

From: Molly Luu
Sent: January-13-15 11:07 AM
To: Josee Bouchard
Subject: Consultation Meeting Jan 12 Peel - notes

Further to our discussion,

1. LSUC should sponsor or hold free or low cost (less than \$50 per session) CPD sessions which include

A networking component

Distinguished speakers in various areas of law

In person series, no webcast option.

The CPD session should aim to facilitate solo and small firm practitioners (large % of racialized licensees are practising in the GTA in small/solo firms) meeting with each other and others in their practice area.

Example of a 'Distinguished Speaker Series' Event

Barry Fisher

2 hour Professional Hours CPD

Speaking on Employment Law & Mediation/Arb

Registration for in person event & online materials

Cost \$40

Would serve to attract a wide range of solo/small firm PR actioners practising in the area of employment/ labour.

Racialized pl side employment lawyers often serve racialized clientele and would benefit from such a forum.

2. CPD sessions should focus on written advocacy for racialized licensees who need help w/ writing. To write well is an art and solo/small firm racialized licensees lack mentors who can review their written submissions.

3. .

a. Incentivize mentoring/ make mentorship easy

Mentorship should not be racialized, rather the forum in which it happens should be structured with racialized solo/small firm licensees in mind

Mentoring/Networking meetings held in West and East GTA instead of just downtown central locations

Mentoring/Networking meeting should count for professional CPD credits

Mentors should be given 2 for 1 credits to mentor mentees

b. Encourage relationships

The mentoring/networking meetings should include telephone/email follow up to encourage relationships and not just one-off meetings

Feature "successful" mentorship relationships in LSUC publications

Start a mentorship portal on the LSUC website

Include more details on LSUC directory where racialized licensees may feel more comfortable reaching out to someone of similar racial background

(languages spoken may be added)

As a 2011 call racialized licensee, I want to be mentored throughout my entire career not just to the point where I get a job. I want to be guided and encouraged to leadership. In exchange, I want to do the same for younger lawyers and to be loyal to my mentor.

4. continue with what LSUC is doing

Address challenges in similar open house discussions

Put these issues in writing in magazines, newspapers, etc. (bring to forefront, give it air time)

Have speaker series with distinguished speakers discussing challenges they face or they observe being faced by racialized licensees

Make it "cool" to be conscious of issues facing racialized licensees

Sincerely,
Molly C. Luu

