



Family Lawyers Association

c/o Katharina Janczaruk, Chair
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March 1, 2015

By Email

Josee Bouchard
Director, Equity Initiatives Department
The Law Society of Upper Canada
Osgoode Hall
130 Queen Street West
Toronto, Ontario
M5H 2N6

Dear Ms. Bouchard,

Re: Developing Strategies for Change: Addressing Challenges Faced by Racialized Licensees Consultation Paper

On behalf of the Family Lawyers Association I wish to provide our support and comments with respect to the Consultation Paper.

The Family Lawyers Association takes the position that although the majority of the recommendations proposed by The Working Group's consultation paper address many of the challenges faced by racialized licensees, there are inherent limitations to them due to the Law Society's inability to impose their recommendations as mandatory. It is therefore necessary that the Law Society continue to recognize that the challenges faced by racialized licensees is an ongoing issue that will require the periodic reconsideration of these proposed strategies, especially given the current lack of demographic data.

It also is our position, as is proposed in the consultation paper, the collection of demographic data will help identify the types of diversity programming that would best meet the needs of each firm and, therefore, better ensure the success of any implemented programs.

Further, the four initiatives concerning the operation of the Law Society should be implemented. It would serve the profession well to have the Law Society set an example.

Yours truly,

Katharina Janczaruk
Chair – Family Lawyers Association