



The Law Society of
Upper Canada

Barreau
du Haut-Canada

EQUITY AND ABORIGINAL ISSUES COMMITTEE/COMITÉ SUR L'ÉQUITÉ ET LES AFFAIRES AUTOCHTONES

Report to Convocation

Information

Prepared by the Equity Initiatives Department

TABLE OF CONTENTS

1.	TERMS OF REFERENCE/COMMITTEE PROCESS	3
2.	EQUITY AND DIVERSITY TRAINING PROGRAM	4
3.	FRENCH LANGUAGE SERVICES ACTION PLAN	5
4.	ABORIGINAL ISSUES	6

APPENDICES

A.	EQUITY AND DIVERSITY TRAINING PROGRAM	TAB A
B.	ACTION PLAN ON THE LAW SOCIETY'S FRENCH LANGUAGE SERVICES POLICY	TAB B
C.	UPDATE ON ABORIGINAL ISSUES	TAB C

Terms of Reference/Committee Process

The Committee met on Thursday, February 8, 2000, between 2 and 4 p.m. in Convocation Room.
In attendance were:

George Hunter (Vice-Chair)
Don White
Leonard Braithwaite
Stephen Bindman
Natalie Boutet (non-bencher)
Jeff Hewitt (non-bencher)
Susan Opler (non-bencher)

Staff: Charles Smith, Rachel Osborne, Geneva Yee, Lucy Rybka-Bekkar

The Committee reports the following items for Convocation's information:

- 1) Equity and Diversity Training Program**
- 2) French Language Services Action Plan**
- 3) Update on Aboriginal Issues**

FOR CONVOCATION INFORMATION

EQUITY AND DIVERSITY TRAINING CENTRE

1. In June, 2000, the Committee considered a Discussion Document on LSUC Education and Training. This report identified a number of equity and diversity training needs noted by departments in their equity and diversity action plans. It also referred to the proposals for education and training of members of the legal profession and benchers previously reported on by the Equity Advisor.
2. To date, provision of training to LSUC departments is underway in a variety of areas, eg., the Education Department as well as corporate workplace harassment. Training programs have also been developed for lawyers and community representatives who become involved in the Connecting Communities with Counsel Program and further training will be developed to support lawyers involved in the Law Firm Equity and Diversity Mentorship Program.
3. While these activities are underway, the Equity Initiatives Department is now prepared to launch a coordinated program that will provide education and training on equity and diversity issues for members of the legal profession. Entitled the ***Equity and Diversity Training Program***¹, the Equity Initiatives Department is in the process of designing and delivering training programs for members of the legal profession. This can be done within firms or as part of the Law Society's ongoing Continuing Legal Education program and will be offered on a cost-recovery basis only.
4. A model for this already is in place. In the fall of 2000, the Equity Initiatives Department has worked with the Discrimination and Harassment Counsel to develop training for Goodman Phillips and Vineberg (now Goodman's) and in the near future to Tory's. The Equity Initiatives Department has also provided an orientation session to Sigurdson's and Associates. The training done with the DHC has been done on a cost-recovery basis and has generated revenues for the program which will be used to support training requests by other firms and the promotion of this program. In particular, this will cover the cost of research, preparation of materials and the retention of facilitators to assist in delivering the training. Such funds will also be used to support unforeseen demands placed on the DHC program.
5. To facilitate the further development of the ***Training Program***, an advisory group has been struck consisting of expertise from the legal profession and community-based organizations actively engaged in education and training work on equity and diversity issues, including representatives of the National Judicial Institute, the Department of Justice, the Harmony Movement, the Law Society's Equity Advisory Group, AJEFO, Roti io' ta'-kier and others...

FRENCH LANGUAGE SERVICES SURVEY AND ACTION PLAN

¹ This concept was first proposed by the Equity Advisor in submitting proposals to the Finance and Audit Committee in August, 1999. This proposal was then approved as part of the Equity Initiatives Department budget and five year forecast in the fall of 1999.

6. As a follow-up to the report submitted to the Committee in October, 2000, this report provides an action plan to assist in analyzing the implementation of the Law Society's French Language Services Policy. It is anticipated that the analysis will lead to recommendations for both Committee and Convocation consideration.

7. The action plan comprises activities aimed at engaging Law Society staff, benchers, members of the legal profession and the public. The focus of the plan is aimed at assessing the knowledge these groups have, and the use they have made of, the Law Society's French Language Services Policy and services. It also aims to assess the effectiveness of what is currently in place. To facilitate this, the following steps are required:

- a) A survey has been designed for implementation across the organization. Divided into four sections, it probes such issues as: (i) awareness of the French Language Services Policy; (ii) awareness of the draft Translation Guidelines; (iii) translation of public documents; and (iv) organizational issues, eg., the number of bilingual staff within a department and the testing of staff in designated bilingual positions. It is anticipated that the survey will be filled out by all senior management and management/supervisory staff and team leaders. The survey will also be made available to all staff in all departments. ***Timeframe: February - March;***
- b) A survey will be designed to seek response from French-speaking members of the profession. These individuals will be identified through review of the member database and in cooperation with AJEFO. The purpose of this survey is to seek their input on this matter. ***Timeframe: Spring;***
- c) Focus groups will be held with representatives of community-based agencies serving the Francophone community to assess their knowledge of, and interaction with, the Law Society and its capacity to provide services in French. ***Timeframe: Spring;***
- d) Review of the current policy to ensure it is contemporary and provides the parameters required to enable the Law Society to meet the needs of the French-speaking public and bar. ***Timeframe: Summer - Fall.***

8. Following these activities, a report with analysis and recommendations will be submitted to the Committee for consideration.

ABORIGINAL ISSUES

9. This report provides the Committee with an update on the activities supporting Aboriginal students and members of the profession. It provides an overview of outreach initiatives aimed at encouraging Aboriginal youth to seek law as a career and services provided to Aboriginal students to enable them to succeed in the Bar Admission Course.

10. The Committee also received a letter from Mr. J. Hewitt, co-chair Roti io' ta'-kier, requesting that Mr. Kirk Goodtrack, General Counsel for Casino Rama, make a presentation to the Committee regarding employment issues concerning Aboriginal lawyers. The Committee has agreed to invite Mr. Goodtrack to its next meeting to receive the presentation and undertake appropriate action, if required.

Equity and Diversity Training Program

Introduction

1. Convocation recognizes the role and responsibility of the Law Society as the governor of the legal profession and its capacities as a policy-maker, resource to and regulator of the profession, educator and employer. In this context, the *Bicentennial Report and Recommendations on Equity Issues in the Legal Profession*² provides that the Law Society of Upper Canada will strive to create an environment of equality within the legal profession for all people regardless of their race, creed, age, language, nationality, place of origin, ethnic origin, Aboriginal status, disability, gender, sexual orientation, political affiliation and socio-economic status. The Equity and Diversity Corporate Action Plans³ state that one goal of the Law Society is to develop opportunities for members of the profession to gain knowledge, experience and skills related to working effectively with diverse communities, and suggests that education and training programs be implemented.

Objectives of the Equity and Diversity Training Program

2. In implementing education and training programs, the Law Society must consider certain relevant characteristics of the legal profession. Changes in the legal profession are usually gradual and the practical application of the idea of equity and diversity within the legal profession is often seen as either challenging or unrelated to competence in practice. The legal profession is competitive and many of its members believe in individual achievement, which may create barriers to the success of under-represented groups as well as in the access these groups have to legal services. A number of lawyers feel alienated by the size and types of practice of large firms, and choose to practice in small

²The Law Society of Upper Canada, *Bicentennial Report and Recommendations on Equity Issues in the Legal Profession*, (Toronto: The Law Society of Upper Canada, 1997).

³ The Law Society of Upper Canada, *Equity and Diversity Action Plans* (Toronto: The Law Society of Upper Canada, 2000).

firms or as sole practitioners. However, small firms and sole practitioners often do not have the resources and time to deal with equity and diversity issues, or to develop the appropriate expertise to do so effectively. There are also those who may believe that equity does not add value for law firms which already have strong reputations and clients. Further, members of communities may not be aware of the availability of legal services or may feel that their lawyer either does not understand them, treats them differently, harasses or discriminates against them or otherwise violates their rights.

3. An equity and diversity training program will promote the value of equity and diversity. Law firms and legal practitioners have to offer services to an increasingly diverse population. Further, the legal community will have access to an increasingly larger demographic talent pool. Lewis Brown Griggs suggests that “more and more, organizations can remain competitive only if they can recognize and obtain the best talent, value the diverse perspectives that come with talent born of different cultures, races, and genders, nurture and train that talent, and create an atmosphere that values its workforce. One of the many rewards organizations begin to see when they establish a diverse workforce is an increased market for its services or products”.⁴

4. The equity and diversity training program requires a strong mandate which states an overall goal for equity and diversity training and addresses the adverse social justice, business, Convocation-mandated and legal reasons for establishing such a resource within the legal profession.

5. The creation of a viable equity and diversity training program will assist in addressing various myths and beliefs regarding the integral value of equity law and social policy, and in removing barriers faced by under-represented members of the profession and the public. The equity and diversity training program will provide:

- 1) direct training to the legal profession;
- 2) a roster of individuals who can provide high quality training in equity and diversity;
- 3) advice on organizational change;
- 4) a resource centre on equity and diversity issues, information on changing demographics;
- 5) guidelines on how to select high quality equity and diversity educators and trainers.

The Creation of an Advisory Committee

6. The development of a viable equity and diversity training program requires partners able to access and influence the different parts of the legal profession and to provide insight into the legal issues and views of diverse communities. The partners will lend credibility to the program and should be representative of different segments of the Ontario legal profession and reflective of advocacy and other organizations who serve Ontario’s diverse communities.

7. The creation of an advisory group is now underway with representatives of such organizations as: the Ontario Human Rights Commission, the Advocates’ Society, the Department of Justice, the

⁴ Lewis Brown Griggs, “Valuing Diversity” in Lewis Brown Griggs and Lente-Louise Louw, ed., *Valuing Diversity New Tools for a New Reality* (New York: McGraw-Hill, Inc., 1995) 1 at 9.

Ministry of the Attorney General, LPIC, Legal Aid Ontario, the National Judicial Institute, the Equity Advisory Group, Association d'expression française de l'Ontario (AJEFO), Roti io' ta'-kier, the Discrimination and Harassment Counsel, the head of Continuing Legal Education of the Law Society of Upper Canada and Connecting Communities with Counsel.

Services offered by the Equity and Diversity Training Program

8. The equity and diversity training program will structure its curriculum, programs and activities with the cooperation of the advisory group. The programs would include updates and briefings on important equity and diversity developments in the legal profession, skills development training, intensive, high content sessions with prominent speakers on leading equity and diversity issues, testimonial events and networking forums for equity-committee members from large law firms. The equity and diversity training program will offer services, such as informal education sessions, continuing legal education, formal training sessions, "train the trainer" sessions to large, medium and small law firms as well as sole practitioners.

Large and Medium Size Law Firms

9. Large and medium size law firms will have equity and diversity needs that are different from small law firms or sole practitioners. The needs and interests of large and medium law firms will also vary according to a number of other factors such as the type of law practice, the client base, the internal structure of the firm, the number of employees, lawyers and partners. To address these needs, the following models will be developed:

1) Informal Education Sessions

10. A number of law firms' organizational structures include equity and diversity committees and other committees that deal with issues of equity and diversity on a regular basis. For example, law firms sometimes have articling committees and hiring committees who deal with issues of equity and diversity within the workplace such as hiring practices and interview techniques. The equity and diversity training program will offer assistance to those committees, or ensure that experts are available to meet with such committees, on an informal basis, to discuss issues such as:

- 2) harassment and discrimination within the workplace and organizational responsibility;
- 3) equity in recruitment practices and in hiring of articling students;
- 4) equity and diversity interviewing techniques;
- 5) accommodation within the workplace;
- 6) use of inclusive language within the workplace;
- 7) the positive aspects of having a workforce reflective of the population.

2) *Continuing Legal Education*

11. A number of law firms have adopted internal continuing legal education programs. Training programs could be coordinated by the equity and diversity training program and in-house directors of continuing legal education, and take into account the firms already existing continuing legal education programs. The delivery of the seminars would be done by experts. Such training could deal with subjects such as:

- 3) working with support staff: equity and diversity considerations;
- 4) dealing with other professionals at the firm: equity and diversity considerations;
- 5) dealing with clients who come from diverse backgrounds.

3) *Formal Training Sessions*

12. A number of law firms have identified a need to educate all staff, lawyers and non-lawyers, on issues of equity and diversity. The equity and diversity training program could coordinate and custom design training sessions, based on the structure of the law firm, its needs and interests, and the objectives of doing the training. The sessions would be offered on a cost recovery basis. Such sessions would deal with issues identified by the law firms. For example:

- 4) harassment and discrimination within the legal profession;
- 5) how to draft a harassment and discrimination policy;
- 6) flexible work arrangements and how to draft a policy;
- 7) accommodations within the workplace and the duty of the organization;
- 8) under-represented groups within the legal profession;
- 9) the discrimination and harassment counsel: mandate and responsibilities;
- 10) equity and diversity in hiring and recruiting;
- 11) the use of inclusive language;
- 12) critical analysis of the law;
- 13) how to create a positive workplace environment, free from harassment and discrimination;
- 14) same sex couples: their rights.

4) *Train the Trainer*

13. Law firms may be in a position to offer firm wide training programs through their own internal

expertise. The equity and diversity training program could structure training programs to “train the trainers”. The advantages of such programs are:

- 13) members of law firms are trained and can in turn train others;
- 14) training internal staff by in-house experts might be well received;
- 15) increased cost efficiency;
- 16) creation of in-house expertise on equity and diversity issues.

14. The training programs could be structured to train key lawyers and/or staff regarding pedagogical techniques for instructors and the substance of the training sessions. The training sessions would focus on issues such as principles of adult learning, how to structure a training session regarding equity issues, how to deliver a training session and how to prepare relevant and practical material.

► ***Small Law Firms and Sole Practitioners***

15. Small law firms and sole practitioners may be interested in understanding how to best serve an increasingly diverse community and how to increase their client base by offering services to a diverse community. The education sessions for small law firms and sole practitioners could take the form of continuing legal education seminars offered on issues such as:

- 14) skills development training on how to serve diverse clients’s needs in areas such as immigration law and real estate law;
- 15) updates on important equity-diversity developments in the legal profession;
- 16) how to offer legal services by taking into account the client’s personal cultural background, values and perspectives.

3) ***Resource Program***

16. The resource program would provide information, such as:

- 14) documentation and videos on equity and diversity issues;
- 15) documentation and videos on equity and diversity training and education;
- 16) guidelines on how to choose high quality trainer or educator;
- 17) roster of high quality trainers and educators.

Action Plan

17. To facilitate development of the program, the Equity Initiatives Department will undertake the following initiatives:

- 1) The creation of an advisory group to assist in the creation and evolution of the equity and diversity training program.

- 2) The scheduling of regular meetings with the advisory group.
- 3) The creation of the equity and diversity training program, with a mandate established by the advisory group.
- 4) Although most of the training and education will be offered on a cost recovery basis, the Equity Initiatives Department should proceed with requests for funding from other organizations.

18. The Equity Initiatives Department has, in the last six months, developed and delivered training sessions on equity and diversity issues to a number of large and medium size law firms. The training sessions have been very well received, the demand for such training is growing and the sessions have produced revenue for the Law Society. This suggests that the creation of the training program is important to further the Law Society's commitment to the promotion of equity and diversity within the legal profession and will provide some financial support to further develop and implement equity and diversity initiatives.

Action Plan on the Law Society's French Language Services Policy

Introduction:

1. At the Committee's meeting on October 12, 2000, members received a report addressing the Law Society's implementation of the French Language Services Policy. Adopted by Convocation in 1989, the policy was to be implemented across the Law Society and resources were added to the Communications and Public Affairs Department to ensure quality translation and interpretation services were available in-house for this purpose. In the report to Committee, it was noted that:

- ▶ The coordination of the FLS policy has become one of the priorities of the Equity Initiatives Department and has been included as part of the Corporate Equity and Diversity Action Plans developed in January 2001; and
- ▶ A significant part of the FLS policy implementation concerns the capacity of the Law Society to respond to phone and over-the-counter inquiries as well as to provide the Bar Admissions Course, conduct investigatory, audit and discipline proceedings in French and prepare/disseminate public documents in both official languages.

2. To develop strategies on these matters, a working group of benchers, Law Society staff and representatives of AJEFO has been struck. The Law Society staff includes representation from key departments, eg., Communications and Public Affairs, Client Services, Advisory and Compliance Services, and Human Resources.

3. This report provides Committee with an update from the working group and an action plan developed by the working group for Committee's endorsement, including a survey of Law Society staff and self-identified French-speaking members of the profession and the public. It is anticipated

that the results of the survey will provide information essential to enabling the Law Society to engage the French-speaking bar and public in Ontario.

The Action Plan:

4. Given the Law Society's capacity to provide services in French, it is critical to ensure that service transfers and referrals are handled appropriately. For example, if a French caller speaks to staff in Client Services Department, can that staff successfully transfer the caller to a bilingual staff person in the appropriate department? In addition, it is essential to ensure consistency in the capacity of the Law Society to provide written communications in French. Currently, a number of key documents are in French and English, eg., the Ontario Gazette, Law Society By-Laws, summaries of the *Bicentennial Report on Equity Issues in the Legal Profession* and other equity and diversity documents. While these documents are available in English and French, it appears unclear to Law Society departments as to when a document should be translated, how such a document will be made available to the French-speaking bar and public, and how the costs for such translations will be covered.. The Law Society's French Language Policy is clear regarding proactive intent but provides no guidelines for implementation. This has resulted in an uneven approach to policy implementation.

5. To address this issue, the following steps are required:

- ▶ To assist in improving Law Society's staff understanding of the policy and, as well, to gain a sense of the issues the Law Society needs to address corporately and within each department, a survey (Appendix "B") has been designed for implementation across the organization. The survey is divided into four sections and probes such issues as: (i) awareness of the French Language Services Policy; (ii) awareness of the draft Translation Guidelines; (iii) translation of public documents; and (iv) organizational issues, eg., the number of bilingual staff within a department and the testing of staff in designated bilingual positions. It is anticipated that the survey will be filled out by all senior management and management/supervisory staff and team leaders. The survey will also be made available to all staff in all departments. Timeframe: January - February;
- ▶ Discussions will be held to seek response from French-speaking members of the profession. These individuals will be identified through review of the member database and in cooperation with AJEFO. The purpose of this survey is to seek their input on this matter. Timeframe: Spring;
- ▶ Discussions will be held with representatives of community-based agencies serving the Francophone community to assess their knowledge of, and interaction with, the Law Society and its capacity to provide services in French. Timeframe: Spring;
- ▶ The current policy will be reviewed to ensure it is contemporary and provides the parameters required to enable the Law Society to meet the needs of the French-speaking public and bar.

6. Following these activities, a report with analysis and recommendations will be submitted to the Committee for consideration. At this time, it is requested that the Committee endorse the directions set out above and, further, that the Committee inform Convocation of these activities.

Aboriginal Issues Report

Introduction

- ▶ This report covers Aboriginal issues and highlights from the work of the Aboriginal Issues Coordinator for the time period October 2000 to present.

Public Education and Community Outreach

- ▶ The Aboriginal Issues Coordinator attended the annual conference and general meeting of the Indigenous Bar Association of Canada, held in Ottawa, October 20th through 22nd, 2000. A brief presentation was made to the assembly regarding the Law Society's ongoing work regarding Aboriginal issues, with particular mention to the creation of the Aboriginal Issues Coordinator position.

- ▶ The Aboriginal Issues Coordinator and Equity Initiatives Department worked in coordination with the City of Toronto, and the Métis Nation of Ontario, to organize several events commemorating Louis Riel Day - November 16th, 2000. This was the first occasion where the Law Society has partnered with the Métis Nation of Ontario, and the continuation of a fairly new but very successful relationship partnering with the City of Toronto around Aboriginal issues.

- ▶ The Louis Riel Day events included:
 - 1) *Re-Awakening A Nation*, a Métis Art Show which was displayed in the Museum Room for three weeks in November;
 - 2) a youth program on Métis history, culture and rights;
 - 3) a panel discussion on Métis rights;
 - 4) a flag raising at City Hall;
 - 5) a Commemorative Ceremony at the Legislature, and subsequent Moose Feast.

- 5) The Aboriginal Issues Coordinator created a Law Society display encouraging Aboriginal people to consider law as a career for use in career fairs. The Aboriginal Issues Coordinator attended the Grand River Post Secondary Education Information Day on November 8th, 2000. This career fair for Aboriginal youth and mature students of the Grand River of the Six Nations community was very successful with approximately 300 participants. A letter of

appreciation to the Law Society for our participation in the event is attached.

- 6) According to the Department of Education, this may have been the first career fair for youth which the Law Society has participated in. It can be said with some certainty that this is the first career fair we have participated in geared specifically towards the Aboriginal community.
- 7) A letter of thanks from John Kim Bell, Founder and President of the National Aboriginal Achievement Foundation (NAAF) is attached for the Committee's reference. The Law Society sponsored the NAAF's *Blueprint For the Future*, Aboriginal Youth Career Fair, held on November 23rd, 2000, at the Toronto Convention Centre.
- 8) The Aboriginal Issues Coordinator expanded the Department's career fair display and staffed a booth at *Blueprint*, in coordination with the Co-Chairs and members of Roti io' ta'-kier. This was the first time the Law Society has participated in this nationally recognized event. *Blueprint* was very successful with the participation of more than twelve hundred Aboriginal high school students, as well as teachers, guidance counsellors, and community members attending from across the province. Roti io' ta'-kier members gave their time as speakers leading seminars, and as counsel in a mock trial heard by the Honourable Mr. Justice Harry Laforme. A copy of the Law Society message as printed in the fair's program, as well as two newspaper articles about the fair are also included for the Committee's reference.
- 9) The Aboriginal Issues Coordinator, Jeff Hewitt and Kathleen Lickers, Co-Chairs of Roti io' ta'-kier, and Roti io' ta'-kier members participated in the launch of the Equity and Diversity Mentorship Program on December 1, 2000. Kathleen Lickers will also be participating in the Ottawa launch of the Program.

Supports to Students

- 10) In addition to the above mentioned activities promoting the legal profession, building relationships with community, and educating the public, the Aboriginal Issues Coordinator provided numerous supports to Aboriginal students currently enrolled in Phases I and III of the Bar Admission Course throughout this reporting period. These supports include academic (organizing various tutorials and exam review sessions), cultural (through initiatives such as the Elders Program), financial (through participation in the Equity Bursary Committee, disbursing funds to Aboriginal students in need via the Law Society's Equity Bursary Program), advising students regarding Law Society requirements, and career development (through building relationships between the Aboriginal Bar and students). Assistance regarding job searches and résumé writing has also been coordinated by the Aboriginal Issues

Coordinator.

- 11) Attached for the Committee's information is a photocopy of a card received from the Director of Student Services and Counselling at the Grand River Post Secondary Education Office, with respect to the support provided to Six Nations students in the Bar Admission Course.
- 12) Another letter of appreciation was received from Bar Admission Course student, Joseph Schuchert, noting appreciation for the support offered through the office of the Aboriginal Issues Coordinator. Mr. Schuchert is one of ten self-identified Aboriginal students in Phase III in Toronto who accessed tutorials and the Elders Program. A copy of the letter is attached for information purposes.
- 13) An informal dinner honouring the ten Aboriginal students currently studying in Toronto in Phase III of the BAC was held on December 8, 2000. Approximately twenty people gathered, those being students, members of Roti io' ta'-kier, and Elder Raymond Gould, to very informally and frankly discuss shared experiences in the BAC, as well as how lawyers have marketed themselves, and what to expect in the early years of practice. Unfortunately, neither of the two invited special guests, Justice Rose Boyko or Justice Harry Laforme, were able to attend.
- 14) We hope to be organizing traditional Feasts in the future in the Ottawa, Toronto and London areas, to celebrate the successes and struggles of Aboriginal students in the BAC. Benchers, staff and community members will be invited to attend these more public celebrations in support of the students when they are planned.
- 15) The Elders Program offered by the Education and Equity Initiatives Departments to Bar Admission Course students in Toronto held its final regularly scheduled session for students in the 42nd Bar Admission Course on December 15, 2000. Feedback on the Elders Program from students, staff and community members, including Aboriginal members of the Bar, has been excellent. Much thanks goes to Elder Raymond Gould, of the Maliseet Nation, for his guidance and assistance in creating and delivering this vital support to students in the BAC.

Policy Development

- 16) Roti io' ta'-kier, with the support of the Aboriginal Issues Coordinator, has made written and oral submissions to the Professional Development and Competency Committee on the Law Society's Competence Mandate.

- 17) Aboriginal lawyer, Kirk Goodtrack, General Counsel for the Chippewas of Mnjikaning First Nation is developing a program for the firms his First Nation deals with. This innovative program will result in an increase in the number of Aboriginal law students and Aboriginal lawyers in the firms Mr. Goodtrack's office retains. Further reference to this matter can be found at Tab 5A of the February 2001 Committee Agenda materials.

Other Activities

- 18) The Aboriginal Issues Coordinator and the Equity Advisor participated in a meeting with Jeff Hewitt, Co-Chair of Roti io' ta'-kier, Dr. John Borrows, and Mayo Moran, Associate Dean at the University of Toronto Faculty of Law on December 5, 2000. This meeting was held to discuss the concerns raised by Roti io' ta'-kier members and Aboriginal community members surrounding the Faculty of Law's Residential School Litigation Bridge Week, planned for February 2001. The meeting was very positive and productive, building relationships between the Equity Initiatives Department, Roti io' ta'-kier, and the Faculty of Law.

- 19) Associate Dean Moran has advised that the Faculty no longer intends to proceed with the originally planned bridge week, but rather wants to work with the Aboriginal community, the Equity Initiatives Department and Roti io' ta'-kier in developing a bridge week which addresses the very serious concerns raised and advances the goals of the profession. The Faculty has also extended an invitation for the Equity Initiatives Department and Roti io' ta'-kier to participate in the new bridge week on "Addressing Systemic Injustice".