



# **LIANS Conference**

## ***Current Considerations in Equity, Diversity, and Inclusion***

**Presented by: Marla Brown and Vanessa Fells**

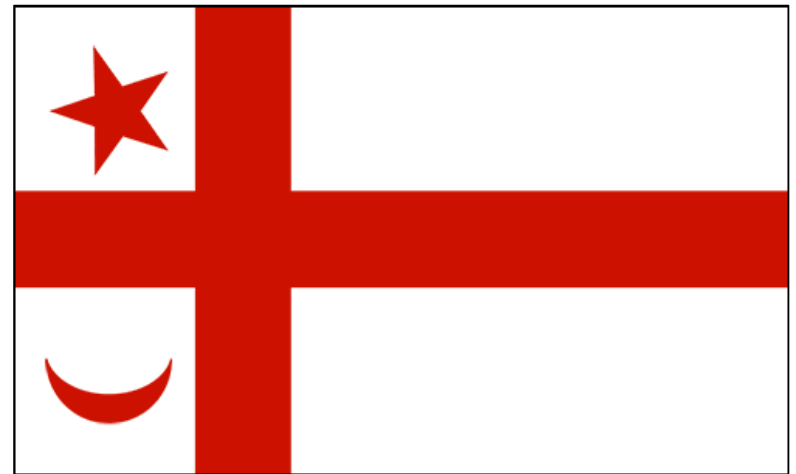
**Equity and Access Office, NSBS**

**November 15, 2023**



# Acknowledging the Territory

- **We (I) would like to begin by acknowledging that we are in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People.**
- **This territory is covered by the “Treaties of Peace and Friendship” which Mi'kmaq and Wolastoqiyik (Maliseet) People first signed with the British Crown in 1725.**
- **The treaties did not deal with surrender of lands and resources but in fact recognized Mi'kmaq and Wolastoqiyik (Maliseet) title and established the rules for what was to be an ongoing relationship between nations.**



# African Nova Scotian Acknowledgement

We recognize that African Nova Scotians are a distinct people whose histories, legacies and contributions have enriched that part of Mi'kma'ki known as Nova Scotia for over 400 years





# Role of the Equity & Access Office

- A regulatory objective of the Society is to **promote diversity, inclusion, substantive equality, and freedom from discrimination in the delivery of legal services and the justice system.**
- The Society is obligated to:
  - create a legal profession that reflects the public it serves;
  - eliminate racism, sexism, and other forms of discrimination from the delivery of legal services; and
  - collaborate with other system partners to make the administration of justice more efficient, equitable, and affordable.



# Equity Committees

- 4 Equity Committees (Racial, Gender, Disability and Truth and Reconciliation working group ).
- ECs review Society standards and policies from an equity lens, create yearly workplans which include various initiatives and events (AMIE award, Honouring Racialized Articled Clerks, Pride, Remembering Dara Gordon Event)
- Equity and Access also reviews all standards, policies etc.
  - 6.3 Discrimination and Harassment Code provisions
  - Cultural Competency standards
  - EDI standards for law firms
  - Disability standard



## Resources

- The Society's online practice resource search will help you find websites, articles, webinars, podcasts, videos and more to support you in your legal practice.
- Resources focused on 2SLGBTQIA+ and gender issues, anti-racism, trauma-informed lawyering, restorative approaches, implicit biases, African Nova Scotian issues, Truth and Reconciliation working group resources and more.
- <https://nsbs.org/about/equity-access/>

# Equity and Access Workplan

- African Nova Scotian Cultural Competency training and professional development resource
- Ruck Report Implementation
- Articling student survey
- Community Partnership List
- Accessibility Audit
- Revitalization of mentorship program

## Workplan continued

- Inspiring Future IB&M Lawyers Internship
- Equity Lens Toolkit Update
- Official Mi'kmaw land and ANS Acknowledgement
- Recruiting racialized members to professional responsibility committees
- Wellness Conference





# Questions or Comments

