



OBA Equality Committee DIVERSITY WORKING GROUP

UPDATE

Background

- At the December 4, 2015 Council Meeting, the Equality Committee hosted a panel discussion on Diversity and Leadership, focusing on inclusion and representation within the OBA.
- Chaired by Charlene Theodore, the following industry leaders weighed in on this topic:
 1. Dean Lorne Sossin, Osgoode Hall
 2. Terrie-Lynne Devonish, Chief Compliance Officer, North America at Aon Corporation
 3. Monica Kowal, Vice-Chair Ontario Securities Commission
 4. Michael Bach, Founder and CEO, Canadian Centre for Diversity and Inclusion
 5. Kenneth J. Fredeen General Counsel, Deloitte Canada – Executive Committee, Legal Leaders for Diversity
- Following the discussion, Council members answered questions and voiced their opinions on the successes and future of a framework for inclusion within the OBA. The Equality Committee compiled their responses and a subcommittee was tasked with bringing their ideas and priorities to this Board for implementation.
- It is from this process that the Diversity and Inclusion Recommendations were born.



Objective

This Diversity and Inclusion Recommendations are intended to:

1. Assist OBA Executive Leadership and staff in establishing tools, policies, and practices that eliminate or safeguard against unintentional bias; and
2. Achieve the shared goal is the equitable participation in the Association by all the full demographic of the legal community.

Goals of Recommendations:

1. Foster the a larger and more diverse membership base and leadership
2. Increase opportunities for diverse individuals to participate in OBA programs and activities
3. Promote a culture of inclusion that attracts diverse members of the profession to the OBA
4. Reflect and support the OBA's ongoing efforts to increase diversity in the judiciary, public and private practice

Recommendation 1

The Ontario Bar Association (the "Association") demonstrates leadership in the legal community and the justice sector through its equity, diversity, and inclusion strategies and by actively nurturing an inclusive and welcoming professional network and work environment for its members, employees, volunteers, clients, and partners.

In furtherance of its vision, mission, and strategic priorities, the Association promotes principles of equity, diversity, and inclusion through its advocacy, programming, internal policies, and governance structures.

The Association's approach to equity, diversity, and inclusion will:

- (i) affirm its commitment to reducing barriers to access to justice, legal services, legal institutions, and legal practice that are experienced by equity-seeking groups; and
- (ii) (ii) be developed to reflect the evolving and intersecting nature of equity issues .

Recommendation 2

- The OBA implement, maintain, and report on membership data.
- The subcommittee recommends an improved membership self-identification form that mirrors the format adopted by the LSUC. The data collection tool used by our regulator solicits information that is critical to monitoring and increasing inclusion in organizational leadership and activities.
- Our recommended target is a 90% completion rate for self-identification form by 2018. It is our suggestion that an awareness campaign drive and incentives be put in place to solicit participation.

Recommendation 3

- That the OBA implement, maintain and report on diversity leadership targets. The subcommittee recommends setting diversity targets, after consultation with experts, in the following areas:
 1. Executive Board
 2. Council (or other representative body that may replace it)
 3. Mentorship Program
 4. Speakers Bureau
 5. Sections / Program Planning
 6. Standing Committees and other appointed positions
- We recommend that narrative reporting and analysis be delivered to Council and the membership annually. This reporting should include an update on how the membership demographics align with the organizations diversity and inclusion goals.

Equality Committee 2016-2017

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- Anna Wong, Public Affairs
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- Ranjan Agarwal
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