

Gender and Diversity in Law: List of Resources

The Faculty of law would like to thank law student Xue Yan, who compiled the following list of resources.

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Resources by Subject of Documents

Aboriginal Lawyers

- *Addressing Discriminatory Barriers Facing Aboriginal Law Students and Lawyers* (report by Aboriginal Law Graduates Working Group of the LAW Society of British Columbia)
 - The report identifies the barriers facing aboriginal lawyers in various stages of their career from law schools to judicial appointment. The study also makes recommendations on how to remove these barriers. Available online at http://www.lawsociety.bc.ca/publications_forms/report-committees/docs/AboriginalReport.pdf

Lawyers with Disabilities

- [*Students and Lawyers with Disabilities - Increasing Access to the Legal Profession*](#) (Report of the Disability Working Group, the Law Society of Upper Canada, December 2005)
 - The Law Society of Upper Canada conducted a study with law students and lawyers with disabilities to identify systemic issues faced by persons with disabilities generally and in the legal profession and to determine what programs and initiatives could be developed to address these issues. The study and research proposes in six areas: mentoring program and peer support; networking opportunities; contacts, resources and employment opportunities; education, training and recruitment guidelines; access to accommodation; and foundation for future work. Available at <http://mrc.lsuc.on.ca/pdf/equity/studentsandlawyerswithdisabilitiesreport.pdf>
- *Lawyers with Disabilities: Identifying the Barriers* (Report by The Law Society of B.C.'s Disability Research Working Group of the Equity and Diversity Committee, 2001)
 - The main purpose of this research project was to identify and discuss barriers to persons with disabilities entering and practicing in the legal profession but some general suggestions were also made by the respondents. Available online at http://www.lawsociety.bc.ca/publications_forms/report-committees/docs/DisabilityReport.pdf
- *Recruiting And Hiring Tips To Ensure Equal Rights Of Law Students And Lawyers With Disabilities* (The Law Society of Upper Canada) The document is available online at <http://mrc.lsuc.on.ca/pdf/equity/recruitingHiringTips.pdf>
- *Terminology And Communication Tips* (The Law Society of Upper Canada) The document is available online at <http://mrc.lsuc.on.ca/pdf/equity/terminologyCommunicationTips.pdf>

- *Information About Funding And Resources For Lawyers And Law Students With Disabilities* (The Law Society of Upper Canada) The document is available online at <http://mrc.lsuc.on.ca/pdf/equity/informationAboutFundingResources.pdf>
- *The National Conference On The Employment Of Lawyers With Disabilities: A Report From The American Bar Association For The Legal Profession*(2006)
 - A comprehensive look into the challenges facing lawyers with disabilities as well as law firms. Chapter 7 discusses the best practices in law firms with regard to lawyers with disabilities. Available online at http://www.abanet.org/disability/docs/conf_report_final.pdf
- *Lawyers with Disabilities: Overcoming Barriers to Equality* (report by Law Society of B.C.'s Disability Research Working Group, October, 2004)
 - The report makes 10 recommendations on how the Law Society can help reduce or remove the barriers to legal practice for lawyers with disabilities. Available online at http://www.lawsociety.bc.ca/publications_forms/report-committees/docs/DisabilityReport2004.pdf
- *Accommodation of Creed and Religious Beliefs, Gender Related Accommodation and Accommodation for Persons with Disabilities Legal Developments and Best Practices* (The Law Society of Upper Canada)
<http://mrc.lsuc.on.ca/pdf/equity/accommodation.pdf>

Equity and Diversity

- *Final Report on Equity and Diversity On Alberta's Legal Profession* (Report by Joint Committee on Equity, Equality and Diversity of the Law Society of Alberta, Canadian Bar Association-Alberta Branch, University of Calgary Faculty of Law, and University of Alberta Faculty of Law, January 2004)
 - The report looks at the reasons for the majority of both the men and women lawyers who moved to inactive status in the past 10 years. These reasons include discrimination, other rewarding opportunities, and finding more balance with personal life. Available online at http://www.lawsocietyalberta.com/files/reports/Equity_and_Diversity.pdf; (highlights <http://www.lawsocietyalberta.com/files/reports/Highlights.pdf>).
 - For more info on this, please see *Exit Interview Protocol Report* (Law Society of Alberta , Joint Committee on Equality, Equity and Diversity, 2004) available at http://www.lawsocietyalberta.com/files/reports/Exit_ReportFINAL.pdf

- The Canadian Association of Law Teachers Report on Judicial Appointments recommended a practice of appointing women to fill at least four of the nine spots on the Supreme Court, and at least one aboriginal justice. See: http://www.acpd-calt.org/english/docs/pressrelease_0611_reforms.doc.
- *Workplace Equity & Private Law Firms: Nova Scotia Barristers' Society Response to Fostering Employment Equity & Diversity in the Nova Scotia Legal Profession* (Nova Scotia Barristers' Society, October 2000) The document is available online at http://www.nsbns.ca/press/workplace_equity_report.pdf
- *Guide to Developing a Policy Regarding Workplace Equity in Law Firms* (The Law Society of Upper Canada) <http://mrc.lsuc.on.ca/pdf/equity/workplaceEquity.pdf>
- *Guidelines for Drafting and Implementing A Diversity and Equality Policy in Legal Workplaces & Sample Diversity and Equality Policy* (The Law Society of Alberta) http://www.lawsocietyalberta.com/files/policies/Equity_Policy_Feb15_%202005.pdf
- *Guidelines for Gender Inclusive Communication* (The Law Society of Alberta) <http://www.lawsocietyalberta.com/resources/modelEquityPolicies/equityPolicies2/gender.cfm>
- The International Institute for Conflict Prevention and Resolution formed a National Task Force on Diversity in ADR to provide a forum for corporate and legal leadership to advocate the greater use of diverse, nationally prominent mediators, arbitrators, advocates, counselors and other participants in the ADR profession.
- *Model Policy On Respectful Workplace* (The Law Society of Manitoba) http://www.lawsociety.mb.ca/equity_initiatives_respectful.htm
- *Diversity Checklist* (American Bar Association, Bar Leadership Institute) <http://www.abanet.org/minorities/ftp/blchecklist.pdf>
- *Diversity Best Practice Guide*, (NALP 2006) http://www.nalp.org/assets/221_diversitybestpracticesgui.pdf
- Fiona M. Kay, C. Masuch, P. Curry, *Diversity and Change: The Contemporary Legal Profession in Ontario* (Toronto: Law Society of Upper Canada 2004) <http://mrc.lsuc.on.ca/pdf/equity/diversityChange.pdf>

Employment Equity and Human Rights

- *Fostering Employment Equity and Diversity in the Nova Scotia Legal Profession* (report of the Employment Equity Guidelines Committee, August 2000).

- The report examines existing federal and provincial legislation, regulations, policies and programs, as well as reviews the design and implementation of affirmative action and equity programs. Available online at <http://www.gov.ns.ca/just/ee200008.pdf>
- Ontario is the first jurisdiction to examine the human rights implications of barriers faced by families who are caring for children, aging parents or relatives, and family members with disabilities. Please see the results recently released by the Ontario Human Rights Commission of its initiative on discrimination based on family status (May 2007). In these two documents, the Commission presents a new policy framework to help workplaces meet their responsibilities and recognize family status as a human rights issue:
 - *The Cost of Caring: Report on the Consultation on Discrimination on the Basis of Family Status* (http://www.ohrc.on.ca/en/resources/discussion_consultation/famconsult)
 - *Policy and Guidelines on Discrimination Because of Family Status.* (<http://www.ohrc.on.ca/en/resources/Policies/fampolicy>)
- *Preventing and Responding to Workplace Harassment and Discrimination: A Guide for Developing a Policy for Law Firms* (The Law Society of Upper Canada)
<http://mrc.lsuc.on.ca/pdf/equity/modelHarassmentPolicy.pdf>
- *Guide to developing a law firm policy regarding accommodation requirements* (The Law Society of Upper Canada)
<http://mrc.lsuc.on.ca/pdf/equity/accommodationRequirements.pdf>
- *Accommodation of Creed and Religious Beliefs, Gender Related Accommodation and Accommodation for Persons with Disabilities Legal Developments and Best Practices* (The Law Society of Upper Canada)
<http://mrc.lsuc.on.ca/pdf/equity/accommodation.pdf>
- *Equality in Employment Interviews* (The Law Society of Alberta)
http://www.lawsocietyalberta.com/files/policies/Employment_Interviews.pdf
- *Best Practices for Employment Interviews* (The Law Society of Manitoba)
http://www.lawsociety.mb.ca/equity_initiatives_interviews.htm
- *Hiring Practices For Equity in Employment* (Nova Scotia Barristers' Society)
<http://www.nsbs.ns.ca/diversity/InterviewEquityGuide.pdf>

Pregnancy and Parental Leave

- *Pregnancy and Parental Leaves and Benefits for Professional Legal Staff and Law Firm Equity Partners* (The Law Society of Upper Canada)
<http://mrc.lsuc.on.ca/pdf/equity/pregnancyandparentalleavespolicy.pdf>
- *Guidelines for Drafting and Implementing Maternity and Parental Leave Policies* (The Law Society of Alberta)
<http://www.lawsocietyalberta.com/files/policies/MaterniyParental.pdf>
- *Sample Maternity and Parental Leave Policy* (The Law Society of Alberta)
<http://www.lawsocietyalberta.com/files/policies/SamplePolicy.pdf>
- *Model Policy On Maternity And Parental Leave* (The Law Society of Manitoba)
http://www.lawsociety.mb.ca/equity_initiatives_parental.htm

Religion

- *Accommodation of Creed and Religious Beliefs, Gender Related Accommodation and Accommodation for Persons with Disabilities Legal Developments and Best Practices* (The Law Society of Upper Canada)
<http://mrc.lsuc.on.ca/pdf/equity/accommodation.pdf>
- *Dialogue with Lawyers: Religious and Spiritual Beliefs and the Practice of Law* (the Law Society of Upper Canada)
<http://mrc.lsuc.on.ca/pdf/equity/dialogueLawyers.pdf>
- *Respect for Religious and Spiritual Beliefs: A Statement of Principles of the Law Society of Upper Canada* (by the Law Society's Working Group on Anti-Semitism and Other Forms of Hatred and Discrimination Based on Religion)
<http://rc.lsuc.on.ca/pdf/equity/antiSemitism.pdf>

Sexual Orientation

- *Sexual Orientation and Gender Identity: Creating an Inclusive Work Environment: A Model Policy for Law Firms and Other Organizations* (The Law Society of Upper Canada) <http://mrc.lsuc.on.ca/pdf/equity/sexualOrientationPolicy.pdf>

Work-Life Balance and Flexibility

- *Beyond a Reasonable Doubt: Creating Opportunities for Better Balance* (The Catalyst series on flexibility in Canadian law firms) by Catalyst (November 2005)
The report is available online at:
<http://www.catalystwomen.org/files/exe/Canadian%20Flex%20in%20Law%202.pdf>
- *Beyond a Reasonable Doubt: Building the Business Case for Flexibility* (The Catalyst series on flexibility in Canadian law firms) by Catalyst (March 2005). The report is available online at:
<http://www.catalystwomen.org/files/full/Flex%20in%20Canadian%20Law%20full%200report.pdf>
- *Beyond a Reasonable Doubt: Lawyers State Their Case on Job Flexibility* (The Catalyst series on flexibility in Canadian law firms) by Catalyst (November 2006) the report is available online at:
<http://www.catalystwomen.org/files/full/BeyondReasDoubtJobFlexibility.pdf>
- *Guide to Developing a Policy Regarding Flexible Work Arrangements* (The Law Society of Upper Canada) <http://mrc.lsuc.on.ca/pdf/equity/flexibleWork.pdf>
- *Alternative Work Schedules* (The Law Society of Alberta)
<http://www.lawsocietyalberta.com/resources/modelEquityPolicies/equityPolicies2/alternativeschedules.cfm>
- *Alternative Work Schedules: Guidelines For Law Firms* (The law Society of Manitoba) http://www.lawsociety.mb.ca/equity_initiatives_alternate.htm
- *Guidelines for Bereavement Leave, Compassionate Leave and Family Responsibility Leave Policies* (The Law Society of Alberta)
<http://www.lawsocietyalberta.com/files/policies/BereavementLeave.pdf>
- *Facing The Grail: Confronting The Cost Of Work-Family Imbalance* (Report Of The Boston Bar Association Task Force On Professional Challenges And Family Needs,1999) <http://www.bostonbar.org/prs/workfamilychallenges.htm>
- *Facing The Grail: Confronting The Cost Of Work-Family Imbalance : An Implementation Plan For Addressing Work-Life Issues In The Legal Profession*
<http://www.bostonbar.org/prs/wfcplan.htm>

Women Lawyers

- *Women Lawyers and Obstacles to Leadership* (A Report of MIT Workplace Center, 2007) searches for the reasons for the persistently low numbers of women partners in Massachusetts law firms.
 - It gathers expressed reasons for moves, descriptions of firm practices that affect staying and leaving. It also finds that law firm policies open to the entry of women are not matched by policies open to women taking care of children.
- *Women and the Legal Profession in Alberta* (Alberta Law Foundation)
 - The report identifies various issues of concern for women practitioners in Alberta.
 - The report is available online at http://www.lawsocietyalberta.com/files/reports/Women_And_The_Legal_Profession_Of_Alberta.pdf
- *Visible Invisibility: Women of Color in Law Firms* (ABA Commission on Women, 2006)
 - The findings of this study by the ABA's Commission on Women in the Profession suggest that "women of color are leaving large law firm practice in droves because they are the victims of an uninterrupted cycle of institutional discrimination." The report's conclusion includes recommendations for law firms.
 - Its executive summary can be found online at <http://www.abanet.org/women/VisibleInvisibility-ExecSummary.pdf>.
- *Walking the Talk: Creating A Culture Where Women Succeed*, by Sharon Jones, Jane DiRenzo Pigott for Commission on Women in the legal Profession, American Bar Association (2004).
- *Ending The Gauntlet: Removing Barriers to Women's Success in the Law*, by Lauren Stiller Rikleen (Thomson West/Legalworks, 2006)
- *Turning Points and Transitions: Women's Careers in the Legal Profession, A Longitudinal Survey of Ontario Lawyers 1990-2002*, by F.M. Kay, C. Masuch, and P. Curry (Toronto: Law Society of Upper Canada, 2004). It is also available online at <http://mrc.lsuc.on.ca/pdf/equity/womenTurningPoints.pdf>
- *National Survey on Retention and Promotion of Women in Law Firms* by the National Association of Women Lawyers /NAWL (October 25, 2006)
- *Creating Pathways to Success* (Report of Women's Bar Association of the District of Columbia, May 2006)

<http://www.wbadc.org/associations/1556/files/Creating%20Pathways%20Report%20PDF.pdf>

- *The Changing Face of the Ontario Legal Profession, 1971-2001* by Michael Ornstein (Toronto: Law Society of Upper Canada, 2004)
<http://mrc.lsuc.on.ca/pdf/equity/ornsteinReport.pdf>
- *Calling for change: women, law and the legal profession* by Elizabeth A. Sheehy, (Ottawa: University of Ottawa Press 2006)
- *Touchstones for change: equality, diversity and accountability: report of the Canadian Bar Association Task Force on Gender Equality in the Legal Profession* by Canadian Bar Association Task Force on Gender Equality in the Legal Profession (Ottawa: Canadian Bar Association 1993)
- *Bicentennial Report on Equity Issues in the Legal Profession* (The Law Society of Upper Canada, May 1997) <http://mrc.lsuc.on.ca/pdf/equity/bicentennial.pdf>
- *Bicentennial Implementation Status and Strategy* (The Law Society of Upper Canada, Jan 22, 2004)
<http://mrc.lsuc.on.ca/pdf/equity/bicentennialImplementationReport.pdf>

Resources by Type of Documents

Academic Work

- *Ending The Gauntlet: Removing Barriers to Women's Success in the Law*, by Lauren Stiller Rikleen (Thomson West/Legalworks, 2006)
- *Calling for change: women, law and the legal profession* by Elizabeth A. Sheehy, (Ottawa: University of Ottawa Press 2006)

Best Practice/Model Policies

- The Law Society of Upper Canada
 - *Recruiting And Hiring Tips To Ensure Equal Rights Of Law Students And Lawyers With Disabilities* (the Law Society of Upper Canada) The document is available online at
<http://mrc.lsuc.on.ca/pdf/equity/recruitingHiringTips.pdf>

- *Terminology And Communication Tips* (the Law Society of Upper Canada) The document is available online at <http://mrc.lsuc.on.ca/pdf/equity/terminologyCommunicationTips.pdf>
 - *Preventing and Responding to Workplace Harassment and Discrimination: A Guide for Developing a Policy for Law Firms* (Law Society of Upper Canada)) <http://mrc.lsuc.on.ca/pdf/equity/modelHarassmentPolicy.pdf>
 - *Guide to Developing a Policy Regarding Workplace Equity in Law Firms* <http://mrc.lsuc.on.ca/pdf/equity/workplaceEquity.pdf>
 - *Guide to developing a law firm policy regarding accommodation requirements* <http://mrc.lsuc.on.ca/pdf/equity/accommodationRequirements.pdf>
 - *Accommodation of Creed and Religious Beliefs, Gender Related Accommodation and Accommodation for Persons with Disabilities Legal Developments and Best Practices* <http://mrc.lsuc.on.ca/pdf/equity/accommodation.pdf>
 - *Guide to Developing a Policy Regarding Flexible Work Arrangements* <http://mrc.lsuc.on.ca/pdf/equity/flexibleWork.pdf>
 - *Pregnancy and Parental Leaves and Benefits for Professional Legal Staff and Law Firm Equity Partners* <http://mrc.lsuc.on.ca/pdf/equity/pregnancyandparentalleavespolicy.pdf>
 - *Sexual Orientation and Gender Identity: Creating an Inclusive Work Environment: A Model Policy for Law Firms and Other Organizations* <http://mrc.lsuc.on.ca/pdf/equity/sexualOrientationPolicy.pdf>
- The Law Society of Alberta
- *Guidelines for Drafting and Implementing A Diversity and Equality Policy in Legal Workplaces & Sample Diversity and Equality Policy* http://www.lawsocietyalberta.com/files/policies/Equity_Policy_Feb15_%202005.pdf
 - *Guidelines for Drafting and Implementing Maternity and Parental Leave Policies* <http://www.lawsocietyalberta.com/files/policies/MaterntiyParental.pdf>
 - *Sample Maternity and Parental Leave Policy* <http://www.lawsocietyalberta.com/files/policies/SamplePolicy.pdf>
 - *Equality in Employment Interviews* http://www.lawsocietyalberta.com/files/policies/Employment_Interviews.pdf
 - *Guidelines for Gender Inclusive Communication* <http://www.lawsocietyalberta.com/resources/modelEquityPolicies/equityPolicies2/gender.cfm>
 - *Alternative Work Schedules* <http://www.lawsocietyalberta.com/resources/modelEquityPolicies/equityPolicies2/alternativeschedules.cfm>

- Guidelines for Bereavement Leave, Compassionate Leave and Family Responsibility Leave Policies
<http://www.lawsocietyalberta.com/files/policies/BereavementLeave.pdf>
- The Law Society of Manitoba
 - *Alternative Work Schedules: Guidelines For Law Firms*
http://www.lawsociety.mb.ca/equity_initiatives_alternate.htm
 - *Model Policy On Maternity And Parental Leave*
http://www.lawsociety.mb.ca/equity_initiatives_parental.htm
 - *Model Policy On Respectful Workplace*
http://www.lawsociety.mb.ca/equity_initiatives_respectful.htm
 - *Best Practices for Employment Interviews*
http://www.lawsociety.mb.ca/equity_initiatives_interviews.htm
- Nova Scotia Barristers' Society
 - *Hiring Practices For Equity in Employment* (Nova Scotia Barristers' Society) <http://www.nsbs.ns.ca/diversity/InterviewEquityGuide.pdf>
- Ontario Human Rights Commission
 - Ontario is the first jurisdiction to examine the human rights implications of barriers faced by families who are caring for children, aging parents or relatives, and family members with disabilities. See *Policy and Guidelines on Discrimination Because of Family Status*. (<http://www.ohrc.on.ca/en/resources/Policies/fampolicy>)
- American Bar Association
 - *Diversity Checklist* (American Bar Association, Bar Leadership Institute)
<http://www.abanet.org/minorities/ftp/blchecklist.pdf>
- Boston Bar Association
 - *Facing The Grail: Confronting The Cost Of Work-Family Imbalance : An Implementation Plan For Addressing Work-Life Issues In The Legal Profession* <http://www.bostonbar.org/prs/wfcplan.htm>

- National Association for Law Placement
 - *Diversity Best Practice Guide*, (NALP 2006)
http://www.nalp.org/assets/221_diversitybestpracticesgui.pdf

Catalyst Series

- *Beyond a Reasonable Doubt: Building the Business Case for Flexibility* (The Catalyst series on flexibility in Canadian law firms) by Catalyst (March 2005). The report is available online at:
<http://www.catalystwomen.org/files/full/Flex%20in%20Canadian%20Law%20full%20report.pdf>
- *Beyond a Reasonable Doubt: Lawyers State Their Case on Job Flexibility* (The Catalyst series on flexibility in Canadian law firms) by Catalyst (November 2006) the report is available online at:
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<http://www.catalystwomen.org/files/exe/Canadian%20Flex%20in%20Law%202.pdf>

Reports and Studies

- Law Society of Alberta/Alberta
 - *Final Report on Equity and Diversity On Alberta's Legal Profession* (Report by Joint Committee on Equity, Equality and Diversity of the Law Society of Alberta, Canadian Bar Association-Alberta Branch, University of Calgary Faculty of Law, and University of Alberta Faculty of Law, January 2004)
 - The report looks at the reasons for the majority of both the men and women lawyers who moved to inactive status in the past 10 years. These reasons include discrimination, other rewarding opportunities, and finding more balance with personal life.
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http://www.lawsocietyalberta.com/files/reports/Equity_and_Diversity.pdf;
 (highlights
<http://www.lawsocietyalberta.com/files/reports/Highlights.pdf>).
 - For more info on this, please see *Exit Interview Protocol Report* (Law Society of Alberta , Joint Committee on Equality, Equity and Diversity, 2004) available at
http://www.lawsocietyalberta.com/files/reports/Exit_ReportFINAL.pdf

- *Women and the Legal Profession in Alberta* (Alberta Law Foundation)
 - The report identifies various issues of concern for women practitioners in Alberta.
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- Law Society of British Columbia
 - *Addressing Discriminatory Barriers Facing Aboriginal Law Students and Lawyers* (report by Aboriginal Law Graduates Working Group of the Law Society of British Columbia)
 - The report identifies the barriers facing aboriginal lawyers in various stages of their career from law schools to judicial appointment. The study also makes recommendations on how to remove these barriers.
 - The report is available online at http://www.lawsociety.bc.ca/publications_forms/report-committees/docs/AboriginalReport.pdf

 - *Lawyers with Disabilities: Identifying the Barriers* (Report by The Law Society of B.C.'s Disability Research Working Group of the Equity and Diversity Committee, 2001)
 - The main purpose of this research project was to identify and discuss barriers to persons with disabilities entering and practicing in the legal profession but some general suggestions were also made by the respondents.
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 - *Lawyers with Disabilities: Overcoming Barriers to Equality* (report by Law Society of B.C.'s Disability Research Working Group, October, 2004)
 - The report makes 10 recommendations on how the Law Society can help reduce or remove the barriers to legal practice for lawyers with disabilities.
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- Nova Scotia Barristers' Society/Nova Scotia
 - *Fostering Employment Equity and Diversity in the Nova Scotia Legal Profession* (report of the Employment Equity Guidelines Committee, August 2000).
 - The report examines existing federal and provincial legislation, regulations, policies and programs, as well as reviews the design and implementation of affirmative action and equity programs.
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 - *Workplace Equity & Private Law Firms: Nova Scotia Barristers' Society Response to Fostering Employment Equity & Diversity in the Nova Scotia Legal Profession* (Nova Scotia Barristers' Society, October 2000)The document is available online at http://www.nsbs.ns.ca/press/workplace_equity_report.pdf

- Law Society of Upper Canada/Ontario
 - *Students and Lawyers with Disabilities - Increasing Access to the Legal Profession* (Report of the Disability Working Group, the Law Society of Upper Canada, December 2005)
 - The Law Society of Upper Canada conducted a study with law students and lawyers with disabilities to identify systemic issues faced by persons with disabilities generally and in the legal profession and to determine what programs and initiatives could be developed to address these issues. The study and research proposes in six areas: mentoring program and peer support; networking opportunities; contacts, resources and employment opportunities; education, training and recruitment guidelines; access to accommodation; and foundation for future work.
 - The report is available at <http://mrc.lsuc.on.ca/pdf/equity/studentsandlawyerswithdisabilitiesreport.pdf>
 - *Bicentennial Report on Equity Issues in the Legal Profession* (The Law Society of Upper Canada, May 1997) <http://mrc.lsuc.on.ca/pdf/equity/bicentennial.pdf>
 - *Bicentennial Implementation Status and Strategy* (The Law Society of Upper Canada, Jan 22, 2004) <http://mrc.lsuc.on.ca/pdf/equity/bicentennialImplementationReport.pdf>
 - Ontario is the first jurisdiction to examine the human rights implications of barriers faced by families who are caring for children, aging parents or relatives, and family members with disabilities. See *The Cost of Caring: Report on the Consultation on Discrimination on the Basis of Family Status*

http://www.ohrc.on.ca/en/resources/discussion_consultation/famconsult

- *Final Report of Sole Practitioner and Small Firm Task Force* (Law Society of Upper Canada)(2005) , available online at http://www.lsuc.on.ca/media/convmarch06_solepracfinal.pdf
 - *Diversity and Change: The Contemporary Legal Profession in Ontario* by Fiona M. Kay, C. Masuch, P. Curry (Toronto: Law Society of Upper Canada 2004) <http://mrc.lsuc.on.ca/pdf/equity/diversityChange.pdf>
 - *Turning Points and Transitions: Women's Careers in the Legal Profession, A Longitudinal Survey of Ontario Lawyers 1990-2002*, by F.M. Kay, C. Masuch, and P. Curry (Toronto: Law Society of Upper Canada, 2004). It is also available online at <http://mrc.lsuc.on.ca/pdf/equity/womenTurningPoints.pdf>
 - *Turning Points and Transitions: Women's Careers in the Legal Profession, A Longitudinal Survey of Ontario Lawyers 1990-2002*, by F.M. Kay, C. Masuch, and P. Curry (Toronto: Law Society of Upper Canada, 2004). It is also available online at <http://mrc.lsuc.on.ca/pdf/equity/womenTurningPoints.pdf>
 - Michael Ornstein, *The Changing Face of the Ontario Legal Profession, 1971-2001* (Toronto: Law Society of Upper Canada, 2004) <http://mrc.lsuc.on.ca/pdf/equity/ornsteinReport.pdf>
- American Bar Association
- *Visible Invisibility: Women of Color in Law Firms* (ABA Commission on Women, 2006)
 - The findings of this study by the ABA's Commission on Women in the Profession suggest that "women of color are leaving large law firm practice in droves because they are the victims of an uninterrupted cycle of institutional discrimination." The report's conclusion includes recommendations for law firms.
 - Its executive summary can be found online at <http://www.abanet.org/women/VisibleInvisibility-ExecSummary.pdf>.
 - *Walking the Talk: Creating A Culture Where Women Succeed*, by Sharon Jones, Jane DiRenzo Pigott for Commission on Women in the legal Profession, American Bar Association (2004)
 - *The National Conference On The Employment Of Lawyers With Disabilities: A Report From The American Bar Association For The Legal Profession*(2006)

- A comprehensive look into the challenges facing lawyers with disabilities as well as law firms. Chapter 7 discusses the best practices in law firms with regard to lawyers with disabilities.
 - The document is available online at http://www.abanet.org/disability/docs/conf_report_final.pdf
- Boston Bar Association/ Massachusetts
 - *Facing The Grail: Confronting The Cost Of Work-Family Imbalance* (Report Of The Boston Bar Association Task Force On Professional Challenges And Family Needs,1999) <http://www.bostonbar.org/prs/workfamilychallenges.htm>
 - *Women Lawyers and Obstacles to Leadership* (A Report of MIT Workplace Center, 2007) searches for the reasons for the persistently low numbers of women partners in Massachusetts law firms.
 - It gathers expressed reasons for moves, descriptions of firm practices that affect staying and leaving. It also finds that law firm policies open to the entry of women are not matched by policies open to women taking care of children.
- Others
 - The Canadian Association of Law Teachers Report on Judicial Appointments recommended a practice of appointing women to fill at least four of the nine spots on the Supreme Court, and at least one aboriginal justice. See: http://www.acpd-calt.org/english/docs/pressrelease_0611_reforms.doc.
 - *Touchstones for change: equality, diversity and accountability: report of the Canadian Bar Association Task Force on Gender Equality in the Legal Profession* by Canadian Bar Association Task Force on Gender Equality in the Legal Profession (Ottawa: Canadian Bar Association 1993)

Surveys and Other Info

- *National Survey on Retention and Promotion of Women in Law Firms* by the National Association of Women Lawyers /NAWL (October 25, 2006)
- *Information About Funding And Resources For Lawyers And Law Students With Disabilities* (the Law Society of Upper Canada) The document is available online at <http://mrc.lsuc.on.ca/pdf/equity/informationAboutFundingResources.pdf>

- The International Institute for Conflict Prevention and Resolution formed a National Task Force on Diversity in ADR to provide a forum for corporate and legal leadership to advocate the greater use of diverse, nationally prominent mediators, arbitrators, advocates, counselors and other participants in the ADR profession.

Useful Websites

Canadian Law Societies

- Federation of Law Societies(<http://www.flsc.ca/>)
- Law Society of Alberta(<http://www.lawsocietyalberta.com/>)
- Law Society of British Columbia (<http://www.lawsociety.bc.ca/>)
- Law Society of Manitoba(<http://www.lawsociety.mb.ca/>)
- Law Society of New Brunswick(<http://www.lawsociety-barreau.nb.ca/>)
- Newfoundland& Labrador(<http://www.lawsociety.nf.ca/>)
- Law Society of Northwest Territories (<http://www.lawsociety.nt.ca/>)
- Nova Scotia Barristers' Society(<http://www.lawsociety.ns.ca/>)
- Law Society of Nunavut(<http://lawsociety.nu.ca/>)
- Law Society of Upper Canada(<http://www.lsuc.on.ca/>)
- Law Society of Prince Edward Island(<http://www.lspei.pe.ca/>)
- Quebec Bar(<http://www.barreau.qc.ca/>)
- Law Society of Saskatchewan (<http://www.lawsociety.sk.ca/>)
- Law Society of Yukon (<http://www.lawsocietyyukon.com/>)

Other Canadian Organizations

- Ontario Ministry of the Attorney General <http://www.attorneygeneral.jus.gov.on.ca/>
- The Canadian Bar Association www.cba.org
- The Law Foundation of Ontario www.lawfoundation-on.org
- ARCH Disability Law Center <http://www.archdisabilitylaw.ca/>

American Organizations

- National Association of Legal Professionals <http://www.nalp.org/>
- Women's Bar Association of the District of Columbia <http://www.wbadc.org/>
- American Bar Association <http://www.abanet.org/>
- Boston Bar Association www.bostonbar.org
- Minority Corporate Counsel Association www.mcca.com
- National Conference of Women's Bar Associations <http://www.ncwba.org/>
- National Association for Law Placement www.nalp.org