



Law Society  
of Saskatchewan

# EQUITY, DIVERSITY AND INCLUSION

IDENTIFYING THE CHALLENGES  
AND POSSIBLE ACTIONS

RESEARCH REPORT

NOVEMBER 30, 2021

# BACKGROUND AND RESEARCH OBJECTIVES

## Background

As the population of Saskatchewan becomes increasingly diverse, the legal profession is also evolving.

To advance access to justice, legitimacy, and responsiveness in the administration of justice, **the Law Society of Saskatchewan considers equity, diversity, and inclusion in all aspects of its mandate and operations.**

Starting in 2017 and over the course of 2018, the Law Society conducted **consultations with members of equity-seeking groups** to understand obstacles faced within the legal profession in Saskatchewan.

## Research Objectives

This research builds upon the findings from the 2017-2018 consultations to gather perspectives from the entire membership in Saskatchewan.

The purpose of this research is to **understand member perspectives and personal experiences and to focus efforts to advance programs and initiatives that promote an inclusive legal profession.**

Specific research objectives are to:

- understand issues and concerns about equity, diversity and inclusion in Saskatchewan's legal profession
- identify the scope of these issues
- collect ideas or suggestions from the membership about how to address the issues






## Expected Outcomes

Expected outcomes include:

- **Understanding of the issues** and the scope of the issues related to diversity, equity and inclusion
- Information to **make evidence-based decisions** to address the issues
- **Sharing of results** with the membership

## EXECUTIVE SUMMARY

Among all members, there is strong support for taking action to improve equity, diversity and inclusion. 7 in 10 agree that challenges facing equity-seeking members affect access to justice for Saskatchewan communities.

 <b>Equity-Seeking Members</b>	 <b>Recognition of EDI Issues</b>	 <b>Challenges Faced</b>	 <b>Reasons for Challenges Faced</b>	 <b>Equity, Diversity and Inclusion Actions</b>
<p><b>48%</b> of Law Society members who responded to the survey consider themselves to be part of an <b>equity-seeking group</b>.</p> <p><b>Equity-seeking members</b> are more likely to be:</p> <ul style="list-style-type: none"><li>• Women (73%)</li><li>• BIPOC (27%)</li><li>• 35-54 years of age (59%)</li></ul> <p><b>Non-equity-seeking members</b> are more likely to be:</p> <ul style="list-style-type: none"><li>• White (88%)</li><li>• Men (65%)</li><li>• 55+ years of age (45%)</li></ul>	<p>The <b>majority</b> recognize there are <b>equity, diversity and inclusion issues within Saskatchewan's legal profession</b> from entry into practice to advancement during a law career.</p> <p><b>82%</b> agree equity-seeking members experience <b>unconscious bias or discrimination</b>.</p> <p><b>82%</b> agree equity-seeking members <b>face more challenges during entry</b> into practice.</p> <p><b>76%</b> agree equity-seeking members face <b>challenges advancing</b> at a similar pace to colleagues.</p>	<p><b>Half</b> (51%) have <b>witnessed or experienced a situation of discrimination</b> impacting a member's entry into practice and/or their career advancement.</p> <p><b>73%</b> of equity-seeking members have <b>experienced EDI challenges</b> in the following areas:</p> <ul style="list-style-type: none"><li>• <b>48% obtaining positions</b> in their preferred geographical location, practice area or environment,</li><li>• <b>43% building mentorship relationships</b>, and</li><li>• <b>57% advancing at a similar pace</b>.</li></ul>	<p><b>Commonly mentioned reasons for the challenges experienced by equity-seeking members</b> include:</p> <ul style="list-style-type: none"><li>• taking time away to <b>care for children or family</b> members,</li><li>• <b>gender</b> identity,</li><li>• <b>racial/ethnic</b> identity,</li><li>• preferred <b>social activities</b>,</li><li>• age (<b>too young</b>), and</li><li>• family's <b>socioeconomic background</b>.</li></ul> <p>The most common reasons identified are a reflection of the profile of equity-seeking members who completed the survey (women, BIPOC, younger).</p>	<p>Among equity and non-equity-seeking members, there is <b>significant support for all EDI actions</b> tested, but support is highest for...</p> <ul style="list-style-type: none"><li>• Offering <b>EDI tools and resources</b> to reduce discriminatory hiring and advancement practices,</li><li>• Engaging equity-seeking groups in <b>conversations about the profession</b>,</li><li>• Promoting <b>mentorship opportunities</b> for members of equity-seeking groups, and</li><li>• Offering <b>equity, diversity, and inclusion training</b> for all lawyers.</li></ul>



## RECOMMENDATIONS

To make real changes in equity, diversity and inclusion within the Saskatchewan legal profession, the Law Society will need to take action on hiring, advancement, and mentorship, offer EDI training, and persist in its efforts over the long-term.



### Take Action

The majority of equity-seeking and non-equity-seeking members support actions to improve equity, diversity and inclusion in the Saskatchewan legal profession. Key areas to take action on:

#### Hiring and advancement

- 91% of all members agree that the Law Society should **offer EDI tools and resources** to assist firms and other employers in avoiding discriminatory hiring and advancement processes,
- 48% of equity-seeking members experienced challenges during entry to practice, and
- 57% have challenges advancing at a similar pace to colleagues.

#### Consultation

- 90% **support engaging members of equity-seeking groups in conversations** about the profession to both inform them and to understand their needs.
- This survey is part of the ongoing consultation process to improve equity, diversity and inclusion.

#### Mentorship

- 87% of all members of the profession agree the Law Society should **provide mentorship opportunities** for equity-seeking members, and
- 43% of equity-seeking members are experiencing challenges with building mentorship relationships.

#### Training

- 85% of members agree that the Law Society should **offer equity, diversity and inclusion training for all lawyers.**

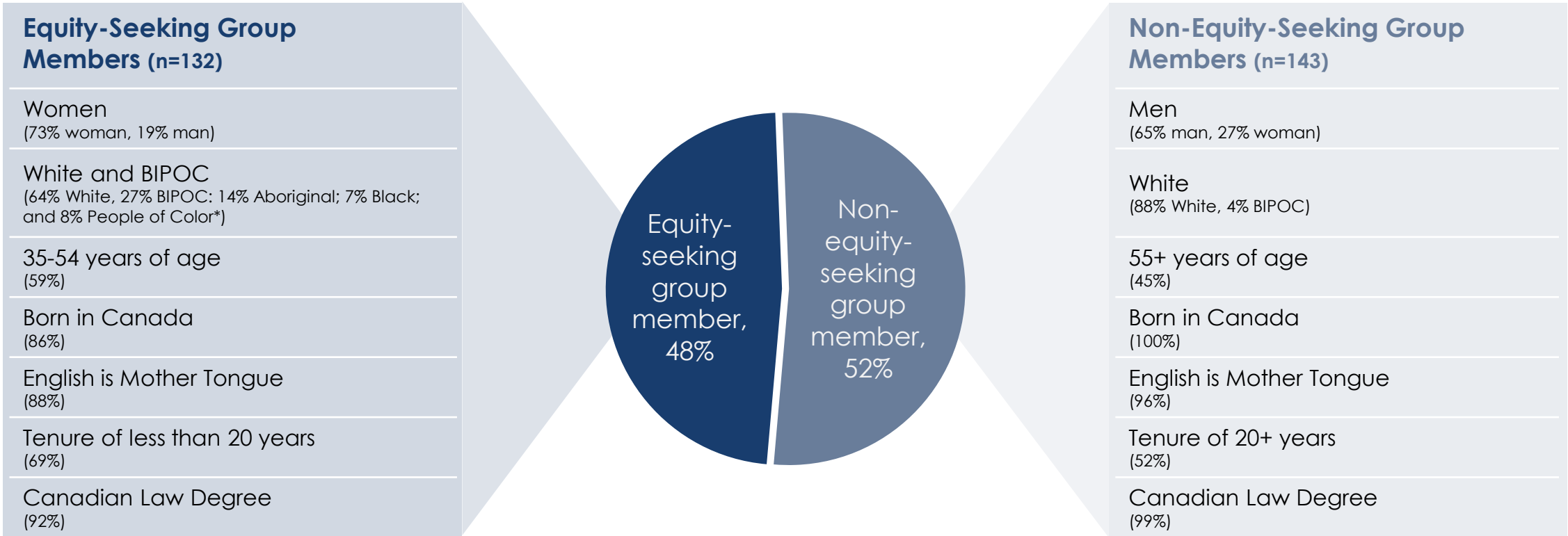
### Persist

The findings **allude to potential resistance to EDI initiatives from about one in five members** due to the view that the issues will naturally improve without mitigating measures and the perception that EDI issues do not impact access to justice for Saskatchewan communities nor the quality of legal service for the public. Also, some members voiced concerns about inclusivity initiatives.

Making real change will **require a dedicated effort in the short-term and over the long haul.**

HIGHLIGHTS

The majority of equity-seeking members are women and younger. Many are also BIPOC.

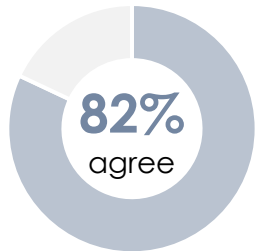


\*Respondents could select multiple cultural groups so percentages for individual groups will sum to greater than total BIPOC.

## HIGHLIGHTS: RECOGNITION OF EDI ISSUES IN THE LAW PROFESSION

The majority of members recognize there are equity, diversity and inclusion issues within Saskatchewan's legal profession from entry into practice to advancement during a law career.

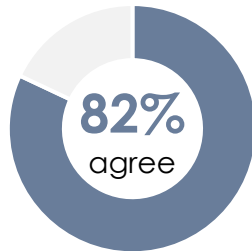
### Unconscious Bias or Discrimination



Equity-seeking members face unconscious bias or discrimination

- 92% agreement among equity-seeking groups
- 73% agreement among non-equity-seeking groups

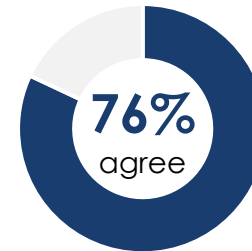
### Entry into Practice



Equity-seeking members face more challenges during entry into practice

- 90% agreement among equity-seeking groups
- 74% agreement among non-equity-seeking groups

### Advancement during Practice

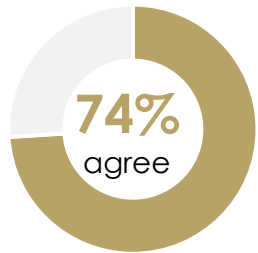


Equity-seeking members face more challenges advancing at a similar pace to colleagues

- 90% agreement among equity-seeking groups
- 64% agreement among non-equity-seeking groups

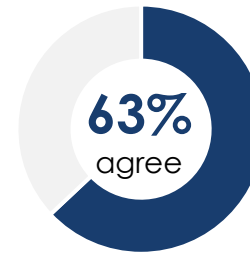
## HIGHLIGHTS: ACCESS TO JUSTICE AND QUALITY OF LEGAL SERVICE

The majority of members agree that the challenges faced by equity-seeking groups affect access to justice for Saskatchewan communities and the quality of legal service for the public.



The challenges facing equity-seeking group members **affect access to justice for Saskatchewan communities.**

- 83% agreement among equity-seeking groups
- 66% agreement among non-equity-seeking groups



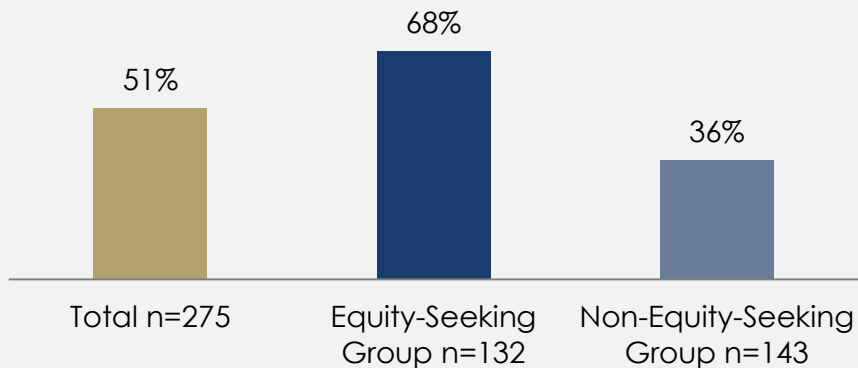
The challenges facing equity-seeking group members **affect the quality of legal service for the public**

- 77% agreement among equity-seeking groups
- 51% agreement among non-equity-seeking groups

## HIGHLIGHTS: DISCRIMINATION WITHIN THE PROFESSION

Half of the profession has witnessed or experienced a situation of discrimination impacting a member's entry into practice and/or their career advancement.

**Witnessed or Experienced a Situation of Discrimination Impacting a Member's Entry into Practice and/or their Career Advancement**



### Types of Discrimination Witnessed

#### 1. Discrimination based on ethnic/racial identity

Ethnic/racial discrimination is often related to...

- **Limited opportunities** (e.g., articling positions, interviews with large firms, receiving fair compensation)
- **Lack of fit**
- Preference for a **Saskatchewan law degree**
- **Stereotypes**
- **Accents**

#### 2. Discrimination based on gender identity

Gender discrimination is related to...

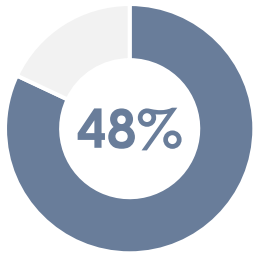
- **Limited opportunities** (i.e. overlooked during hiring, limited mentorship opportunities, inequitable access to billable work, given less responsibility, not advancing at the same rate or reaching the same level as their male counterparts, and/or gender pay differentials)
- **Having children**
- **Clients' preference** for **male lawyers**
- **Disrespectful treatment**



## HIGHLIGHTS: EDI CHALLENGES IN THE LAW PROFESSION

**73%** of equity-seeking members have experienced challenges related to equity, diversity and inclusion in Saskatchewan's legal profession.

### Entry into Practice

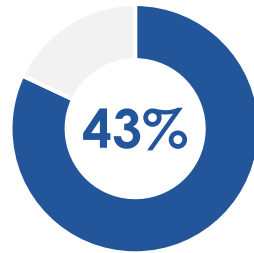


of equity-seeking members experienced challenges obtaining a position

Challenges experienced by equity-seeking members in obtaining a position:

- **40%** obtaining a position in **preferred practice area**
- **37%** obtaining a position in **preferred practice environment** (i.e. size of firm, government, in-house counsel, etc.)
- **19%** obtaining a position in **preferred geographical location**

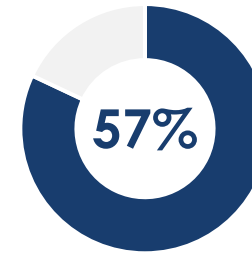
### Mentorship



of equity-seeking members experienced challenges building mentorship relationships

- There is a **30 percentage point difference in challenges building mentorship relationships** between equity and non-equity-seeking members (43% vs. 13%)

### Advancement during Practice



of equity-seeking members experienced challenges advancing at a similar pace to colleagues with similar qualifications and experiences

- There is a **40 percentage point difference in challenges advancing at a similar pace** between equity and non-equity-seeking members (57% vs. 17%)

## HIGHLIGHTS: REASONS FOR EDI CHALLENGES EXPERIENCED

Gender identity, ethnic/racial identity and preferred social activities are common reasons given by equity-seeking members for EDI challenges experienced during entry into practice, mentorship, and advancement.



### Common reasons given for challenges across all three phases (entry, mentorship, and advancement) are:

- |  |  |  |
|--|--|--|
| <ul style="list-style-type: none"><li>• <b>Gender</b> identity <b>(52%)</b> for obtaining a preferred position</li><li>• <b>Ethnic/racial</b> identity <b>(34%)</b> for obtaining a preferred position</li><li>• Preferred <b>social activities</b> <b>(22%</b> for entry into practice)</li></ul> | <ul style="list-style-type: none"><li>• <b>Gender</b> identity <b>(35%)</b></li><li>• <b>Ethnic/racial</b> identity <b>(23%)</b></li><li>• Preferred <b>social activities</b> <b>(21%)</b></li></ul> | <ul style="list-style-type: none"><li>• <b>Gender</b> identity <b>(56%)</b></li><li>• <b>Ethnic/racial</b> identity <b>(23%)</b></li><li>• Preferred <b>social activities</b> <b>(21%)</b></li></ul> |
|--|--|--|

### Unique reasons given for challenges across the three phases are:

- |   |  |  |
|---|--|--|
| <ul style="list-style-type: none"><li>• Family's <b>socioeconomic background</b> <b>(30%)</b> for obtaining a preferred position</li><li>• Your age - <b>too young</b> <b>(25%)</b> for entry into practice</li></ul> | <ul style="list-style-type: none"><li>• Taking time away from work to care for family <b>(21%)</b></li></ul> | <ul style="list-style-type: none"><li>• Taking time away from work to care for family <b>(41%)</b></li></ul> |
|---|--|--|



The primary reasons given for the challenges experienced are a reflection of the demographic composition of equity-seeking members (i.e. female, BIPOC, younger). Equity-seeking members who are less represented (i.e. LGBTQ, those with a disability, etc.) may mention other reasons for EDI challenges.

## HIGHLIGHTS: FAIR AND RESPECTFUL TREATMENT

Within the law profession, there is a large gap in fair and respectful treatment between equity-seeking and non-equity-seeking groups.



"I have personally experienced and witnessed both **conscious and unconscious bias** from both members of the bar and the judiciary when addressing counsel, negotiating, and mediating matters based on **gender, age, parental leave choices/obligations, and language of first instance**. Examples include implications that **counsel must be less competent, take their work less seriously** because of some of these factors. I have experienced both counsel and members of the judiciary **who interrupt, use less respectful language, and interrogate counsel** with some of the above-mentioned backgrounds. This has occurred in open court, and in conversations outside of the courtroom."

"The legal community in Saskatchewan displays the same discriminatory practices as the general population - **highly racially intolerant**."

"**I am still asked to provide picture identification** to match my Law Society ID to enter a courthouse - even when I have on my robes. A judge asked me if I needed a lawyer and the fellow defense counsel assumed that I was a legal aid client. In a meeting with other lawyers, one guy asked me to **fetch him coffee after he assumed I was a secretary**."

## HIGHLIGHTS: POTENTIAL EDI ACTIONS

The majority of members agree that the Law Society should take action to improve equity, diversity and inclusion within the profession. Agreement is stronger among equity-seeking members.

Both equity-seeking and non-equity-seeking members agree the Law Society should take these actions

91%  
agree

**Offer EDI tools and resources** to assist firms and other employers in avoiding discriminatory hiring and advancement processes

90%  
agree

**Engage equity-seeking groups in conversations** about the profession to both inform them and to understand their needs

87%  
agree

**Provide mentorship opportunities** for members of equity-seeking groups

85%  
agree

**Offer** equity, diversity, and inclusion **training** for all lawyers

Gap in agreement is between equity-seeking groups and non-equity-seeking groups.

While half or more support these EDI actions, equity-seeking members have stronger support

75%  
agree

**Promote inclusive networking opportunities** for members of equity-seeking groups (16% gap in agreement)

69%  
agree

Promote the **collection of demographic data** by firms and other legal organizations in relation to equity-seeking groups' representation and advancement (22% gap in agreement)

69%  
agree

**Mandate** equity, diversity, and inclusion **training** for all lawyers (21% gap in agreement)

52%  
agree

Promote reducing barriers in the articling recruitment process for **internationally trained lawyers** who have completed the NCA process\* (24% gap in agreement)

\*The [National Committee on Accreditation](#) (NCA) assesses the legal education and professional experience of individuals who obtained their credentials outside of Canada or in a Canadian civil law program. A Certificate of Qualification proves that knowledge of Canadian law is similar to the knowledge of someone who received their law degree through an approved Canadian common law program.



## DETAILED FINDINGS



# RESEARCH METHODOLOGY

## Research Sponsor

The Law Society of Saskatchewan sponsored and funded the Equity, Diversity, and Inclusion survey.

Illumina Research Partners conducted the survey with programming and hosting provided by The Logit Group.

## Research Agency

Illumina Research Partners is a Canadian Research Insights Council (CRIC) Accredited Agency.

The CRIC Accredited Agency Seal recognizes members who have made the highest commitment to follow best practices and adhere to world-leading standards and ethics in market research, analytics and insights.

For more information:

<https://www.canadianresearchinsightscouncil.ca/wp-content/uploads/2019/09/CRIC-Public-Opinion-Research-Standards-and-Disclosure-Requirements-1.pdf>

For any further inquiries about CRIC and our research practices, please contact Illumina's President & CEO, Yvonne Brouwers, at [ybrouwers@illuminaresearch.com](mailto:ybrouwers@illuminaresearch.com).



## Method

- 13-minute (median) online quantitative survey made available in English to all members of the profession and students-at-law in Saskatchewan.
- The full questionnaire is in the appendix.

## Field Dates

- April 22 to June 1, 2021
- A six-week window so that members could complete the survey at their convenience.

## Online Survey Tested

Prior to survey launch, the online survey was thoroughly tested by Illumina Research Partners and the Law Society of Saskatchewan to ensure all questions and the online form were functioning correctly.

## Process to Maximize Response Rates

To maximize response rates, the survey was promoted using the following channels:

- **April 15:** Pre-launch communications through ReSource weekly email to the membership with a [video](#) explaining the importance of the survey. Foluke Laosebikan, Q.C., President of the Law Society, and Martin Phillipson, current Vice-Chair of the Equity and Access Committee, were featured in the video.
- **April 22:** Survey launch via ReSource (weekly membership email)
- **April 29:** Survey reminder email via ReSource
- **May 6:** Survey reminder via ReSource
- **May 13:** Survey deadline extended to May 21 via ReSource. A [Blog post](#) was posted on the Law Society website to explain how the survey fits into the Law Society's strategic plan.
- **May 18:** DR update (email to 334 law firm representatives)
- **May 20:** Survey deadline extended to May 31 via ReSource
- **May 27:** Survey reminder via ReSource
- **May 28:** Final survey reminder through a special email to the membership

# RESEARCH METHODOLOGY

## Sample Size

All members of the profession qualified to complete the survey and no one was screened out. All responses are included in the data results.

The survey was completed by a total of 275 members and students-at-law in Saskatchewan (252 active lawyers, 19 inactive lawyers, and 4 students-at-law).

The data was not weighted.

## Response Rate

The response rate is 11% based on a distribution list of 2,540 members.

## Reporting of Results

This report contains the results of the 2021 Equity, Diversity and Inclusion survey conducted by Illumina Research Partners on behalf of the Law Society of Saskatchewan.

Results are reported by total, equity-seeking group, and non-equity-seeking group.

Base sizes of 30 or greater are reported. For some questions, the base size for non-equity-seeking groups becomes too small to report.

Some graphs and charts will not show results equal to 100%. In those cases, this is due to the reported numbers being rounded or that respondents could provide more than one answer to the question (e.g. question is an open end or multiple select).

**Equity-seeking groups** are defined as *“communities that face significant collective challenges in participating in and being included in society. This marginalization could be created by attitudinal, historical, social, and environmental barriers based on age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, sexual orientation, or other diverse backgrounds.”*

## Statistical Limitations

These surveys are a census (non-probability sample) where all Saskatchewan lawyers and students-at-law were invited to participate using the email address registered with the Law Society of Saskatchewan. Ensuring all eligible lawyers and students at law with an email address receive the survey is intended to eliminate as much “coverage bias” as possible in this survey.

Similar to all online surveys, response bias and non-response bias still exists, which means the results may not be fully and truly representative of the sentiments of the Saskatchewan legal profession.

Margin of error does not apply because this research is a census where all members of the population were invited to participate. Furthermore, there are no established industry standards for indicating real and meaningful differences in an online survey. As a result, we do not indicate any results as “statistically significant.”

The next slide compares demographics of the membership to the survey results to identify differences that may impact the size of the equity-seeking group in the Saskatchewan legal profession.

## RESEARCH METHODOLOGY

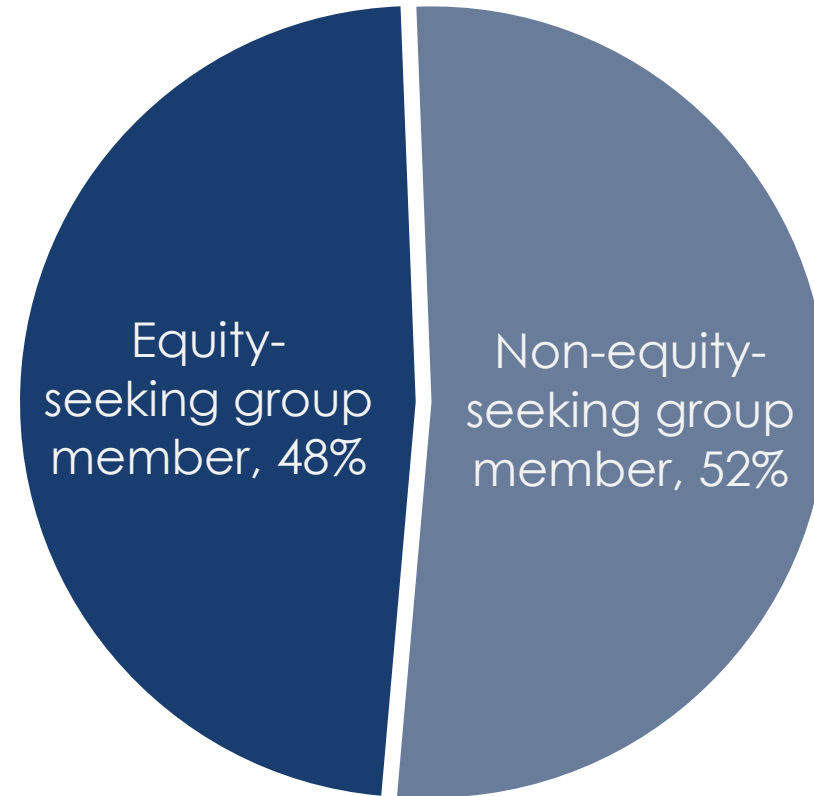
Overall, fewer males completed the survey compared to the Law Society of Saskatchewan membership.

	EDI survey results	Law Society of Saskatchewan Membership	Impact of differences between survey results and membership
Man/male	43%	59%	Fewer males are represented in the survey results than in the overall membership.
Woman/female	49%	41%	
Prefer not to specify	8%		
Age	25-34 years: 16%	24 – 30 years: 12%	It is difficult to make direct comparisons because the age categories are different.
	35-54 years: 47%	31 – 50 years: 50%	
	55+ years: 32%	51+ years: 38%	The survey results appear to be slightly younger than the overall membership.
	Prefer not to specify: 5%		
Regina/Saskatoon	80%	79%	Results are similar.
Rest of Saskatchewan	20%	21%	
Ethnic minority	8%	8%	Results are similar.
Aboriginal	8%	7%	
English as mother tongue	92%	89%	Results are similar.
LGBTQ	8%	4%	It is difficult to make direct comparisons because the survey has different sexual orientation categories than identified in the membership demographic data.
Prefer not to identify	12%	12%	
			More identified as LGBTQ in the survey results than in the membership.

## EQUITY-SEEKING GROUPS

48% of the Law Society of Saskatchewan's membership who responded to this survey stated they are a member of an equity-seeking group.

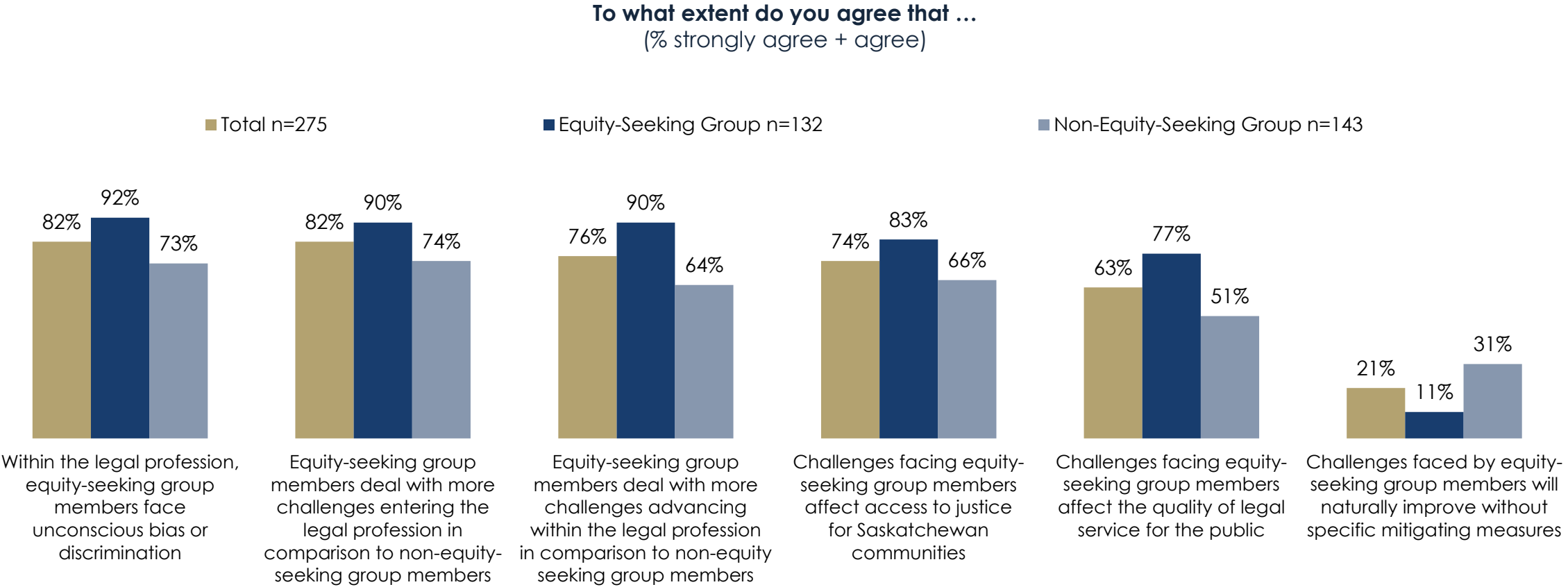
**Equity-seeking groups** are defined as *“communities that face significant collective challenges in participating in and being included in society. This marginalization could be created by attitudinal, historical, social, and environmental barriers based on age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, sexual orientation, or other diverse backgrounds.”*



There is the possibility that the actual number of equity-seeking members in the Law Society of Saskatchewan's membership may be slightly lower because men are under-represented in the survey results (see prior slide). Only 21% of men identify as equity-seeking members compared to 71% of women.

SUMMARY: RECOGNITION OF CHALLENGES FACED BY EQUITY-SEEKING GROUPS

The challenges faced by equity-seeking members are widely recognized, although to a lesser extent by non-equity-seeking members. 3 in 10 non-equity-seeking members feel that the obstacles will naturally improve on their own.



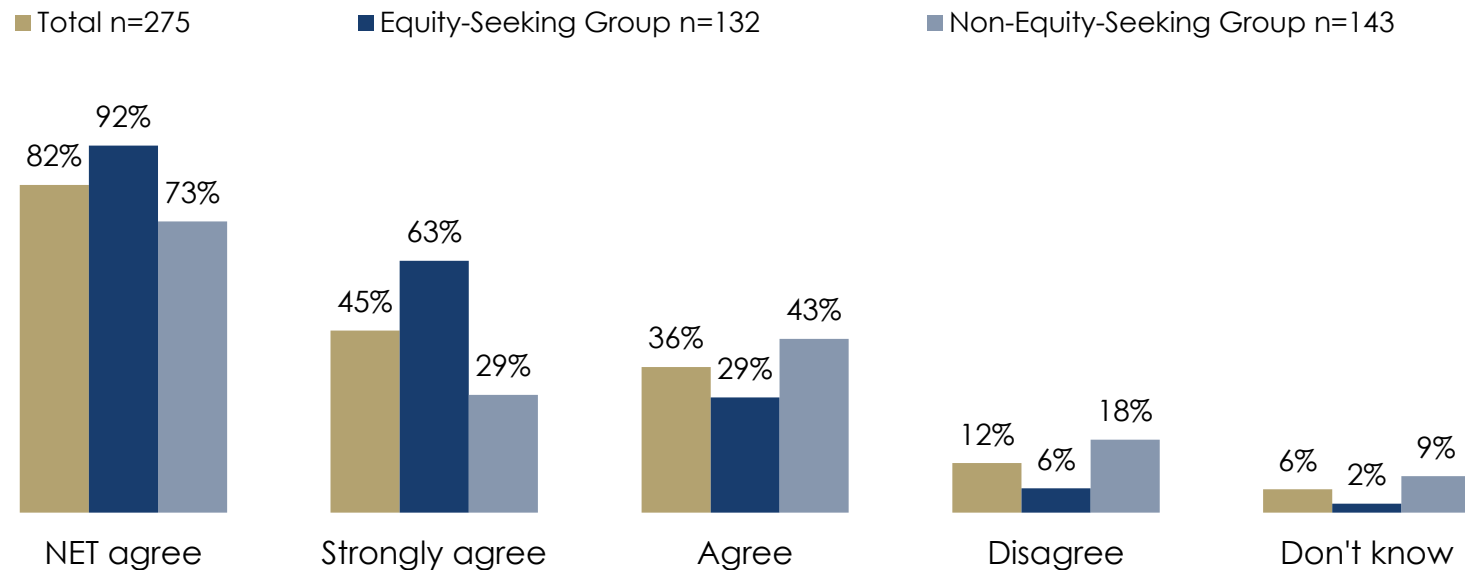


## FACE UNCONSCIOUS BIAS OR DISCRIMINATION

Agreement is widespread that equity-seeking group members face unconscious bias or discrimination. Almost two-thirds of equity-seekers “strongly agree” they face unconscious bias or discrimination while almost 20% of non-equity-seeking members “disagree”.

Strongly agree sentiment is highest among BIPOC members (74%), women (65%), and those 35-54 years of age (55%).

To what extent do you agree or disagree that within the legal profession, equity-seeking group members **face unconscious bias or discrimination**?

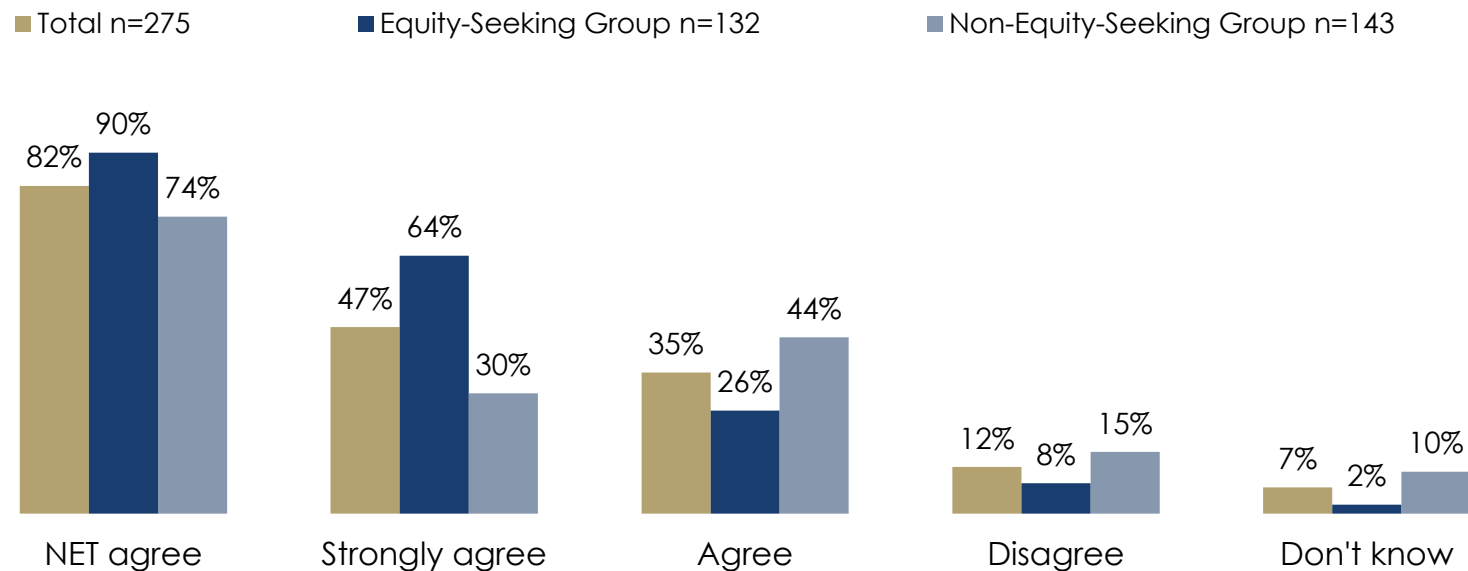


## CHALLENGES ENTERING THE LEGAL PROFESSION

There is strong agreement that equity-seeking group members face more challenges entering the legal profession than non-equity-seeking group members.

BIPOC members (79%), women (62%), and those with a tenure of 5 years or less (62%) are more likely to strongly agree than their respective counterparts.

To what extent do you agree or disagree that equity-seeking group members deal with **more challenges entering the legal profession** in comparison to non-equity-seeking group members?

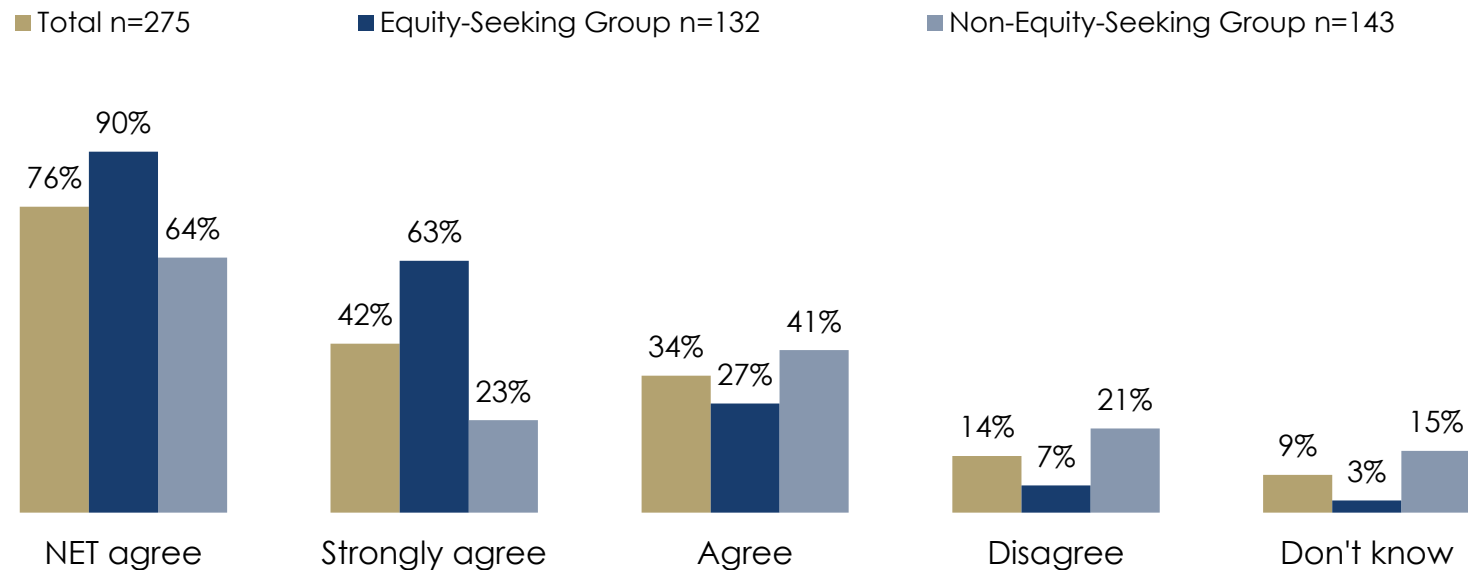


## CHALLENGES ADVANCING IN THE PROFESSION

Equity-seeking members are more likely to “strongly agree” they deal with more challenges advancing within the legal profession compared to non-equity-seeking members.

BIPOC members (76%), women (60%), and those with 5 years or less tenure (58%) are more likely to “strongly agree” with this sentiment.

To what extent do you agree or disagree that equity-seeking group members deal with **more challenges advancing within the legal profession** in comparison to non-equity-seeking group members?

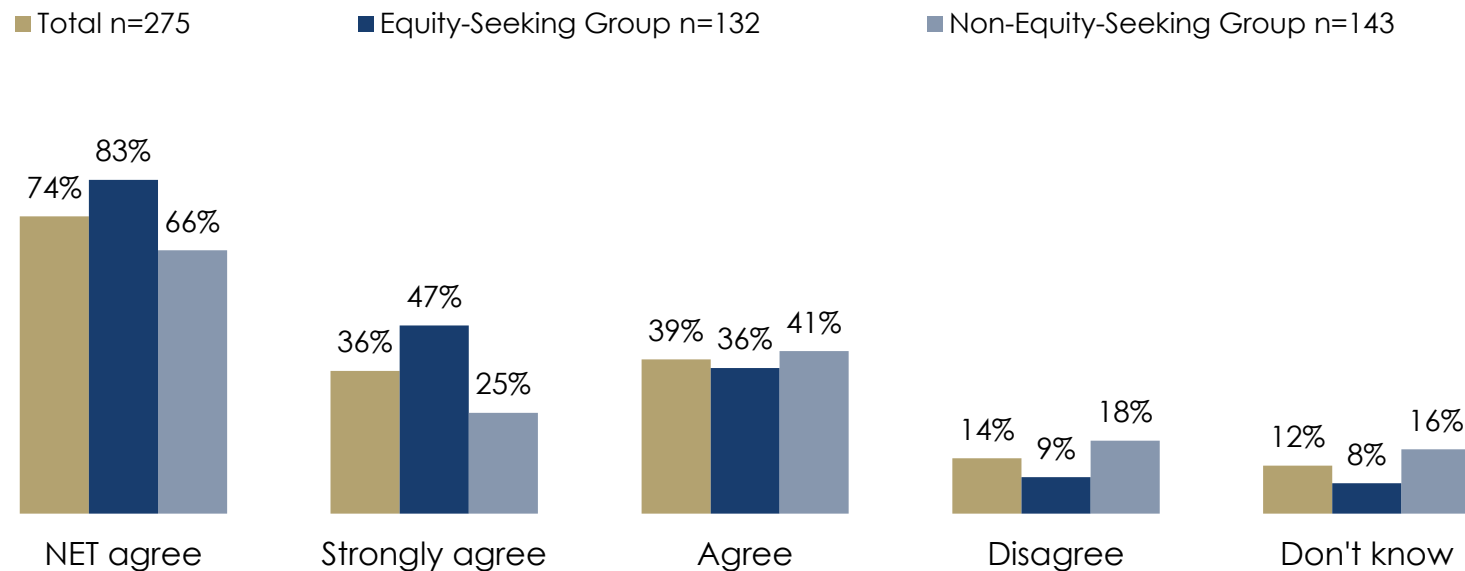


## CHALLENGES AFFECTING ACCESS TO JUSTICE

Overall agreement that the challenges faced by equity-seeking members affect access to justice is relatively high.

BIPOC members (62%), tenure of 5 years or less (49%), and women (47%) are more likely to strongly agree.

To what extent do you agree or disagree that the challenges facing equity-seeking group members **affect access to justice for Saskatchewan communities?**

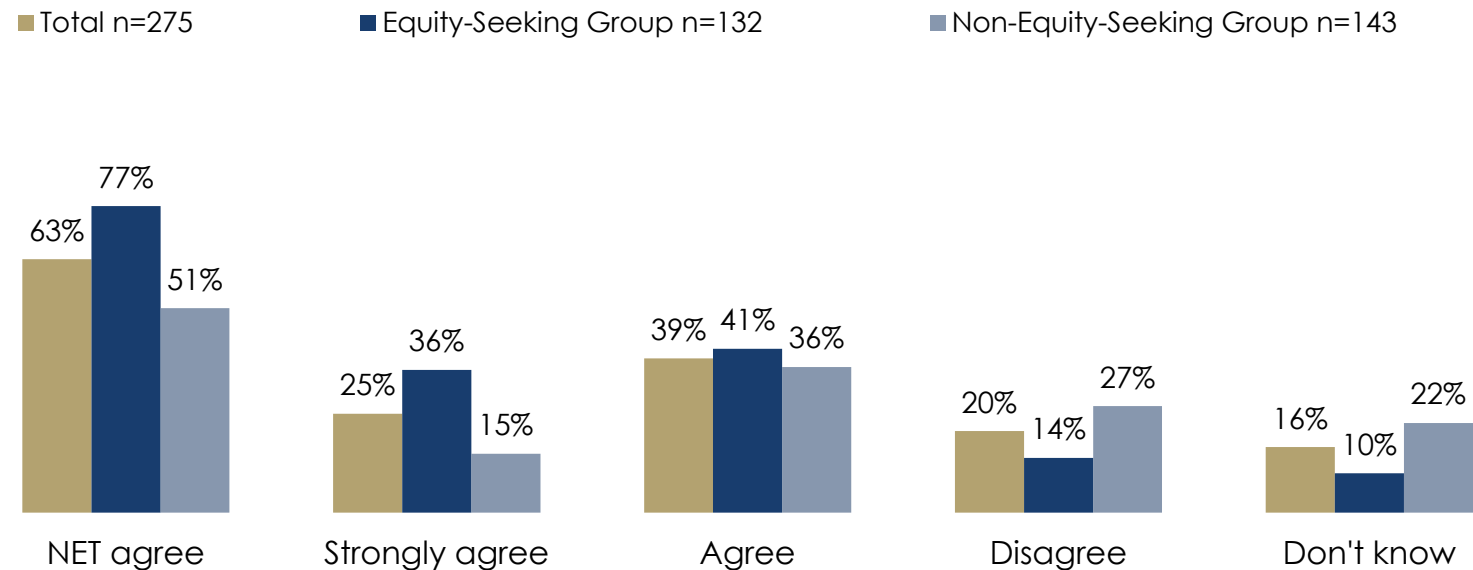


## CHALLENGES AFFECT QUALITY OF LEGAL SERVICE

Almost two-thirds agree the challenges faced by equity-seeking members affect the quality of legal service.

Those with 6-10 years tenure (48%), and BIPOC members (43%) are more likely to strongly agree.

To what extent do you agree or disagree that the challenges facing equity-seeking group members **affect the quality of legal service for the public?**



While there is strong recognition that equity-seeking groups face unconscious bias or discrimination, challenges entering and advancing in the profession (pages 19-21), there is a higher level of disagreement and uncertainty that the challenges faced by equity-seeking members affect the quality of legal service.

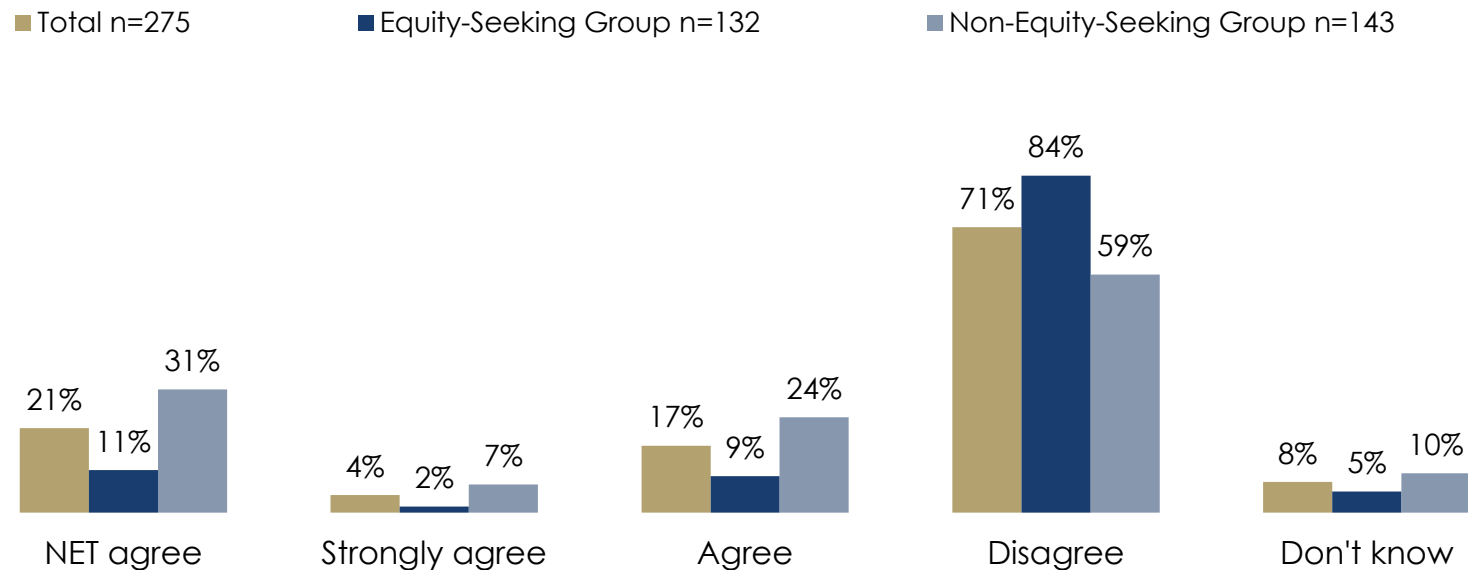


## CHALLENGES WILL NATURALLY IMPROVE

Most disagree that challenges faced by equity-seeking groups will naturally improve without mitigating measures.

Disagreement is highest among BIPOC members (91%), women (86%) and those aged 35-54 (80%).

To what extent do you agree or disagree that any challenges faced by equity-seeking group members **will naturally improve without specific mitigating measures?**

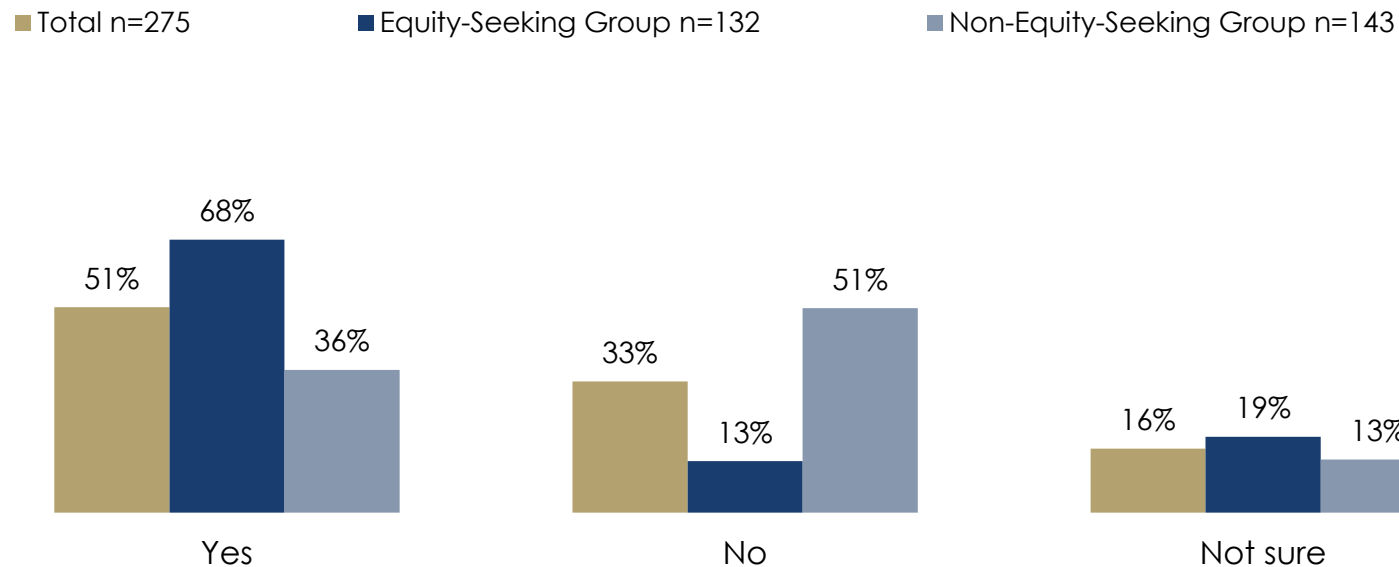


## DISCRIMINATION IMPACTING ENTRY INTO PRACTICE OR CAREER ADVANCEMENT

Over two-thirds of equity-seeking members have experienced or witnessed discrimination compared to one-third of their non-equity-seeking counterparts.

Women compared to men (66% vs 39%), those 35-54 years of age relative to their older counterparts (59% vs 44%), and BIPOC members compared to White members (60% vs 53%) are more likely to have experienced or witnessed discrimination.

Have you experienced or witnessed a situation of discrimination impacting a member's **entry into practice** and/or their **career advancement**?



## TYPE OF DISCRIMINATION EXPERIENCED OR WITNESSED

Ethnic/racial and gender discrimination were most often experienced or witnessed.

BIPOC members were more likely to report ethnic/racial discrimination (36%), while White members were more likely to report gender discrimination (21%). Men were more likely to prefer not to answer (50%).

Please briefly describe the situation of **discrimination** you experienced or witnessed.

Discrimination*	Total n=141	Equity-Seeking Group n=90	Non-Equity Seeking Group n=51
Discrimination based on ethnic/racial identity	21%	18%	26%
Discrimination based on gender identity	18%	20%	16%
Slower rate of advancement for women/BIPOC/other minorities	9%	9%	8%
Discrimination based on foreign credentials	8%	7%	10%
Discrimination based on having or potentially having a child	6%	8%	4%
Discrimination based on age	6%	4%	8%
Social exclusion of women/BIPOC/other minorities	5%	4%	6%
Discrimination based on difficulty with English or heavy accent	4%	3%	6%
Other	9%	10%	8%
<b>Prefer not to answer</b>	38%	37%	39%

\* Total responses with 4% or higher are reported

**7% also mentioned witnessing or experiencing sexual harassment or objectification.**

## DISCRIMINATION RELATED TO ETHNICITY/RACE – VERBATIM ANALYSIS

Examples of ethnic/racial discrimination often related to limited opportunities, lack of fit, preference for a Saskatchewan law degree, stereotypes, and accents.

### Situations of Discrimination Experienced or Witnessed Based on Ethnic/Racial Identity

Descriptions of ethnic/racial discrimination often related to **limited opportunities**, such as articling positions, interviews with large firms, access to information (such as accounting records), and receiving fair compensation.

*"I witnessed a White male be given an opportunity denied to an equally qualified Aboriginal female. I experienced being denied an interview by a large, leading firm because I am not from Saskatchewan."*

Perceived **lack of fit** was a recurring theme as it related to hiring.

*"When you attend an interview, and you are told the key thing they are looking for is 'fit', that's really code for someone similar to them, regardless of legal ability or experience. All things work against us - a strong accent when we speak, a name the interviewer cannot pronounce, implicit biases related to the shade of our skin, the fact that we don't look like the interviewer's sister, cousin or friends. White hires White - it really is that simple and in a place like Saskatchewan, the results are very evident ... The best way to address this to hire with more equality and that will lead to real change."*

Preference for **Saskatchewan law degrees** was mentioned.

*"Articling student applications being disregarded because the applicant was not educated in Saskatchewan and did not have an Anglo-Saxon sounding name."*

Other comments addressed **stereotypes or misperceptions** within the profession. These included the concern that clients will doubt the credibility of lawyers from different racial backgrounds and with strong accents, that racialized lawyers will be less objective because they have an "axe to grind," that Indigenous lawyers are a retention risk because they will want to move closer to home, and that ethnic names are less marketable. Mistaken identity of Indigenous lawyers was also mentioned.

*"I know multiple Indigenous lawyers who have been repeatedly asked for identification when attending court. They are routinely assumed to be the accused."*

**Speaking with an accent** was also a factor in discriminatory treatment.

*"I have seen articling students whose quality of work is similar to their peers receive worse reviews where the only distinguishing feature I can see is that they have an accent."*

*"Colleagues who have an accent and are of a different cultural/religious background do not get the same respect or confidence from their clients. If they have an accent, they may not get the same respect or confidence from other lawyers or the judiciary."*

## DISCRIMINATION RELATED TO GENDER – VERBATIM ANALYSIS

Instances of gender discrimination also related to limited opportunities, along with having children, clients' preference for male lawyers, and disrespectful treatment.

### Situations of Discrimination Experienced or Witnessed Based on Gender Identity

Situations often related to female lawyers facing **limited opportunities**, such as being overlooked during hiring, having limited mentorship opportunities, being more vulnerable to layoffs, having inequitable access to billable work, being given less responsibility, not advancing at the same rate or reaching the same level as their male counterparts, and/or being subjected to gender pay differentials.

*"Young women being given less billable work than their male colleagues."*

*"I have witnessed gender pay differentials. I have also witnessed articling students being unfairly compensated and in one case paid less than minimum wage."*

*"Women not achieving partnership on a timeline similar to men."*

Relatedly, females are subject to discriminatory treatment related to **having children, taking maternity leave and working part-time hours**.

*"A firm I was at was resistant to hiring younger women as students or lawyers out of fear the women would have children while employed."*

*"Female lawyers being discriminated against after having children and taking time off to care for their newborn."*

*"It was an unspoken rule ... corporate commercial lawyers cannot work less than full-time."*

An expressed **preference among clients for male lawyers** was also mentioned.

*"The client starts a meeting by asking the male lawyer to give the briefing, even though the female lawyer is the lead on the file."*

*"Partners in private practice not standing up to clients who do not want a female lawyer ... so they have her do all the work for none of the credit or glory which they take for themselves."*

**Disrespectful treatment** (especially while articling), complaints being downplayed, and sexist comments made in court were also mentioned.

*"Sexual objectification and harassment by a senior partner ... witnessed by other partners (even female) who did nothing."*

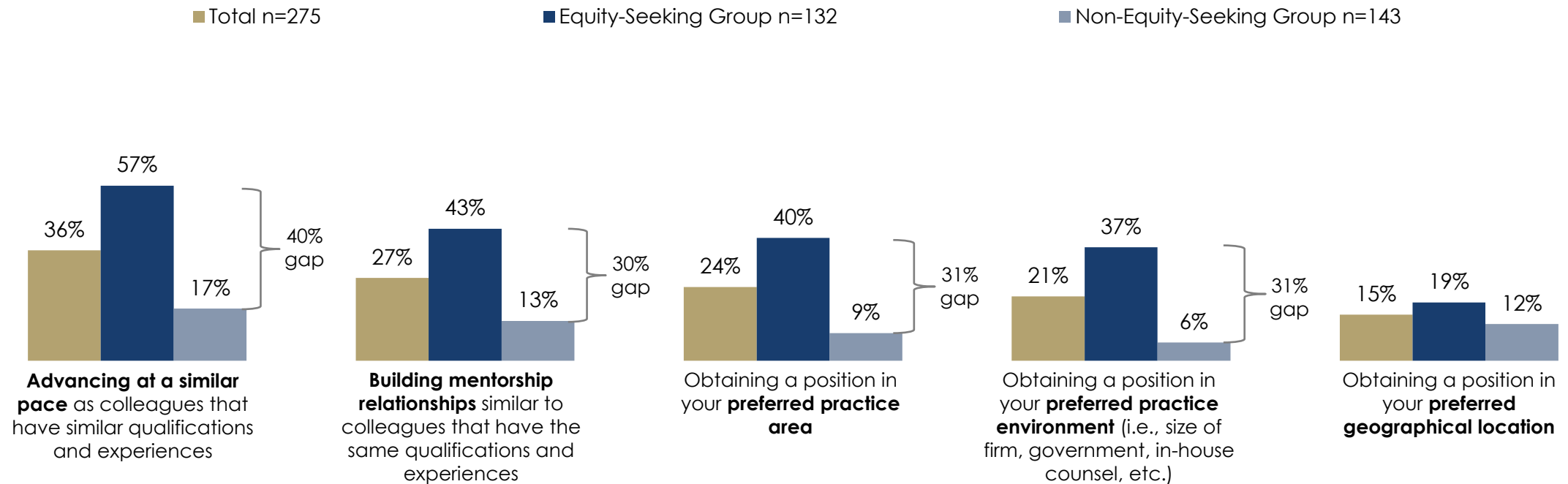
*"I recall some very obvious sexism and ageism from a client when I (male) was working as an articling student on a file with a senior associate (female). We met with a client for the first time and the senior associate started to give her assessment of the case. The client questioned her experience and said she seemed too young to know what she was doing, and said he wanted to hear my opinion instead. I was in my first few months of articling, and she was a 7 or 8 year call with significant trial experience. The client was aware of these facts. The associate just accepted it because the client was paying the bills."*



## SUMMARY OF KEY CAREER-RELATED CHALLENGES

Equity-seeking members are more likely than their non-equity-seeking counterparts to deal with key career obstacles.

Please indicate whether or not you have experienced any of the following challenges.  
(% yes)



# SUMMARY OF FACTORS CONTRIBUTING TO KEY CAREER-RELATED CHALLENGES

Gender identity and taking time way to care for family are commonly identified reasons contributing to EDI challenges. This may be a reflection of the fact that 7 in 10 equity-seeking members are female.

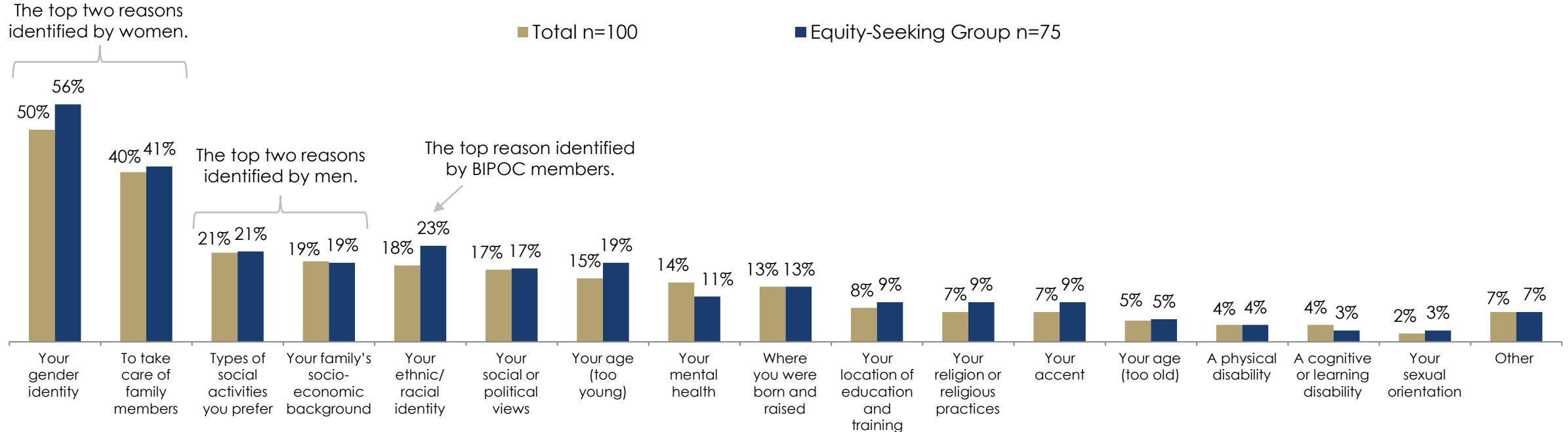
Advancing at a Similar Pace (n=100)	Building Mentoring Relationships (n=75)	Preferred Practice Area (n=66)	Preferred Practice Environment (n=58)	Preferred Geographic Location (n=42)
<div><div>Your gender identity</div><div>50%</div></div>	<div><div>Your gender identity</div><div>35%</div></div>	<div><div>Your gender identity</div><div>44%</div></div>	<div><div>Your gender identity</div><div>36%</div></div>	<div><div>Your ethnic/racial identity</div><div>26%</div></div>
<div><div>Taking time away from work to care for children or other family members</div><div>40%</div></div>	<div><div>The types of social activities you prefer</div><div>24%</div></div>	<div><div>Your location of education and training</div><div>24%</div></div>	<div><div>Your ethnic/racial identity</div><div>33%</div></div>	<div><div>Where you were born and raised</div><div>24%</div></div>
<div><div>The types of social activities you prefer</div><div>21%</div></div>	<div><div>Your mental health</div><div>20%</div></div>	<div><div>Your ethnic/racial identity</div><div>23%</div></div>	<div><div>Your family's socio-economic background</div><div>28%</div></div>	<div><div>Your family's socio-economic background</div><div>24%</div></div>
<div><div>Your family's socio-economic background</div><div>19%</div></div>	<div><div>Your ethnic/racial identity</div><div>19%</div></div>	<div><div>Taking time away from work to care for children or other family members</div><div>18%</div></div>	<div><div>Taking time away from work to care for children or other family members</div><div>28%</div></div>	<div><div>Taking time away from work to care for children or other family members</div><div>19%</div></div>
<div><div>Your ethnic/racial identity</div><div>18%</div></div>	<div><div>Taking time away from work to care for children or other family members</div><div>19%</div></div>	<div><div>Your age (too young)</div><div>17%</div></div>	<div><div>Where you were born and raised</div><div>26%</div></div>	<div><div>Your location of education and training</div><div>17%</div></div>
		<div><div>Where you were born and raised</div><div>17%</div></div>		<div><div>Your social or political views</div><div>17%</div></div>

Reasons given for the challenges experienced are a reflection of the demographic composition of equity-seeking members (e.g., women, BIPOC, younger). Challenges associated with gender identity are more often mentioned by women than men. Only responses that appear for four to five challenges are colour-coded. Percentages are based on the total number of respondents experiencing the challenge.

## ADVANCING AT SIMILAR PACE AS COLLEAGUES

Gender identity and taking time away from work to care for family members are the most frequently identified reasons for challenges associated with advancing at a similar pace to colleagues, particularly for women.

Please indicate which factor(s) presented a challenge to you in **advancing at a similar pace as colleagues that have similar qualifications and experiences.**



Due to small base sizes, reasons by men and BIPOC members is analyzed qualitatively. The top two reasons for challenges in advancing at a similar pace are a reflection of the demographic composition of equity-seeking members (73% women).

\*Base size too small to report for non-equity-seeking group.

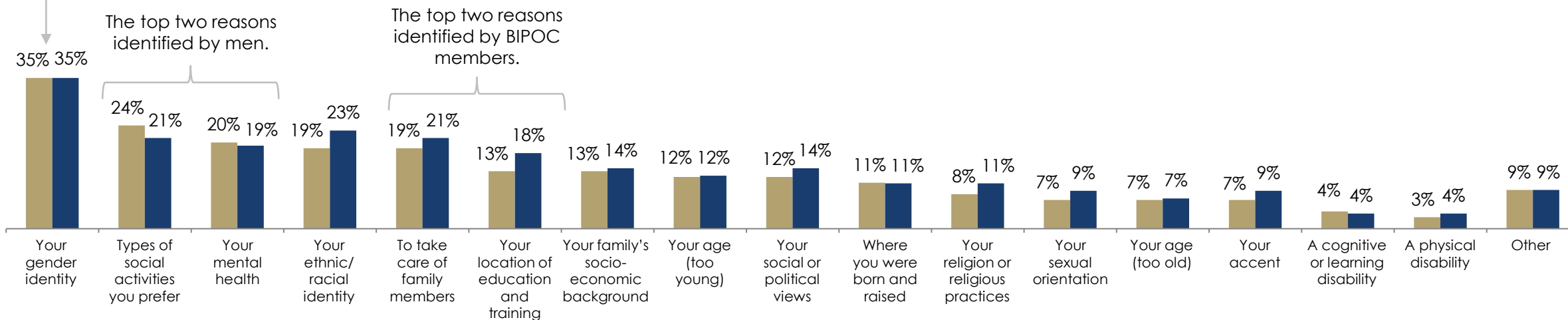
## BUILDING MENTORSHIP RELATIONSHIPS

While gender identity, preferred social activities, and mental health are the most often cited reasons overall for challenges associated with building mentorship relationships, the top reasons differ by men, women, and BIPOC members.

Please indicate which factor(s) presented a challenge to you in **building mentorship relationships**.

■ Total n=75

■ Equity-Seeking Group n=57



Due to small base sizes, reasons by men and BIPOC members is analyzed qualitatively. The top reason for challenges experienced building mentorship relationships is a reflection of the demographic composition of equity-seeking members (73% women).

\*Base size too small to report for non-equity-seeking group.

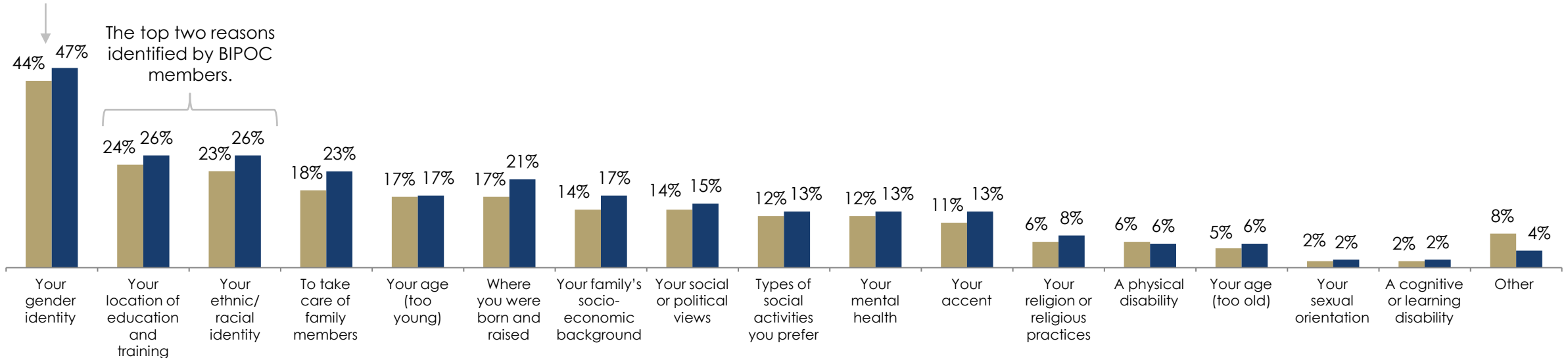
## OBTAINING A POSITION IN PREFERRED PRACTICE AREA

The top identified reasons for challenges related to obtaining a position in one's preferred practice area differ between women and BIPOC members. Few men identified obtaining a position in their preferred practice area as a challenge.

Please indicate which factor(s) presented a challenge to you in **obtaining a position in your preferred practice area**.

■ Total n=66

■ Equity-Seeking Group n=53

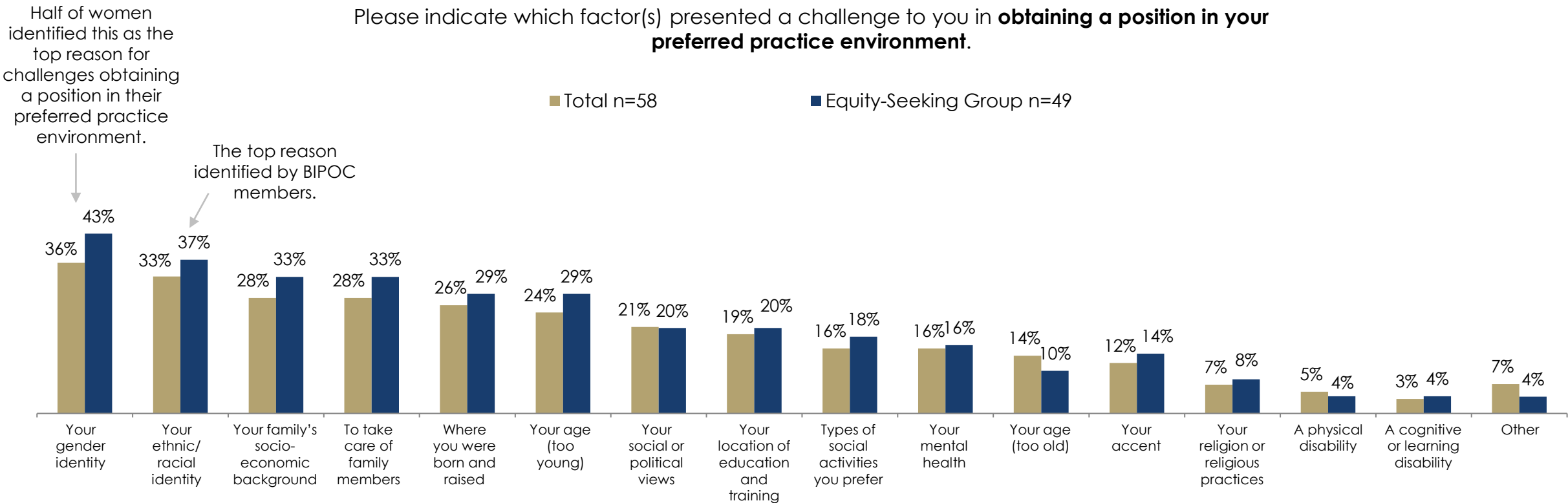


Due to small base sizes, reasons by BIPOC members is analyzed qualitatively.

\*Base size too small to report for non-equity-seeking group

# OBTAINING A POSITION IN PREFERRED PRACTICE ENVIRONMENT

The reasons for challenges in obtaining a position in a preferred practice environment differ between women and BIPOC members. Few men identified obtaining a position in their preferred practice environment as a challenge.



Due to small base sizes, reasons by BIPOC members is analyzed qualitatively.  
\*Base size too small to report for non-equity-seeking group.

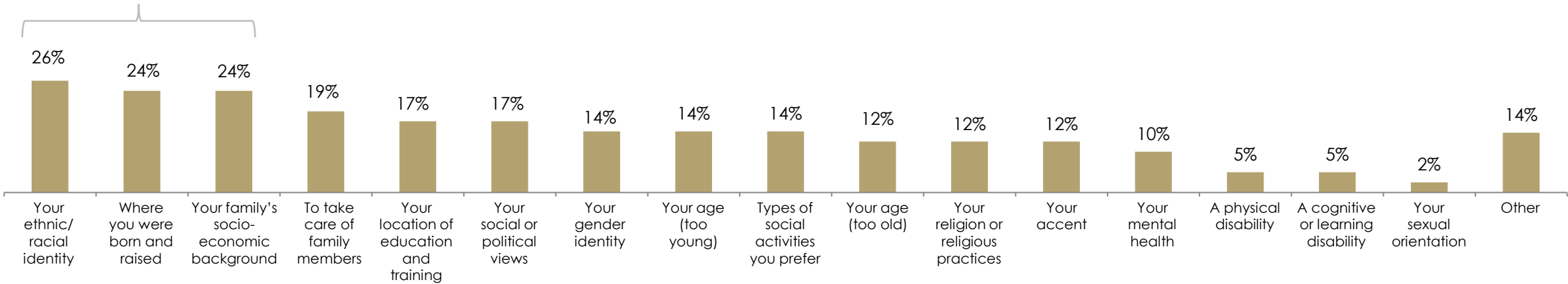
# OBTAINING A POSITION IN PREFERRED GEOGRAPHICAL LOCATION

Ethnic/racial identity, where you were born and raised, and your family's socio-economic background are the most often cited reasons for challenges experienced in obtaining a position in one's preferred geographical location.

Please indicate which factor(s) presented a challenge to you in **obtaining a position in your preferred geographical location.**

■ Total n=42

The top three reasons identified are similar between men and women for their challenges in obtaining a position in their preferred geographical location.



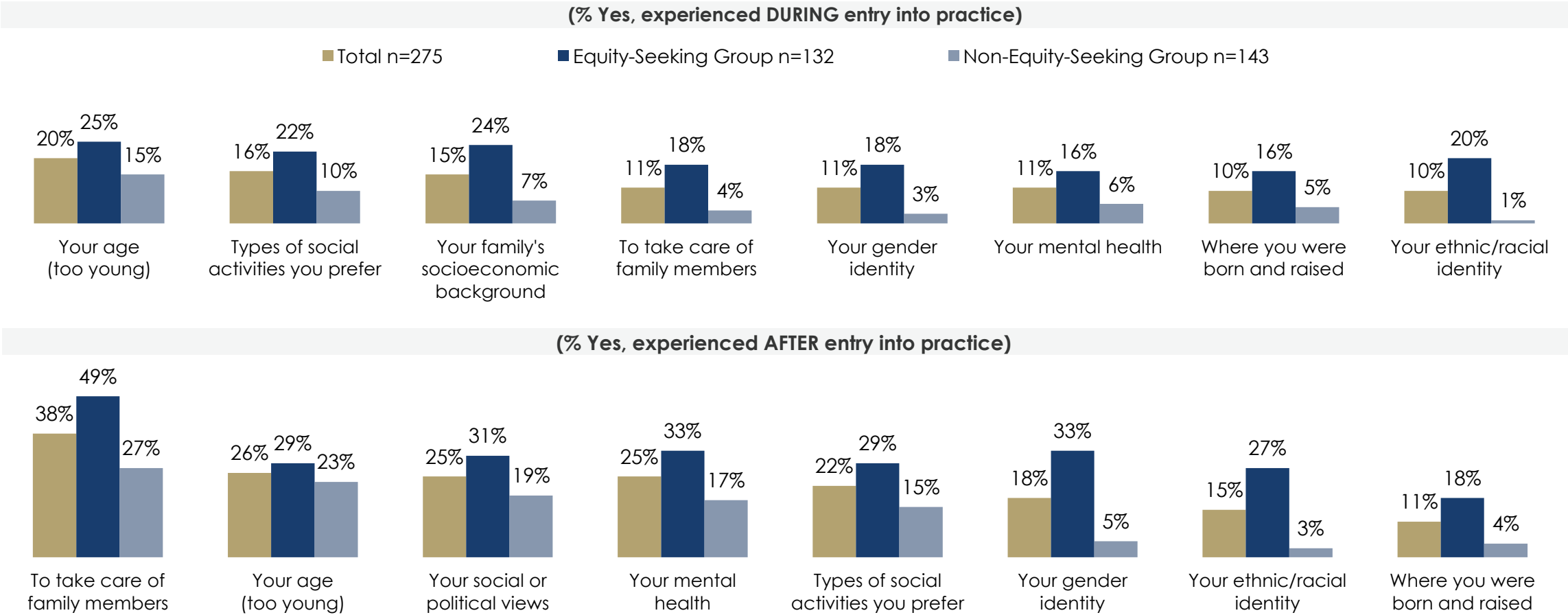
Due to small base sizes, reasons by men and women is analyzed qualitatively.  
\*Base size too small to report for non-equity-seeking group.



# SUMMARY: MAIN REASONS FOR CHALLENGES FACED DURING AND AFTER ENTRY

Equity-seeking members are more likely to have experienced challenges both during and after entry to practice.

Please indicate if you have experienced these factors as a challenge during your entry into practice, after your entry into practice, or have not experienced it as a challenge.



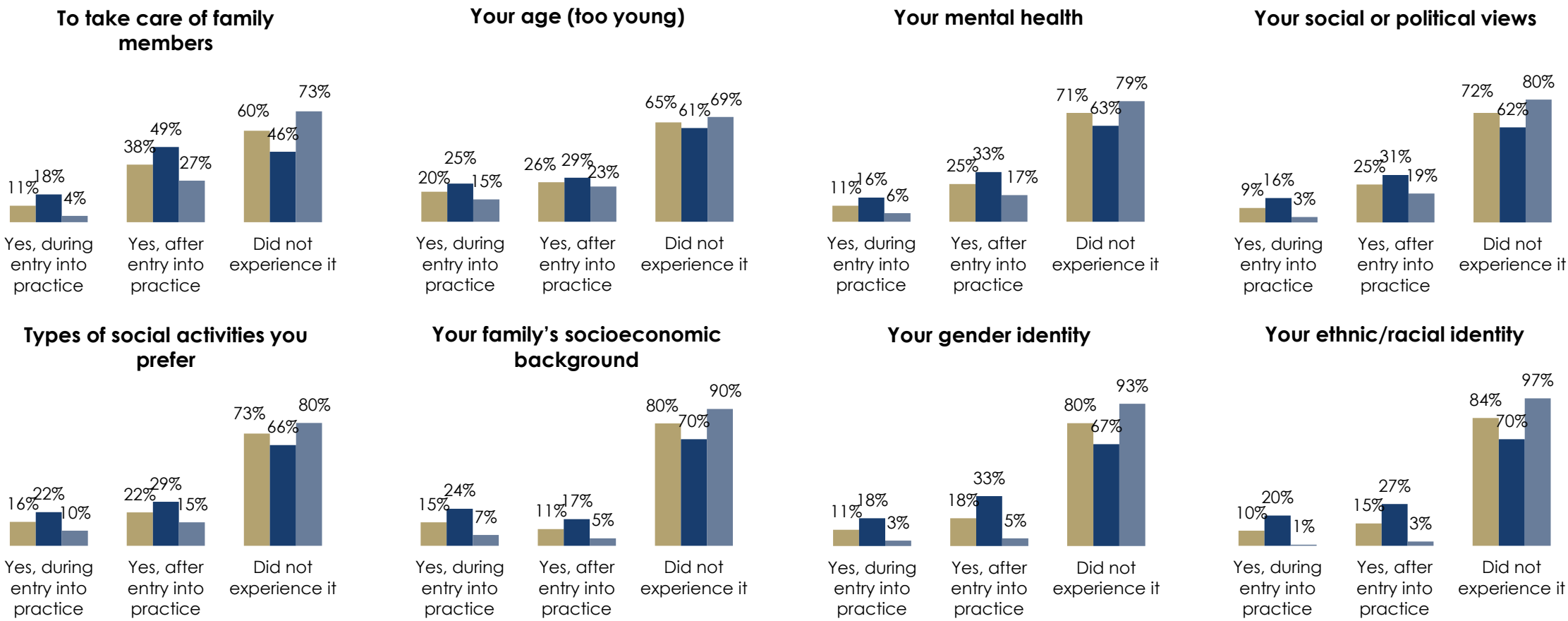
The profile of equity-seeking groups is primarily women, younger, and/or BIPOC members, which impacts the reasons cited for challenges.

# MAIN REASONS FOR CHALLENGES FACED DURING AND AFTER ENTRY

Taking time to care for family is the most commonly cited reason for challenges faced after entry into practice. This is true for both women and BIPOC members who represent the majority of equity-seeking members in the Saskatchewan legal profession.

Please indicate if you have experienced these factors as a challenge during your entry into practice, after your entry into practice, or have not experienced it as a challenge.

Total n=275  
Equity-Seeking Group n=132  
Non-Equity-Seeking Group n=143



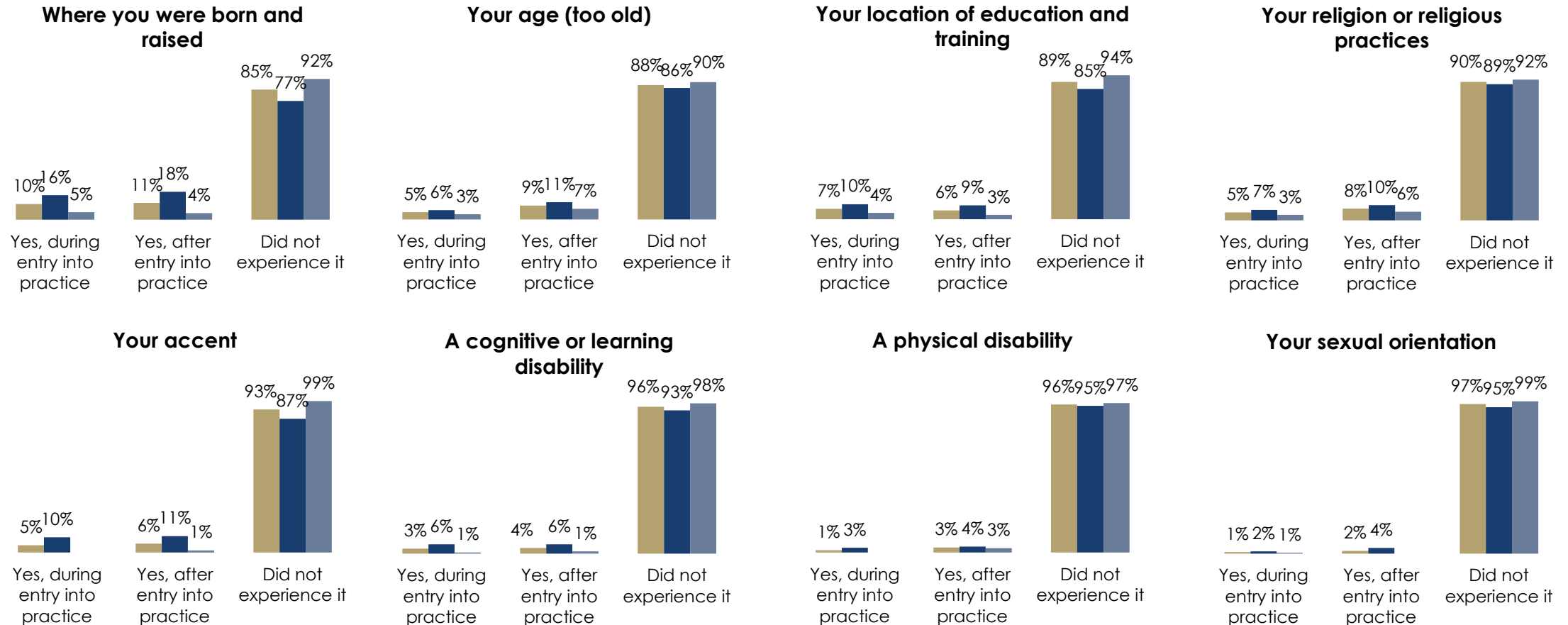
The profile of equity-seeking groups is primarily women, younger, and/or BIPOC members, which impacts the reasons cited for challenges.

## OTHER REASONS FOR CHALLENGES FACED DURING AND/OR AFTER ENTRY

The least frequently identified reasons are likely a reflection of the small number of members who have a disability or are LGBTQ.

Please indicate if you have experienced these factors as a challenge during your entry into practice, after your entry into practice, or have not experienced it as a challenge.

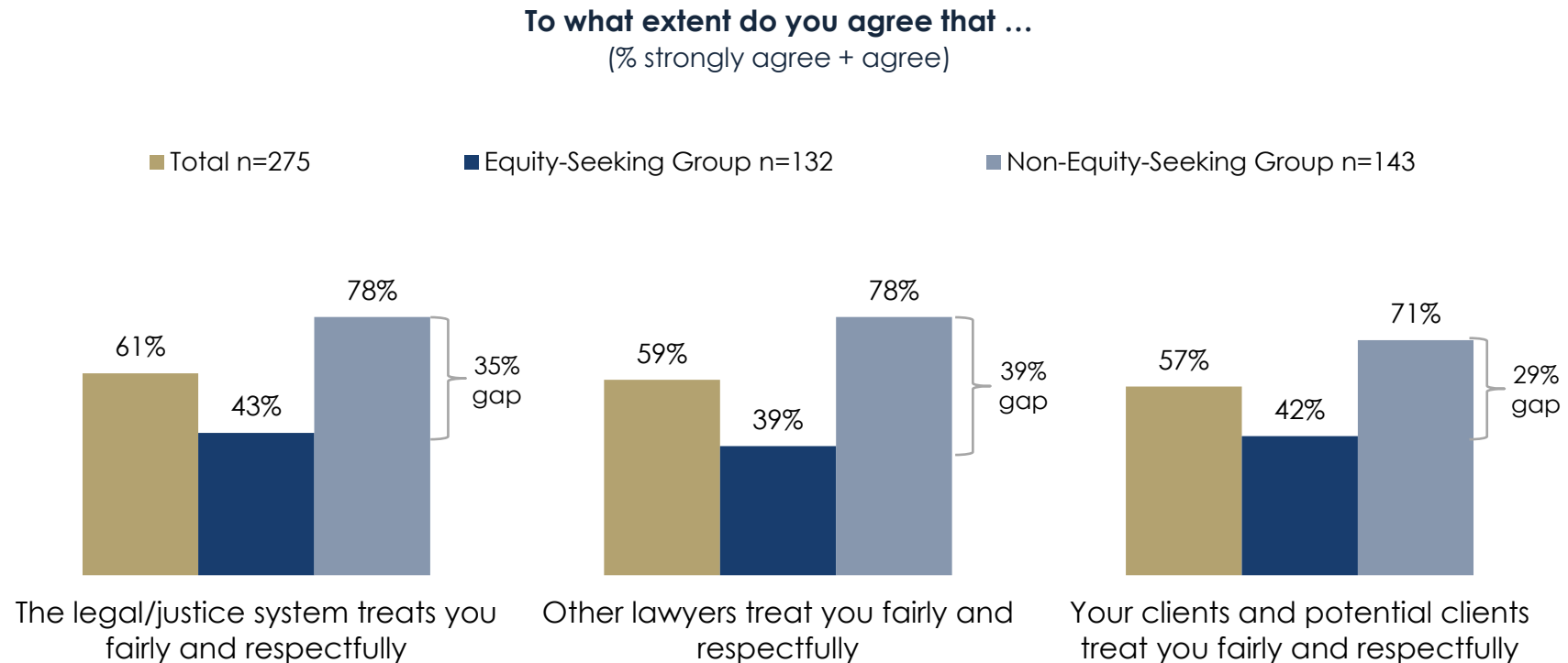
■ Total n=275  
 ■ Equity-Seeking Group n=132  
 ■ Non-Equity-Seeking Group n=143



## SUMMARY: FAIR AND RESPECTFUL TREATMENT WITHIN THE PROFESSION

Equity-seeking group members are far less likely to agree they are treated fairly and respectfully within the profession compared to their non-equity-seeking colleagues.

Compared to women, men are more likely to state they are treated fairly and respectfully by the legal/justice system, by other lawyers, and by clients/potential clients.

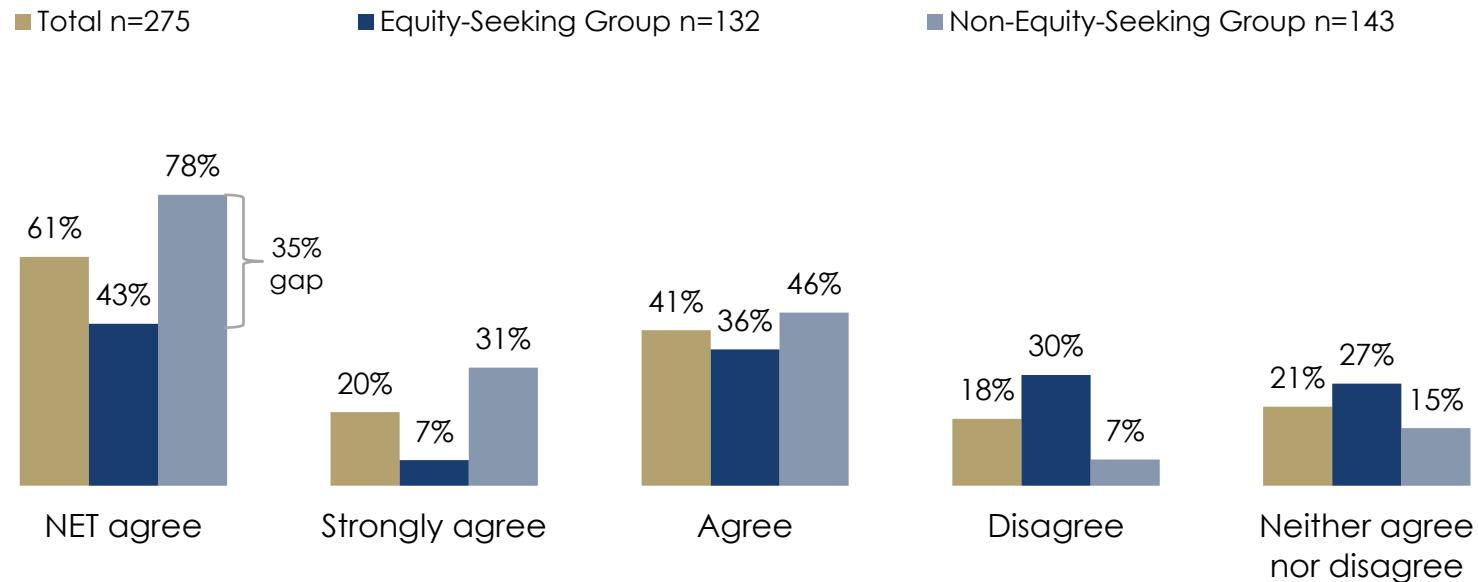


## FAIR AND RESPECTFUL TREATMENT BY THE LEGAL/JUSTICE SYSTEM

Only 43% of equity-seeking group members “strongly agree” or “agree” they are treated fairly and respectfully by the legal/justice system.

Men (31%), those with 20+ years tenure (23%) and White members (20%) are most likely to “strongly agree” that they are treated fairly and respectfully.

To what extent do you agree or disagree that **the legal/justice system treats you fairly and respectfully** without regard to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, sexual orientation, and all other diverse backgrounds.

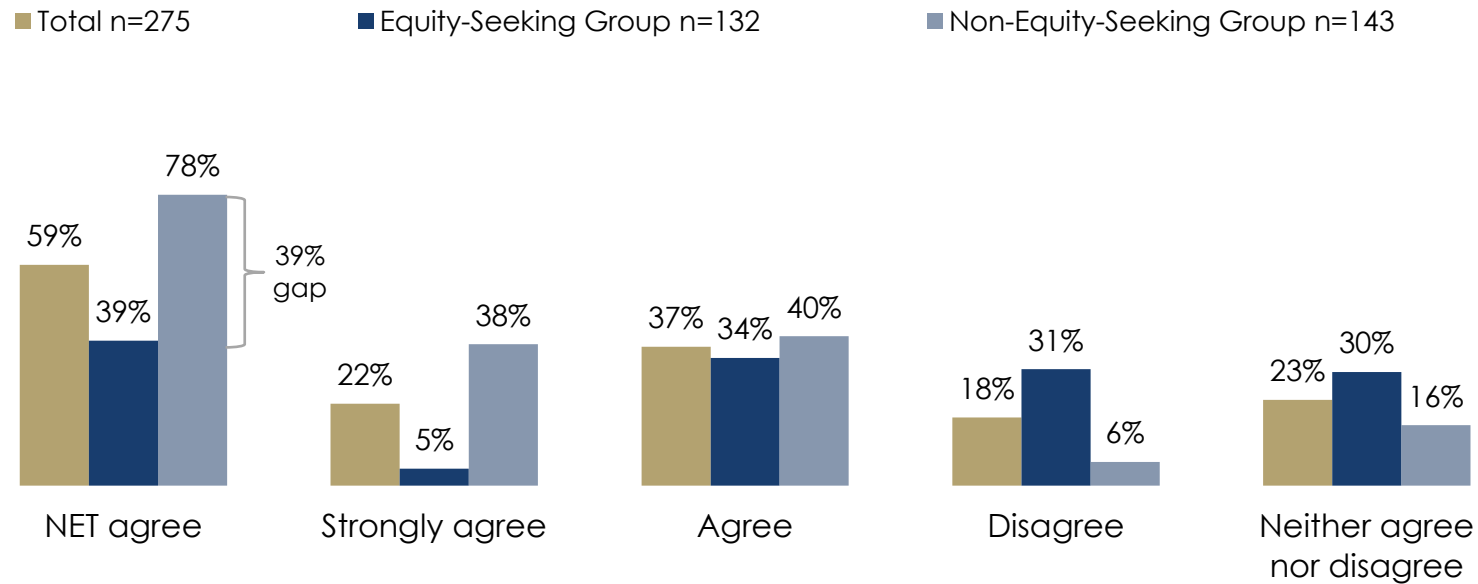


## FAIR AND RESPECTFUL TREATMENT BY OTHER LAWYERS

Equity-seeking members are more likely to disagree that other lawyers treat them fairly and respectfully.

Those who “strongly agree” they are treated fairly and respectfully by other lawyers are more likely to be men (35%), those who are 55+ years of age (28%), and White (23%).

To what extent do you agree or disagree that **other lawyers treat you fairly and respectfully** without regard to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, sexual orientation, and all other diverse backgrounds.

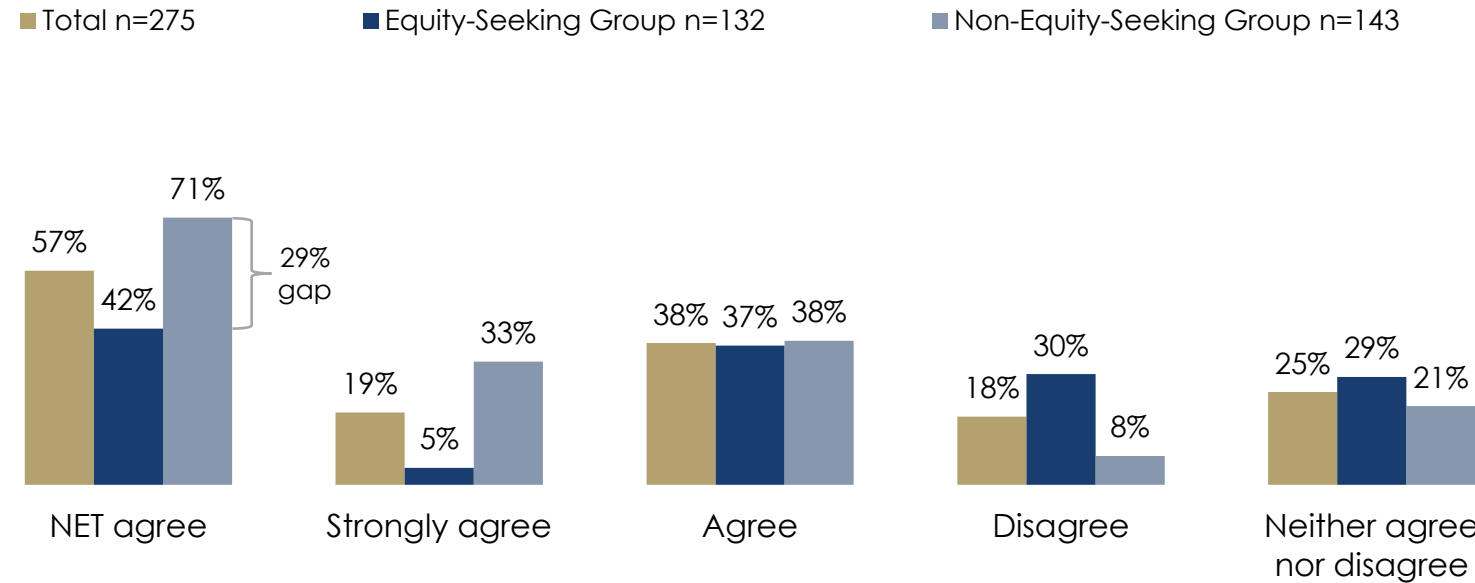


# FAIR AND RESPECTFUL TREATMENT BY CLIENTS AND POTENTIAL CLIENTS

Equity-seeking members are also more likely to disagree they are treated with fairness and respect by their clients and potential clients.

Men (27%) and those who identify as White (19%) are more likely to “strongly agree” they are treated fairly and respectfully by clients and potential clients.

To what extent do you agree or disagree that **your clients and potential clients treat you fairly and respectfully** without regard to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, sexual orientation, or other diverse backgrounds.



Disagree = disagree + strongly disagree



## FAIR AND RESPECTFUL TREATMENT – ADDITIONAL COMMENTS

Equity-seeking members were more likely to share additional comments about being treated differently due to gender.

Please feel free to **share any comments** you are comfortable with about your experience with other lawyers, clients, or potential clients, and/or the legal/justice system in treating you fairly and respectfully without regard to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, sexual orientation, and all other diverse backgrounds.

Comments*	Total n=275	Equity-Seeking Group n=132	Non-Equity Seeking Group n=143
Treated differently/disrespectfully due to gender	9%	16%	3%
Presumptions have been made based on gender	9%	11%	7%
Presumptions have been made based on age	9%	11%	6%
Presumptions have been made based on race/name/accent	6%	8%	4%
I am privileged due to my race/gender	6%	3%	9%
Things are mostly fine/fair/respectful	4%	5%	3%
Presumptions made based on my appearance	3%	6%	0%
Other	3%	2%	4%
<b>Prefer not to share any comments</b>	62%	54%	69%

\* Total responses of 3% or higher are reported

## FAIR AND RESPECTFUL TREATMENT – VERBATIM ANALYSIS

Comments were made about female lawyers being subjected to disrespectful and unfair treatment by judges and clients, inappropriate comments, ageism, sexism and other varied forms of microaggression.

### Comments Related to Gender

**Judges:** Judges were not immune from respondents identifying unfair and disrespectful treatment of female lawyers. Examples included referring to female lawyers as “crazy” or “emotional,” along with not taking female lawyers seriously, talking down to them in court, addressing them as “ladies” or “young lady,” rather than by name, and referring to cases with opposing female lawyers as “a cat fight.”

*“I have consistently observed some judges treat - almost universally – male lawyers with more respect and courtesy, and then turn around and be more demanding/curt/dismissive of the female lawyers.”*

**Clients:** Clients were also noted for treating female lawyers unfairly and disrespectfully. They were described as challenging or disregarding the advice of female lawyers “in ways they would not do if a male colleague gave the same advice.” One example involved a client explicitly preferring the advice of a male articling student over the lead female associate, and nothing was done because the client pays the bill.

**Inappropriate comments:** Female lawyers are subjected to remarks about their appearance, and questions about when they plan to start a family. They are also referenced in derogatory ways, with terms like “bitch” and “tits McGee,” and firms employing more female lawyers have been referred to as a “hen house.”

**Capabilities questioned based solely on gender:** Female lawyers are more likely to be perceived as less capable, not as hard working, or unreasonable.

*“From what I have witnessed and experienced, I know I am treated differently (worse) due to my gender. Even when the client or other lawyer is giving basic respect, they often treat women as less capable or give them a harder time.”*

**Condescending and patronizing treatment:** The legal profession in Saskatchewan was regarded as still having too many “old boys.” Female lawyers are reported as being talked down to, needing to have their opinion confirmed by a male, and being referred to by their first name, “dear,” “miss” or even “honey” when their male counterparts are addressed as “mister” or “sir.”

*“Negotiating with senior (or junior, interestingly) White male lawyers always puts me a bit on edge. I have found there is a real likelihood they will approach me (a junior female lawyer) with a patronizing, condescending, cajoling, commanding, or outright dismissive attitude.”*

**Ageism and sexism:** The skill of younger (or younger looking) female lawyers is often questioned. Private firms are also rumored to avoid hiring young female lawyers because “they will just get pregnant and leave them needing to hire again.”

*“It was often remarked by opposing counsel, and clients that because of my age and gender identity I didn’t look like a lawyer and was questioned about my competency and experience.”*

**Area of practice:** Female lawyers are subjected to assumptions about their practice area:

*“I never planned to practice family law, but as a female, that was the type of work given to me.”*

*“There is the perception that women should have children if they intend to practice family law.”*

## FAIR AND RESPECTFUL TREATMENT – VERBATIM ANALYSIS

Other comments about unfair and disrespectful treatment addressed age and racial discrimination.

### Comments Related to Age

Younger lawyers receive less respect than their older counterparts.

*"As a young lawyer, I often hear the term **"baby lawyer"** used to describe junior associates."*

*"When I was a young lawyer, there was **less respect** – comes with grey hair and age for some people."*

*"Having become a lawyer at 24 years old, I experienced somewhat consistent disrespect from older lawyers for about five years. Many clients **assumed a lack of competency based on age rather than experience.**"*

*"When I was more junior, I certainly had clients tell me they wanted to have a lawyer with **"more grey hair"** advise or give a second-opinion on their matters, just because they'd "feel more comfortable."*

*"I occasionally find it challenging to get clients to treat me with the same respect they treat my colleagues who are **older than I am.**"*

*"I look young for my age and frequently got asked by male lawyers and clients **if I was a real lawyer**, old enough to be a lawyer, etc. for the first number of years of my practice."*

### Comments Related to Ethnicity/Race

Examples of disrespectful and unfair treatment based on ethnic identity addressed **unconscious bias** and **discrimination**.

*"I imagine a world where I am not constantly asked by colleagues, clients and others I come across professionally **where I am from and where I learned English** and being grilled about my background ... I imagine a world where I am not used as the **token** to show off that my law firm promotes diversity ... I imagine a world where I don't have to sit through **jokes about immigrants** and being told these are just jokes."*

*"In my experience, **it is difficult for a person of colour to compete on an equal footing in court** with a White person due to possible unconscious bias ... People are more likely to listen to those who look like them and share their values. Judges are not immune to these prejudices."*

*"Judges and colleagues have **called me by another person of colour's name several times** ... I have been mistaken for the client. I have been mistaken for a social worker and a court worker."*

*"As a person of visible African descent and with an accent to match, often other lawyers, clients or potential clients, etc. **will express caution, distrust with regard to one's skill and training.** There are also those who express surprise that one can function as a lawyer or even at the fact that one can speak English."*

## FAIR AND RESPECTFUL TREATMENT – VERBATIM ANALYSIS

Some commented on being the recipient of fair and respectful treatment.

### Comments Related to Being Privileged

"As a White male in the legal profession, I don't face the barriers that other demographics face. In that respect, I don't believe I am treated fairly - **I am treated better than fairly**. I continue to work on being mindful of my privileged status in an effort to help promote a more inclusive and fair profession for lawyers and the public alike. We can always do better in this regard, and we owe it to our colleagues and the public to always strive to be better."

"I benefit from being an "old White guy." After 40 years, I have accumulated some wisdom that is worthy of deference, but I also know that quite apart from my years of experience, **the privilege of being an "Old White Guy" carries significant weight when I walk into a court room.**"

"I am an older White straight Canadian-born male of British ancestry. When it comes to discrimination, **we are not the victims, we are the carriers.**"

"I have not experienced any forms of mistreatment personally, but this is a separate question from whether I believe that others receive unfair and disrespectful treatment on these grounds. I recognize that I come from a place of privilege, and that **my experience is not like that of many people from diverse backgrounds.**"

"I'm a straight, White male. I get the **benefit of the doubt** basically wherever I go and whatever I do."

"I'm a White male so **it's more about what obstacles I DON'T encounter.**"

### Comments Related to Being Treated Fairly and Respectfully

"I have always been **treated fairly** by other lawyers, judges, and court staff. The majority of my clients are respectful."

"I have not experienced, practiced, or observed, discrimination or unfair treatment based on any of the enumerated grounds. My observation is that judges and lawyers already do everything in their power to **make sure that people are treated fairly in spite of any number of differences.**"

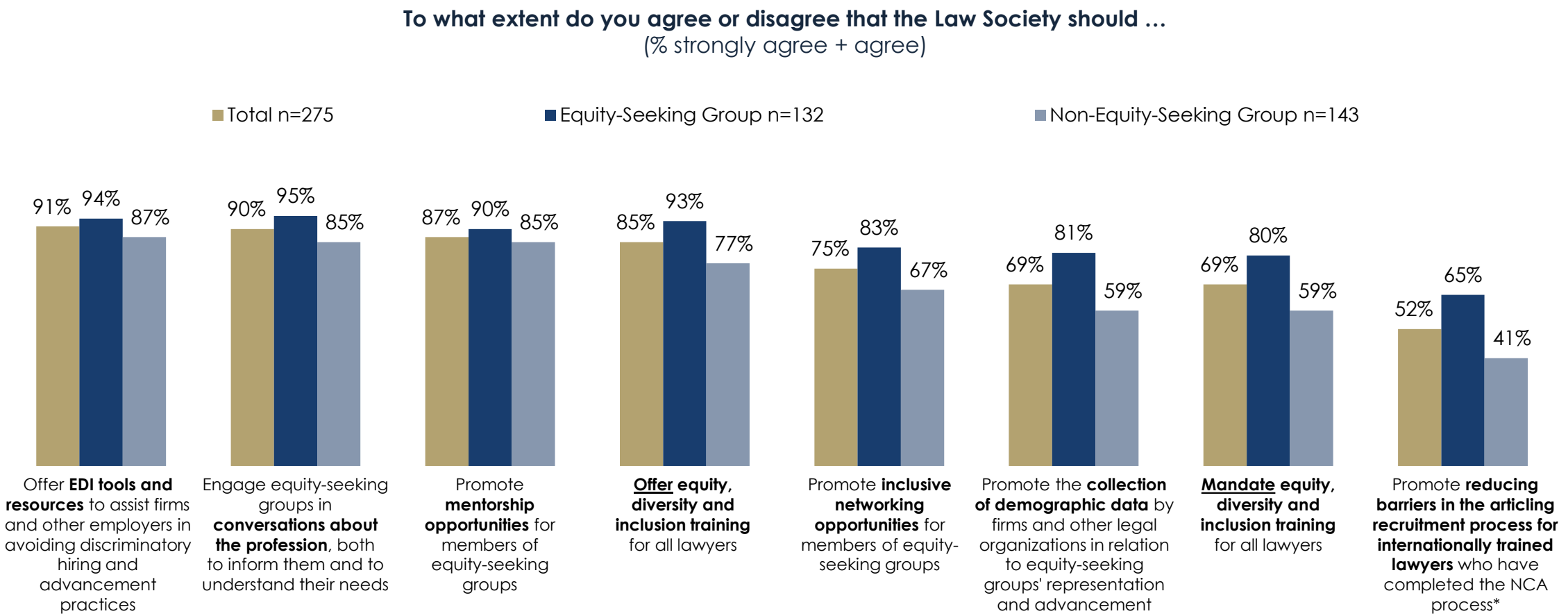
"The experience is mostly great ... **I have had a few bad experiences (but I quickly got over them).** Judges have intervened subtly a few times when opposing counsel got out of line – it does not happen often, but it still happens."

"The legal profession has always been **respectful to other members** to the best of my knowledge. The only disrespect comes where other lawyers demonstrate poor practice habits or show disrespect to others."

"In my experience, most lawyers judge other lawyers based on **their integrity, their legal ability and their work ethic.** All other factors are of minor importance."

# SUMMARY OF REACTION TO POTENTIAL EQUITY, DIVERSITY & INCLUSION ACTIONS

The vast majority agree that the Law Society should take actions to improve equity, diversity and inclusion within the legal profession.



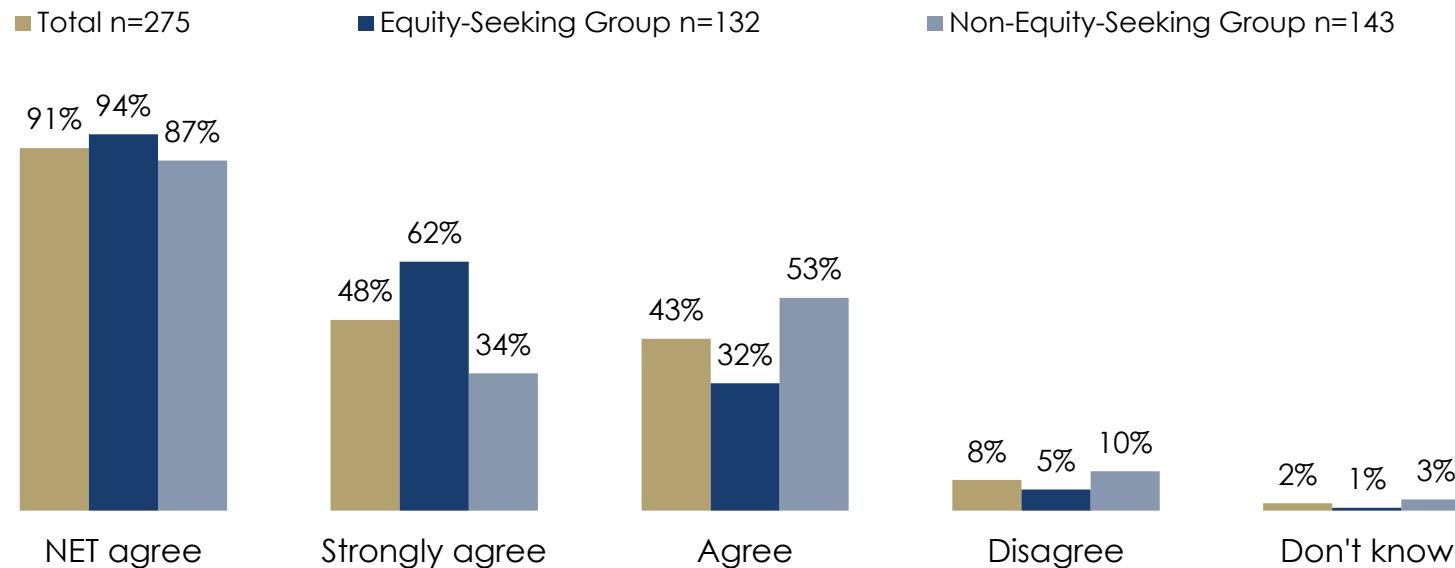
\*The [National Committee on Accreditation](#) (NCA) assesses the legal education and professional experience of individuals who obtained their credentials outside of Canada or in a Canadian civil law program. A Certificate of Qualification proves that knowledge of Canadian law is similar to the knowledge of someone who received their law degree through an approved Canadian common law program.

## ASSIST IN AVOIDING DISCRIMINATORY HIRING AND ADVANCEMENT PROCESSES

9 in 10 agree that the Law Society should offer EDI tools and resources to help prevent discriminatory hiring and advancement processes.

BIPOC members (76%), women (70%) and those aged 35-54 (63%) are more likely to strongly agree.

To what extent do you agree or disagree that the Law Society should offer equity, diversity, and inclusion **tools and resources** to assist firms and other employers in **avoiding discriminatory hiring and advancement processes**?

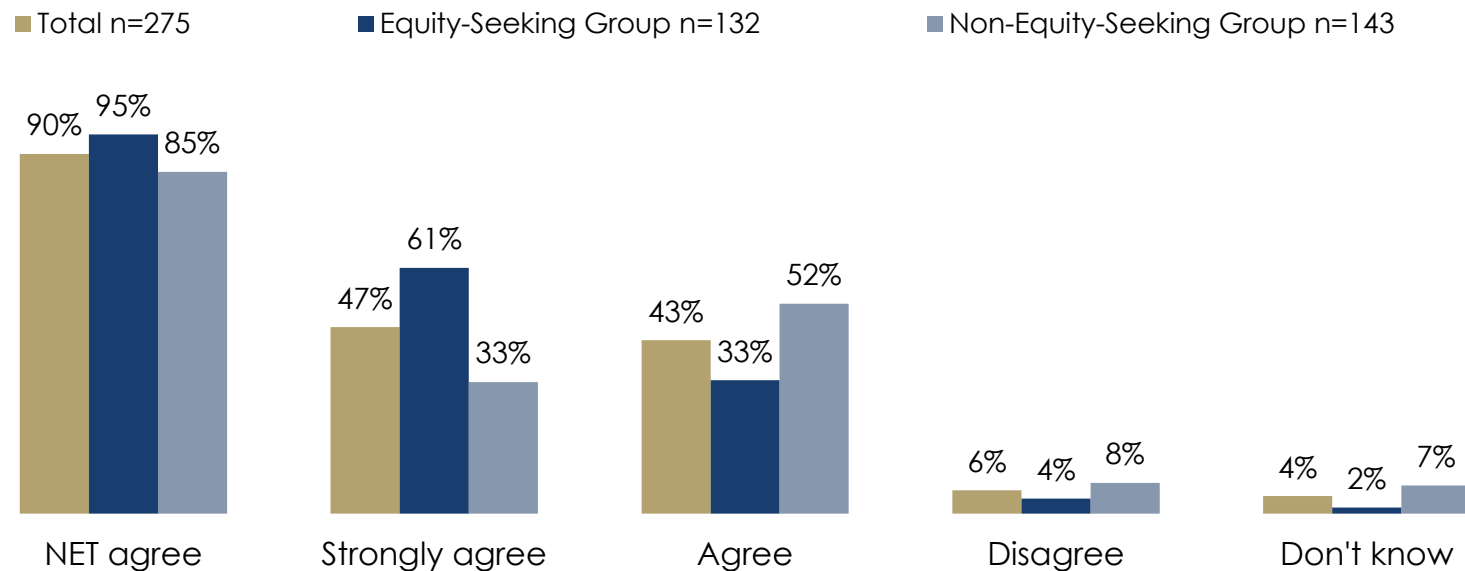


## ENGAGE EQUITY-SEEKING GROUPS IN CONVERSATIONS ABOUT THE PROFESSION

The vast majority agree that the Law Society should engage equity-seeking groups in conversations about the profession.

Strongly agree sentiment is strongest among BIPOC members (76%), women (62%), and those with 6-10 years tenure (60%).

To what extent do you agree or disagree that the Law Society should **engage equity-seeking groups in conversations about the profession**, both to inform them and to understand their needs?



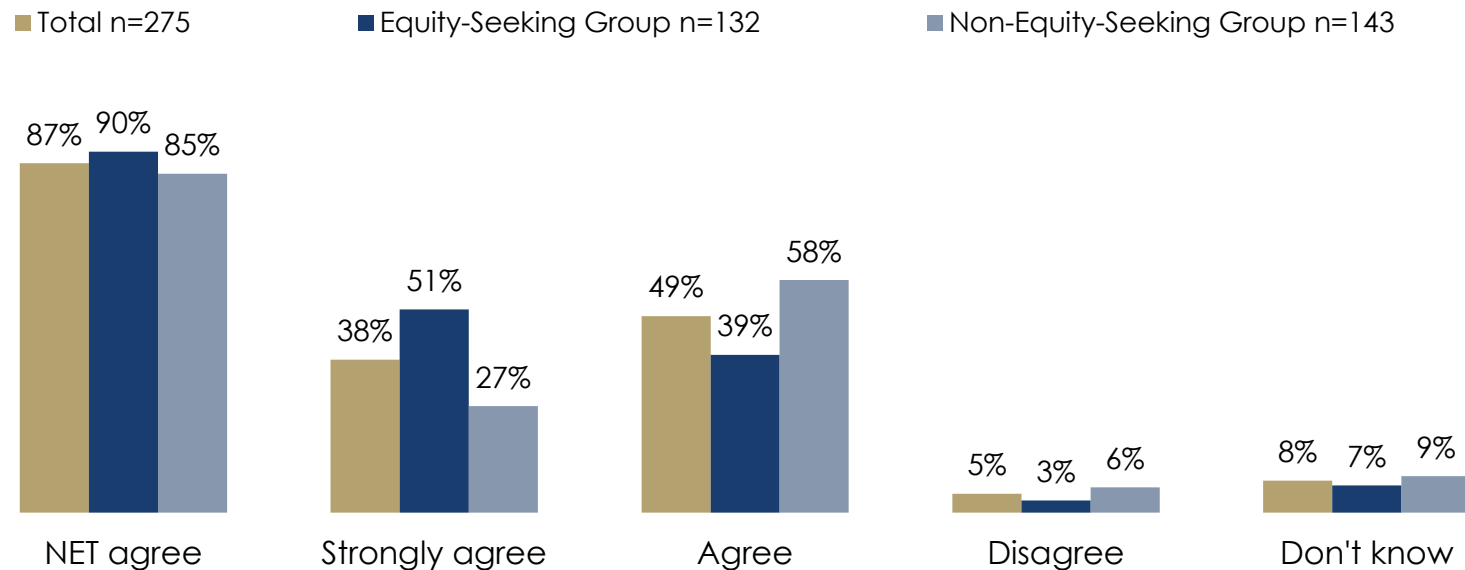


## PROMOTE MENTORSHIP OPPORTUNITIES FOR EQUITY-SEEKING GROUPS

Almost 9 in 10 agree that the Law Society should promote mentorship opportunities for members of equity-seeking groups.

BIPOC members (69%), those with a tenure of 5 years or less (53%), and women (52%) are most likely to strongly agree.

To what extent do you agree or disagree that the Law Society should **promote mentorship opportunities** for members of equity-seeking groups?

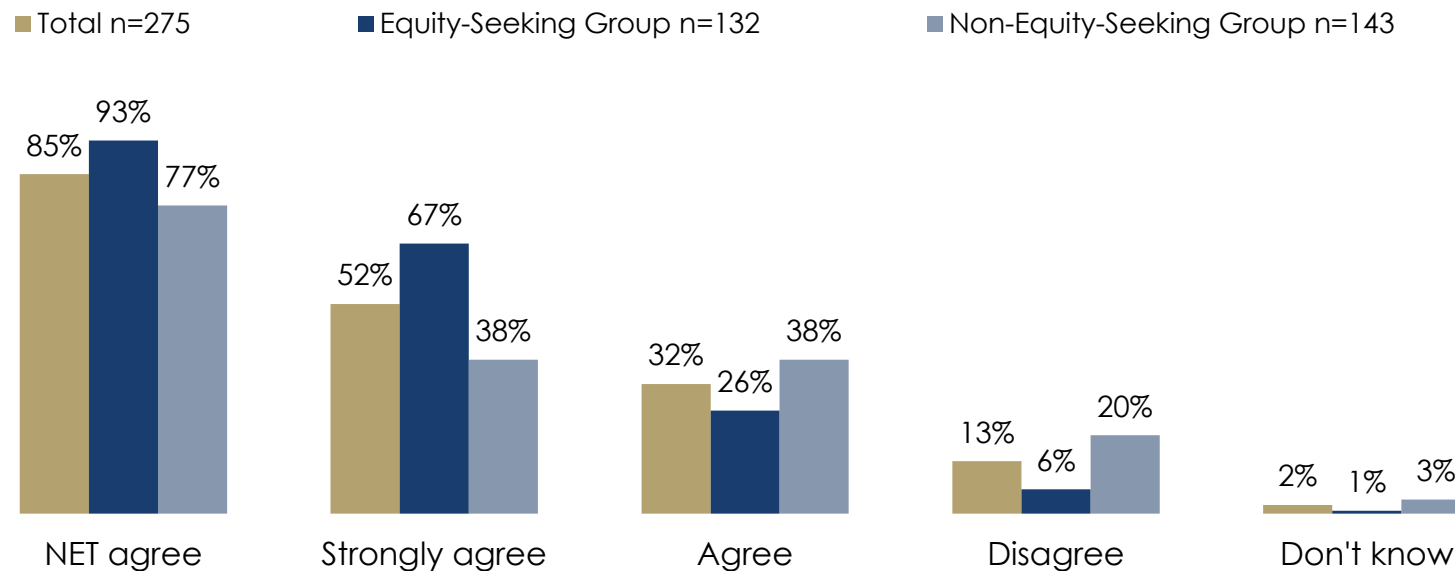


## OFFER EQUITY, DIVERSITY AND INCLUSION TRAINING

Overall support for the Law Society **offering** EDI training for all lawyers is very strong. 1 in 5 non-equity-seeking members disagree with taking this action.

BIPOC members (67%), those with tenure of 6-10 years (63%), and women (62%) are more likely to strongly agree.

To what extent do you agree or disagree that the Law Society should **offer equity, diversity, and inclusion training for all lawyers?**

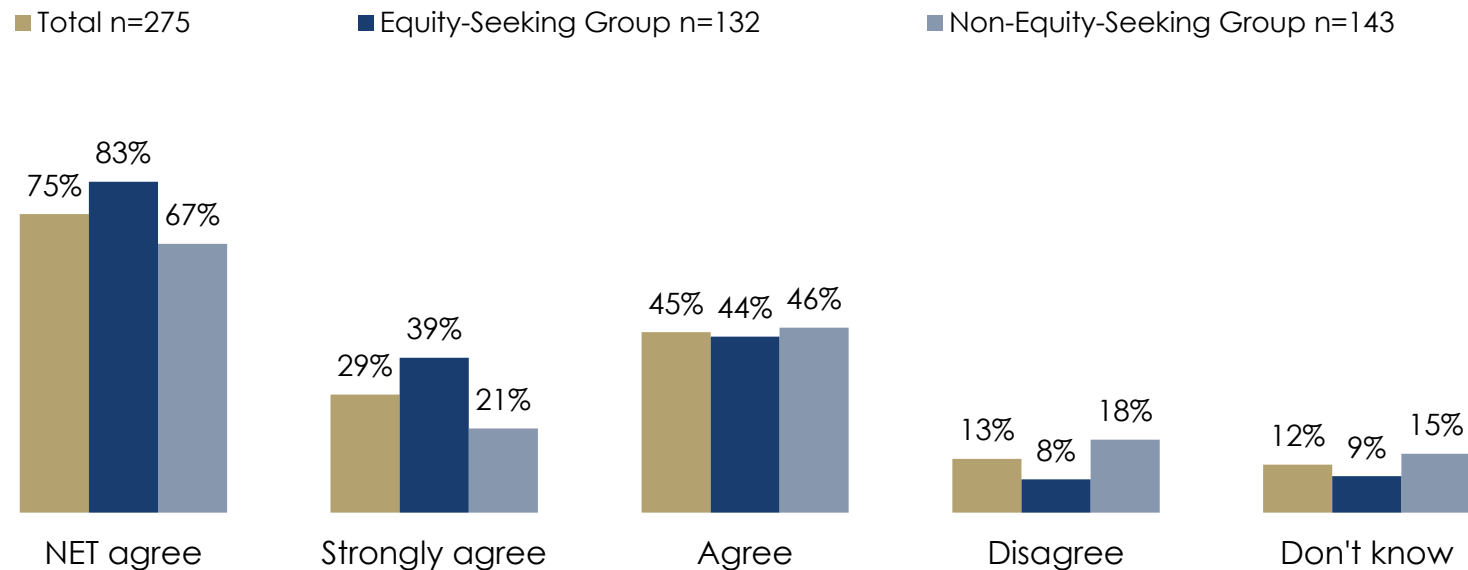


## PROMOTE INCLUSIVE NETWORKING OPPORTUNITIES FOR EQUITY-SEEKING GROUPS

Three-quarters agree the Law Society should promote inclusive networking opportunities. Almost 1 in 5 non-equity-seeking members disagree.

Support is highest among BIPOC (61% strongly agree), distantly followed by women (41%) and those with tenure of 5 years or less (40%).

To what extent do you agree or disagree that the Law Society should **promote inclusive networking opportunities** for members of equity-seeking groups?

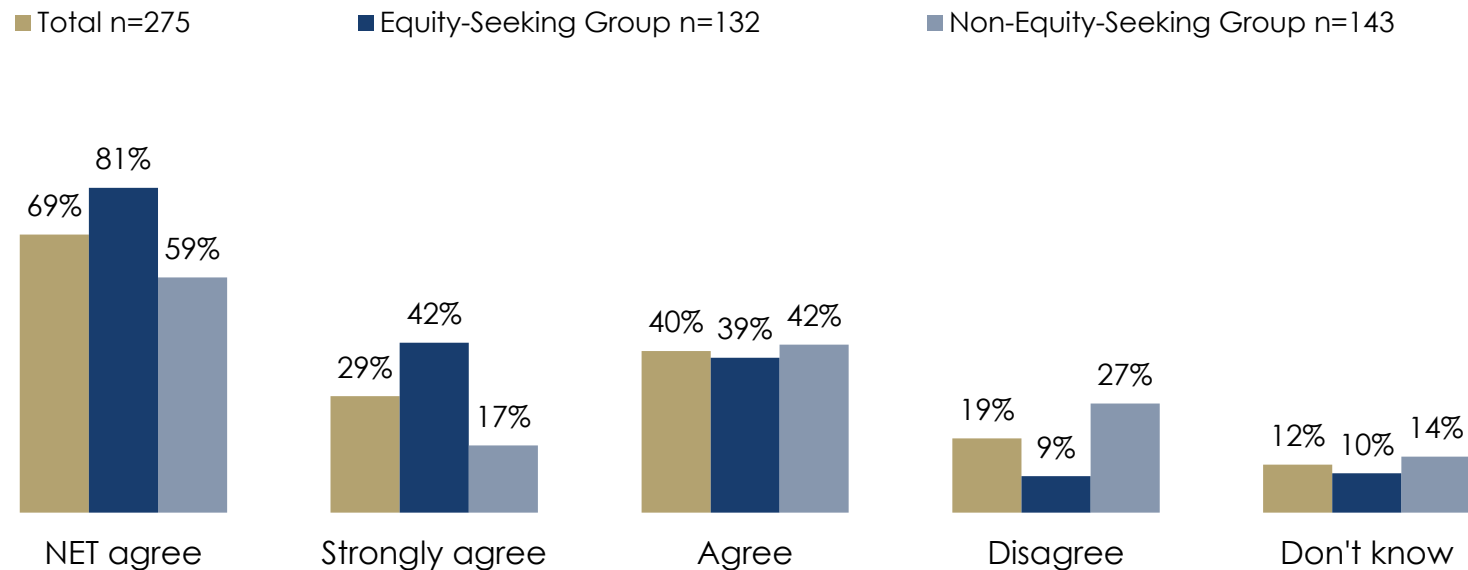


## PROMOTE THE COLLECTION OF DEMOGRAPHIC DATA

About 7 in 10 agree with the Law Society promoting the collection of demographic data within the profession. About one-fifth of members disagree.

BIPOC members are most likely to support this initiative (60% strongly agree).

To what extent do you agree or disagree that the Law Society should **promote the collection of demographic data** by firms and other legal organizations in relation to equity-seeking groups' representation and advancement?



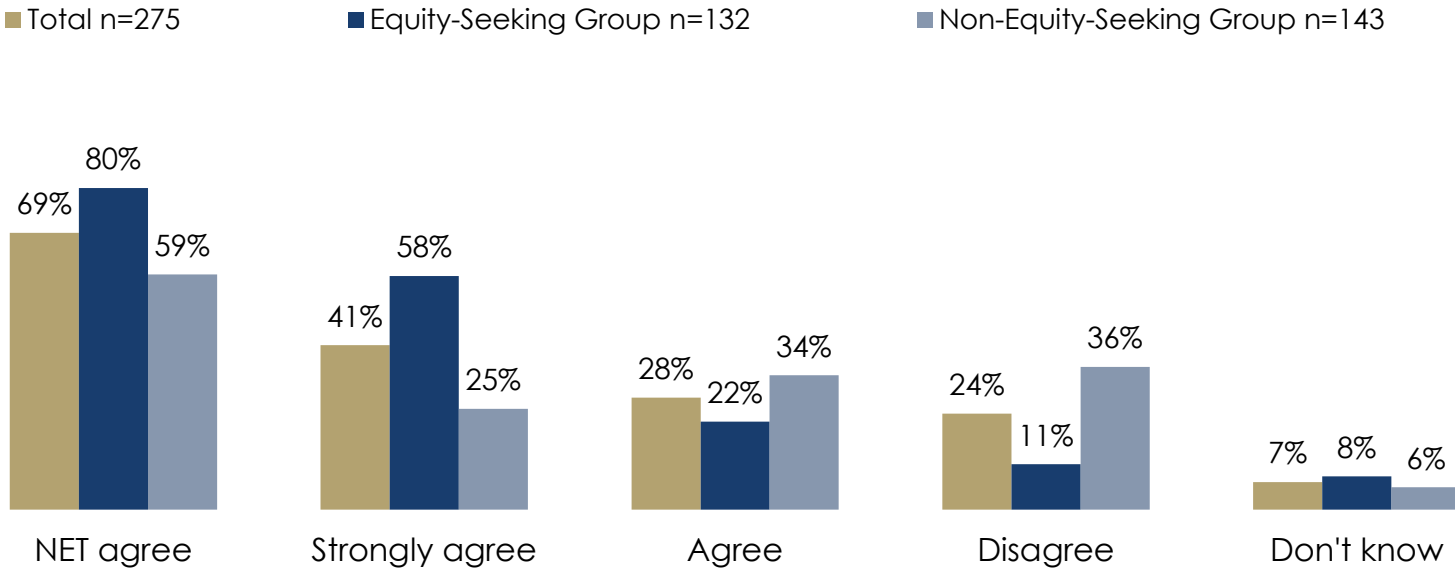
# MANDATE EQUITY, DIVERSITY AND INCLUSION TRAINING

About 7 in 10 support the Law Society **mandating** EDI training for all lawyers.  
Almost one-quarter of members disagree.

Strongly agree sentiment is highest among BIPOC members (67%).

To what extent do you agree or disagree that the Law Society should **mandate equity, diversity, and inclusion training for all lawyers?**

💡 Agreement with **mandating** EDI training, compared to **offering** such training, was slightly lower (69% vs. 85%, respectively)



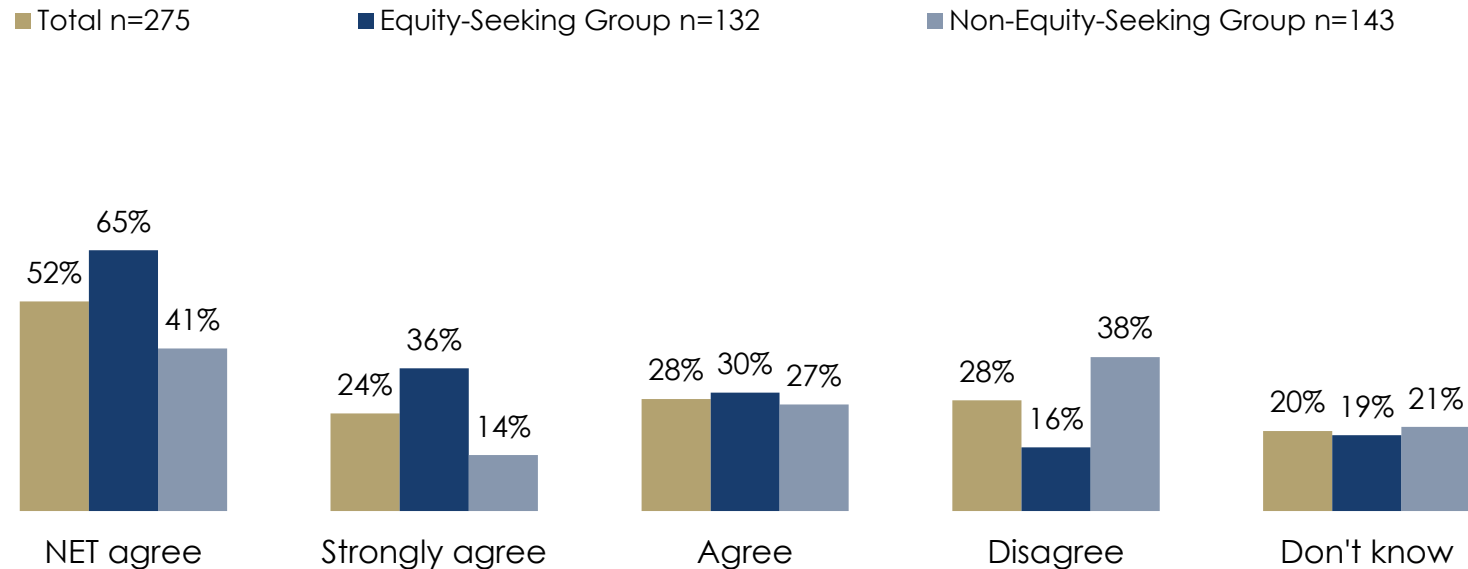
Disagree = disagree + strongly disagree

## PROMOTE REDUCING BARRIERS FOR INTERNATIONAL LAWYERS

Just over one-half agree the Law Society should promote the reduction of barriers in the articling recruitment process for internationally trained lawyers. Almost 1 in 3 members disagree with this action and one-fifth of members don't know.

BIPOC members were most likely to strongly agree (48%).

To what extent do you agree or disagree that the Law Society should **promote reducing barriers in the articling recruitment process for internationally trained lawyers** who have completed the National Committee on Accreditation (NCA) process?\*



\*The [National Committee on Accreditation](#) (NCA) assesses the legal education and professional experience of individuals who obtained their credentials outside of Canada or in a Canadian civil law program. A Certificate of Qualification proves that knowledge of Canadian law is similar to the knowledge of someone who received their law degree through an approved Canadian common law program.

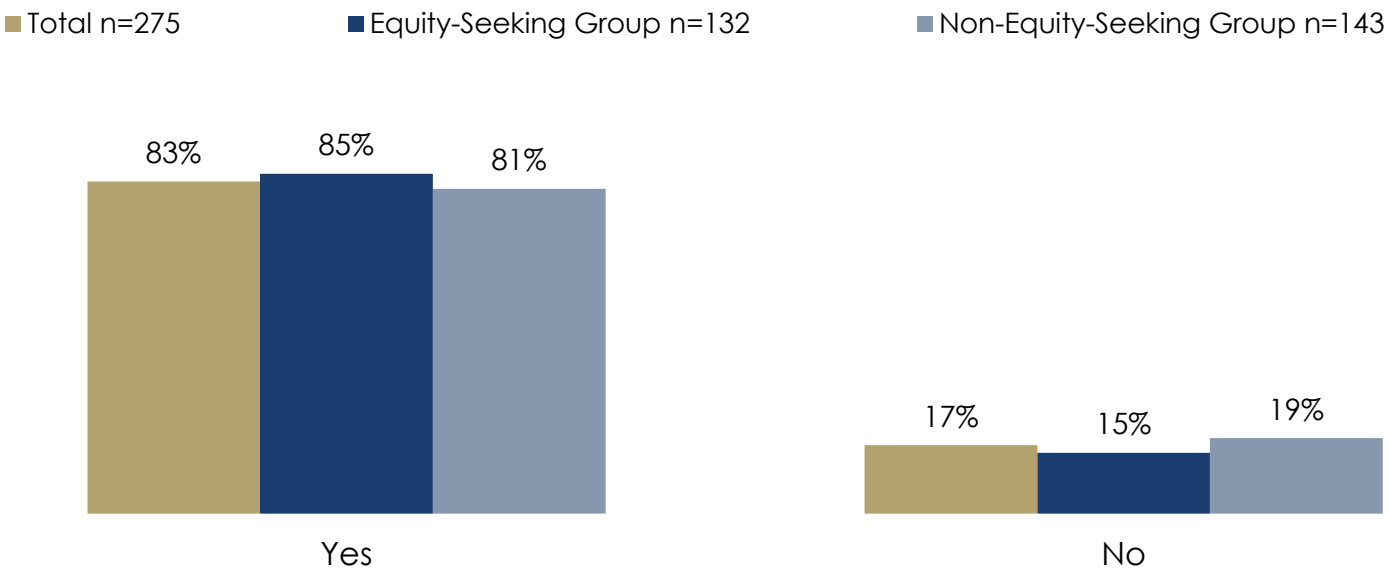
Disagree = disagree + strongly disagree

# AWARENESS OF APPROPRIATE CULTURAL COMPETENCY TRAINING

8 in 10 are aware of the cultural competency training outlined in the Truth and Reconciliation Commission of Canada's Calls to Action Report.

Younger members (25-34 years of age, 96%) and those working outside of Regina or Saskatoon (93%) are more likely to be aware compared to their respective counterparts.

Are you aware that the Truth and Reconciliation Commission of Canada Calls to Action Report outlines action for Law Societies in Canada to ensure that lawyers receive appropriate **cultural competency training**?





## RECOMMENDATIONS TO ENHANCE INCLUSIVITY

More training and education topped the list of recommendations for enhancing inclusivity. Non-equity-seeking members were more likely to state they had no recommendations.

What recommendations would you suggest to make Saskatchewan's legal profession **more inclusive**?

Recommendation*	Total n=275	Equity-Seeking Group n=132	Non-Equity Seeking Group n=143
More training/education	11%	14%	8%
Consult with equity-seeking groups/research on barriers	7%	11%	4%
Diversity in hiring/diversity of profession	6%	9%	2%
Reduce barriers (e.g., financial, regulations)	5%	7%	4%
Networking/mentorship	4%	4%	4%
Concerns about inclusivity initiatives	7%	3%	10%
Other	5%	7%	3%
<b>I have no recommendations</b>	63%	52%	71%

\* Total responses of 4% or higher are presented

## RECOMMENDATIONS TO ENHANCE INCLUSIVITY - VERBATIMS RESPONSES

Verbatim comments by the profession on the top three recommendations to enhance inclusivity in Saskatchewan's legal profession are detailed below.

### More training/ education

#### Specific training topics mentioned include:

gender and ethnic diversity, cultural-sensitivity, cultural competency, systemic barriers, discrimination, unconscious bias, inclusivity and inclusion, trauma informed practice, reconciliation, Indigenous training, challenges faced by equity-seeking groups, highlight achievements of equity-seeking members, and role-playing.

**Some comments suggest training should be mandatory, especially for those in leadership roles, while others are against doing so.**

*"Make training opportunities available, but don't mandate them. If they are mandated, they will be met with resistance which will reduce their effectiveness. Those who will benefit from the training will access it."*

**Other comments pertained to incorporating EDI training into law school.**

*"Training at law school. Promotion of equity inclusion training at all levels of education."*

### Consult with equity-seeking groups/ research on barriers

*"Recognize there is a problem of EDI in the legal profession. Promote **open conversations/dialogue** about this issue and address the issue."*

*"Have **extensive consultations** with members of equity-seeking groups and hear what they have to say, then include them in developing changes."*

**Other suggestions include:** inviting diverse **presenters** for CPD education (to better understand their backgrounds and challenges), encouraging more "equity-seeking" groups to **participate** in the affairs of the Law Society, ask those who experience discrimination to become **advisors** for an affirmative action program, feature leaders that are members of equity-seeking groups in **newsletters/publications**, and collect and publicly release **maternity and paternity leave** practices.

### Diversity in hiring/ diversity of profession

**Diversity needed for:** benchers, judges, leadership positions within the profession, on the superior court bench, and at all levels of LSS leadership.

*"It is ridiculous that in 2021 there are **no Aboriginal judges** in our Court of Queen's Bench and Court of Appeal, that I am aware of."*

*"It should not be up to under-represented groups to be on committees and teach **Old White Guys** about the issues they face. Old White guys know the issues and are the only ones with the power and ability to make change happen. The managing partners of firms need to be personally challenged to make positive changes in their firms."*

*"Equity-seeking groups seem to be getting slightly more representation at the entry level, but **there is still huge inequity at the senior levels of organizations.**"*

## CONCERNS ABOUT INCLUSIVITY ACTIONS - VERBATIMS RESPONSES

Some members voiced concerns about potential actions to make the legal profession more inclusive. Examples of these are given below.

### Concerns about inclusivity actions

"The Law Society's mandate is to promote and protect the public interest. In my view, that means that **the best person for the job does the job ... We are all part of the same equity-seeking group, and to divide us into groups or create special classifications/requirements only increases barriers within the profession and precipitates stigmas that those who use affirmative-action style programming do so because they are 'less-than'.** I truly believe that is not the case, and resources should not be distributed (and accordingly, decreased) according to charter-protected classes of people. In other words, support all those who need it, regardless of their background. It is time to move past an us-and-them attitude, for everyone's benefit."

"Virtually every occupation known to humanity does not contain a representative cross-section of the broader public. In a free and democratic society, individuals make choices that are based on their predispositions, attitudes, and circumstances, which differ in hugely variable ways. The suggestion that some types of people are underrepresented in a profession implies that other types of people are overrepresented in a profession. That is a repulsive idea, as it has at its core the belief that certain individuals should not have been permitted into the profession because of their race or culture – the very idea that Canadian society should be abandoning, not trying to implement into its policies. Thus, **the best way to ensure the legal profession remains inclusive is to reject, rather than encourage, the differentiation of people on the basis of immutable demographic criteria.**"

"Inclusion policies should not include "inclusion without true merit" and true merit does not simply come by virtue of being part of an equity-seeking group. **Our profession should reward the best of the best, and if an equity-seeking member is part of the best, then they should rightly be included.**"

"Provide **equal opportunity to all**, not based exclusively on race or ethnic background."

"Canada, Saskatchewan, and the Law Society had equality of OPPORTUNITY in the late '90s and early 2000s. Since then, critical race theory has destroyed all the progress we have made. "Should we provide special treatment for certain individuals on the basis of race?" The answer is an emphatic NO. Equality of OUTCOME is not a legitimate goal in a free society. **Treat everyone equally, like we used to.** Anyone who tells you doing so is racist is as wrong as can be!"

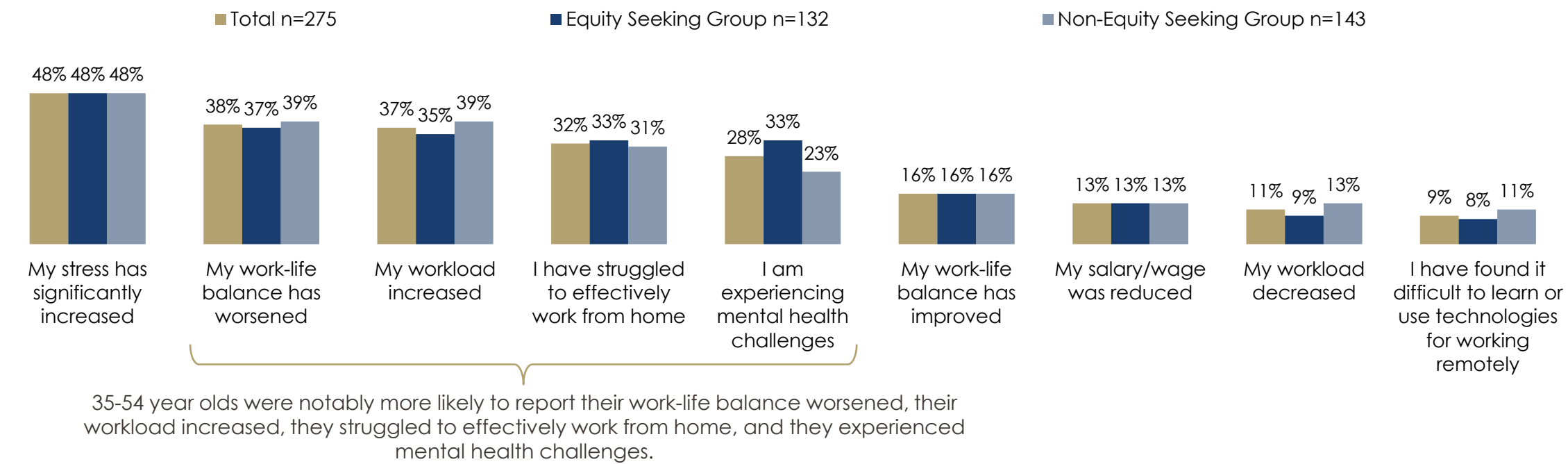
"Rigorously apply objective standards free from considerations of race, colour, creed, political belief. Set the target to be the desired end result of a society where colour, race, creed, belief, etc. doesn't matter. **The approach of focusing on and measuring differences will focus us on the differences between us rather than [on] what is similar, which will lead [to] more dissension and division, which is EXACTLY the opposite of what the goal should be.**"

"**All trends point to growing diversity. There is no need to artificially change that process.** I guarantee firms in SK are much more diverse than they were 60 years ago, and I also guarantee that they will continue to become more diverse without any actions being taken by the Law Society. It is a fruitless endeavour. The market will see the benefit of diversity without the need for artificial corrections. This is a well-meaning but misplaced initiative. Talent comes from all races, abilities, and genders. Stay out of its way."

# TOP IMPACTS OF COVID-19

Almost one-half of Law Society members reported their stress significantly increased during the COVID-19 pandemic. The most frequently experienced impacts did not vary notably between equity-seeking and non-equity-seeking groups.

Please indicate which of the following factor(s), if any, have **impacted you during the COVID-19 pandemic.**

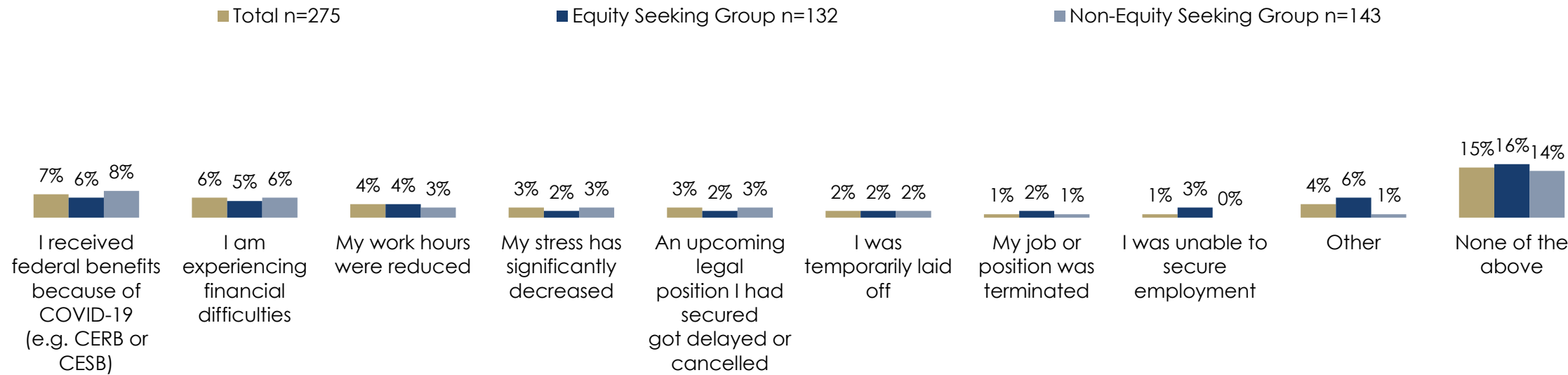


# OTHER IMPACTS OF COVID-19

About 1 in 7 stated that none of the factors impacted them during the pandemic.

Older respondents (55+ years of age) were most likely to report “none of the above” (24%).

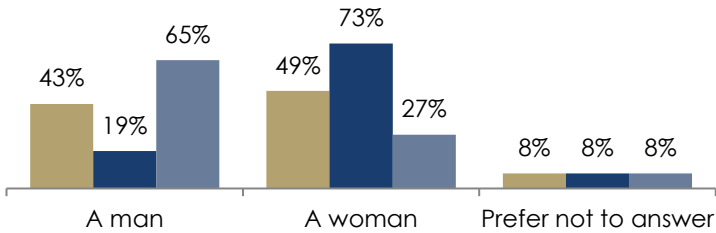
Please indicate which of the following factor(s), if any, have **impacted you during the COVID-19 pandemic**.



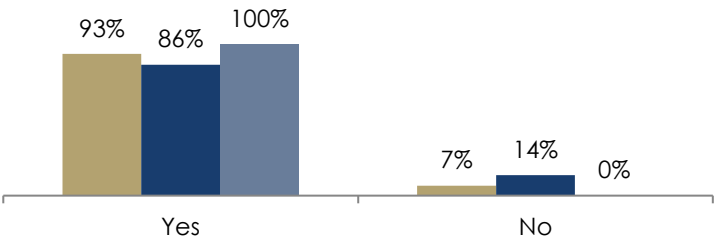
PROFILE OF SURVEY RESPONDENTS

■ Total n=275    ■ Equity-Seeking Group n=132    ■ Non-Equity-Seeking Group n=143

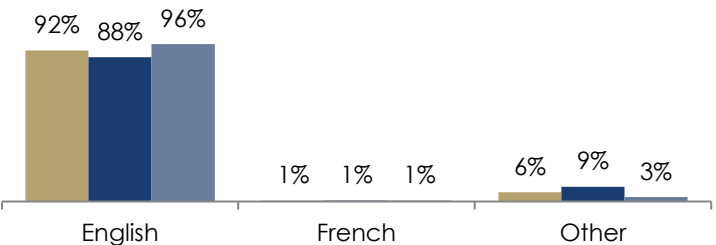
Gender



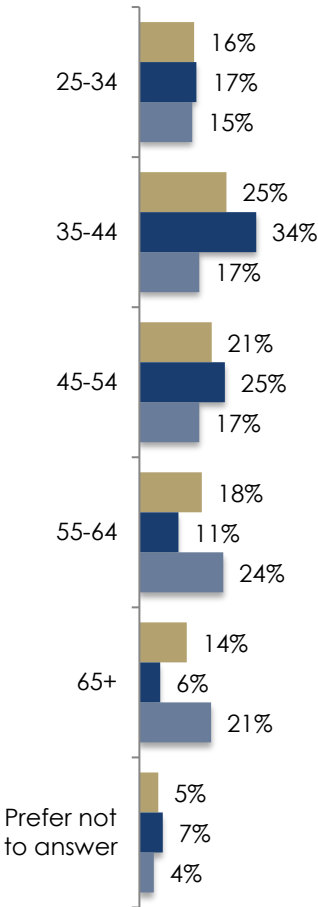
Born in Canada



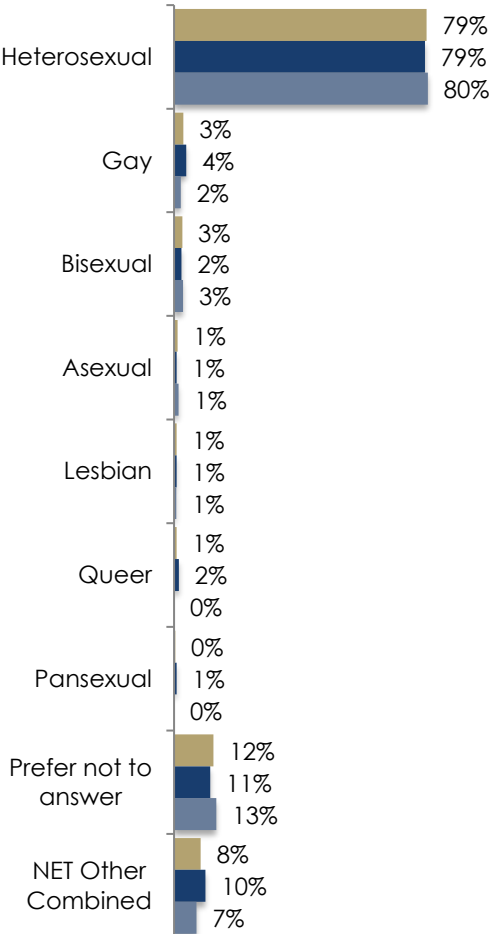
Mother Tongue



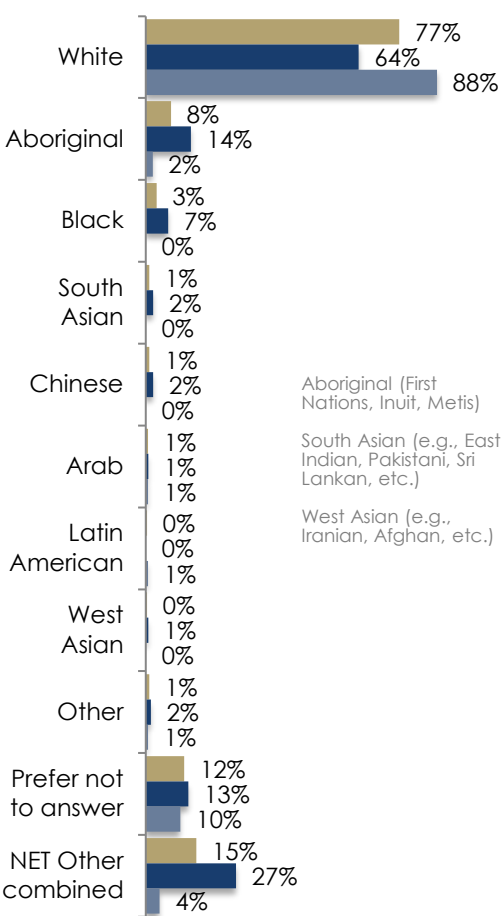
Age



Sexual Orientation



Race Affiliation



Aboriginal (First Nations, Inuit, Metis)  
South Asian (e.g., East Indian, Pakistani, Sri Lankan, etc.)  
West Asian (e.g., Iranian, Afghan, etc.)

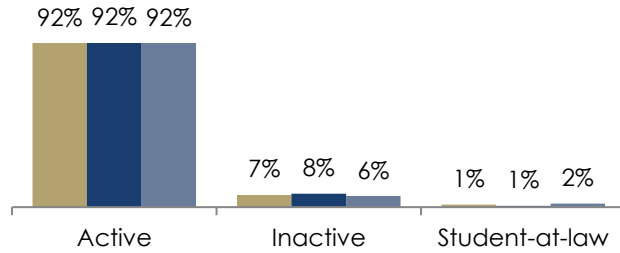
# PROFILE OF SURVEY RESPONDENTS

■ Total n=275

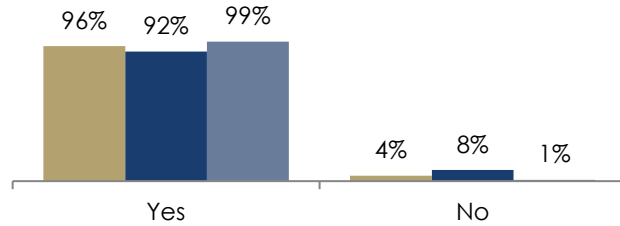
■ Equity-Seeking Group n=132

■ Non-Equity-Seeking Group n=143

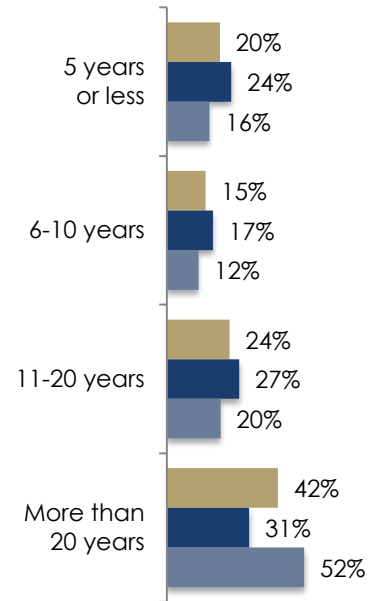
## Membership Status



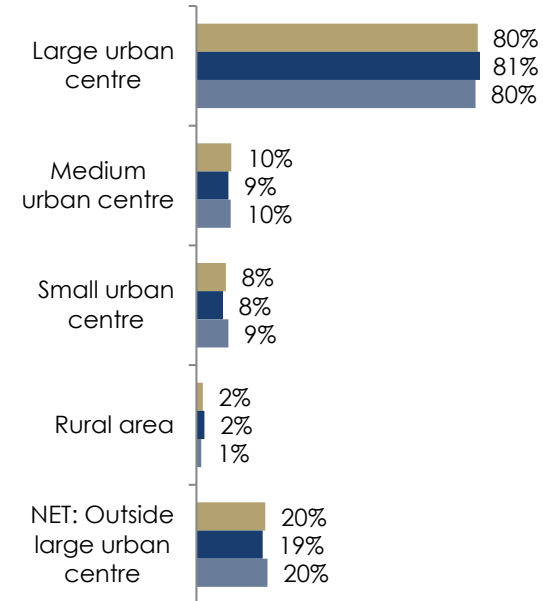
## Law Degree from a Canadian University



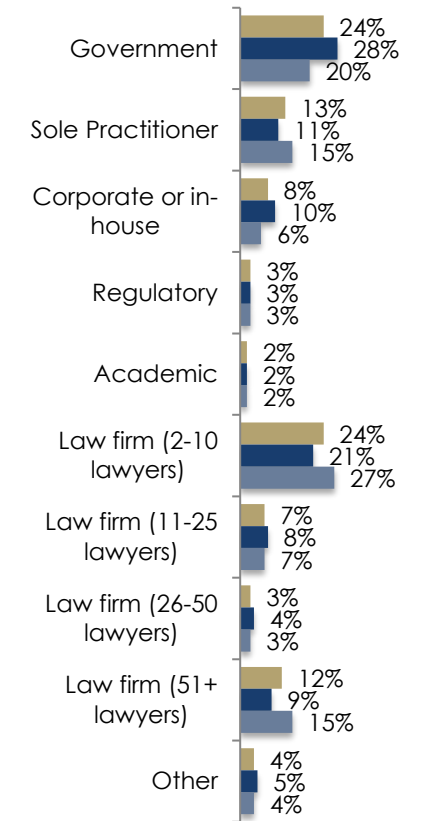
## Tenure



## Practice Location

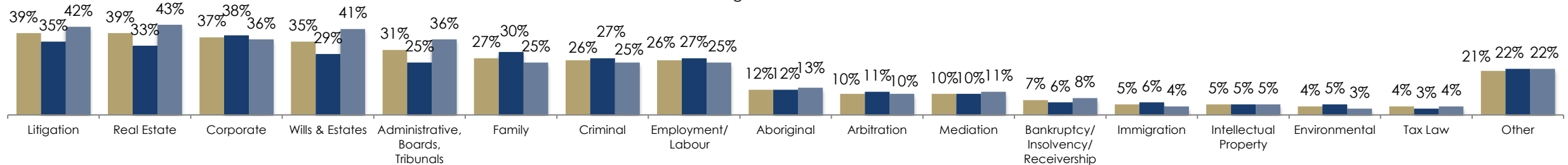


## Practice Setting



## Areas of Practice

Mentions of greater than 3% shown








# INDIGENOUS PERSPECTIVE



## QUALITATIVE SUMMARY OF FINDINGS FOR INDIGENOUS MEMBERS

Perceptions and experiences of Indigenous members generally align with those of equity-seeking members. Their sentiment is often stronger.

The following is a qualitative analysis of the results for Indigenous members. **Caution** should be exercised when interpreting results given the small sample size (n=21).

 <b>Indigenous Members</b>	 <b>Recognition of EDI Issues</b>	 <b>Challenges Faced</b>	 <b>Top Reasons for Challenges Faced</b>	 <b>Equity, Diversity and Inclusion Actions</b>
<p>In total, <b>8% of members</b> identified as Indigenous; that is, “Aboriginal (First Nations, Inuit, Metis).”</p> <p>The majority consider themselves to be a member of an <b>equity-seeking group</b>.</p> <p>Their profile is similar to that of equity-seeking members:</p> <ul style="list-style-type: none"> <li>• Women,</li> <li>• Tenure of less than 20 years, and</li> <li>• Located in a large urban centre.</li> </ul> <p>There are more who work as sole practitioners and in family, criminal and/or Aboriginal law compared to equity-seeking members.</p>	<p>Indigenous members <b>recognize</b> there are <b>EDI issues within Saskatchewan’s legal profession</b>.</p> <p>Indigenous members agree that equity-seeking members <b>face unconscious bias or discrimination</b>, along with <b>challenges entering and advancing</b> within the legal profession and <b>building mentorship relationships</b>.</p> <p><b>Agreement is stronger</b> among Indigenous members that challenges facing equity-seeking members <b>affect access to justice for Saskatchewan communities</b>.</p>	<p>Similar to equity-seeking members, <b>over 6 in 10 have witnessed or experienced a situation of discrimination</b> impacting a member’s entry into practice and/or their career advancement.</p> <p>Indigenous members <b>face the same challenges as other equity-seeking members</b> with...</p> <ul style="list-style-type: none"> <li>• entry into practice,</li> <li>• mentorship, and</li> <li>• advancement.</li> </ul>	<p>The <b>reasons</b> for challenges facing Indigenous members tend to be <b>similar to that of equity-seeking members</b>.</p> <p>They are <b>more likely</b> to attribute challenges to:</p> <ul style="list-style-type: none"> <li>• <b>ethnic/racial</b> identity,</li> <li>• family’s <b>socioeconomic background</b>, and</li> <li>• <b>mental health</b>.</li> </ul> <p>They are <b>less likely</b> to attribute challenges to <b>preferred social activities</b>.</p>	<p>Support for equity, diversity and inclusion initiatives by the Law Society among Indigenous members is consistent with that expressed by equity-seeking members, albeit higher, especially for ...</p> <ul style="list-style-type: none"> <li>• <b>offering or mandating EDI training</b> for all lawyers,</li> <li>• promoting <b>inclusive networking opportunities</b>, and</li> <li>• promoting <b>mentorship opportunities</b>.</li> </ul>

## FAIR AND RESPECTFUL TREATMENT – COMMENTS FROM INDIGENOUS MEMBERS

Comments about their experiences with other lawyers, clients or potential clients and/or the legal/justice system.

### Experiences that relate to being Indigenous:

"I am still asked to provide **picture identification** to match my Law Society ID to enter a courthouse. This is even when I have my robes on. A judge and a fellow defense counsel asked me if I needed a lawyer, **assuming that I was a legal aid client**. In a meeting with other lawyers one guy asked me to fetch him coffee after he **assumed I was a secretary**. These situations really make me look bad in front of other people. I think I can write a book on this topic, and I would like to train other lawyers on what privilege looks like from the other side of the table. There is a lot of work needed and the legal profession should be stepping up to do more."

"Assumptions are made about my abilities regarding my **age, Indigenous background and gender**."

"Once, when appearing in QB Chambers while representing a First Nation, when introducing myself as representing the FN, **the judge pointedly asked me if I was a lawyer**. I am a visibly First Nations person."

"Being an Indigenous lawyer has its **blessings and curses** based on the situation."

### Experiences that relate to other factors:

"Judges have treated me differently than a colleague because of **gender**."

"Client assumed I was an **assistant**. Client refused to work with me because I was **too young**. At Court, I was thought to be **an accused**. At Court, I was thought to be **a victim of domestic violence**."

"I have had lawyers scream at me when I was **a young lawyer** (one of whom is now a judge). I was treated as less of a lawyer while I worked there. Lawyers have tried to intimidate me."

# INSTANCES OF DISCRIMINATION – COMMENTS FROM INDIGENOUS MEMBERS

## Situations of discrimination witnessed or experienced

### Experiences that relate to Ethnic/Racial Identity:

"I have seen people **not hired** due to race and **fired** due to race."

"A student obviously from a different racial background and with a strong accent having **difficulty finding an articling position** because of a concern that clients would not accept that person's advice."

"I know multiple Indigenous lawyers who have been **repeatedly asked for identification when attending court**. They are routinely assumed to be the accused."

"An Indigenous articling student was not kept on even though ... fully qualified ... Consequently, other firms felt that something was wrong with the Indigenous student ... [who] could not find a position [and] **had to move out of the province** to do so. There are many more instances..."

### Experiences that relate to other factors:

"There are often informal gatherings or even meetings of members where members of **equity groups are simply not invited or informed** of these gatherings."

"A firm I was at was resistant to hiring younger women as students or lawyers out of fear the women would have children while employed."

"As a prime candidate for a board position, I was told I was too young and not enough experience."

# ENHANCING INCLUSION – RECOMMENDATIONS FROM INDIGENOUS MEMBERS

## Recommendation for improving inclusion in the Saskatchewan legal profession

### Education and Training:

"There should be a **mandatory course** on diversity, racism and the disadvantages that face minority groups."

"Education of senior members of the bar is by far the most important thing in my opinion. Senior lawyers, particularly in private practice, tend to have socially conservative views and are resistant to progressive messaging. These individuals also happen to have some of the most power amongst members of the profession, particularly in regard to hiring and career advancement of junior lawyers and staff. **Any education attempts have to bear in mind that the most important people to reach are also likely to already hold a hostile stance to the message.** Myths and misunderstandings need to be broken down before education is possible."

### Representation:

"To have a specific position for **an Indigenous Benchers.**"

"I suspect that the biggest reason the legal profession in Saskatchewan is not more diverse is because the population itself is not very diverse. I recently saw a statistic that the racial population in SK is 81.6% white, 14.9% Aboriginal and 6.3% visible minority. **The legal profession is not particularly diverse (at least at a racial level) because the population is not.** As a more rural practitioner, hiring foreign trained lawyers is often not a practical reality because those lawyers are often seeking articling positions, but have no ties to the community in question. Hiring an articling student is an investment (of time and money), and someone is unlikely to make that investment unless they feel someone is likely to stay in the firm and community. **I suspect there is an assumption that the articling applicants (whether racially diverse or not) are not likely to stay in the community if they do not have pre-existing ties to it.**

Some way of addressing this issue might encourage a more diverse legal profession. The only inclusivity issues I have ever witnessed or experienced are by reason of sex (especially **assumptions about younger women of child-bearing years**). These are issues that exist across all professions, so I'm unsure as to targeted measures for addressing these issues."

### Articling:

"Promotion of **collaborative articles for small firms, that might allow a student to work 0.3 at one firm, 0.3 at another**, etc. and find a way to cajole, push, manipulate senior lawyers into taking on students. Without articles, members of equity groups miss out on the chance to become lawyers. Also, work with the College of Law at the U of S to ensure that the number of grads is a realistic number for the number of expected articling positions per year. Study how many grads do not get articles within 1, 2, or 3 years after completing their degree."

### Mentorships:

"Members of equity-seeking groups often seem to end up in **sole practice or in practices that do not offer mentorships**. I think early mentorship is as [important] as encouraging law firms to include members of equity-seeking groups in their recruitment strategy."

### Multiple Actions:

"More **training** and more **open dialogue** about inclusivity."

"Members should have access to **waivers for professional development program fees** to address financial limitations. Many members from equity groups are not practicing in firm environments where such fees or travel costs or loss of income to participate in profession activity (committees, etc.) is covered so membership and participation meets a financial barrier. Access to **Justice inquiries and dialogue** amongst all members must be carried out on a regular basis to identify barriers, to discuss the causes of the barriers and to make recommendations to address these barriers."

"Address issues of **systemic racism at all levels** and **provide sanctions to firms** or members of the bar/judiciary who engage in racist, discriminatory, or prejudicial gender-based commentary or action."

"Diversity **training, more Indigenous lawyers**, specified number of **CPD hours** around Indigenous training."



# APPENDIX



## Equity and Access Committee

The Equity and Access Committee assists the Law Society of Saskatchewan Board by:

- **monitoring developments and providing advice** on issues affecting equity and diversity in the legal profession, and access to legal services in Saskatchewan;
- **exploring and recommending actions and/or initiatives** to be taken with respect to equity and diversity within the legal profession, and access to legal services in Saskatchewan;
- **identifying deficiencies** in the delivery of legal services in Saskatchewan;
- making recommendations for and supporting **ongoing education and awareness training** for members of the legal profession relating to equity and diversity;
- and making recommendations to **improve access** to legal services in Saskatchewan and to provide solutions for **appropriate regulation**.

### Highlights from 2020:

**Member EDI Survey:** the Committee continued work on the development of a member wide survey focused on identifying challenges faced by members on entry to and in advancement in the legal profession.

**Member Demographic Data:** the Committee considered further improvements to the process of collecting demographic data from the membership. This data assists the Law Society to better understand its membership and focus efforts to develop programming and other initiatives.

**Education:** the Committee continued to monitor Law Society efforts to deliver educational opportunities to members on topics related to equity, diversity and inclusion and access to justice. Topics covered in 2020 included, bias, systemic racism, sexual assault and harassment victims as clients, and gender bias.

## Equity Initiative – Saskatchewan Justicia Project

<https://www.lawsociety.sk.ca/initiatives/equity/>

The Equity Office at the Law Society of Saskatchewan is committed to both **eliminating discrimination and harassment and promoting equity in the legal profession**. Through a confidential email and toll-free phone line, assistance is provided to individual lawyers, articling students and support staff who ask for help in resolving complaints of discrimination or harassment by listening to complaints, assessing the nature of the complaint, and informing the individual about potential measures for dealing with the complaint. When resolution is required, complaints will be referred to an independent mediator.

The Equity Office has developed **policies to implement equity in the workplace**. Please click on the links below for model policies and guidelines on the following issues:

- Flexible work arrangements – [PDF](#) | [MS Word](#)
- Parental leave – [PDF](#) | [MS Word](#)
- [Member Survey Report: Workplace policies and practices for lawyer retention and advancement](#)
- [Commitment Letter](#)

The Law Society has also released an article on promoting equity, diversity, and inclusion:

<https://www.lawsociety.sk.ca/diversity-and-inclusion/promoting-equity-diversity-and-inclusion/>

# QUESTIONNAIRE

[INTRO SCREEN]

[SHOW LAW SOCIETY OF SASKATCHEWAN LOGO ON SURVEY]

Thank you for participating in the Law Society of Saskatchewan's Equity, Diversity and Inclusion survey.

The survey will take 15 minutes to complete. A report analyzing the findings of this survey and other related data collected will be made available.

This survey is being conducted by Illumina Research Partners, an independent third party, to ensure respondent anonymity. All responses will be analyzed in aggregate form only. Nothing shared by you will be connected to you in any way, and protections are in place to prevent any information that could identify an individual from being shared with the Law Society of Saskatchewan (in accordance with Canadian Research and Insights Council standards: <https://canadianresearchinsightscouncil.ca>).

If you have any questions about this survey, please email Angela Storozuk, Vice-President, at Illumina Research Partners: [astorozuk@illuminaresearch.com](mailto:astorozuk@illuminaresearch.com).

## Why is the Law Society conducting this survey?

As the population of Saskatchewan becomes increasingly diverse, the legal profession is also evolving. To advance access to justice and legitimacy and responsiveness in the administration of justice, the Law Society considers equity, diversity, and inclusion in all aspects of its mandate and operations.

"Equity-seeking groups" are communities that face significant collective challenges in participating in and being included in society. This marginalization could be created by attitudinal, historical, social, and environmental barriers based on age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, sexual orientation, or other diverse backgrounds.

The Law Society has received valuable insights from a small percentage of members regarding equity, diversity, and inclusion. This survey requests input from all members, whether considered part of an equity-seeking group or not. The objective is to understand member perspectives, personal experiences, including the impact of COVID-19, and to focus efforts to advance programs and initiatives that promote an inclusive legal profession.

[NEW PAGE]

[SINGLE CHOICE]

1. To what extent do you agree or disagree that equity-seeking group members deal with more challenges entering the legal profession in comparison to non-equity-seeking group members?

Strongly agree  
Agree  
Disagree  
Strongly disagree  
Do not know

[NEW PAGE]

[SINGLE CHOICE]

2. To what extent do you agree or disagree that the challenges facing equity-seeking group members affect the quality of legal service for the public?

Strongly agree  
Agree  
Disagree  
Strongly disagree  
Do not know

[NEW PAGE]

[SINGLE CHOICE]

3. To what extent do you agree or disagree that the challenges facing equity-seeking group members affect access to justice for Saskatchewan communities?

Strongly agree  
Agree  
Disagree  
Strongly disagree  
Do not know

[NEW PAGE]

[SINGLE CHOICE]

4. To what extent do you agree or disagree that any challenges faced by equity-seeking group members will naturally improve without specific mitigating measures?

Strongly agree  
Agree  
Disagree  
Strongly disagree  
Do not know

[NEW PAGE]

[SINGLE CHOICE]

5. To what extent do you agree or disagree that within the legal profession, equity-seeking group members face unconscious bias or discrimination?

Strongly agree  
Agree  
Disagree  
Strongly disagree  
Do not know

[NEW PAGE]

[SINGLE CHOICE]

6. To what extent do you agree or disagree that equity-seeking group members deal with more challenges advancing within the legal profession in comparison to non-equity seeking group members?

Strongly agree  
Agree  
Disagree  
Strongly disagree  
Do not know

[NEW PAGE]

[SINGLE CHOICE]

7. Are you aware that the Truth and Reconciliation Commission of Canada Calls to Action Report outlines action for Law Societies in Canada to ensure that lawyers receive appropriate cultural competency training?

Yes  
No

[NEW PAGE]

[SINGLE CHOICE]

8. To what extent do you agree or disagree that the Law Society should offer equity, diversity, and inclusion training for all lawyers?

Strongly agree  
Agree  
Disagree  
Strongly disagree  
Do not know

[NEW PAGE]

# QUESTIONNAIRE

[SINGLE CHOICE]

9. To what extent do you agree or disagree that the Law Society should mandate equity, diversity, and inclusion training for all lawyers?

Strongly agree  
Agree  
Disagree  
Strongly disagree  
Do not know

[NEW PAGE]

[SINGLE CHOICE]

10. To what extent do you agree or disagree that the Law Society should offer equity, diversity, and inclusion tools and resources to assist firms and other employers in avoiding discriminatory hiring and advancement processes?

Strongly agree  
Agree  
Disagree  
Strongly disagree  
Do not know

[NEW PAGE]

[SINGLE CHOICE]

11. To what extent do you agree or disagree that the Law Society should promote inclusive networking opportunities for members of equity-seeking groups?

Strongly agree  
Agree  
Disagree  
Strongly disagree  
Do not know

[NEW PAGE]

[SINGLE CHOICE]

12. To what extent do you agree or disagree that the Law Society should promote mentorship opportunities for members of equity-seeking groups?

Strongly agree  
Agree  
Disagree  
Strongly disagree  
Do not know

[NEW PAGE]

[SINGLE CHOICE]

13. To what extent do you agree or disagree that the Law Society should engage equity-seeking groups in conversations about the profession, both to inform them and to understand their needs?

Strongly agree  
Agree  
Disagree  
Strongly disagree  
Do not know

[NEW PAGE]

[SINGLE CHOICE]

14. To what extent do you agree or disagree that the Law Society should promote the collection of demographic data by firms and other legal organizations in relation to equity-seeking groups' representation and advancement?

Strongly agree  
Agree  
Disagree  
Strongly disagree  
Do not know

[NEW PAGE]

[SINGLE CHOICE]

15. To what extent do you agree or disagree that the Law Society should promote reducing barriers in the articling recruitment process for internationally trained lawyers who have completed the [National Committee on Accreditation](#) (NCA) process?

Strongly agree  
Agree  
Disagree  
Strongly disagree  
Do not know

[NEW PAGE]

[OPEN END]

16. What recommendations would you suggest to make Saskatchewan's legal profession more inclusive?

I have no recommendations [EXCLUSIVE]

[NEW PAGE]

[MULTIPLE CHOICE GRID]

17. Below is a list of factors that may present challenges to individual lawyers. For each factor, please indicate if you have experienced it as a challenge during your entry into practice, after your entry into practice, or have not experienced it as a challenge.

[COLUMNS]

Yes, during my entry to practice

Yes, after my entry to practice

Have not experienced it [EXCLUSIVE] on each row

[ROWS. RANDOMIZE]

Your gender identity

Your sexual orientation

Your ethnic/racial identity

Your age (too young)

Your age (too old)

Your religion or religious practices

Your location of education and training

Where you were born and raised

Your accent (the way you speak English or French)

Your family's socioeconomic background

A physical disability

A cognitive or learning disability

Your need or desire to take time away from work to take care of children or other family members

The types of social activities you prefer

Your social or political views

Your mental health

[NEW PAGE]

[SINGLE CHOICE GRID]

18. Please think about the different factors that can be a challenge faced by individual lawyers (i.e., gender, sexual orientation, ethnic/racial identity, age, religion, education and training, accent, socioeconomic background, disability, mental health, familial responsibility, preferred social activities, social or political views).

Please indicate if you have experienced any of the following challenges.

[ROWS. RANDOMIZE]

a. Obtaining a position in your preferred **practice environment** (i.e. size of the firm, government, in-house counsel, etc.)

b. Obtaining a position in your preferred **geographical location**

c. Obtaining a position in your preferred **practice area**

d. **Advancing at a similar pace** as colleagues that have similar qualifications and experiences

e. **Building mentorship relationships** similar to colleagues that have the same qualifications and experiences

[COLUMNS]



# QUESTIONNAIRE

Yes  
No  
Do not know  
Not applicable

[NEW PAGE]

[MULTIPLE CHOICE. ASK IF Q19a=YES]

19. Please indicate which factor(s) presented a challenge to you in **obtaining a position in your preferred practice environment**. Please select all that apply.

[RANDOMIZE]

Your gender identity  
Your sexual orientation  
Your ethnic/racial identity  
Your age (too young)  
Your age (too old)  
Your religion or religious practices  
Your location of education and training  
Where you were born and raised  
Your accent (the way you speak English or French)  
Your family's socioeconomic background  
A physical disability  
A cognitive or learning disability  
Your need or desire to take time away from work to take care of children or other family members  
The types of social activities you prefer  
Your social or political views  
Your mental health  
Other, please specify [FIX POSITION]

[NEW PAGE]

[MULTIPLE CHOICE. ASK IF Q19b=YES]

20. Please indicate which factor(s) presented a challenge to you in **obtaining a position in your preferred geographical location**. Please select all that apply.

[RANDOMIZE]

Your gender identity  
Your sexual orientation  
Your ethnic/racial identity  
Your age (too young)  
Your age (too old)  
Your religion or religious practices  
Your location of education and training  
Where you were born and raised  
Your accent (the way you speak English or French)  
Your family's socioeconomic background  
A physical disability  
A cognitive or learning disability  
Your need or desire to take time away from work to take care of children or

other family members  
The types of social activities you prefer  
Your social or political views  
Your mental health  
Other, please specify [FIX POSITION]

[NEW PAGE]

[MULTIPLE CHOICE. ASK IF Q19c=YES]

21. Please indicate which factor(s) presented a challenge to you in **obtaining a position in your preferred practice area**. Please select all that apply.

[RANDOMIZE]

Your gender identity  
Your sexual orientation  
Your ethnic/racial identity  
Your age (too young)  
Your age (too old)  
Your religion or religious practices  
Your location of education and training  
Where you were born and raised  
Your accent (the way you speak English or French)  
Your family's socioeconomic background  
A physical disability  
A cognitive or learning disability  
Your need or desire to take time away from work to take care of children or other family members  
The types of social activities you prefer  
Your social or political views  
Your mental health  
Other, please specify [FIX POSITION]

[NEW PAGE]

[MULTIPLE CHOICE. ASK IF Q19d=YES]

22. Please indicate which factor(s) presented a challenge to you in **advancing at a similar pace as colleagues that have similar qualifications and experiences**. Please select all that apply.

[RANDOMIZE]

Your gender identity  
Your sexual orientation  
Your ethnic/racial identity  
Your age (too young)  
Your age (too old)  
Your religion or religious practices  
Your location of education and training  
Where you were born and raised  
Your accent (the way you speak English or French)  
Your family's socioeconomic background  
A physical disability

A cognitive or learning disability  
Your need or desire to take time away from work to take care of children or other family members  
The types of social activities you prefer  
Your social or political views  
Your mental health  
Other, please specify [FIX POSITION]

[NEW PAGE]

[MULTIPLE CHOICE. ASK IF Q19e=YES]

23. Please indicate which factor(s) presented a challenge to you in **building mentorship relationships**. Please select all that apply.

[RANDOMIZE]

Your gender identity  
Your sexual orientation  
Your ethnic/racial identity  
Your age (too young)  
Your age (too old)  
Your religion or religious practices  
Your location of education and training  
Where you were born and raised  
Your accent (the way you speak English or French)  
Your family's socioeconomic background  
A physical disability  
A cognitive or learning disability  
Your need or desire to take time away from work to take care of children or other family members  
The types of social activities you prefer  
Your social or political views  
Your mental health  
Other, please specify [FIX POSITION]

[NEW PAGE]

[SINGLE CHOICE]

24. Have you experienced or witnessed a situation of discrimination impacting a member's entry into practice and/or their career advancement?

Yes  
No  
Not sure

[NEW PAGE]

[OPEN END. ASK IF Q25=YES.]

25. Please briefly describe the situation of discrimination you experienced or witnessed.

# QUESTIONNAIRE

Prefer not to answer [EXCLUSIVE]

[NEW PAGE]

[SINGLE CHOICE]

26. To what extent do you agree or disagree that your **clients and potential clients** treat you fairly and respectfully without regard to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, sexual orientation, or other diverse backgrounds.

Strongly agree  
Agree  
Neither agree nor disagree  
Disagree  
Strongly disagree

[NEW PAGE]

[SINGLE CHOICE]

27. To what extent do you agree or disagree that **other lawyers** treat you fairly and respectfully without regard to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, sexual orientation, and all other diverse backgrounds.

Strongly agree  
Agree  
Neither agree nor disagree  
Disagree  
Strongly disagree

[NEW PAGE]

[SINGLE CHOICE]

28. To what extent do you agree or disagree that the **legal/justice system** treats you fairly and respectfully without regard to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, sexual orientation, and all other diverse backgrounds.

Strongly agree  
Agree  
Neither agree nor disagree  
Disagree  
Strongly disagree

[NEW PAGE]

[OPEN END]

29. Please share any comments you are comfortable with about your experience with other lawyers, clients, potential clients, and/or the legal/justice system in treating you fairly and respectfully without regard to your age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, sexual orientation, or other diverse background.

I prefer not to share any comments [EXCLUSIVE]

[MULTIPLE CHOICE]

30. Please indicate which of the following factors, if any, have impacted you during the COVID-19 pandemic. Please select all that apply.

[RANDOMIZE]

My job or position was terminated  
I was temporarily laid off  
I was unable to secure employment  
My work hours were reduced  
My salary/wage was reduced  
I was unable to find an articling position  
An upcoming legal position I had secured got delayed or cancelled  
My workload decreased  
My workload increased  
I have struggled to effectively work from home  
I have found it difficult to learn or use new technologies required to work remotely  
My work-life balance has improved  
My work-life balance has worsened  
My stress has significantly increased  
My stress has significantly decreased  
I am experiencing financial difficulties  
I am experiencing mental health challenges  
I received federal benefits because of COVID-19 (e.g. Canadian Emergency Response Benefit (CERB), Canada Emergency Student Benefit (CESB))  
Other, please specify [FIX POSITION]  
None of the above [FIX POSITION]

[NEW PAGE]

[SINGLE CHOICE]

31. Your current status with the Law Society of Saskatchewan is:

Active  
Inactive  
Student-at-law

[NEW PAGE]

[SINGLE CHOICE]

32. How long have you been a member of the Law Society of Saskatchewan?

5 years or less  
6-10 years  
11-20 years  
More than 20 years

[NEW PAGE]

[SINGLE CHOICE]

33. Please indicate which of the following best describes your work environment.

Sole practitioner  
Law firm (2-10 lawyers)  
Law firm (11-25 lawyers)  
Law firm (26-50 lawyers)  
Law firm (51+ lawyers)  
Government  
Corporate  
Academic  
Other, please specify

[NEW PAGE]

[MULTIPLE CHOICE]

34. What areas do you practice in? Please select all that apply.

Aboriginal law  
Administrative/Boards/Tribunals law  
Arbitration law  
Bankruptcy/Insolvency/Receivership law  
Corporate law  
Criminal law  
Employment/Labour law  
Entertainment law  
Environmental law  
Family law  
Immigration law  
Intellectual Property law  
Litigation  
Mediation  
Real Estate law  
Tax law  
Wills & Estates law  
Other, please specify

[SINGLE CHOICE]

35. Do you work in a:

# QUESTIONNAIRE

Large population centre (Saskatoon/Regina)  
Medium population centre (30,000 to 99,000)  
Small population centre (1000 to less than 30,000)  
Rural area

[NEW PAGE]  
[SINGLE CHOICE]

36. Do you have a law degree from a Canadian law school?

Yes  
No

[NEW PAGE]  
[MULTIPLE CHOICE]

37. Which of the following groups do you belong to? The list is from Statistics Canada and please select all that apply.

White  
Aboriginal (First Nations, Inuit, Metis)  
South Asian (e.g., East Indian, Pakistani, Sri Lankan, etc.)  
Chinese  
Black  
Filipino  
Latin American  
Arab  
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai, etc.)  
West Asian (e.g., Iranian, Afghan, etc.)  
Korean  
Japanese  
Other, please specify  
Prefer not to answer [EXCLUSIVE]

[NEW PAGE]  
[MULTIPLE CHOICE]

38. Do you identify as...  
Please select all that apply.

A man  
A woman  
Transgender  
Gender non-binary  
Other  
Prefer not to answer [EXCLUSIVE]

[NEW PAGE]  
[SINGLE CHOICE]

39. Which of the following best describes your age?

18-24  
25-34  
35-44  
45-54  
55-64  
65+  
Prefer not to answer [EXCLUSIVE]

[NEW PAGE]  
[SINGLE CHOICE]

40. What is your sexual orientation?

Asexual  
Bisexual  
Gay  
Heterosexual  
Lesbian  
Pansexual  
Queer  
Other, please specify  
Prefer not to answer [EXCLUSIVE]

[NEW PAGE]  
[SINGLE CHOICE]

41. What is your mother tongue?

English  
French  
Other, please specify

[NEW PAGE]  
[SINGLE CHOICE]

42. Were you born in Canada?

Yes  
No

[NEW PAGE]  
[SINGLE CHOICE]

43. Do you consider yourself to be a member of an equity-seeking group?

Yes  
No

[CLOSING. NEW PAGE]

Thank you for completing this survey. We appreciate you taking the time to respond.

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