

Agenda

Date:	Friday, February 6, 2026
Time:	9:00 am – Call to Order
Location:	The Benchers 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>

OATH OF OFFICE

The Honourable Justice Nitya Iyer, will administer an oath of office (in the form set out in Rule 1-3) to President Thomas L. Spraggs, KC, First Vice-President Michael F. Welsh, KC and Second Vice-President Katrina Harry, KC (individually) and all of the Benchers elected, re-elected or appointed for the term commencing January 1, 2026 (en masse).

1	Administer Oaths of Office
2	Indigenous Welcome
3	President's Welcome and Introductory Remarks

CONSENT AGENDA

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

4	Minutes of December 5, 2025 meeting (regular session)
5	Minutes of December 5, 2025 meeting (<i>in camera</i> session)
6	Law Society Representatives Appointed Pursuant to <i>King's Counsel Act</i>

REPORTS

7	President's Report	10 min	Thomas L. Spraggs, KC
8	CEO's Report	10 min	Gigi Chen-Kuo

Agenda

UPDATE			
9	Walking the Path of Transformation: A Journey of Practice	30 min	Sherry Small
PRESENTATION			
10	Lawyers Indemnity Fund: 2025 – Year in Review	30 min	Su Forbes, KC
DISCUSSION & DECISION			
11	Revisions to Bencher <i>in camera</i> Policy	10 min	Thomas L. Spraggs, KC
FOR INFORMATION			
If there any questions related to Item 12 on the agenda, please advise the Bencher Relations team in advance, so we can ensure that they are addressed.			
12	Briefing by the Law Society’s Member of the Federation Council		
13	External Appointment: Law Foundation of BC		
14	2026 Bencher and Executive Committee Meeting Schedule		
15	2027 Bencher and Executive Committee Meeting Schedule		
IN CAMERA			
OTHER BUSINESS			

Law Society of British Columbia

Bencher Meeting: Minutes (Draft)

To: Benchers

Purpose: Approval (Consent Agenda)

Date: Friday, December 5, 2025

Present:

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

Staff present:	Avalon Bourne	Alison Luke
	Kim de Bruijn	Tara McPhail
	Barbara Buchanan, KC	Doug Munro
	Gigi Chen-Kuo	Michelle Robertson
	Michaela David	Carrie Robinson
	Su Forbes, KC	Lesley Small
	Kerryn Holt	Sherry Small
	Jeffrey Hoskins, KC	Arrie Sturdivant
	Joyce Johner	Christine Tam
	Jane Ladesma	Adam Whitcombe, KC
	Nicolette Lang-Andersen	Charlene Yan
	Michael Lucas, KC	Vinnie Yuen

Guests:	Nazanin Aram	2026 Bencher-elect
	Dom Bautista	Executive Director, Amici Curiae Friendship Society & ED of Law Courts Center
	Patricia D. Blair	President, Canadian Bar Association, BC Branch
	Ian Burns	Digital Reporter, The Lawyer's Daily
	Annabelle Donovan	Consultant (Item 13)
	Tanya Heuchert	2026 Bencher-elect
	Sara K. Hopkins	2026 Bencher-elect
	Derek LaCroix, KC	Co-Executive Director, Lawyers Assistance Program of BC
	Desmond MacMillan	Assistant Dean of Law, Thompson Rivers University
	Claire Marchant	Co-Executive Director, Lawyers Assistance Program of BC
	Arun Mohan	2026 Bencher-elect
	Caroline Nevin	Chief Executive Officer, Courthouse Libraries BC
	Linda W. Russell	Chief Executive Officer, Continuing Legal Education Society of BC
	Kerry Simmons, KC	Executive Director, Canadian Bar Association, BC Branch
	Michael Zimmerman	2026 Bencher-elect

Consent Agenda

2. Minutes of October 24, 2025, meeting (regular session)

The minutes of the meeting held on October 24, 2025 were approved unanimously and by consent as circulated.

3. Minutes of October 24, 2025, meeting (*in camera* session)

The minutes of the *in camera* meeting held on October 24, 2025 were approved unanimously and by consent as circulated.

4. External Appointment: Land Title and Survey Authority

Marcia McNeil recused herself from this item.

The following resolution was passed unanimously and by consent:

BE IT RESOLVED the Benchers put forward five eligible candidates for a three-year term commencing April 1, 2026.

5. External Appointment: Canadian Centre for Professional Legal Education

The following resolution was passed unanimously and by consent:

BE IT RESOLVED the Benchers approve putting forward Lesley Small, Senior Director, Credentials, Professional Development, and Practice Support, as the Law Society's nominee for appointment to the CPLED Board of Directors.

6. Proposal to Amend Commentary [4] of BC Code Rule 3.3-3 (Future Harm/Public Safety Exception to Confidentiality)

This item was deferred to a future Bencher meeting.

7. Proposed Revision to Terms of Reference: Truth and Reconciliation Advisory Committee

The following resolution was passed unanimously and by consent:

BE IT RESOLVED that the 'Composition' section 5 of the Truth and Reconciliation Advisory Committee's Terms of Reference is amended to the following clause, as set out in Appendix A and B:

“5. The Committee will have two Co-Chairs: an Indigenous representative and an Indigenous member of the Executive Ladder of the Law Society of British Columbia. If there is not an Indigenous member on the Executive Ladder, then the Indigenous representative will serve as Chair and a member of the Executive Ladder will serve as Vice-Chair.”

8. 2026 Committees and Task Forces

The following resolution was passed unanimously and by consent:

BE IT RESOLVED the Benchers approve the establishment of a Judicial Liaison Committee with proposed terms of reference to be brought back to Benchers for approval.

Reports

9. President's Report

President Brook Greenberg, KC confirmed that no conflicts of interest had been declared for the regular portion of the meeting, aside from the recusal that Ms. McNeil had noted for item 4.

Mr. Greenberg began his report by congratulating the Benchers that were elected to the 2026 Executive Committee and thanking all those who put forward their names for consideration.

Mr. Greenberg provided an overview of his recent and upcoming meetings and events, including call ceremonies in Victoria, Vancouver, and Nanaimo, welcome ceremonies, and the Yale County Bench and Bar Dinner. He thanked those Benchers who had attended welcome ceremonies on his behalf.

Mr. Greenberg indicated that he had observed the majority of the single legal regulator litigation hearing, and he was of the view that the Law Society's counsel had done an excellent job. He spoke about the importance of standing up for the independence of the profession and for the rule of law.

Mr. Greenberg then spoke about the importance of the Rule of Law National Campaign and of the Law Society's involvement with this initiative.

Mr. Greenberg concluded his report by informing Benchers that the next meeting of the Federation of Law Societies of Canada ("Federation") Council would take place on December 8, 2025 and he would provide a written report on the outcome of that meeting for the next Bencher meeting.

10. CEO's Report

Gigi Chen-Kuo, Chief Executive Officer and Executive Director, began her report with an update regarding interviews conducted by the Financial Action Task Force with representatives from the Federation and all of the Canadian law societies. She indicated that the interviews were focused on the law societies' educational requirements, anti-money laundering compliance

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measures, the audit process in regard to focusing on anti-money laundering measures, and how money laundering risks were assessed in each jurisdiction. Ms. Chen-Kuo further indicated that the Law Society of BC was the only law society to provide its own BC-focused set of submissions. She informed Benchers that the Financial Action Task Force's final report is expected in June 2026.

Ms. Chen-Kuo then spoke about the transition from the Professional Legal Training Course to the Canadian Centre for Professional Legal Education's Practice Readiness Education Program and reviewed the available resources for the profession and for students.

Ms. Chen-Kuo provided an overview of the Law Society's recently launched Practice Coverage Network, which is a new resource designed to support lawyers who are seeking to take time away from practice, which was developed in response to one of the recommendations of the Mental Health Task Force. She provided an overview of the Network, as well as the available resources, which are available on both the Law Society website and within the Member Portal. Ms. Chen-Kuo thanked the Equity, Diversity, and Inclusion Advisory Committee for overseeing this work and providing guidance and feedback to staff.

Ms. Chen-Kuo provided an overview of recent events she had attended, including the Federation of Asian Canadian Lawyers Annual Gala and the Yale County Bench and Bar Dinner.

Ms. Chen-Kuo concluded her report with some operational updates, including staffing updates. She also thanked Benchers and staff for their support and hard work over the past year.

Benchers discussed Bill 13, which was recently tabled by the Alberta provincial government, and if passed, would limit regulators' ability to discipline members for off-duty conduct, as well as limit the types of training that can be mandated by regulatory bodies.

Discussion

11. Implementing the Law Society's New Approach to Demographic Data Collection and Use

Kerryn Holt, Chief Operating Officer, introduced the item and provided some information on the implementation of the Law Society's new approach to demographic data collection and use. Sara Pavan, Senior Policy Analyst, then presented on the governing principles of the new approach to demographic data collection, the operationalization of these principles, the collection of demographic data, and the review and revision of the current demographic data questions, as well as next steps.

Benchers discussed the presentation and provided some feedback regarding the planned new approach to demographic data collection and use, and the proposed demographic data questions.

Benchers also spoke about the importance of collecting demographic data from the profession in a manner that builds trust, benefits the profession, and allows for an evidence-based approach.

12. Report from the Access to Justice Advisory Committee on the Need for Better Data to Improve Access to Justice and Legal Services

Tanya Chamberlain, Chair of the Access to Justice Advisory Committee, introduced the item and provided some background regarding the report from the Access to Justice Advisory Committee on the need for better data to improve access to justice and legal services.

Benchers discussed the report and provided some feedback, including considering changing the name of the Access to Justice Advisory Committee to incorporate access to legal information and legal knowledge. Benchers also discussed plans to convene a workshop to bring together different perspectives from the justice system and data collection and analysis experts to explore how to improve data collection, analysis and sharing across the justice system.

Discussion & Decision

13. 2026 - 2028 Strategic Plan

Annabelle Donovan joined for this item.

Mr. Greenberg introduced the item and provided some background regarding the development of the proposed 2026-2028 Strategic Plan.

The Benchers unanimously agreed to adopt the Law Society's New Strategic Plan: 2026 to 2028 as set out in Appendix B of the materials.

14. Whistleblower Policy

Mr. Greenberg introduced the item and provided some background regarding the development of the draft Whistleblower Policy. He summarized past discussions regarding this draft Policy, as well as the importance of having such a policy in place.

Following some discussions, the Benchers unanimously agreed to approve the Whistleblower Policy as set out in Appendix A of the materials.

15. Governance Proposals

Mr. Greenberg introduced the item and provided some background regarding the governance proposals being recommended by the Executive Committee to Benchers for consideration.

- **Proposed Revisions to Bencher *in camera* Policy**

Mr. Greenberg first provided an overview of the proposed revisions to the Bencher *in camera* policy.

Benchers discussed the proposed revisions and provided some feedback. Mr. Greenberg indicated that further thought would be given to the proposed revisions and this matter would be deferred to a future meeting.

- **Proposed new Bencher Leave Policy**

Mr. Greenberg then provided an overview of the proposed new Bencher Leave Policy. He indicated that the Policy set out to codify existing practices.

Benchers discussed the proposed Policy with discussions focusing on the Benchers' authority to determine policies applicable to Benchers and different scenarios that could potentially fall under the purview of the proposed Policy.

The following resolution was passed unanimously:

BE IT RESOLVED that the Benchers approve the adoption of a Bencher Leave Policy as set out in Appendix C of the materials.

- **Developing a Board Evaluation Process**

First Vice-President Thomas L. Spraggs, KC provided an overview of the proposal to develop a board evaluation process and provided some background. He indicated that based on the outcome of Benchers' consideration of this matter, a new board evaluation program would be planned for 2026.

Benchers discussed the proposal to re-institute a board evaluation program with discussions focusing on the importance of gathering data, as well as the scope of the evaluation, associated costs, and overall process. Ms. Chen-Kuo advised that the process would be determined with the guidance of a consultant, and would likely include gathering input on a number of areas, which would then form the basis of an action plan for the organization.

The following resolution was passed unanimously:

BE IT RESOLVED that the Benchers approve the re-institution of a Board Evaluation program.

Update

16. Financial Matters

- **2025 Enterprise Risk Management Plan: Update**

Mr. Spraggs introduced the item and provided some background regarding the Law Society's Enterprise Risk Management Plan for 2025.

Ms. Chen-Kuo then provided an overview of the Enterprise Risk Management Plan and reviewed the changes from the 2024 plan.

- **Financial Report - 2025 - Q3 and Forecast**

Jeanette McPhee, Chief Financial Officer and Senior Director of Trust Regulation provided an overview of the financial results and highlights to the end of September 2025, as well as an overview of forecasted 2025 year-end results. She also provided an overview of how the Law Society's net asset reserves are invested.

For Information

17. Year-End Advisory Committee Reports

There was no discussion on this item.

18. Update on the Health Justice Alliance

There was no discussion on this item.

19. External Appointments: Law Foundation of BC

There was no discussion on this item.

Final Remarks

Ms. Chen-Kuo and Mr. Spraggs paid tribute to outgoing President Greenberg and thanked him for his dedication, commitment, and significant contributions to the Law Society in service of the public interest. Mr. Greenberg thanked Ms. Chen-Kuo and Mr. Spraggs for their kind words, and thanked Benchers and staff for their support during his time as Bencher and President. He then welcomed Mr. Spraggs as incoming President for 2026 and presented him with the President's pin.

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

AB
2026-01-28



Law Society Representatives appointed pursuant to *King's Counsel Act*

To: Benchers

Purpose: Approval (Consent Agenda)

From: Executive Committee

Date: February 6, 2026

Purpose & Background

1. In accordance with the *King's Counsel Act*, on the recommendation of the Attorney General, the Lieutenant Governor in Council may appoint, from among the members of the Bar of BC, Provincial officers under the names of His Majesty's Counsel.
2. Before making a recommendation, section 2(2) of the *Act* requires the Attorney General to consult, inter alia, with two members of the Law Society appointed by the Benchers. The Benchers' past practice, on the recommendation of the Executive Committee, has been to appoint the current President and First Vice-President for that purpose.

Decision

3. The Executive Committee recommends that Benchers approve the following resolution:

BE IT RESOLVED the Benchers appoint President Thomas L. Spraggs, KC and First Vice-President Michael F. Welsh, KC as the Law Society's representatives to be consulted pursuant to section 2(2)(c) of the *King's Counsel Act*.

Law Society

of British Columbia

CEO Report

To: Benchers

Purpose: Report

From: Gigi Chen-Kuo, CEO/Executive Director

Date: February 6, 2026

1. February 6 Bencher meeting

I wish to extend a warm welcome to the six new elected Benchers, who will be attending their first Bencher meeting on February 6. The newly-elected Benchers come to us from around the province and from a variety of different practice areas and practising statuses, which further improves the diversity of views and experiences around the Bencher table. The newly-elected Benchers have already been engaging in the work of the Law Society and taking part in orientation sessions for our advisory committees, task forces and regulatory committees, and will be attending an all-day orientation session next week. We are taking a different approach to the Bencher orientation this year, with more emphasis at the outset on the provision of comprehensive briefings and foundational learnings.

At the February 6 Bencher meeting, the newly-elected Benchers, along with the President, First Vice-President and Second Vice-President, and returning Benchers will all take the oath of office before the Honourable Justice Nitya Iyer of the Supreme Court of British Columbia.

We expect that the remaining three vacant Order-in-Council Bencher appointments will be confirmed by the Government of British Columbia in the coming days.

2. Rule of Law Public Awareness Campaign

The rules-based order that many of us in society take for granted is under attack. The World Justice Project Rule of Law Index shows that adherence to universal rule of law principles has been in decline worldwide for the past eight consecutive years. We have seen a rise in global authoritarianism, an erosion of checks and balances on executive powers, the spread of disinformation resulting in distrust in institutions, inconsistent enforcement of laws, and threats to judicial independence in many countries. Without the rule of law, people can be arrested without cause or detained indefinitely, property can be taken without due process, courts can be politicized, and corruption and intimidation can replace fairness and equality.

The Ours to Protect nationwide media campaign, initiated by a coalition of Canadian law societies (including British Columbia), was launched in the fall of 2025 to increase public awareness of the rule of law and how it affects the society in which we live. Broadcast ads aired during prime-time programming on CBC, CTV, APTN and TSN and videos, social content and creator content were posted on Meta platforms, TikTok and YouTube. To date, there have been over 30 million impressions from the digital ads. Data analysis shows that the impact and reach of the campaign is relatively equal by region, which indicates this is of equal interest from coast to coast.

The media campaign will run until the end of March 2026. I will provide a further report once the campaign has concluded and outline options for continuing our public awareness efforts this year.

3. Foreign Influence Transparency and Accountability Act

The *Foreign Influence Transparency and Accountability Act* (“FITTA”) is federal legislation which creates a public registry of foreign influence activities, with an independent commissioner appointed to oversee it.

There is a significant concern that lawyers who provide legal advice on matters relating to political or governmental processes, to a foreign principal, would be caught under the provisions of the *Act* and regulations, meaning that the relationship must be registered and that certain information would need to be reported. Such reporting may be inconsistent with the principle of fundamental justice relating to solicitor-client privilege, and may also violate a lawyer’s duty of commitment to a client’s cause. It is a principle of fundamental justice that the state is not permitted to interfere with that duty.

Peer legislation in other countries has provided a carve-out for lawyers, but this carve-out is absent from FITTA or the regulations in Canada. The Federation of Law Societies of Canada is preparing a response to the consultation to raise our concerns and recommending a carve-out.

4. Transition to Practice Readiness Education Program

In October 2025, we announced that we will retire the Professional Legal Training Course (“PLTC”) after the May 2026 session and begin offering the Canadian Centre for Professional Legal Education’s (“CPLED”) Practice Readiness Education Program, known as PREP, in September 2026.

Over the last three months, the transition team has been connecting with law students, internationally-trained candidates, principals, firms, and universities to provide information about the change. The [Upcoming Changes to the Bar Admission Program](#) page on the Law Society website provides detailed information and FAQs. We responded to 82 inquiries to our dedicated transition email and phone number, and countless others now being handled by Registration and Licensee Services. We hosted a series of joint sessions with CPLED attended by 145 employers and principals and 200 internationally-trained candidates – all highly engaged, with questions on content, timing, and registration. We met with the BC law school deans, BC law school career advisors, graduating students at BC law schools, and the leaders of the BC clerks’ programs. In the months ahead, we will continue to provide updates on our webpage, in our E-briefs, and with key stakeholders in the months ahead.

CPLED has been responsive to our suggestions as they prepare to register the first BC students in August for the September PREP session. Internally, our project teams are working on regulatory changes, systems, operations, staffing, and communications to ensure a smooth transition to PREP.

This will include ongoing support for PLTC students needing to complete one or more exams or assessments after the retirement.

5. Law Society of Ontario’s Lawyer Licensing Assessment Process

The Law Society of Ontario’s Professional Development and Competence Committee is seeking input from lawyers, paralegals, affected stakeholders and the public on a proposed plan to modernize and reform the Law Society’s assessment of lawyer licensing candidates in Ontario. The [report](#) is available on the Law Society of Ontario website.

The Committee recommends that the Law Society of Ontario adopt a mandatory skills-based course with assessments for all lawyer licensing candidates, which would replace the licensing examinations. Building on best practices and lessons learned from existing models, the course would both provide instruction to licensing candidates on the foundational skills required to be a competent lawyer and assessment of each candidate to ensure that they meet the entry-level competence requirements to practise law in Ontario.

The jurisdictions that currently use the Practice Readiness Education Program (“PREP”) delivered by the Canadian Centre for Professional Legal Education (“CPLED”) to deliver their bar admission education and assessment as a requirement for licensure in their respective provinces are the Law Societies of Alberta, Saskatchewan, Manitoba, as well as the Nova Scotia Barrister’s Society. These jurisdictions, together with our Law Society, have prepared a joint submission to the Law Society of Ontario in support of a competency-based approach to both training and assessment.

6. Single Legal Regulator

At the most recent meeting of the transitional board and the transitional Indigenous council (the “transition team”), they decided to extend the original January 1, 2027 target amalgamation date and timeline for completing the transitional work by 12 months. In 2026, they plan to complete the development and approval of draft rules that will be in place on amalgamation day. From January to June 2026, the first group of draft rules will be prepared and considered by the transition team, followed by the second group of draft rules from July to December 2026. The transition team intends to consult with the Law Society and other key agencies on each set of draft rules prior to final consideration by the transition team. From January to June 2027, the transition team intends to engage in public consultation on the draft rules.

This extension will provide a more reasonable timeline to complete both the regulatory requirements and the operational processes. In addition, the ongoing litigation may impact the timing of any government action to proclaim in force the remaining sections of Bill 21.

The Combined Operations Group (“COG”), composed of senior leadership from the Law Society and the Society of Notaries Public of BC, met earlier this month with our joint consultants at Cascadia to discuss the key operational work that would need to be completed prior to amalgamation date. Critical paths related to the Finance system, payroll, website, public registry, insurance, regulatory templates and forms, and office space were identified. Given the revised target amalgamation date of January 1, 2028, timelines for key activities and critical path work will be updated and the teams will continue planning and information gathering efforts during Q1 2026.

Gigi Chen-Kuo
Chief Executive Officer/Executive Director

Walking The Path of Transformation: A Journey of Practice

Implementation Update on Indigenous Engagement in Regulatory Matters (IERM)

To: Benchers

Purpose: Update

From: Sherry Small, Director, Indigenous Initiatives

Date: February 6, 2026

Purpose of the Report

1. This report provides an overview of the newly established role, including the leadership style, vision and foundational goals of the Director of Indigenous Initiatives in relation to the ongoing work of truth and reconciliation at the Law Society. Following a review of the Law Society's current practices, the Director of Indigenous Initiatives has developed a Journey of Practice - a relational, experiential, and ongoing learning pathway for Senior Leadership, Benchers, Management, and Staff. This framework integrates the Law Society's Strategic Plan and the Indigenous Engagement in Regulatory Matters ("IERM") Task Force Report recommendations, and establishes a sustainable, practice-based approach to Indigenous engagement across all regulatory functions.
2. The report also provides a review of the current Indigenous engagement across the Law Society and an update on progress made since the commencement of the new Director.
3. The report also serves as the third annual update of the actions taken, and actions anticipated to be taken, towards implementation of the IERM Task Force Report recommendations, which were unanimously approved at the Bencher meeting on July 14, 2023.

Director's Reflection: Entering This Work in Good Relation

4. In my first months with the Law Society, I have focused on listening, observing, and building relationships to understand how Indigenous engagement has been approached to date. What I have observed is a sincere commitment to reconciliation paired with areas that are in need of structural improvement for the organization to move beyond symbolic or compliance-based actions.
5. The IERM recommendations were intended to guide systemic transformation. However, without continuity, documentation, or a shared framework, the work is at risk of being perceived as a series of tasks. For systemic transformation to be realized, sustained practice grounded in Indigenous law, relational accountability, and the Law Society's own commitments is imperative.
6. My role is to support the organization in shifting from awareness to practice, from policy to relationship, and from intention to daily action. The Journey of Practice and the Internal Working Group are the structures that will carry this shift forward.

Role of the Director of Indigenous Initiatives

7. The Director of Indigenous Initiatives provides strategic leadership, cultural expertise, and relational guidance to support the Law Society in fulfilling its commitments to Indigenous

Peoples, reconciliation, and systemic transformation. The Director of Indigenous Initiatives is responsible for facilitating the advancement of the IERM recommendations, embedding Indigenous-informed approaches across regulatory functions, and ensuring alignment with the Law Society's Strategic Plan.

8. The core job responsibilities of the Director of Indigenous Initiatives include:

- **Strategic Leadership and Systemic Transformation**
 - Guiding IERM implementation across all departments
 - Integrating Indigenous worldviews, laws, and relational principles into regulatory processes
 - Leading the Journey of Practice
 - Chairing the Internal Working Group
- **Relationship-Building with Indigenous Organizations**
 - Engagement with Indigenous justice partners, Nations, and community leadership ensures the Law Society's work is grounded in respect, reciprocity, and long-term collaboration.
- **Cultural Safety and Organizational Learning**
 - Delivering the Journey of Practice
 - Supporting trauma-informed approaches
 - Guiding the application of the Indigenous Lens Framework
- **Early Inclusion and Advisory Role**
 - Ensuring Indigenous Initiatives is engaged at the beginning of regulatory, policy, and governance processes.
- **Accountability and Reporting**
 - Monitoring progress on IERM implementation
 - Supporting the Annual Reconciliation Report
 - Ensuring alignment with Truth and Reconciliation Commission (TRC) Calls to Action, United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and the Law Society's Strategic Plan

9. This role ensures that the Law Society does not walk ahead of Indigenous partners, nor behind them, but alongside them - in good relation.

Review of Current Practice

10. Since commencing my role as the Director of Indigenous Initiatives, I have reviewed the Law Society's current practices to gain a clear picture of where the Law Society currently stands on

its path to reconciliation and the implementation of the IERM recommendations, and related efforts. My review reflects observations gathered through listening, document review, and engagement with staff and leadership. The purpose of the review was to identify structural patterns that affect continuity, alignment, and the ability to advance reconciliation as a sustained organizational practice. The findings highlight areas of strength, areas requiring attention and improvement, and opportunities to embed reconciliation in a manner consistent with Indigenous worldviews, the IERM recommendations, and the Law Society's strategic commitments.

The Importance of Continuity

11. Continuity of work, measuring and assessing progress, ensuring consistency of implementation, and demonstrating accountability of internal and public commitments are vital in order to strengthen structural practices and embed reconciliation in the fabric of the Law Society.
12. The newly established IERM internal working group will help build on these efforts by strengthening continuity, documentation, and institutional memory going forward. Accountability for the ongoing work will also be improved, by the establishment of this dedicated group of staff from a range of different departments, who will jointly be responsible for progressing this work together with the Director of Indigenous Initiatives.

Building Sustained Practices

13. Organizations that approach Indigenous initiatives primarily as a check-box and compliance-based exercise face several risks, including reputational harm, misalignment with public commitments, loss of trust with Indigenous partners, inconsistent regulatory practices, and challenges in meeting obligations under UNDRIP and the TRC Calls to Action. In order for the Law Society to avoid this pitfall and to ensure its efforts are translated into sustained practice and a way of being in our everyday work, there is more work to be done.
14. The intention of reconciliation is to embed it as a sustained, relational, and practice-based way of working - a daily discipline rooted in relationship, accountability, and respect, consistent with Indigenous worldviews and the spirit of the IERM recommendations. Rather than one-time training, compliance activities, awareness-based sessions, and symbolic gestures, to advance authentic commitment to reconciliation, the next phase of work will focus on shifting from task-based activities to practice-based engagement that is integrated into governance, operations, and professional culture.

Inclusion Early and Often

15. It is important that Indigenous engagement be integrated at the beginning of processes, on an ongoing basis throughout the development of initiatives, and as part of decision-making.

16. An embedded approach to Indigenous engagement, and incorporating internal review and feedback, early and often will improve the effectiveness and integrity of the work.

The Journey of Practice

17. The Journey of Practice is a learning pathway for the Law Society to live its commitments to Indigenous Peoples. It is intended to move the organization from cultural awareness to a point of embedding an Indigenous lens within the policies, services and activities of the Law Society on a daily basis. This journey involves shifting to a more relational practice, which means a person-centred approach with strong and respectful relationships at its core. All engagement, whether it be internal or external will be done with purpose, kindness and reciprocity.

Awareness → Practice
 Policy → Relationship
 Intention → Daily action

18. It is not training. It is a **way of working**.

Structure of the Journey

19. Customized sessions will be delivered by Indigenous trainers for Benchers, senior leadership, management and staff in separate groups.
20. These sessions will build relational capacity, cultural humility and an understanding of Indigenous law and skills for integrating Indigenous engagement into regulatory work.

Experiential Workshops

21. Experiential workshops are planned for National Indigenous Peoples Day and Orange Shirt Day in 2026. These interactive workshops provide embodied learning experiences that deepen understanding and support cultural and relational transformation.

Internal Working Group

22. A cross-departmental advisory internal working group structure has been developed in order to:
- Align the Strategic Plan with the IERM;
 - Integrate Indigenous engagement into policies, procedures, and regulatory functions;
 - Support staff in moving from awareness to practice; and
 - Ensure continuity and accountability.

23. This group will serve as the operational engine of the Journey of Practice.

Alignment with Strategic Plan and IERM Recommendations

24. The Journey of Practice directly supports:

- Strategic Plan commitments to equity, reconciliation, and regulatory excellence;
- IERM recommendations for relational engagement, cultural safety, and systemic change; and
- Organizational goals related to public confidence, fairness, and accountability.

25. This alignment ensures that Indigenous engagement is not parallel work - it is **core** work.

Progress to Date

26. Since joining the Law Society in September 2025, I have had the opportunity to complete or advance the following initiatives:

- Assisted in the planning and delivery of the Bullying, Harassment and Discrimination Task Force (“BHDTF”) symposium;
- Delivered a Cultural Safety presentation to BHDTF;
- Delivered a relational presentation to the Senior Leadership Team (SLT);
- Designed the Journey of Practice which is a pathway for the Law Society to practice reconciliation everyday, in all that it does;
- Initiated an internal working group to implement existing IERM Report commitments and to coordinate initiatives going forward;
- Initiated relationship-building with staff;
- Identified gaps in Indigenous relations continuity;
- Developed an employment framework to increase Indigenous representation and retention at the Law Society;
- Began aligning reconciliation work with the IERM recommendations and the Law Society’s Strategic Plan; and
- Commenced the integration of relational care into internal processes.

27. These activities will establish a strong foundation for the next phase of the work.

Historical Materials Review and Ethical Stewardship

28. In alignment with the Journey of Practice and the Law Society’s commitment to relational, accountable, and culturally safe approaches, Indigenous Initiatives has begun collaborating with Privacy, Records and Information Management on two projects involving historical materials and representation. These initiatives demonstrate how the Journey of Practice is being applied beyond learning sessions and into daily decision-making, stewardship, and institutional accountability.

Indigenous Library Review: Thomas King Titles

29. Following the public confirmation that author Thomas King falsely claimed Indigenous identity, Indigenous Initiatives has initiated a review of his works currently housed in the Indigenous Library. The purpose of this review is to ensure accuracy, integrity, and cultural safety in how Indigenous knowledge and authorship are represented within the Law Society.
30. In collaboration with Records and Information Management, the proposed approach includes:
 - removing Thomas King’s books from the Indigenous-authored section;
 - reclassifying them under a category that accurately reflects authorship;
 - adding contextual catalogue notes; and
 - prioritizing authentic Indigenous authors in future acquisitions.
31. This work reflects the Journey of Practice by moving from awareness to practice, ensuring that Indigenous representation is upheld with care, accuracy, and relational accountability.

Veterans’ Plaque and Historical Logo Contextualization

32. A second project involves the review of historical materials that were removed in an effort to eliminate the former Law Society logo associated with the monarchy. This included the removal of a plaque honouring First and Second World War veterans.
33. Through the lens of the Journey of Practice, the focus is not solely on whether the plaque should be displayed, but on how the Law Society can steward its history with honesty, transparency, and relational care. Indigenous Initiatives has recommended reinstating the plaque with an interpretive layer that:
 - explains the history of the former logo;
 - provides context for its removal;
 - acknowledges the Law Society’s evolving commitments;
 - honours the veterans named on the plaque; and
 - transforms the piece into an educational tool.
34. This approach aligns with reconciliation principles by acknowledging complexity rather than erasing history, and by modelling responsible truth-telling and institutional accountability.

Connection to the Journey of Practice

35. Both initiatives demonstrate the Law Society’s shift:
 - from symbolic action to sustained relational practice;
 - from transactional decisions to thoughtful, contextual stewardship;
 - from awareness to daily action; and
 - from isolated tasks to integrated, values-aligned processes.

36. These projects show how the Journey of Practice is becoming a living framework that guides not only learning and engagement, but also the Law Society's stewardship of knowledge, history, and relationships.

IERM Updates

37. In 2021, the Law Society established the IERM Task Force with a mandate to examine the Law Society's regulatory processes, specifically its complaints, investigation, prosecution and adjudication processes, as they relate to complainants and witnesses, particularly Indigenous persons, who may be experiencing vulnerability or marginalization.
38. While my position of Director of Indigenous Initiatives was not in place for the majority of 2025, I am pleased to share a summary of key actions taken on the IERM recommendations to December 2025.

Decolonize and Indigenize (Recommendation 1 & 2)

Indigenous Navigator

39. The Indigenous Navigator has been offering supports to Indigenous complainants and when offered, they have accepted. The Indigenous Navigator has met with complainants in person or she will join calls and video conferences with them as a support. Indigenous complainants have commented that they would not have proceeded with the complaint without the support of the Indigenous Navigator.
40. The position of Indigenous Navigator is attached to the Law Society's trauma-informed practices, and she has collaborated with counsel involved with the Alternative Discipline Process (ADP) on the recommendations for lawyers. The Indigenous Navigator has been part of the resolution of complaints for non-Indigenous lawyers who require cultural sensitivity skills. In some cases, the Indigenous Navigator will work with Indigenous lawyers and lawyers trained in trauma-informed practice from other provinces to support the complainant.
41. Internally at the Law Society, the services of this new role of Indigenous Navigator are being requested by other departments such as Unauthorized Practice. The Indigenous Navigator has been instrumental in connecting Indigenous individuals with various supports in the community such as the First Nation administration, mental health supports, housing providers and case workers.
42. If the complaint does not fall within the jurisdiction of the Law Society, the Indigenous Navigator will customize or personalize the closing letters and she also takes the time to call the complainant to explain the process and why it was closed.

Training and Learning

43. All existing staff have completed the on-line, six-hour Indigenous Intercultural Course and all new staff must take the training within first three months of hiring. As referenced earlier, going forward, an entire suite of training and learning opportunities has been developed for senior leaders and Benchers, and opportunities for management and staff will be informed by the Internal Working Group.
44. The LSBC Tribunal continues to make available to all adjudicators an Indigenous-led course regarding Indigenous trauma and equity informed practices. The LSBC Tribunal has developed “Guidelines for Indigenous Proceedings”. The LSBC Tribunal’s 2026 Annual Education Conference will focus on the “Guidelines for Indigenous Proceedings”. The Tribunal has retained an Indigenous lawyer, Halie (Kwanxwa’logwa) Bruce to assist in the finalizing of those guidelines.

Sharing

45. Staff participants in the Pulling Together Canoe Journey did a special presentation and told personal stories about their experiences at the Summer 2025 All-staff Townhall. Stories and photos about the Canoe Journey experience were also shared externally and internally through communication channels and in the Annual Report.
46. From a Communications perspective, ways to advance cultural safety, minimize formalities and ensure content is in plain language are routinely considered, particularly on the public-facing sections of the website.
47. We have made progress in continually reviewing and making changes to website content, imagery, videos, etc. Due to the ever-evolving content on the website and our own ongoing learning, this work is considered ongoing.
48. On the 8th floor of the Law Society offices, an Indigenous Library was launched in late 2024 and a new book is featured/promoted every month in the internal newsletter.

Build Trusting Relationships (Recommendation 3)

49. The Indigenous Navigator has engaged with several external Indigenous organizations to discuss and learn about barriers and solutions about navigating the Tribunal process or the legal system generally. The Indigenous Navigator has visited all Indigenous Justice Centres in BC as well as First Nation courts. She has also attended Indigenous conferences and provided verbal and written information about the Law Society to small groups at Indigenous community hubs. The numerous engagements in the province have assisted the Indigenous Navigator in creating new or strengthening existing relationships.

50. With respect to assisting Indigenous hearing participants, the Indigenous Navigator often recognizes that social supports are needed or requested and, in those cases, she has been connecting with the First Nation communities and guiding or referring Indigenous complainants to use any available resources locally or within their community.
51. A new role called the Indigenous Engagement Coordinator has been created and is currently posted. This position will report to the Director of Indigenous Initiatives. A comprehensive Indigenous Engagement Strategy will be developed in 2026.
52. The Law Society launched Apology Guidelines on its website in 2025. The Apology Guidelines apply to the Law Society's investigation and discipline processes. They were created to help lawyers and legal professionals apologize to clients for conduct that may occur in the practice of law.

Prevention of Harm (Recommendation 4)

53. Through planned engagement with Indigenous organizations in 2026, the Law Society will explore ways to develop or improve positive professional relationships with Indigenous clients.

Implementation (Recommendation 5)

54. As referenced earlier, due to the collective accountability for the implementation of the IERM recommendations, we will be launching an internal working group to implement existing commitments and to coordinate initiatives going forward. This working group will be organized and facilitated by the Director of Indigenous Initiatives.

Conclusion

55. The Law Society has made significant commitments to Indigenous peoples, reconciliation, and systemic transformation. To honour these commitments, we must move beyond symbolic actions and into sustained relational practice. The Journey of Practice provides the structure, guidance, and relational grounding needed to support this transformation.

56. Going forward, we will:

1. Adopt the Journey of Practice as the Law Society's learning and relational framework;
2. Establish the internal working group as a formal structure;
3. Facilitate access to all existing documentation related to Indigenous engagement;
4. Ensure early inclusion of Indigenous Initiatives in all relevant processes;
5. Support the development of a comprehensive, relational workplan; and
6. Regularly report to the Benchers on our efforts in order to ensure transparency and alignment.

57. I look forward to continuing this work in partnership with leadership, staff, and the Benchers.

Revisions to Benchers *in camera* Policy

To: Benchers

Purpose: Discussion & Decision

From: Executive Committee

Date: February 6, 2026

Purpose

1. Following discussion of the revised *in camera* Policy (“the Policy”) at the December 5, 2025 Bencher meeting, this memorandum provides an overview of further proposed revisions to the Policy for the Benchers’ review and consideration.

Background

2. At the December 5, 2025 Bencher meeting, Benchers considered the proposed revisions to the Policy. A number of comments regarding the Policy were made, and Benchers were of the view that more time was needed to consider the Policy.

Discussion

3. At its meeting of January 22, 2026, the Executive Committee considered the comments made by Benchers during the meeting regarding the Policy, including extending the authority to determine when minutes of a meeting held *in camera* can be disclosed to a majority of Benchers, and revising the disclosure process of *in camera* proceedings to include a decision to do so.
4. The Committee was in agreement that the Policy should be revised to incorporate these comments.
5. The Committee also considered the suggestion during the December 5, 2025 Bencher meeting to add language to the Policy to require that Bencher *in camera* proceedings always have an agenda and materials. The Committee was of the view that as this is the usual practice and, as the President and Executive Director, with assistance from the Executive Committee, have authority to establish the agenda for Bencher meetings in accordance with Rule 1-51(f), language should not be included in the Policy that could contravene what is currently set out in the Rules.
6. Red-lined and clean versions of the Policy are included as **Appendix A** and **B** respectively. For the Benchers ease of reference, the red-lined version includes both the proposed revisions that were before the Benchers for consideration at the December 5, 2025 meeting (in red) as well as the new revisions considered by the Executive Committee at the recent meeting (in blue).

Decision

7. The Executive Committee recommends that Benchers approve the following resolution:

BE IT RESOLVED that the Benchers approve the proposed revisions to the *in camera* Policy as set out in Appendix A and B.

H Policy: Meeting *in Camera*

Meetings generally open

- (a) Benchers meetings are open to Benchers, Law Society staff, ~~the public~~, members and articulated students ~~unless the President (or other Benchers presiding) declares the meeting closed under Rule 1-16(4).~~
- (b) The President may permit ~~others to those~~ attending Benchers meetings ~~and~~ to speak, as appropriate in the discretion of the President.
- (c) The President ~~(or other Benchers presiding)~~ may declare a ~~Benchers~~ meeting *in camera* ~~or closed under Rule 1-16(4) and order that only Benchers and specified employees of the Law Society be present during the discussion of a confidential matter at a Benchers meeting, when, in the discretion of the President it is necessary or desirable,~~ but the Benchers may, by resolution, cause the meeting to be open despite the President's ruling.

When an *in camera* session is required or appropriate

- (a) The Benchers must meet *in camera*, with no staff, counsel or contractors present, to deliberate on a review of a panel decision or other matter that constitutes a hearing under the *Legal Profession Act* and Law Society Rules.
- (b) The Benchers may meet *in camera*, with only those Law Society staff, counsel and contractors necessary for the discussion to be conducted, to discuss:
 - i. matters relating to Law Society personnel; or
 - ii. matters of a financial or personal nature, ~~related to property matters~~, or other matters in respect of which, in the opinion of the Benchers, the need for ~~confidentiality~~ or privacy outweighs the public interest in disclosure.
- (c) The Benchers may meet *in camera*, with only Law Society staff, counsel and contractors, to discuss:
 - i. litigation involving the Law Society and to seek or receive legal advice in any matter;
 - ii. negotiations between the Law Society and another body or an individual, if the Benchers consider that disclosure might reasonably be expected to harm the interests of the Law Society;
 - iii. any matter if, in the opinion of the Benchers, an open discussion would compromise the security of the Law Society or its property or of an identifiable individual; ~~or~~

- iv. information that is prohibited, or information that if it were presented in a document would be prohibited, from disclosure under section 21 of the *Freedom of Information and Protection of Privacy Act*; or
- v. any matter if the Benchers consider that disclosure may reasonably be expected to harm the conduct of an investigation or enforcement of the *Act*, Rules or Professional Conduct Handbook.

Bencher decisions *in camera*

- (a) The Benchers will not make a decision during an *in camera* session unless it is necessary to do so to protect privacy, security, confidentiality or privilege.

Record of *in camera* proceedings

- (a) A member of staff, or in the absence of appropriate staff, a Bencher, will keep a record of decisions made by the Benchers in a meeting or part of a meeting held *in camera*, and may keep a record of the discussion, whether or not any decision was made by the Benchers.
- (b) Minutes of a meeting or part of a meeting held *in camera* are confidential and must not be disclosed or distributed outside those entitled to attend, unless the ~~Benchers-President~~ or a majority of Benchers decides otherwise.

Disclosure of *in camera* proceedings

- (a) A decision made *in camera* will be recorded in the regular minutes of the Benchers, unless to do so would compromise privacy, security, confidentiality or privilege.
- (b) The President, with assistance from the Executive Director, will determine whether or not ~~the appropriate timing and approach to disclose publicly decisions made in camera~~. If the decision is made to disclose publicly decisions made *in camera*, the President, with assistance from the Executive Director, will determine the appropriate timing and approach and advise the Benchers accordingly.
- (c) Benchers and staff, and any others present during an *in camera* portion of a meeting or becoming aware of the substance of a discussion held *in camera*, will not disclose any information concerning that discussion without the permission of the President or as required by law, but the Benchers may, by resolution, overrule the President's decision.

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 - iii. any matter if, in the opinion of the Benchers, an open discussion would compromise the security of the Law Society or its property or of an identifiable individual;

- iv. information that is prohibited, or information that if it were presented in a document would be prohibited, from disclosure under section 21 of the *Freedom of Information and Protection of Privacy Act*; or
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- (c) Benchers and staff, and any others present during an *in camera* portion of a meeting or becoming aware of the substance of a discussion held *in camera*, will not disclose any information concerning that discussion without the permission of the President or as required by law, but the Benchers may, by resolution, overrule the President's decision.



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

To: Benchers

Purpose: For Information

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

Date: February 6, 2026

Purpose

1. This memorandum is intended to provide a summary of the Federation of Law Societies of Canada (“Federation”) Council’s December 2025 meeting.

The Federation Council Meeting

2. The Federation Council met virtually on December 8, 2025.
3. As in the past, the December meeting was largely a planning and organizational meeting for the year to come.
4. The meeting was attended on behalf of the Indigenous Advisory Council by Beth Kotierk.
5. Council approved the composition of its various committees.
6. Council approved the recommendation report issued by the Standing Committee on Mental Health and Wellness. More details with respect to the report are provided below.
7. Council approved amendments to the NCA assessment policies, including those relating to language proficiency screening.
8. Council discussed and then approved (by email subsequent to the meeting) the engagement of consultants to guide the Federation governance review process.
9. Council also approved the fees to be paid by the law societies for CanLII for 2026.
10. Council also considered and discussed draft budgets for the Federation and NCA for 2026. The draft budgets will be provided to the law societies for review.
11. Additionally, Council received reports from its committees, as well as CanLII and Lexum.
12. Some of the more significant updates are summarized below.

The Indigenous Advisory Council (the “IAC”)

13. The IAC met virtually on November 19, 2025. This meeting was intended to discuss the various Federation Truth and Reconciliation initiatives, including:
 - a. updates to the Model Code;
 - b. the new Indigenous content learning module under development for NCA candidates; and

- c. composition of the IAC, including a recommendation to appoint two new members to the IAC.
14. The joint Council of Canadian Law Deans – Federation working group has finalized the report on the outcomes of the *Continuum of Legal Education in Truth and Reconciliation* symposium that was held on January 30 and 31, 2025 in Toronto. The report should be available to law societies and the public in the near future.

Money Laundering Prevention

15. The Standing Committee on Anti-Money Laundering and Terrorist Financing reported that members of the committee and representatives of certain law societies had prepared for and participated in the final stage of Canada’s evaluation by the Financial Action Task Force (“FATF”) in November.
16. The Standing Committee reported cautious optimism about how the assessment meeting went, particularly in comparison with the equivalent meeting held in 2016. That meeting occurred on the heels of the Supreme Court of Canada’s 2015 decision.
17. There was, apparently, a greater willingness by the assessors to hear about and engage with the law society representatives with regard to the law societies’ money laundering prevention processes.
18. The FATF assessors’ report is expected around June 2026.

Standing Committee on Mental Health and Wellness

19. As noted above, the committee’s recommendation report was approved by Council.
20. The recommendation report identified the specific areas and activities which the committee considered both fell within the Federation’s mandate and were worth taking on in terms of the anticipated costs and benefits.
21. The primary areas of activity identified were:
- a. Engaging with the researchers to create a plan to do a follow-up survey and report, using the data from the original report as a baseline to assess changes in outcomes, trends, and resource gaps.
 - b. Engaging with the researchers to create a plan to expand data collection and reporting, including to consider the experiences of law students and NCA candidates.
 - c. Facilitating information and resource sharing among law societies, and promoting communication and awareness in respect of mental health issues.

22. The focus of the Standing Committee this year will be creating and implementing a plan to carry-out these activities.

Intervention in Bergeron v. Assemblée parlementaire des étudiants du Québec inc., et al., 2024 QCCA 1264.

23. In August 2025, Federation Council approved a recommendation to seek leave to intervene in this matter, following the Supreme Court of Canada's decision to grant leave to appeal.
24. The matter involves a decision of the Quebec Court of Appeal holding there was no reviewable error by an application judge who disqualified counsel for the applicant from acting on behalf of the applicant as counsel was also the applicant's father.
25. On October 14, 2025, the Supreme Court granted the Federation leave to intervene (the Barreau du Québec and the Advocates' Society were also granted leave to intervene).
26. The appeal is likely to be heard in February 2026.

CanLII and Lexum Reports

27. CanLII's update focused on the release of the beta version of its AI research assistant tool.
28. The CanLII representatives emphasized that the current research tools remain available, and no one is forced to use the AI research assistant. It is an additional, optional tool.
29. In support of the release of the beta version of the AI research assistant tool, CanLII had held webinars for academics, professionals, library professionals, and legal researchers who had volunteered as beta testers.
30. A survey of the beta testers indicated that 76% found the beta tool useful and helpful in respect of efficient and effective searching.
31. CanLII is pleased with the results and expects to release a minimum viable product version of the tool for public release early in 2026.

Next Meeting

32. The next meeting of the Federation Council will be held in Ottawa on March 3, 2026 in conjunction with the Federation's spring conference occurring March 1 and 2, 2026.

January 26, 2026

Sent via email

Josh Paterson, KC
Executive Director
The Law Foundation of BC

Dear Josh:

Thomas L. Spraggs, KC
President

Re: Appointments to the Board of Governors of the Law Foundation of BC

Office Telephone
604.605.5394

Office Email
president@lsbc.org

I am pleased to advise that Law Society of BC's Executive Committee has appointed Rajiv Gandhi (Victoria County) to the Law Foundation of BC's Board of Governors for a three-year term commencing immediately and concluding December 31, 2028.

I am confident that the Law Foundation and its important work will be well-served served by the contributions of Rajiv Gandhi.

Yours truly,



Thomas L. Spraggs, KC
President, Law Society of BC

c. Karen Ameyaw, Chair, Law Foundation of BC

Paige Zawyrucha, Governance & Executive Services Coordinator, Law Foundation of BC

Gigi Chen-Kuo, Chief Executive Officer/Executive Director, Law Society of BC

2026 Bencher & Executive Committee Meetings

Executive Committee	Bencher	Other Dates
Thursday, January 22 Hybrid	Friday, February 6 Hybrid	Jan 1: New Year's Day Feb 4: New Bencher Orientation Feb 6: Welcome/Farewell Dinner Feb 16: Family Day Feb 17: Lunar New Year Mar 2-3: Federation Meeting TBA: CBABC Provincial Council Meeting TBA: CBA Annual General Meeting
Wednesday, April 1 Virtual	Friday, April 17 Hybrid	Feb 17 (sundown)-Mar 19 (sundown): Ramadan March 16-27: Spring Break March 19 (sundown)-Mar 20 (sundown) Eid April 3: Good Friday April 6: Easter Monday April 14: Vaisakhi April 16: Staff/Bencher Lunch
Thursday, May 14 Hybrid	Saturday, May 30 Hybrid	May 18: Victoria Day May 28 to 30: LSBC Bencher Retreat
Thursday, June 18 Virtual	Friday, July 3 Virtual	June 3-6: LSA Retreat June 10: KC Ceremony and Reception June 21: National Indigenous Peoples Day July 1: Canada Day July 8: AGM Aug 3: BC Day Sept 7: Labour Day
Thursday, September 10 Hybrid	Friday, September 25 Hybrid	Sept 11 (sundown)-13 (sundown): Rosh Hashanah Sept 20 (sundown)-21 (sundown): Yom Kippur Sept 30: Truth and Reconciliation Day Sept 15-18: IILACE Conference
Thursday, October 8 Virtual	Friday, October 23 Virtual	Oct 4-9: IBA Annual Conference Oct 12: Thanksgiving Day Oct 14-17: Federation Fall Meetings Nov 8: Diwali and National Indigenous Veterans' Day Nov 11: Remembrance Day
Thursday, November 19 Hybrid	Friday, December 4 Hybrid	Nov 17: Bencher By-Election Dec 4(sundown)-Dec 12 (sundown): Hanukkah Dec 4: Year-End Bencher Dinner Dec 25: Christmas Day Dec 26: Boxing Day Dec 26-Jan 1: Kwanzaa

2027 Bencher & Executive Committee Meetings

Executive Committee	Bencher	Other Dates
Thursday, January 21 Hybrid	Friday, February 5 Hybrid	Jan 1: New Year's Day Feb 3: New Bencher Orientation Feb 5: Welcome/Farewell Dinner Feb 6: Lunar New Year Feb 8 (sundown)-Mar 8 (sundown): Ramadan Feb 15: Family Day TBD: Federation Meeting
Thursday, April 1 Virtual	Friday, April 16 Hybrid	March 9 (sundown)-Mar 10 (sundown) Eid March 15-25: Spring Break March 26: Good Friday March 29: Easter Monday April 14: Vaisakhi
Thursday, May 13 Hybrid	Saturday, May 29 Hybrid	May 24: Victoria Day May 27 to 29: Bencher Retreat TBD: LSA Retreat
Thursday, June 24 Virtual	Friday, July 9 Virtual	June 21: National Indigenous Peoples Day July 6: AGM July 1: Canada Day Aug 2: BC Day Sept 6: Labour Day
Thursday, September 9 Hybrid	Friday, September 24 Hybrid	Sept 30: Truth and Reconciliation Day Oct 1 (sundown)-3 (sundown): Rosh Hashanah TBD: IILACE Conference TBD: IBA Annual Conference Oct 11: Thanksgiving Day Oct 11 (sundown)-12 (sundown): Yom Kippur Oct 29: Diwali TBD: Federation Fall Meetings
Thursday, November 18 Hybrid	Friday, December 3 Hybrid	Nov 8: National Indigenous Veterans' Day Nov 11: Remembrance Day Nov 16: Bencher General Election Dec 3: Year-End Bencher Dinner Dec 24 (sundown)-Jan 1 (sundown): Hanukkah Dec 25: Christmas Day Dec 26: Boxing Day Dec 26-Jan 1: Kwanzaa