



Justicia: Leading the way



#Justicia2014

THE LAW SOCIETY'S JUSTICIA PROJECT continues to lead the way in the retention and advancement of women lawyers in private practice in Ontario.

Launched in November 2008, Justicia is the first of its kind in Canada and has grown to include 57 participating law firms across the province, with one out-of-province firm.

Several other provincial law societies are following Ontario's lead. More than 75 law firms across Canada have joined or are about to make a long-term commitment to Justicia.

Ontario's Justicia firm representatives worked together to develop templates to track gender demographics and to identify and adopt principles and best practices regarding flexible work arrangements, networking and business development, and mentoring and leadership skills development for women.

Numerous resources developed by Justicia firm representatives are now available on the Law Society's website at www.lsuc.on.ca/justicia_project.

Interested law firms and other businesses can access these resources and adapt them to their own environments.

The Law Society will continue to lead this important project by working with other law societies in the development of the national Justicia initiative — and by monitoring the resources to ensure the policies and practices continue to work.

FAST FACTS

- Women account for more than 50 per cent of Ontario law graduates — but this is not reflected in private practice where women account for less than 35 per cent of lawyers and about 20 per cent of all partners in law firms.
- Maternity and parenting responsibilities are one of the most significant factors that lead to the departure of women from private practice.
- Justicia partners throughout Ontario developed 13 templates, guides and toolkits to help retain and advance women lawyers in private practice.
- Justicia practices make good sense for private legal service providers who want to reflect the makeup of the clients they serve.
- Law students are increasingly seeking out firms that participate in the Justicia Project.

All Justicia resources and surveys are available online at www.lsuc.on.ca/justicia_project. For more information, contact the Law Society's Equity Department at 416-947-2153.