

## Status Report of Diversity & Inclusion Steering Committee

The Diversity & Inclusion Steering Committee was established in the fall of 2017. However, CDL's Diversity Policy has been in existence for over a decade and features prominently on its website. The Committee is charged to help define and carry out CDL's diversity and inclusion mandate.

The current members of the Committee are:

Audrey P. Ramsay – Chair

Lee Akazaki, Christina Cook, Susan Gunter, Ali Khan, Timothea Leung, Andrea Lim, Caroline Meyer, Debbie Orth, Heather Sanderson, Rabjeet Wallia, Aleksandra Zivanovic

Since its inception the Committee has done the following:

- Recommended that equity & diversity issues be incorporated in CLE programs, where appropriate, and enable lawyers, in the provinces where applicable, to satisfy the Equality, Diversity and Inclusion professionalism requirement mandated by their Law Society.
- Recommended that CDL express its support for the recommendations made in the Challenges Faced by Racialized Licensees Working Group: Final Report (“Racialized Licensees Report”) and support the position of the Roundtable of Diversity Associations (RODA) in its letter of November 17, 2017 to the Treasurer and the benchers of the Law Society of Ontario to the challenge to the Statement of Principles.
- Recommended that the Public Policy Secretariat consider CDL's intervention in the constitutional challenge to the Statement of Principles by Professor Ryan Alford. **Audrey Ramsay** has been selected as counsel for CDL.
- Designed and issued a Diversity & Inclusion Survey of CDL membership to better understand how CDL can deliver education, leadership opportunities and a voice that is representative of its members and the legal profession.
- Had a very successful panel at the 2018 AGM: “*Moving the Needle Forward: The Business Case for Diversity & Inclusion*”, with Treasurer of the Law Society of Ontario, Paul Schabas, Douglas Burrell of DRI, May Cheng, partner at Osler/Diverse Champions for Diversity and Naveen Mehta, General Counsel, UFCW Canada and Principal, CulturWorks Growth Strategies.

- The Committee is seeking opportunities to collaborate with CDL's Women's Caucus, DRI, or other associations.
- The Committee has recommended the creation of a Diversity & Inclusion Award.

The Committee welcomes new ideas and suggestions from CDL members, and to hear from you on how best to carry out CDL's diversity and inclusion policy. If you want to join the Committee, let us know.