

Truth and Reconciliation Continuing Professional Development

Background

As part of its commitment to Truth and Reconciliation and Call to Action No. 27, the Law Society of Saskatchewan prioritizes education and training related to Aboriginal and Indigenous law and Truth and Reconciliation for lawyers and other interested stakeholders. The Law Society benefits from advice and guidance from an Advisory Group as well as through training recommendations from the [Office of the Treaty Commissioner](#).

To help advance understanding, an analysis has been undertaken of progress towards meeting educational goals and the sessions offered by the Law Society between 2011 and 2024. Since 2018, the majority of sessions have been made available free of charge to help support uptake and learning.

Education and Training for Students-at-Law

All students-at-law admitted to the Law Society of Saskatchewan have been required to complete mandatory Truth and Reconciliation training as part of the bar admissions program since 2018.

From 2018-2020, Saskatchewan students-at-law in the former Canadian Centre for Professional Legal Education Bar Admissions Program were required to complete the University of Alberta's [Indigenous Canada](#) course.

Since 2020, Saskatchewan students-at-law complete the [Practice Readiness Education Program](#) (PREP) as their bar admissions program. PREP includes a ten-hour Foundation Module dedicated to Indigenous Law, Cultures and Peoples. This Module provides basic knowledge of the Truth and Reconciliation Commission of Canada Report, Indigenous Law (cultures, relationships, languages, communities), and Aboriginal Law (constitutional protections, leading cases, non-judicial sources).

Beyond the Foundation Module, students apply the knowledge they learn in the Foundation Module to the practice of law during the application phases of PREP. During the Foundation workshops and the Virtual Law Firm phases, students focus on developing competencies related to:

- how to build trusting relationships with Indigenous clients
- learning about Indigenous clients
- interviewing Indigenous clients
- understanding Gladue factors
- how oral histories and evidence from Elders may be incorporated into a legal matter.

Education and Training for Lawyers

The Law Society has hosted 46 sessions focused on education and training for Saskatchewan lawyers and will continue to offer new programming. **Annex I** provides a detailed list of sessions offered. In addition, the Law Society recognizes education and training from other continuing professional development providers, for example:

- [Four Seasons of Reconciliation](#) – Reconciliation Canada
- [Indigenous Canada](#) – University of Alberta Faculty of Native Studies
- [The Path: Indigenous Cultural Awareness Course](#) – Canadian Bar Association

Content Analysis and Mapping

The content of sessions has been mapped with the Truth and Reconciliation Commission's Call to Action No. 27 knowledge and skill objectives. All objectives have been addressed, with the exception of conflict resolution.

Truth and Reconciliation Commission Call to Action No. 27	
Knowledge and Skill Objectives	Sessions
Aboriginal - Crown Relations	14
Anti-Racism	12
Conflict Resolution	1
History and Legacy of Residential Schools	16
Human Rights	6
Indigenous Law	5
Intercultural Competency	15
Treaties and Aboriginal Rights	17
<i>United Nations Declaration on the Rights of Indigenous Peoples</i>	4

Additionally, sessions have been considered in the context of the Office of the Treaty Commissioner's recommendations to the Law Society related to Truth and Reconciliation focused training.

Office of the Treaty Commissioner Truth and Reconciliation Through Treaty Implementation	
Training Recommendations	Sessions
Treaty relationship, Treaty promises, and the consequences of broken Treaty promises	16
<i>United Nations Declaration on the Rights of Indigenous Peoples</i>	4
Trauma, intergenerational narratives of the history and policies of Residential Schools and how the consequences are being seen today at all levels	15
Anti-racism theory and practise, and the foundations of microaggressions, stereotypes, discrimination, and biases	12
Cultural competency, Indigenous spirituality, protocols, and/or intent for ceremony	9
Intersectionality in Truth, Reconciliation and Treaty implementation	3
Foundations of power, privilege, and white supremacy and how it relates to the oppression of Indigenous peoples in Canada	11

Differences between heritage, culture, and worldview and on how these terms relate to reconciliation	2
Contents of the Missing and Murdered Indigenous Women and Girls Calls for Justice	1
Indigenous views of sustainability, stewardship of the land, relationships with the land, and environmental protection.	1

Representativeness Analysis

Analysis has also been undertaken regarding the representativeness of speakers or presenters among Saskatchewan’s First Nations and Métis communities to help understand where there may be gaps in representation. With over 70 Nations in Saskatchewan and not all Indigenous persons directly associated to a particular Nation, representativeness has been considered in relation to linguistic groups.¹

Linguistic Group	Total Speakers
Cree (Nehiyawewin)	16
Dakota and Lakota (Sioux)	3
Dene(suline) (Chipewyan)	0
Métis/Michif	14
Nakota (Assiniboine)	1
Salteaux (Ojibwe, Anishinaabe)	11
Other (non-Saskatchewan)	3

Attendance Analysis

Among the sessions presented, overall attendance numbers are 5,092 with 6,552 registrants.

Additionally, many of the sessions are available in the Law Society Continuing Professional Development Shop or through a Law Society Continuing Professional Development On Demand Subscription. Sessions involving professional speakers and skills-based workshops are typically not recorded. Some sessions are not recorded at the request of the presenter. Among the available recorded sessions, the number of views from the Shop and On Demand Subscription are 2,356.

Feedback Analysis

Feedback was requested on 70% of sessions and approximately 21% of attendees provided feedback. Aggregate feedback indicates that 48% of respondents found the material relevant, were satisfied, or would recommend the session they attended and gave an overall rating of “excellent”, while 33% provided a rating of “very good.” Attendee responses were also reviewed with consideration as to whether the sessions appear to be having impact.

¹ For example, non-status individuals or individuals affected by the 60’s scoop, etc. may not have ties to their Nation. Available information is displayed while noting that representation by linguistic groups is also imperfect as some presenters identify with more than one group or do not identify with a group.

Responses from Attendees	Volume of Responses
Identified a business case for Truth and Reconciliation	4
Increased awareness	320
Increased knowledge	312
Increased understanding of terminology or language	94
Received tools to support Truth and Reconciliation	109
Recognition of barriers or discrimination	141
Recognition of biases	44

As evidenced by the data, education and training is increasing knowledge and awareness as well as helping attendees recognize barriers or discrimination and increase understanding of terminology. To a lesser extent, attendees report being able to recognize biases following the training. Finally, respondents identify the training as helping them locate tools to support Truth and Reconciliation and a small number of respondents see sessions as supporting a business case for advancing Truth and Reconciliation.

Annex I

List of Sessions Offered by the Law Society of Saskatchewan Related to Truth and Reconciliation

No.	Title	Date
1	Treaty Talk – Sharing the River of Life	-
2	Labour Relations and First Nations Enterprises: Does Federal or Provincial Law Apply?	2011
3	Aboriginal Law – Decision-Making Processes within First Nations Communities	2014
4	Doing Business with First Nations	2016
5	Truth and Reconciliation Training for the Legal Profession	2017
6	Truth and Reconciliation Commission Call to Action: Canada’s Residential Schools – How did we get here? Where do we go from here?	2017
7	Truth and Reconciliation Commission Call to Action: The Métis Nation: Reconciliation and Daniels v Canada	2017
8	Truth and Reconciliation Commission Call to Action Workshop: Gladue Reports and Fetal Alcohol Spectrum Disorder Training	2017
9	Truth and Reconciliation Commission Call to Action: Reconciliation in the Courtroom – It Is Required	2017
10	Application of the <i>First Nations Commercial and Industrial Development Act</i> in Saskatchewan	2017
11	The Benefits of Diversity	2018
12	The Truth and Reconciliation Commission – Implications for the Legal Profession	2018
13	Truth and Reconciliation Commission Call to Action 27 Training: The Blanket Exercise	2018 and 2019
14	Gladue Rights and Settler Colonialism in Saskatchewan	2018
15	Matrimonial Real Property Rights on Reserve: An Overview of the <i>Family Homes on Reserves and Matrimonial Interests or Rights Act</i>	2019
16	Indigenous Peoples and Access to Justice	2019
17	Diversity and Inclusion: Working with LGBTQ+ Clients	2019
18	Trends and Developments in Human Rights	2019
19	Duty to Consult and Accommodate with Aboriginal Rights Holders	2019
20	Update on Aboriginal and Treaty Rights Decisions	2019
21	Ethics at the Movies with ReelTime: “Illumination of Bias”	2019
22	Truth and Reconciliation Commission Call to Action 34: Fetal Alcohol Spectrum Disorder and Practical Skills Training	2019
23	Child Protection Matters in the Era of Reconciliation	2020
24	Continuing Professional Development in the Context of Cultural Competency	2020
25	Considerations for Indigenous Clients: Financing a File	2020
26	Just Mercy and Access to Justice: Illuminating Bias, Confronting Systemic Racism, and Doing the Hard Work that Needs to be Done	2020
27	First Nations Jurisdiction over Cannabis	2020

28	Just Mercy and Access to Justice 2.0: What Can I Do to Confront Systemic Racism?	2020
29	21 Things You May Not Have Known About the <i>Indian Act</i>	2021
30	An Introduction to Trauma-Informed Lawyering	2021
31	A Conversation with Georgina Musqua	2021
32	Unpacking Cultural Safety in the Context of Tribunals	2021
33	Developing and Engaging in a Reconciliation Mapping Exercise	2021
34	Cultural Humility and Empathy Training	2021
35	Shedding the Doctrine of Discovery: Toward an Equality-Based Framework for Aboriginal Title	2022
36	A Conversation with Beatrice Wallace Littlechief	2022
37	Assimilative Policies and the Canadian Legacy	2022
38	United Nations Declaration on the Rights of Indigenous Peoples in the Context of Resource Development	2023
39	Introducing the Gladue Submission Guide: A Practical Resource for Indigenous Clients and their Legal Counsel	2023
40	Indigenous Judges Speak: Indigenous Experience in the Legal Profession and Beyond	2023
41	Mental Health and the Legal Profession: Improving Lawyer Well-Being	2023
42	A Critical Examination of the Application of Gladue Factors in Saskatchewan's Lower Courts	2024
43	Indigenous Knowledge and Cultural Care	2024
44	Residential School Legacy	2024
45	Māmwāi Wīcihitowin: An Anti-Dominance Framework for a Bright Future of Reconciliation	2024
46	Focus on Gladue: Gladue Report Submissions in Saskatchewan	2024