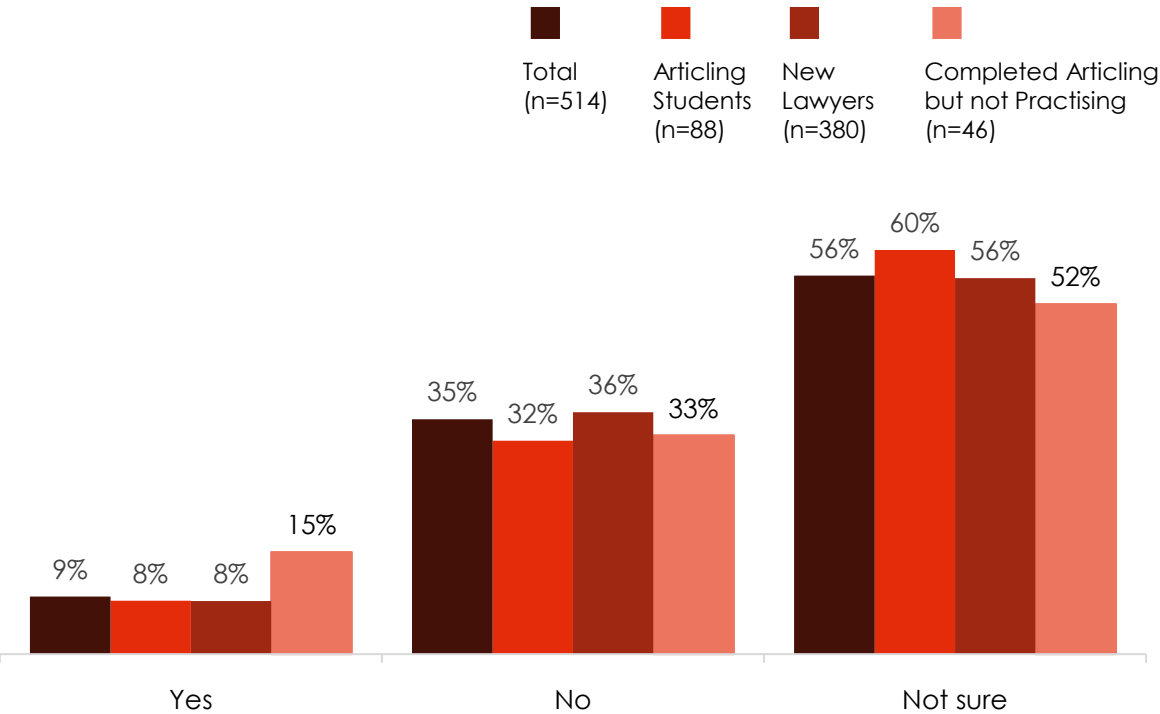
**** Reduced base size: Those who opted not to disclose their gender identity or identified as 'non-binary' or 'other', as well as those who preferred not to answer or were identified as outliers, were excluded from the calculation of averages.

NEED FOR ADDITIONAL RESOURCES THAT WOULD ASSIST WITH EQUITY, DIVERSITY, AND INCLUSION ISSUES

Almost 10% feel that additional resources from the Law Society are needed to assist students with equity, diversity, and inclusion or well-being issues.

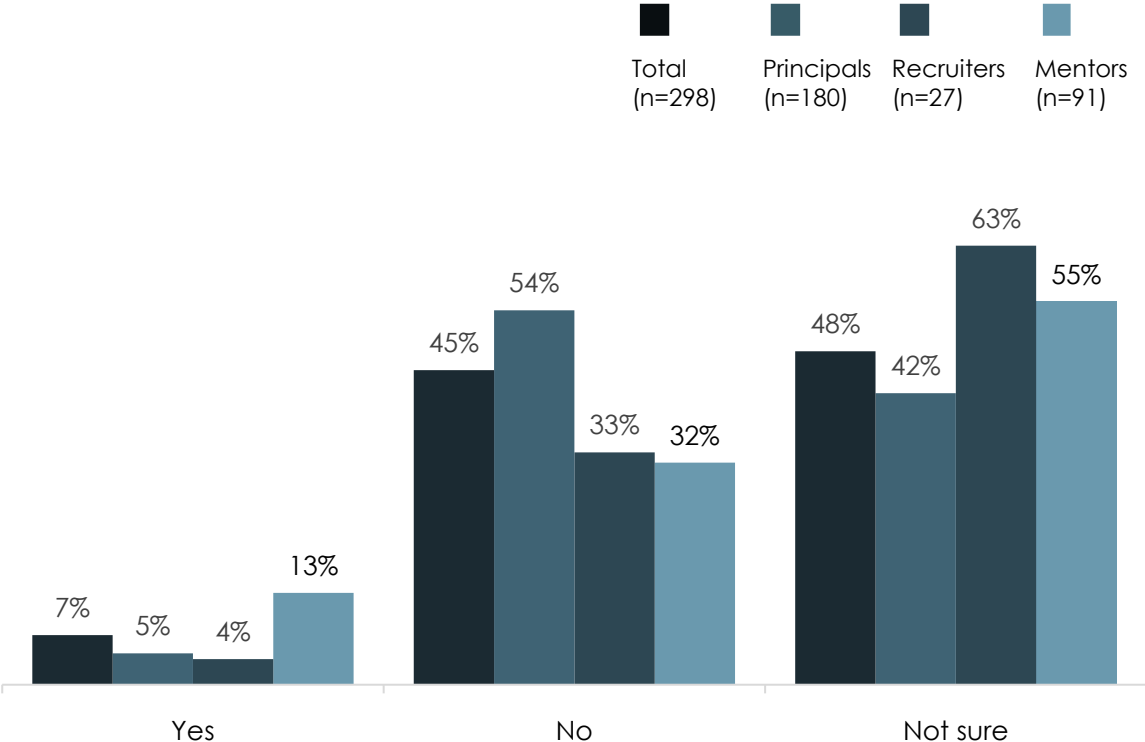
Articling Students, New Lawyers, and Completed Articling but not Practising

Were there any other resources from the Law Society that would have assisted you with equity, diversity and inclusion or well-being issues during your articles?



Principals, Recruiters, and Mentors

Were there any other resources from the Law Society that would have assisted you or your students with dealing with equity, diversity and inclusion or well-being issues?



TYPE OF ADDITIONAL RESOURCES THAT WOULD ASSIST WITH EQUITY, DIVERSITY, AND INCLUSION ISSUES

Resources identified for improving equity, diversity, and inclusion include training on EDI, safe reporting mechanisms, counseling services, etc.

Articling Students, New Lawyers, and Completed Articling but not Practising

Please list what resources from the Law Society would have assisted you with equity, diversity and inclusion or well-being issues during your articles. (n=38)

Principals, Recruiters, and Mentors

Please list what resources from the Law Society would have assisted you or your students with equity, diversity and inclusion or well-being issues during your articles. (n=19)

Oversight and Training for Firms/Mentors

"Oversight into not only principals, but the lawyers mentoring articling students, as I was groomed and emotionally abused for my entire articling term and the period following."

Placement Assistance/ Switching

"I went to law school in Manitoba and articulated in BC. My understanding from the Careers Office was that the LSM could provide support to law students who were struggling to find an articling job. Likewise, LSO had a central place where employers could post articling positions. LSBC does not have either in place."

Specialized Support for Diverse Lawyers

"Support for racialized and foreign trained lawyers/ students."

"I eventually reached out to lawyers in more urban regions because of the misogyny that was within the local bar. A resource list for that would be of assistance"

Training and Education Resources

"Training on how firms can deal with EDI or well being issues internally"

Support Services for Diverse Groups

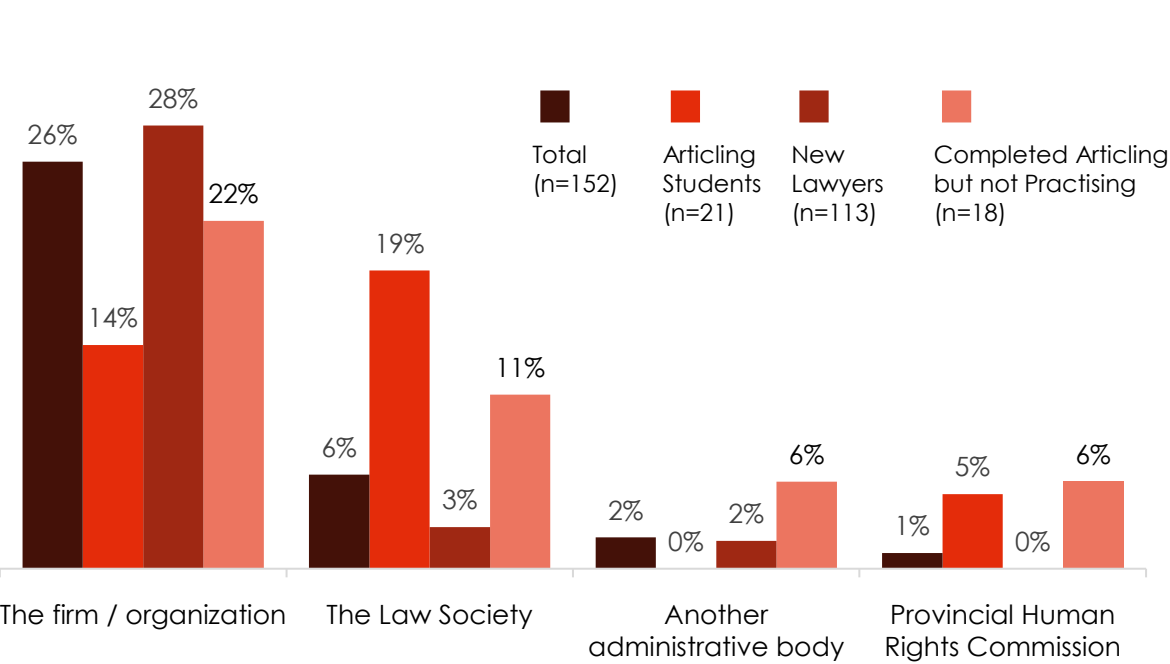
"Law Society of British Columbia needs to hire people to support articling students within each identified group of people such as black men, black women people who immigrated to Canada, indigenous men indigenous women, LGBTQ and so on - BIPOC articling students lack support, need tailored curriculum."

BODIES TO WHICH DISCRIMINATION AND / OR HARASSMENT ISSUES WERE REPORTED

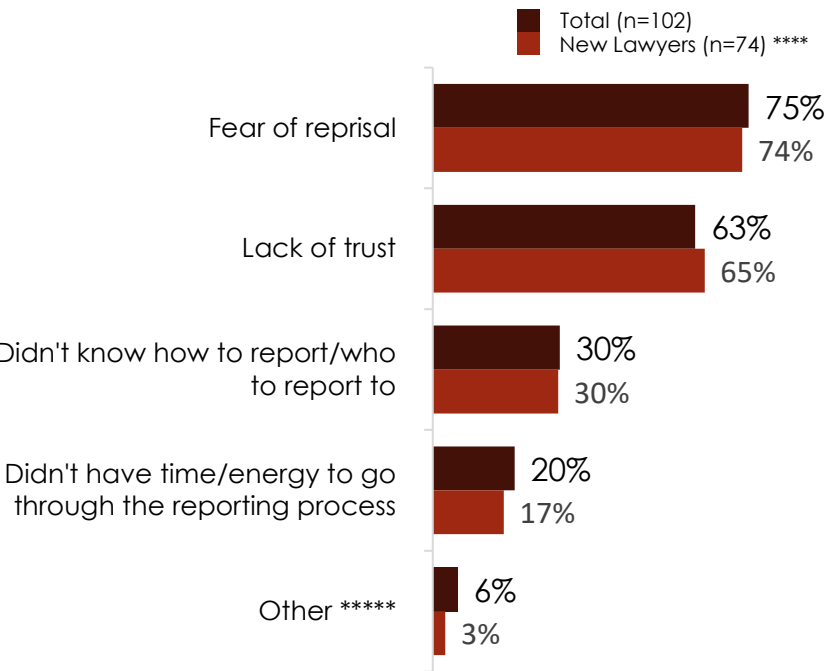
Among those who reported incidents of discrimination and harassment, these incidents were most often reported to the firm. The most common reasons for not reporting discrimination/harassment were fear of reprisal and lack of trust.

Articling Students, New Lawyers, and Completed Articling but not Practising

Did you report the discrimination/harassment you experienced during articling or the recruitment process to any of the following bodies? *
(% selected 'Yes') **



Why didn't you report the discrimination/harassment? ***
(Multiple-Choice Question)



* Reduced base size: Those who said they did not experience discrimination and/or harassment at Q48-52 were not asked this question.
** Distribution of those who selected 'No' or 'Prefer not to answer' is not shown here. For example, while 26% of respondents who experienced discrimination and/or harassment selected 'Yes' to indicate they reported to the firm/organization, the remaining 74%, which are not shown, selected 'No' or 'Prefer not to answer'
*** Reduced base size: Those who said they did not experience discrimination and/or harassment at Q48-52 and those who said they reported experiencing discrimination and/or harassment at Q60 were not asked this question.
**** Articling Students and Those who Completed Articling but are not Practising not reported due to insufficient base sizes.
***** 'Other' responses were coded and added to the answer options.

OUTCOMES OF REPORTING

Student responses suggest that the outcome of reporting was often unresolved issues, retaliation, dismissive or inadequate responses, with only rare instances of corrective actions or systemic change.

Articling Students, New Lawyers, and Completed Articling but not Practising

What was the outcome of reporting the discrimination/harassment you experienced? Was the issue resolved? (n=39)

Lack of Meaningful Resolution

"Nothing came out of it. I left the firm"

Retaliation or Negative Repercussions

"I was terminated by the law firm on a 'without cause' basis."

Dismissive or Inadequate Responses

"I was told that it probably wasn't somewhere I would want to work anyway, and it was unfortunate that I had that experience."

Systemic Change or Corrective Action

"HR representative sat us down, and we managed to clear some air"

Principals, Recruiters, and Mentors

How did you or your firm/organization handle the situation? (n=32)

Immediate Action and Accountability

"The lawyer that was responsible for the harassment was terminated."

Support and Resources for Affected Students

"Worked in a collaborative process to ensure the student was and felt safe"

Training, Education, and Policy Development

"The firm instituted mandatory training on micro-aggressions"

Conflict Resolution and External Actions

"Conversations with everyone involved, and seeking external feedback on how to improve the situation"

ADDITIONAL COMMENTS ON DISCRIMINATION / HARASSMENT

Students and new lawyers reported experiencing discrimination and harassment based on various aspects of their identities, including gender, sexual orientation, racial identity, disability, and foreign education. They also highlighted additional challenges that shaped these experiences in the legal profession.

Articling Students, New Lawyers, and Completed Articling but not Practising

Is there anything else you would like to share about your experience or the resources available to help you address a discrimination or harassment issue? (n=64)

Power Imbalance and Fear of Retaliation

"The Law Society appears to be run by individuals who are well-acquainted with each other and with the major law firms. Unfortunately, this familiarity creates an environment where speaking to anyone within the Law Society feels futile, as there is a risk of tarnishing one's reputation. This lack of impartiality and openness discourages genuine dialogue and hinders the opportunity for meaningful reform. It is imperative that the Law Society fosters a more transparent and inclusive environment where members can voice their concerns without fear of retribution."

Lack of Oversight and Accountability

"I reached out to 3 different benchers and various support staff at the Law Society. They essentially advised me that there's nothing that can be done"

Inadequate Support for Articling Students

"The law society should do a better job ensuring that principals are better equipped to be proper mentors"

Toxic Workplace Culture

"I am unsure how to bring it to my firm that lawyers and support staff consistently make homophobic, transphobic and racist comments as jokes. It is a culture issue that does not make me feel welcomed or safe at work."

Long-Term Impact of Harassment and Discrimination

"I left law after articling because it impacted my health and well-being"

End of Report

Appendix B

BC Articling Survey Questionnaires (2024)

- Articling Students, New Lawyers, and Completed articling but not Practising
 - Principals, Recruiters, and Mentors

Articling Survey for Articling Students and New Lawyers

[INTRO SCREEN]

Survey Purpose

The Law Societies of Alberta, British Columbia, Manitoba, Nova Scotia and Saskatchewan are seeking to deepen their understanding of articling experiences in the provinces. Through two distinct surveys—one targeting articling students and new lawyers, and the other tailored for principals, recruiters and mentors—we aim to identify parallel issues from their unique perspectives.

The results of this survey will provide insight into the provincial articling systems, highlighting areas that need improvement or change. The survey will assist law societies in making informed decisions about programs and resources, particularly in relation to articling, lawyer competence, and equity, diversity, and inclusion. Ultimately, we hope this will help us to enrich the articling experience and better prepare articling students for the practice of law in the future.

Furthermore, this survey is part of a broader collaboration among the Law Societies of Alberta, British Columbia, Manitoba, Nova Scotia and Saskatchewan. The findings will facilitate cross-provincial comparisons, offering valuable insights into how we can collectively enhance the articling experience to meet our shared objectives.

What is Involved?

This survey uses largely multiple choice questions, with no right or wrong answers. It should take approximately 15–20 minutes to complete. Topics covered include training adequacy, mentor relationships, preparedness for early practice, positive aspects, challenges and experiences of harassment and discrimination, as defined by the respondent. We'll also ask for basic demographic and legal training details.

Multiple choice questions are mandatory for our research purposes, but open-ended questions remain optional so you can choose whether to share further details of any experiences. You also have the choice to interrupt or withdraw from the survey at any time. If you choose to withdraw, any data contributed will be promptly discarded and excluded from the survey's analysis.

Incentive

After completing the survey, you'll be directed to a 'thank you' page where you have the option to enter your information for a chance to win an incentive. Respondents from Alberta, British Columbia, Manitoba and Saskatchewan will have the chance to win a free course from the education society/continuing professional development program in their jurisdiction (some exclusions may apply). Respondents from Nova Scotia will have the chance to win one ticket to the Canadian Bar Association – Nova Scotia Branch's Bench & Bar Dinner, sitting with Nova Scotia Barristers' Society leadership.

It is important to know that if you choose to enter the contest, your information will remain unlinked from your survey responses, ensuring the anonymity and confidentiality of your articling survey answers.

Articling Survey for Articling Students and New Lawyers

[INTRO SCREEN]

Confidentiality and Data Security

Your survey responses are anonymous and confidential. We analyze data for trends and improvements, ensuring findings are not linked to personal identities when presented publicly. Following the data analysis, we are committed to sharing anonymized summary findings in a report to the profession from each Law Society.

This survey is administered through the Law Society of Alberta's SurveyMonkey account. All collection, use and disclosure of information by the Law Society will be carried out in accordance with its [Privacy Policy](#). Your use of the SurveyMonkey platform is subject to its [Terms of Use](#) and [Privacy Notice](#). We will download all responses collected in connection with our surveys from SurveyMonkey and request the deletion of responses by SurveyMonkey as soon as is reasonably practicable.

Contact Information

For any survey-related questions, please contact your relevant Law Society using the following information:

Law Society of Alberta: feedback@lawsociety.ab.ca

Law Society of British Columbia: consultation@lsbc.org

Law Society of Manitoba: rstonyk@lawsociety.mb.ca

Nova Scotia Barristers' Society: info@nsbs.org (please use "Articling Survey" in the subject line)

Law Society of Saskatchewan: jennifer.houser@lawsociety.sk.ca

By clicking the "Next" button below, you confirm that you have understood the information provided above and willingly agree to participate in this survey study.

Articling Survey for Articling Students and New Lawyers

[NEW PAGE]

[SINGLE CHOICE]

1. In which year did you start articling?

[DROP DOWN MENU]

1. 2024
2. 2023
3. 2022
4. 2021
5. 2020
6. 2019
7. Prior to 2019 **[TERMINATE]**

[TERMINATE TEXT: Thank you for your interest in this survey. This survey is for articling students and lawyers who completed their articling in the past five years.]

2. In which of the following provinces do you primarily article/work in?

1. Alberta
2. British Columbia
3. Manitoba
4. Nova Scotia
5. Saskatchewan

3. How would you best characterize yourself in the profession?

1. I am a current articling student
2. I am currently working as a lawyer
3. I have completed articling and the bar admission program, but I have not been called to the bar
4. I am called to the bar but not currently working as a lawyer

[NEW PAGE]

[IF 3.1 CURRENTLY AN ARTICLING STUDENT] Please answer the following questions based on your experiences so far.

[IF 3.2 PRACTISING LAWYER OR 3.3 COMPLETED ARTICLING BUT NOT CALLED TO THE BAR OR 3.4 UNEMPLOYED] Please answer the following questions to the best of your recollection.

[ALL] If you articulated at more than one firm/organization, please answer based on the articling experience that most stands out in your mind.

[SINGLE CHOICE]

4. What type of exposure did you have to different practice areas during your articling?

1. I concentrated in one area of practice only
2. I was able to work in 2-3 practice areas
3. I was a generalist (covered most core practice areas)
4. Other (please specify)_____

[NEW PAGE]

[MULTIPLE CHOICE]

5. What type of compensation are you receiving/did you receive during your articling experience? Select all that apply.

1. Salary
2. Percentage of billings
3. Legal aid certificates
4. Other (please specify)_____
5. I did not receive/am not receiving any compensation

Articling Survey for Articling Students and New Lawyers

[NEW PAGE]

[NUMERIC OPEN END. MIN 1 NO MAX SKIP IF Q5=5]

6. What is/was your annual compensation during your articling? Please enter a whole number with no dollar sign.

[NEW PAGE]

[NUMERIC OPEN END. MIN 1 MAX 120]

7. On average, approximately how many hours per week do/did you work during your articling? Please enter a whole number.

[NEW PAGE]

[SINGLE CHOICE]

8. Do/did the number of hours you work(ed) during articling fit with your expectations?

- 1. Yes, I expected to work the number of hours I do/did
- 2. No, I work(ed) less than I expected
- 3. No, I work(ed) more than I expected

[NEW PAGE]

[SINGLE CHOICE]

12. Have you completed the Professional Legal Training Course (bar admission course)?

- 1. Yes
- 2. No

[NEW PAGE]

[MULTIPLE CHOICE – SKIP IF Q12=2]

13. Thinking about the Professional Legal Training Course, to what extent do you agree or disagree that you are receiving/received adequate training to prepare you for the following areas.

| | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly Agree | Not sure |
|---|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|-----------------------|
| Drafting | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Writing | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Interviewing | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Advocacy | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Negotiating/mediating | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Legal research | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Practising law at an entry level | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Recognizing and dealing with professional responsibility issues | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Managing your practice | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

QUESTIONNAIRE

Articling Survey for Articling Students and New Lawyers

[NEW PAGE]

[SINGLE CHOICE]

14. Did/is your firm/organization pay(ing) your bar admission program tuition?

1. Yes
2. No
3. Shared expense

[NEW PAGE]

[SINGLE CHOICE – SKIP IF Q3=1]

15. Were you offered a position at the firm/organization where you completed your articling?

1. Yes
2. No

[NEW PAGE]

[SINGLE CHOICE – SKIP IF Q2=4]

16. Outside of the formal requirements set out by your Law Society, do/did you have a plan that guided your learning during your articles?

1. Yes, there is/was a plan
2. No, there is/was no plan but my goals and educational needs were discussed
3. No, there is/was no plan and my goals and educational needs were never discussed

[NEW PAGE]

[SINGLE CHOICE GRID]

18. Please consider the following definitions as you answer the questions below.

- **Ethics and professionalism** is about acting ethically and professionally in accordance with the standard set by each Law Society's Code of Conduct.
- **Practice management** is about effectively managing time, files, finances, and professional responsibilities, as well as being able to delegate tasks and provide appropriate supervision.
- **Client relationship management** is about dealing with clients in a professional, ethical and timely manner to meet their needs and expectations in relation to their legal matter.
- **Conducting matters** is about lawyers handling a range of items on a regular basis such as gathering facts through interviews, searches and other methods, and developing case strategy.
- **Adjudication/ dispute resolution** is about identifying core elements of a dispute and resolving disputes through use of alternative dispute resolution or adjudication.
- **Substantive legal knowledge** is about understanding the substantive aspect of the law like the laws of contracts, torts, wills and real property.

QUESTIONNAIRE

Articling Survey for Articling Students and New Lawyers

- **Communication skills** is about lawyers possessing strong oral and written communications skills to effectively represent clients and communicate professionally and effectively, as necessary for the practice of law.
- **Analytical skills** is about lawyers having the skills to effectively identify issues and analyze problems on behalf of clients, as well as properly research those issues and problems to advise clients.

Thinking about your general articling experience, to what extent do you agree or disagree that you are receiving/received adequate training to prepare you for entry level practice in each of the following areas?

| | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly Agree | Not sure |
|--------------------------------------|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|-----------------------|
| 1. Ethics and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 2. Practice management | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 3. Client relationship management | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 4. Conducting matters | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 5. Adjudication / dispute resolution | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 6. Substantive legal knowledge | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 7. Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 8. Analytical skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

[NEW PAGE]
[MULTIPLE CHOICE]

19. Now, think about your experience with your principal and other lawyers in the firm/organization. Who are/were your primary mentor(s) during your article(s)? Select all that apply.

1. The principal
2. Recruiter
3. Another lawyer at the firm/organization
4. Another person at the firm/organization who was not a lawyer
5. Someone outside of the firm/organization
6. I have/had no mentorship during my articling
7. Other (please specify) _____
8. Not sure

[NEW PAGE]
[SINGLE CHOICE GRID] [SKIP IF Q19=6]

20. To what extent do you agree or disagree with the following statements about the mentorship you are receiving/received during your articling?

| | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly Agree |
|--|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| I receive/received regular feedback on my work performance | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I receive/received regular feedback on my skills development | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Someone is/was available to answer my questions or clarify things when I needed help | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Overall, I am satisfied with the mentoring that I receive/received during my articling | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

QUESTIONNAIRE

Articling Survey for Articling Students and New Lawyers

[NEW PAGE]

[SINGLE CHOICE – SKIP IF Q19=6]

21. What is the primary method that you receive/received mentorship/feedback during your articling?

1. Face-to-face in-person directly from principal (or primary mentor)
2. Face-to-face virtual meeting directly from principal (or primary mentor)
3. By email or other format not in person
4. Through a third party (other lawyer or person at the firm / organization)
5. Other (Please specify) _____

[NEW PAGE]

[SINGLE CHOICE – SKIP IF Q2=4]

22. Did you complete your articling in-person or remotely?

1. In-person
2. Remotely
3. Hybrid – a mix of both

[NEW PAGE]

[SINGLE CHOICE – SKIP IF Q3=1]

23. How prepared were you to enter the practice of law once you completed your articling?

1. Very prepared
2. Prepared
3. Somewhat prepared
4. Not very prepared
5. Not at all prepared

[NEW PAGE]

[OPEN END. SKIP IF Q3=1]

24. Please explain why you believe you were **[INSERT Q23]** for entry level practice once you completed your articling.

[NEW PAGE]

[MULTIPLE CHOICE]

25. What additional tools and resources do you believe are needed to help you be better prepared for entry level practice? Please select all that apply.

1. Stronger mentorship
2. More networking opportunities
3. More training on practice management
4. More hands-on experience
5. More court experience
6. None
7. Other (Please specify)_____

NEW PAGE]

[OPEN END. SKIP IF Q3=1]

26. What experiences have you had in the first few years of practice that articling could have better prepared you for?

Articling Survey for Articling Students and New Lawyers

[NEW PAGE]

[MULTIPLE CHOICE]

27. Overall, what would you say are/were the most positive aspects of your articling experience? Please select all that apply.

[RANDOMIZE]

1. Getting hands-on experience
2. Being exposed to specific areas of practice that are interesting to me
3. Working closely with supportive and helpful lawyers
4. The mentorship I received from my principal
5. Working with other articling students
6. Being a contributing part of a practice group/ team and making a difference
7. Working with clients
8. Working on interesting files
9. The onboarding training that helped me prepare for my articling experience
10. The emotional support that was available to me
11. Getting experience doing a wide range of tasks that are relevant to practising law
12. The on-going learning sessions to help ensure my learning goals were met
13. The feedback I received to help me improve
14. The compensation I received
15. Observing professional and ethical behaviour
16. There are/were no positive aspects of my articling experience **[anchor position]**
17. Other (please specify) _____ **[anchor position]**

[NEW PAGE]

[MULTIPLE CHOICE]

28. Overall, what do you think are the key challenges to being an articling student? Select all that apply.

[RANDOMIZE]

1. Lack of mentorship
2. Lack of support with the steep learning curve
3. Lack of feedback
4. Getting proper exposure to different areas of practice
5. Long working hours
6. Not being paid or being paid minimally
7. Additional costs e.g. bar admission course tuition, moving expenses, etc.
8. Managing workload, i.e. firm/organization work, bar admission course assignments, etc.
9. Receiving training in all competency areas (ethics and professionalism, practice management, client relationship management, conducting matters, adjudication/dispute resolution, substantive legal knowledge, analytical skills and communication skills)
10. Unrealistic expectations going into the position
11. Navigating through personality differences
12. Lack of clarity on what is required of an articling student
13. Lack of tools and resources available to help my principal support me
14. Getting access to appropriate mental health supports
15. Lack of structure to my role
16. Having a place to safely address concerns without fear of reprisal
17. Limited availability of articling positions
18. Poor role models
19. I didn't find my experience(s) to be challenging **[anchor position]**
20. Other (please specify) _____ **[anchor position]**

QUESTIONNAIRE

Articling Survey for Articling Students and New Lawyers

[NEW PAGE]

[SINGLE CHOICE, SKIP IF Q1=1, 2, or 3]

29. In your opinion, how did the COVID-19 pandemic impact your articling experience?

- 1. Positive impact
- 2. No impact
- 3. Negative impact
- 4. Not sure

[NEW PAGE]

[OPEN END, SKIP IF Q29=2 or 4]

30. Describe how the pandemic impacted your articling experience.

[NEW PAGE]

[SINGLE CHOICE]

31. Are/were there appropriate mental health supports available at the firm/organization where you are/were articling to help you with managing stress, anxiety, etc.?

- 1. Yes
- 2. No
- 3. Not sure

[NEW PAGE]

[SINGLE CHOICE – SKIP IF Q31=2 or 3]

32. Did your firm/organization encourage accessing the available mental health supports if needed?

- 1. Yes
- 2. No
- 3. Not sure

[NEW PAGE]

[SINGLE CHOICE]

33. Are you aware of the lawyers' assistance program in your province?

- 1. Yes
- 2. No

[NEW PAGE]

[SINGLE CHOICE GRID]

36. During your articling, are/were you aware of the following resources/supports available through the Law Society of British Columbia?

| | Yes | No | N/A – didn't exist when I articulated |
|---|-----------------------|-----------------------|---------------------------------------|
| Practice Advisors | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Equity Advisor (Equity Ombudsperson until 2023) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Advice Decision-Making Assistant | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Lawyer Well-Being Hub | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Telus Health One | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Lifespeak | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Professional Development Courses in Brightspace | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Articling Survey for Articling Students and New Lawyers

[NEW PAGE]

[SINGLE CHOICE]

39. Were there any other resources from the Law Society that would have assisted you with lawyer competence during your articles?

1. Yes
2. No
3. Not sure

[NEW PAGE]

[OPEN END – SKIP IF Q39=2 or 3]

40. Please list what resources from the Law Society would have assisted you with lawyer competence during your articles.

[NEW PAGE]

[SINGLE CHOICE]

41. Have you completed the Benchers Interview as part of your articling experience?

1. Yes
2. No

[NEW PAGE]

[MULTIPLE CHOICE – SKIP IF Q41=2]

42. How did the Benchers interview during your articling experience contribute to your learning experience? Please select all that apply:

1. Introduced the role of the Law Society of British Columbia (LSBC).
2. Familiarized with LSBC's regulatory functions.
3. Raised awareness of LSBC's public interest mandate.
4. Provided insights into the resources and supports available to articulated students.
5. Offered an opportunity to confide and seek guidance about challenging articling experiences.
6. The purpose of the Benchers interview was unclear.

[NEW PAGE]

[SINGLE CHOICE – SKIP IF Q41=2]

43. Would you have chosen to attend the Benchers Interview if it had been optional instead of mandatory?

1. Yes
2. No
3. Not sure

[NEW PAGE]

[OPEN END – SKIP IF Q41=2]

44. Do you have any additional comments or feedback you would like to share regarding your experience with the Benchers Interview?

[NEW PAGE]

[SINGLE CHOICE]

45. Now thinking more generally about where you article/articled, would you recommend it to articling students in the future?

1. Definitely would
2. Probably would
3. May or may not
4. Probably would not
5. Definitely would not

[NEW PAGE]

[SINGLE CHOICE]

46. Overall, how satisfied were/are you with your articling experience?

1. Very satisfied
2. Satisfied
3. Neither satisfied nor dissatisfied
4. Dissatisfied
5. Very dissatisfied

Articling Survey for Articling Students and New Lawyers

[NEW PAGE]

[OPEN END]

47. Please explain why you are [INSERT Q46] with your articling experience.

[NEW PAGE]

[SINGLE CHOICE]

We would like to ask you some questions on equity, diversity and inclusion supports that were/are available to you. We would like to remind you that responses are being aggregated and reported in summary form only.

[NEW PAGE]

[SINGLE CHOICE]

48. During the **recruitment process** for your articling position did you experience **discrimination** related to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors?

1. Yes
2. No
3. Not sure
4. Prefer not to say

[NEW PAGE]

[SINGLE CHOICE]

49. During the **recruitment process** for your articling position did you experience **harassment** related to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors?

1. Yes
2. No
3. Not sure
4. Prefer not to say

[NEW PAGE]

[SINGLE CHOICE]

50. During your **articling**, did you experience **discrimination** related to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors?

1. Yes
2. No
3. Not sure
4. Prefer not to say

Articling Survey for Articling Students and New Lawyers

[NEW PAGE]
[SINGLE CHOICE]

51. During your **articling**, did you experience **harassment** related to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors?

- 1. Yes
- 2. No
- 3. Not sure
- 4. Prefer not to say

[NEW PAGE]
[SINGLE CHOICE]
[ASK IF YES TO Q48, 49, 50 OR 51]

52. Were resources available to address the discrimination or harassment you experienced?

- 1. Yes
- 2. No
- 3. Not sure

[NEW PAGE]
[SINGLE CHOICE GRID]

55. During your articling, are/were you aware of the following supports/resources available through the Law Society of British Columbia?

| | Yes | No | N/A – didn't exist when I articulated |
|---|-----------------------|-----------------------|---------------------------------------|
| Equity Advisor (Equity Ombudsperson until 2023) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Complaints Process | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Credentials Officer | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Law Society Benchers | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

[NEW PAGE]
[SINGLE CHOICE]

58. Were there any other resources from the Law Society that would have assisted you with equity, diversity and inclusion or well-being issues during your articles?

- 1. Yes
- 2. No
- 3. Not sure

[NEW PAGE]
[OPEN END – SKIP IF Q58=2 or 3]

59. Please list what resources from the Law Society would have assisted you with equity, diversity and inclusion or well-being issues during your articles.

QUESTIONNAIRE

Articling Survey for Articling Students and New Lawyers

[NEW PAGE]

[SINGLE CHOICE]

[ASK IF YES TO Q48, 49, 50 OR 51]

60. Did you report the discrimination/harassment you experienced during articling or the recruitment process to any of the following bodies?

| | Yes | No | Prefer not to say |
|------------------------------------|-----------------------|-----------------------|-----------------------|
| The Law Society | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Your firm/organization | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Provincial Human Rights Commission | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Other administrative body | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

[NEW PAGE]

[OPEN END – SKIP IF Q60=No or Prefer not to say]

61. What was the outcome of reporting the discrimination/harassment you experienced? Was the issue resolved?

[NEW PAGE]

[MULTIPLE CHOICE, SKIP IF Q60=Yes or Prefer not to say]

62. Why didn't you report the discrimination/harassment? Select all that apply.

1. Fear of reprisal
2. Lack of trust
3. Didn't know how to report/who to report to
4. Other (please specify) _____

[NEW PAGE]

[OPEN END, ASK IF YES TO Q48, 49, 50 OR 51]

63. Is there anything else you would like to share about your experience or the resources available to help you address a discrimination or harassment issue?

[NEW PAGE]

We have a few final questions that will be used to help us understand your previous responses. Please be assured that this information will be kept strictly confidential. The last set of questions is for demographic purposes only.

[NEW PAGE]

[SINGLE CHOICE]

64. What is/was your articling location?

1. Small urban centre
2. Large urban centre
3. Rural area
4. Combination

[NEW PAGE]

[SINGLE CHOICE]

65. Which of the following best describes the practice setting during your articling?

1. Sole Practitioner
2. Government
3. Corporate
4. Academic
5. Law firm (2-10 lawyers)
6. Law firm (11-25 lawyers)
7. Law firm (26-50 lawyers)
8. Law firm (51+ lawyers)
9. Other (please specify) _____

Articling Survey for Articling Students and New Lawyers

[NEW PAGE]

[SINGLE CHOICE – SKIP IF Q3=1 OR 3]

66. What year were you called to the bar?

[DROP DOWN MENU]

1. 2024
2. 2023
3. 2022
4. 2021
5. 2020
6. 2019

[NEW PAGE]

[SINGLE CHOICE]

67. Where did you attend law school?

1. Canada
2. United States
3. United Kingdom
4. Australia
5. Nigeria
6. India
7. Other

[NEW PAGE]

[SINGLE CHOICE]

68. Do you self-identify with any of the following groups? Select all that apply.

1. Indigenous (First Nations, Metis, Inuit)
2. Racialized (non-white in race or colour)
3. Person with a disability
4. 2SLGBTQIA+ (This acronym stands for: Two-Spirit, Lesbian, Gay, Bisexual, Trans, Queer (or Questioning), Intersex, Asexual. The plus sign (+) represents all the different, new and growing ways that people might identify with, as well as the ways that we continually expand our understanding of sexual and gender diversity.*)
5. I don't identify with any of these
6. I prefer not to answer this question

69. Do you self-identify with any of the following groups? Select all that apply.

1. Indigenous (First Nations, Metis, Inuit)
2. Racialized (non-white in race or colour)
3. Person with a disability
4. 2SLGBTQIA+ (This acronym stands for: Two-Spirit, Lesbian, Gay, Bisexual, Trans, Queer (or Questioning), Intersex, Asexual. The plus sign (+) represents all the different, new and growing ways that people might identify with, as well as the ways that we continually expand our understanding of sexual and gender diversity.*)
5. Person of African descent
6. African Nova Scotian
7. I don't identify with any of these
8. I prefer not to answer this question

*Definition taken from the [University of British Columbia Equity and Inclusion glossary of terms](#).

Articling Survey for Articling Students and New Lawyers

[NEW PAGE]

[SINGLE CHOICE]

70. Do you identify as....?

1. Male
2. Female
3. Non-Binary
4. Transgender
5. Two-spirit
6. If you would like to specify/explain, please do so: _____
7. I prefer not to specify

[Redirect – Closing]

Thank you for participating in the survey. Your insights are invaluable, contributing to a better understanding of articling experiences and aiding in the preparation of future lawyers.

As a token of appreciation, if interested, respondents from Alberta, British Columbia, Manitoba and Saskatchewan have the option to enter their information below for a chance to win a free course from the education society/continuing professional development program in their jurisdiction (some exclusions may apply). Please note that this incentive is not available for respondents from Nova Scotia.

As a reminder, if you choose to enter the contest, your information will remain unlinked from your survey responses, ensuring the anonymity and confidentiality of your articling survey answers.

If completing the articling survey has caused any distress, please contact the Lawyers' Assistance Program in your jurisdiction for free and confidential support. These programs operate independently from the law societies, ensuring your anonymity and confidentiality. Contact information for each jurisdiction's program is included below.

- Alberta: [Alberta Lawyers' Assistance Program](#)
- British Columbia: [Lawyers Assistance Program of British Columbia](#)
- Manitoba: [Health & Wellness Supports](#)
- Nova Scotia: [Nova Scotia Lawyers Assistance Program](#)
- Saskatchewan: [Health & Wellness Supports](#)

Finally, if you are interested in learning more about the findings from the 2019 articling survey conducted by the Law Societies of Alberta, Manitoba and Saskatchewan, you can find their respective reports at the following links:

- [Alberta](#)
- [Manitoba](#)
- [Saskatchewan](#)

Contest Entry

1. Full Name
2. Email Address
3. In which of the following provinces of you primarily article/work in?
 - a) Alberta
 - b) British Columbia
 - c) Manitoba
 - d) Saskatchewan

Articling Survey for Principals, Recruiters, and Mentors

[INTRO SCREEN]

Survey Purpose

The Law Societies of Alberta, British Columbia, Manitoba, Nova Scotia and Saskatchewan are seeking to deepen their understanding of articling experiences in the provinces. Through two distinct surveys—one targeting articling students and new lawyers, and the other tailored for principals, recruiters and mentors—we aim to identify parallel issues from their unique perspectives.

The results of this survey will provide insight into the provincial articling systems, highlighting areas that need improvement or change. The survey will assist law societies in making informed decisions about programs and resources, particularly in relation to articling, lawyer competence, and equity, diversity, and inclusion. Ultimately, we hope this will help us to enrich the articling experience and better prepare articling students for the practice of law in the future.

Furthermore, this survey is part of a broader collaboration among the Law Societies of Alberta, British Columbia, Manitoba, Nova Scotia and Saskatchewan. The findings will facilitate cross-provincial comparisons, offering valuable insights into how we can collectively enhance the articling experience to meet our shared objectives.

What is Involved?

This survey uses largely multiple choice questions, with no right or wrong answers. It should take approximately 15–20 minutes to complete. Topics covered include training adequacy, mentor relationships, preparedness for early practice, positive aspects, challenges and experiences of harassment and discrimination, as defined by the respondent. We'll also ask for basic demographic and legal training details.

Multiple choice questions are mandatory for our research purposes, but open-ended questions remain optional so you can choose whether to share further details of any experiences. You also have the choice to interrupt or withdraw from the survey at any time. If you choose to withdraw, any data contributed will be promptly discarded and excluded from the survey's analysis.

Incentive

After completing the survey, you'll be directed to a 'thank you' page where you have the option to enter your information for a chance to win an incentive. Respondents from Alberta, British Columbia, Manitoba and Saskatchewan will have the chance to win a free course from the education society/continuing professional development program in their jurisdiction (some exclusions may apply). Respondents from Nova Scotia will have the chance to win one ticket to the Canadian Bar Association – Nova Scotia Branch's Bench & Bar Dinner, sitting with Nova Scotia Barristers' Society leadership.

It is important to know that if you choose to enter the contest, your information will remain unlinked from your survey responses, ensuring the anonymity and confidentiality of your articling survey answers.

Articling Survey for Principals, Recruiters, and Mentors

[INTRO SCREEN]

Confidentiality and Data Security

Your survey responses are anonymous and confidential. We analyze data for trends and improvements, ensuring findings are not linked to personal identities when presented publicly. Following the data analysis, we are committed to sharing anonymized summary findings in a report to the profession from each Law Society.

This survey is administered through the Law Society of Alberta's SurveyMonkey account. All collection, use and disclosure of information by the Law Society will be carried out in accordance with its [Privacy Policy](#). Your use of the SurveyMonkey platform is subject to its [Terms of Use](#) and [Privacy Notice](#). We will download all responses collected in connection with our surveys from SurveyMonkey and request the deletion of responses by SurveyMonkey as soon as is reasonably practicable.

Contact Information

For any survey-related questions, please contact your relevant Law Society using the following information:

Law Society of Alberta: feedback@lawsociety.ab.ca

Law Society of British Columbia: consultation@lsbc.org

Law Society of Manitoba: rstonyk@lawsociety.mb.ca

Nova Scotia Barristers' Society: info@nsbs.org (please use "Articling Survey" in the subject line)

Law Society of Saskatchewan: jennifer.houser@lawsociety.sk.ca

By clicking the "Next" button below, you confirm that you have understood the information provided above and willingly agree to participate in this survey study.

QUESTIONNAIRE

Articling Survey for Principals, Recruiters, and Mentors

[NEW PAGE]

[MULTIPLE CHOICE]

1. In the last five years, have you been involved in any of the following roles with articling students?

1. A principal
2. A recruiter
3. A non-principal mentor
4. None of the above

[NEW PAGE]

[OPEN END. ASK IF Q1=4]

2. What are the reasons for not being involved in the recruiting, mentoring or supervising of articling students?

[TERMINATE IF Q1=4]

[TERMINATE TEXT: Thank you for your interest in this survey. This survey is for those who recruit, supervise or mentor articling students.]

[NEW PAGE]

[SINGLE CHOICE]

3. In which of the following provinces do you primarily practise?

1. Alberta
2. British Columbia
3. Manitoba
4. Nova Scotia
5. Saskatchewan

[NEW PAGE]

[SINGLE CHOICE]

4. How many years have you been recruiting, mentoring and/or supervising articling students?

1. Less than 2 years
2. 2 to 5 years
3. 6 to 10 years
4. 11 to 15 years
5. 16 to 20 years
6. Over 20 years

[NEW PAGE]

[SINGLE CHOICE]

5. In the last five years, how many articling students have you recruited/mentored/supervised at your firm/organization?

1. 1
2. 2
3. 3
4. 4 or more

[NEW PAGE]

[SINGLE CHOICE]

6. Has your firm/organization hired internationally trained students for articling positions?

1. Yes
2. No
3. Not sure

[NEW PAGE]

[OPEN-END – SKIP IF Q6=1 or 3]

7. What are the reasons for not hiring internationally trained students for articling positions?

QUESTIONNAIRE

Articling Survey for Principals, Recruiters, and Mentors

[NEW PAGE]

[SINGLE CHOICE]

8. What type of exposure does/did your firm/organization provide to articling student(s) in different practice areas?

1. We concentrate in one area of practice only
2. We get them to work in 2-3 practice areas
3. We cover most core practice areas
4. Other (please specify)_____

[NEW PAGE]

[SINGLE CHOICE]

9. Does your firm/organization offer compensation to articling students?

1. Yes, always
2. Yes, sometimes
3. No
4. Not sure

[NEW PAGE]

[OPEN END, ASK IF Q9=2 or 3]

10. Why doesn't your firm/organization consistently offer compensation to articling students?

[NEW PAGE]

[MULTIPLE CHOICE, ASK IF Q9=1 OR 2]

11. What type of compensation does your firm/organization typically provide to articling students? Select all that apply.

1. Salary
2. Percentage of billings
3. Legal aid certificates
4. Other (please specify)_____
5. Not sure

[NEW PAGE]

[SINGLE CHOICE, ASK IF Q9=1 OR 2]

12. In general, what is the compensation range offered to articling students at your firm/organization?

1. Less than \$40,000
2. \$40,000 to \$49,999
3. \$50,000 to \$59,999
4. \$60,000 to \$69,999
5. \$70,000 to \$79,999
6. \$80,000 to \$89,999
7. \$90,000 to \$99,999
8. \$100,000 or more
9. Not sure

Articling Survey for Principals, Recruiters, and Mentors

[NEW PAGE]

[SINGLE CHOICE GRID]

15. To what extent to you agree or disagree that articling students receive adequate training during the Professional Legal Training Course (bar admission course) to develop the following legal skills:

| | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly Agree | Not sure |
|---|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|-----------------------|
| Drafting | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Writing | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Interviewing | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Advocacy | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Negotiating/mediating | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Legal research | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Practising law at an entry level | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Recognizing and dealing with professional responsibility issues | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Managing your practice | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

[NEW PAGE]

[SINGLE CHOICE]

16. To the best of your knowledge, does your firm/organization pay for articling students' bar admission program tuition?

1. Yes
2. No
3. Shared expense
4. Not sure

[NEW PAGE]

[SINGLE CHOICE]

17. In the last five years, what proportion of articling students does your firm/organization hire, or give an offer for hire, after they complete their articling position?

1. Almost 100%
2. Not all but more than 75%
3. Between 50% and 75%
4. Less than half of articling students are hired or given an offer for hire
5. Not sure

[NEW PAGE]

[SINGLE CHOICE]

18. Next, we would like to ask you about the training articling students receive.

Outside of the formal requirements set out by your Law Society, do you use a plan to guide the learning for your student(s) throughout their articling experience?

1. Yes
2. No

QUESTIONNAIRE

Articling Survey for Principals, Recruiters, and Mentors

19. Outside of the formal requirements set out by your Law Society, do principals at your firm/organization use a plan to guide the learning for your student(s) throughout their articling experience?

1. Yes
2. No
3. Not sure

[NEW PAGE]

[OPEN ENDED, ASK IF Q18 or Q19=2]

20. Please explain why you don't use a plan to guide students' learning during articles.

[NEW PAGE]

[SINGLE CHOICE GRID]

21. Please consider the following definitions as you answer the questions below.

- **Ethics and professionalism** is about acting ethically and professionally in accordance with the standard set by each Law Society's Code of Conduct.
- **Practice management** is about effectively managing time, files, finances, and professional responsibilities, as well as being able to delegate tasks and provide appropriate supervision.
- **Client relationship management** is about dealing with clients in a professional, ethical and timely manner to meet their needs and expectations in relation to their legal matter.
- **Conducting matters** is about lawyers handling a range of items on a regular basis such as gathering facts through interviews, searches and other methods, and developing case strategy.

- **Adjudication/ dispute resolution** is about identifying core elements of a dispute and resolving disputes through use of alternative dispute resolution or adjudication.
- **Substantive legal knowledge** is about understanding the substantive aspect of the law like the laws of contracts, torts, wills and real property.
- **Communication skills** is about lawyers possessing strong oral, written and communications skills to effectively represent clients and communicate professionally and effectively, as necessary for the practice of law.
- **Analytical skills** is about lawyers having the skills to effectively identify issues and analyze problems on behalf of clients, as well as properly research those issues and problems to advise clients.

QUESTIONNAIRE

Articling Survey for Principals, Recruiters, and Mentors

To what extent do you agree or disagree that articling students receive adequate training during their articling at your firm/organization in each of the following areas?

| | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly Agree | Don't Know |
|--------------------------------------|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|-----------------------|
| 1. Ethics and professionalism | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 2. Practice management | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 3. Client relationship management | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 4. Conducting matters | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 5. Adjudication / dispute resolution | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 6. Substantive legal knowledge | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 7. Communication skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 8. Analytical skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

[NEW PAGE]

[MULTIPLE CHOICE]

22. Now, think about the mentorship that articling students receive at your firm/organization. Who is/are typically mentor(s)? Please select all that apply.

1. The principal
2. The recruiter
3. Another lawyer at the firm/organization
4. Another person at the firm/organization (not a lawyer)
5. Not sure
6. Other (please specify) _____

Articling Survey for Principals, Recruiters, and Mentors

[NEW PAGE]

[SINGLE CHOICE GRID]

23. To what extent do you agree or disagree with the following statements about the mentorship articling students receive at your firm/organization?

| | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly Agree | Not sure |
|--|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|-----------------------|
| 1. Students are provided with regular feedback on their work performance | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 2. Students are provided with regular feedback on their skills development | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 3. There is someone available to answer students' questions or clarify things when they need help | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 4. Overall, I am satisfied with the mentoring students receive during articling at our firm/organization | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

[NEW PAGE]

[SINGLE CHOICE]

24. How do/did you provide mentorship/feedback?

- 1. Face-to-face in-person directly to the articling student
- 2. Face-to-face in virtual meetings directly to the articling student
- 3. By email or another format (not in person)
- 4. Through a third party (other lawyer or person at the firm / organization)
- 5. Other (please specify)
- 6. I do not provide mentorship/feedback to articling students

[NEW PAGE]

[SINGLE CHOICE – SKIP IF Q3=4]

25. For the most part, do your articling students complete their articling in-person or remotely?

- 1. In-person
- 2. Remotely
- 3. Hybrid – a mix of both

[NEW PAGE]

[SINGLE CHOICE]

26. In your experience, how prepared is an articling student for entry level practice once they complete their articling at your firm/organization?

- 1. Very prepared
- 2. Prepared
- 3. Somewhat prepared
- 4. Not very prepared
- 5. Not at all prepared

Articling Survey for Principals, Recruiters, and Mentors

[NEW PAGE]

[OPEN END]

27. Please explain why you believe an articling student is [INSERT Q26] for entry level practice once they complete their articling at your firm/organization?

[NEW PAGE]

[OPEN END]

28. What additional tools and resources would help you better mentor/train/prepare articling students for entry level practice?

[NEW PAGE]

[OPEN END]

32. What gaps in knowledge or skills, if any, do new lawyers have that could be better addressed in articling or during the first few years of practice? Select all that apply.

[NEW PAGE]

[MULTIPLE CHOICE]

33. Overall, what would you say are the most positive aspects of the articling experience for a recruiter, principal or mentor? Select all that apply.

1. Providing hands-on experience to articling students
2. Exposing articling students to specific areas of practice that interest them
3. The opportunity to provide mentorship to articling students
4. Allowing articling students to contribute to a practice group/team
5. Providing the opportunity for articling students to work with clients
6. Providing the opportunity for articling students to work on interesting files
7. Providing a wide range of tasks that are relevant to the practice of law
8. Onboarding articling students to the law firm/organization experience
9. Providing well-being supports to articling students
10. Participating in learning sessions to ensure articling students' goals are met
11. Providing feedback to help ensure articling students improve
12. There are no positive aspects of the articling experience [anchor position, exclusive]
13. Other please specify _____ **[anchor position]**

Articling Survey for Principals, Recruiters, and Mentors

[NEW PAGE]

[MULTIPLE CHOICE]

34. What key challenges are faced by a recruiter, principal or mentor of an articling student in an articling placement? Select all that apply.

[RANDOMIZE]

1. Lack of time to mentor articling students
2. Supporting articling students through their steep learning curve
3. Giving articling students feedback they can learn from
4. Exposing articling students to different areas of practice
5. Training articling students in all competency areas (ethics and professionalism, practice management, client relationship management, conducting matters, adjudication/dispute resolution, substantive law, analytical skills and communication skills)
6. Unrealistic expectations of articling students
7. High costs associated with hiring articling students (compensation, CPLED, etc.)
8. Understanding the unique learning styles of articling students
9. Managing personality differences
10. Lack of clarity on what is required of me as a principal/recruiter/mentor
11. Lack of tools and resources available to help me better support articling students
12. Lack of training on being a principal/recruiter/mentor
13. Providing articling students access to the appropriate mental health supports as needed
14. There are no challenges to being a principal/recruiter/mentor

[anchor position]

15. Other (please specify) _____ **[anchor position]**

[NEW PAGE]

[SINGLE CHOICE, SKIP IF Q4=1]

35. In your opinion, how did the COVID-19 pandemic impact the articling experience for students?

1. Positive impact
2. No impact
3. Negative impact
4. Not sure

[NEW PAGE]

[OPEN END, SKIP IF Q4=1 OR Q35=2 or 4]

36. Describe how the pandemic impacted the articling experience for students.

[NEW PAGE]

[SINGLE OPTION]

37. Are mental health resources available at your firm/organization for articling students who may need support with things like stress management, anxiety, etc.?

1. Yes
2. No
3. Not sure

[NEW PAGE]

[SINGLE CHOICE – SKIP IF Q37=2 or 3]

38. Did your firm/organization encourage accessing the available mental health supports if the student needed them?

1. Yes
2. No
3. Not sure

Articling Survey for Principals, Recruiters, and Mentors

[NEW PAGE]
[SINGLE CHOICE]

39. Are you aware of the lawyers' assistance program in your province?

- 1. Yes
- 2. No

[NEW PAGE]
[SINGLE CHOICE GRID]

42. Were you aware of the following resources/supports available through the Law Society of British Columbia?

| | Yes | No | N/A – didn't exist when I was a principal/recruiter/mentor |
|---|-----------------------|-----------------------|--|
| Practice Advisors | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Equity Advisor (Equity Ombudsperson until 2023) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Advice Decision-Making Assistant | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Lawyer Well-Being Hub | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Telus Health One | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Lifespeak | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Professional Development Courses in Brightspace | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

[NEW PAGE]
[SINGLE CHOICE]

45. Were there any other resources from the Law Society that would have assisted you or your students with teaching/learning lawyer competence?

- 1. Yes
- 2. No
- 3. Not sure

[NEW PAGE]
[OPEN END – SKIP IF Q45=2 or 3]

46. Please list what resources from the Law Society would have assisted you or your students with lawyer competence.

[NEW PAGE]
[SINGLE CHOICE]

47. Based on your experiences as a principal/recruiter/mentor, how likely are you to take on an articling student again in the future?

- 1. Definitely will
- 2. Probably will
- 3. May or may not
- 4. Probably will not
- 5. Definitely will not

Articling Survey for Principals, Recruiters, and Mentors

[NEW PAGE]

[OPEN ENDED – SKIP IF Q47=1, 2 OR 3]

48. Why wouldn't you take another articling student in the future?

[NEW PAGE]

We would like to ask you some questions on equity, diversity and inclusion supports that were/are available to you/the students. We would like to remind you that your survey responses are confidential, with no personally identifying information collected. Summary findings will be fully anonymized.

[SINGLE OPTION]

49. Has your firm/organization ever had a candidate indicate that they have been **discriminated against** related to age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors **during the recruitment process**?

1. Yes
2. No
3. Not sure
4. Prefer not to say

[NEW PAGE]

[SINGLE OPTION]

50. Has your firm/organization ever had a candidate indicate that they have been **harassed** related to age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors **during the recruitment process**?

1. Yes
2. No
3. Not sure
4. Prefer not to say

[NEW PAGE]

[SINGLE OPTION]

51. Has an articling student come to you with concerns about being **discriminated against** by someone at the firm/organization related to age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors **during their articling experience**?

1. Yes
2. No
1. Not sure
2. Prefer not to say

[NEW PAGE]

[SINGLE OPTION]

52. Has an articling student come to you with concerns about being **harassed** by someone at the firm/organization related to age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, religion, gender identity, gender expression, sex and/or sexual orientation, or other factors **during their articling experience**?

1. Yes
2. No
3. Not sure
4. Prefer not to say

[NEW PAGE]

[OPEN END]

[ASK IF Q49, 50, 51 or 52=1]

53. How did you or your firm/organization handle the situation?

Articling Survey for Principals, Recruiters, and Mentors

[NEW PAGE]
[SINGLE CHOICE]

54. If an articling student believes they have been discriminated against or harassed by someone in your firm/organization, is there a place they can confidentially address their concerns?

- 1. Yes
- 2. No
- 3. Not sure

[NEW PAGE]
[SINGLE CHOICE GRID]

57. Were you aware of the following supports/resources available through the Law Society of British Columbia?

| | Yes | No | N/A – didn't exist when I was a principal/recruiter/mentor |
|---|-----------------------|-----------------------|--|
| Equity Advisor (Equity Ombudsperson until 2023) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Complaints Process | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Credentials Officer | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Law Society Benchers | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

[NEW PAGE]
[SINGLE CHOICE]

60. Were there any other resources from the Law Society that would have assisted you or your students with dealing with equity, diversity and inclusion or well-being issues?

- 1. Yes
- 2. No
- 3. Not sure

[NEW PAGE]
[OPEN END – SKIP IF Q60=2 or 3]

61. Please list what resources from the Law Society would have assisted you or your students with dealing with equity, diversity and inclusion or well-being issues.

[NEW PAGE]
We have a few final questions that will be used to help us understand your previous responses. Please be assured that this information will be kept strictly confidential. The last set of questions is for demographic purposes only.

[NEW PAGE]
[SINGLE CHOICE]

62. How many years have you been a lawyer?

- 1. Less than one year
- 2. 1 - 5 years
- 3. 6 -10 years
- 4. 11 -15 years
- 5. 16 - 20 years
- 6. 21 - 25 years
- 7. 26 - 30 years
- 8. More than 30 years
- 9. N/A - I am not a lawyer

Articling Survey for Principals, Recruiters, and Mentors

[NEW PAGE]

[SINGLE CHOICE]

63. Which of the following best describes your firm/organization setting?

1. Sole Practitioner
2. Government
3. Corporate
4. Academic
5. Law firm (2-10 lawyers)
6. Law firm (11-25 lawyers)
7. Law firm (26-50 lawyers)
8. Law firm (51+ lawyers)
9. Other (please specify)_____

[NEW PAGE]

[MULTIPLE CHOICE]

64. What is your or your firm/organization's primary area(s) of practice?

1. Aboriginal
2. Administrative / Boards / Tribunals
3. Arbitration and Mediation
4. Bankruptcy / Insolvency / Receivership
5. Charities & Not-for-Profit
6. Civil Litigation
7. Competition
8. Constitutional & Human Rights
9. Construction
10. Corporate & Commercial
11. Criminal (Defence)
12. Criminal (Prosecution)
13. Education
14. Employment / Labour
15. Entertainment

16. Environmental & Natural Resources

17. Family & Domestic

18. Health

19. Immigration

20. Indigenous

21. Insurance

22. Intellectual Property

23. International

24. Municipal

25. Pensions & Benefits

26. Personal Injury

27. Privacy

28. Real Estate Conveyancing

29. Landlord & Tenant

30. Tax

31. Wills and Estates

32. Other (please specify)_____

[NEW PAGE]

[SINGLE CHOICE]

65. Where is your firm/organization located?

1. Small urban centre
2. Large urban centre
3. Rural area
4. Combination

Articling Survey for Principals, Recruiters, and Mentors

[NEW PAGE]

[SINGLE CHOICE]

66. Do you self-identify with any of the following groups? Select all that apply.

1. Indigenous (First Nations, Metis, Inuit)
2. Racialized (non-white in race or colour)
3. Person with a disability
4. 2SLGBTQIA+ (This acronym stands for: Two-Spirit, Lesbian, Gay, Bisexual, Trans, Queer (or Questioning), Intersex, Asexual. The plus sign (+) represents all the different, new and growing ways that people might identify with, as well as the ways that we continually expand our understanding of sexual and gender diversity.*)
5. I don't identify with any of these
6. I prefer not to answer this question

67. Do you self-identify with any of the following groups? Select all that apply.

1. Indigenous (First Nations, Metis, Inuit)
2. Racialized (non-white in race or colour)
3. Person with a disability
4. 2SLGBTQIA+ (This acronym stands for: Two-Spirit, Lesbian, Gay, Bisexual, Trans, Queer (or Questioning), Intersex, Asexual. The plus sign (+) represents all the different, new and growing ways that people might identify with, as well as the ways that we continually expand our understanding of sexual and gender diversity.*)
5. Person of African descent
6. African Nova Scotian
7. I don't identify with any of these
8. I prefer not to answer this question

*Definition taken from the [University of British Columbia Equity and Inclusion glossary of terms](#).

[NEW PAGE]

[SINGLE CHOICE]

68. Do you identify as....?

1. Male
2. Female
3. Non-Binary
4. Transgender
5. If you would like to specify/explain, please do so: _____
6. I prefer not to specify

[Redirect – Closing]

Thank you for participating in the survey. Your insights are invaluable, contributing to a better understanding of articling experiences and aiding in the preparation of future lawyers.

As a token of appreciation, if interested, respondents from Alberta, British Columbia, Manitoba and Saskatchewan have the option to enter their information below for a chance to win a free course from the education society/continuing professional development program in their jurisdiction (some exclusions may apply). Please note that this incentive is not available for respondents from Nova Scotia.

As a reminder, if you choose to enter the contest, your information will remain unlinked from your survey responses, ensuring the anonymity and confidentiality of your articling survey answers.

QUESTIONNAIRE

Articling Survey for Principals, Recruiters, and Mentors

If completing the articling survey has caused any distress, please contact the Lawyers' Assistance Program in your jurisdiction for free and confidential support. These programs operate independently from the law societies, ensuring your anonymity and confidentiality. Contact information for each jurisdiction's program is included below.

- Alberta: [Alberta Lawyers' Assistance Program](#)
- British Columbia: [Lawyers Assistance Program of British Columbia](#)
- Manitoba: [Health & Wellness Supports](#)
- Nova Scotia: [Nova Scotia Lawyers Assistance Program](#)
- Saskatchewan: [Health & Wellness Supports](#)

Finally, if you are interested in learning more about the findings from the 2019 articling survey conducted by the Law Societies of Alberta, Manitoba and Saskatchewan, you can find their respective reports at the following links:

- [Alberta](#)
- [Manitoba](#)
- [Saskatchewan](#)

Contest Entry

1. Full Name
2. Email Address
3. In which of the following provinces of you primarily article/work in?
 - a) Alberta
 - b) British Columbia
 - c) Manitoba
 - d) Saskatchewan

November 15, 2024

CONFIDENTIAL

Sent via email

Josh Paterson, KC
Executive Director
The Law Foundation of British Columbia
1500 - 675 West Hastings Street
Vancouver, BC V6B 1N2

Jeevyn Dhaliwal, KC
President

Office Telephone
604.605.5394
Office Email
president@lsbc.org

Dear Josh Paterson, KC:

Re: Appointments to the Board of Governors of the Law Foundation of British Columbia

We are pleased to confirm that the Law Society of BC's Executive Committee has re-appointed Abigail Cheung (Vancouver County), Claire E. Hunter, KC (Vancouver County), Judge Nina Purewal (Price Rupert County), and Judge Linda Thomas (Cariboo County) to the Law Foundation of BC's Board of Governors for three-year terms commencing January 1, 2025 and ending December 31, 2027.

The Executive Committee has agreed to defer filling the vacancy of an appointee from Westminister County on the Law Foundation of BC Board of Governors, until such time as a suitable candidate is identified.

I am confident that the Law Foundation and its important work will be well-served served by the continuing contributions of those being reappointed.

Yours truly,



Jeevyn Dhaliwal, KC
President, Law Society of BC

c. Mary Childs
Chair, Law Foundation of BC

Paige Wasserman
Governance & Executive Coordinator, Law Foundation of BC

Don Avison, KC
Executive Director/Chief Executive Officer, Law Society of BC