

January 20, 2026

Sent via email

Dear Cheryl D'Sa, KC & Natasha Tony:

Re: 2026 Mandate for Equity, Diversity and Inclusion Advisory Committee

Thank you for agreeing to accept the appointment as Co-Chairs of the Equity, Diversity and Inclusion Advisory Committee ("EDIAC") for 2026.

The 2026-2028 Strategic Plan, along with the Terms of Reference and the particular priorities outlined below should guide the Equity, Diversity and Inclusion Advisory Committee in its work this year.

To fulfill its mandate for 2026, I would appreciate if EDIAC could endeavour to:

1. Meet early in 2026 to establish a work plan for the year, which sets out the matters that the committee expects to address this year, the outcomes it expects to achieve, and the time frames by which it intends to do so;
2. Provide to the Executive Committee EDIAC's work plan by **February 27, 2026**;
3. Continue to be available for consultation and collaboration with the Truth and Reconciliation Advisory Committee, the Task Force on Bullying, Harassment, and Discrimination, and the Task Force on Discipline Processes;
4. Guide the development of an accessibility policy framework, informed by the findings of the 2025 accessibility survey, to spell out the different approaches through which the Law Society will address disability-related barriers to access and retention in the legal profession as part of its mandate;
5. Consider creating principles guiding education and training regarding diversity, inclusion and cultural awareness, including explicit and implicit bias;

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6. Guide the development of resources to support the retention and advancement of women and other people from equity-deserving groups into the profession; and
7. Consider the organization of an event or forum looking at the impacts of civility on legal professionals' mental health.

As a final note, please plan to include time to meet with me and First Vice-President Michael F. Welsh, KC midway through 2026 in June, July, or August, for an informal update as to the status of the Advisory Committee's work.

Yours truly,



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