

Equality and Diversity Guide

BACKGROUND

- In 2005, the Equality Committee received funding from Heritage Canada to develop an Equality and Diversity Guide. The Guide is a tool for use by law firms and legal associations to plan how they can make their workforce and clientele reflect a diverse community.
- To develop this useful Guide, the Equality Committee consulted with almost 200 local equity stakeholders across the country as well as with a number of large law firms.

CURRENT STATUS

- The Guide was launched at the 2007 CLC along with its companion interactive training video on discrimination and sexual harassment in professional conduct entitled, "It's About Respect." The video and Guide is for use by Branches, National Sections and Conferences in orientation sessions, and by CBA members providing in-house training sessions to law firms.
- The Guide is distributed both in hard copies and electronically. Over 900 copies have been distributed to date. It is available for downloading on the SCE page in CBA.ORG.
- The Guide was presented at a meeting of professional development officers of large law firms in Toronto in September, 2008. Individual meetings with 10 of these firms were held in December 2008 and January 2009 to monitor implementation and to inquire into how the CBA can be of further assistance in their diversity initiatives.

NEXT STEPS

- The Equality Committee will continue to follow up with law firms to determine how the CBA can best assist them with their equity and diversity initiatives.
- The Guide will continue to be advertised on the CBA website and publications, and paper copies will be distributed until the current printing is exhausted.