

FIRST ANNUAL REPORT

OVERVIEW:

On May 11, 2011, the LLD was created with more than 30 General Counsel signing the following Statement of Support for creating an inclusive legal profession in Canada:

WE COMMIT TO PROMOTING DIVERSITY IN THE WORKPLACE.

We value the range of perspectives, ideas and experiences that diversity provides, whether grounded in gender, race, sexual orientation, disability, cultural background, religion or age.

His Honour Lieutenant Governor David Onley addressed the group and wished us success. We committed to report back to him on our progress.

Over the past year, we have struck a deep and passionate cord with a significant number of General Counsel in Canada. There are now 60 signatories, representing General Counsel across Canada and cross-industry. While we believe that we have much to do, we were delighted to receive early recognition as recipient of the Lexpert's Zenith Award for *Diversity Action by a Law Group*.

GOVERNANCE:

LLD Steering Committee:

- **Av Maharaj** – Kellogg, (Chair), succeeding **Kevin Derbyshire** – Dupont
- **Ken Fredeen** – Deloitte (Secretary)
- **David Allgood** – Royal Bank of Canada
- **Simon Fish** – Bank of Montreal
- **Dorothy Quann** – Xerox Canada
- **Melissa Kennedy** – Teachers Pension
- **Terrie-Lynne Devonish** – AON, succeeding **Julia Hanigsberg** - Ryerson

Regional Chairs:

- British Columbia – **Annelle Wilkins** – HSBC
- Calgary – **Leanne Geale** – Shell Canada Limited
- Edmonton – **Doug Stollery** – PCL Constructors Inc.
- Winnipeg/Saskatchewan – **Riva Richard** – Pollard Banknote Limited
- Ontario (905) – **Fernando Garcia** – Navistar
- Quebec – **Daniel Desjardins** – Bombardier
- New Brunswick – **Charles Gervais** – Assumption Life
- Nova Scotia – **Barb Snowdon** – Jazz
- Newfoundland – **Don Sword** – Johnson Inc.

FIRST YEAR ACHIEVEMENTS:

People with Disabilities Initiative:

The LLD formed an organizing committee, and will host a Summit for members of various organizations to build a better framework for creating a more inclusive legal profession for people with disabilities. The LLD is also providing advice on structure and governance to a group of Ontario employers who have agreed, under the sponsorship of His Honour David Onley, to create an organization of employers focused on hiring people with disabilities.

Law Schools - Creating a more Diverse Pipeline:

Connections were made with the Deans of law schools across Canada. Meetings were held with the Deans of the following law schools: Osgoode, University of Toronto, Queen's, Sherbrooke, Dalhousie, Manitoba, Windsor and Saskatchewan.

LGBT Initiative:

The LLD hosted a group of senior gay and lesbian partners from some of Canada's largest law firms, to discuss what barriers exist and what can be done to break these barriers down, in the legal profession. In particular the LLD was interested in knowing what General Counsel could do to create a more inclusive legal profession for LGBT lawyers. The findings have been circulated across the country and the LLD members will look for opportunities to support actions and activities such as Law Society and professional initiatives.

Law Firms:

The LLD recognizes the critical importance of law firms in the equation of creating a more diverse legal profession. Members of the LLD have met with leaders of law firms including the largest national law firms to discuss diversity initiatives within law firms and to stress the importance of actions to create a more inclusive legal profession. Members of the LLD have participated on nationally broadcast video casts, panels and partner meetings. A follow up meeting with each of the major Canadian law firms is currently being planned to determine progress to date and how we can help their diversity initiatives. A Summit is also being scheduled for law firm leaders.

Regional Programs:

Regional Chairs have also organized initiatives in their respective cities including engagement in the activities mentioned above.

CO-OPERATION WITH ORGANIZATIONS:

The success of the LLD lies in the group's spirit of cooperation and sharing, and the power of many rather than the interests of a few. In order to look for opportunities to collaborate on various diversity initiatives, discussions have been held with many organizations including CCCA, ACC, Canadian Association of Black Lawyers, the Maytree Foundation. Members of the LLD Steering Committee participated in Law Society of Upper Canada on *Judicia* Project discussions with law firms. LLD worked with and supported Lawyers Without Borders on an aboriginal youth program.

COMMUNICATIONS:

- LLD Website has been developed and will be launched in June 2012.
- Monthly electronic newsletters are sent to members, highlighting diversity celebrations, events and developments within the LLD.
- The launch of LLD was covered by many news outlets and major organizations including The National Post, The Toronto Star, Canadian Lawyer Magazine and the Law Times.

In closing, we are proud of what we have accomplished as a group of senior legal leaders in Canada during our inaugural year, but realize that creating an inclusive legal profession is a journey not a destination. We will each do our part as success will come from working cooperatively to achieve our common objective of a diverse and inclusive legal profession in Canada.

May 10, 2012