

ULCC|CHLC

UNIFORM LAW CONFERENCE OF CANADA

CONFÉRENCE POUR L'HARMONISATION DES LOIS AU CANADA

# Diversity and Inclusion Committee

August 14, 2024

Ottawa, Ontario

ULCC|CHLC

The Uniform Law Conference of Canada (ULCC) was created in 1918 recognizing that the participation of provincial governments was required to develop uniform legislation. Today, lawyers from across the country work on ULCC projects and criminal law reform. The ULCC is geographically diverse. It operates in both English and French and takes into account both the common law and civil law legal systems that are in place in Canada.

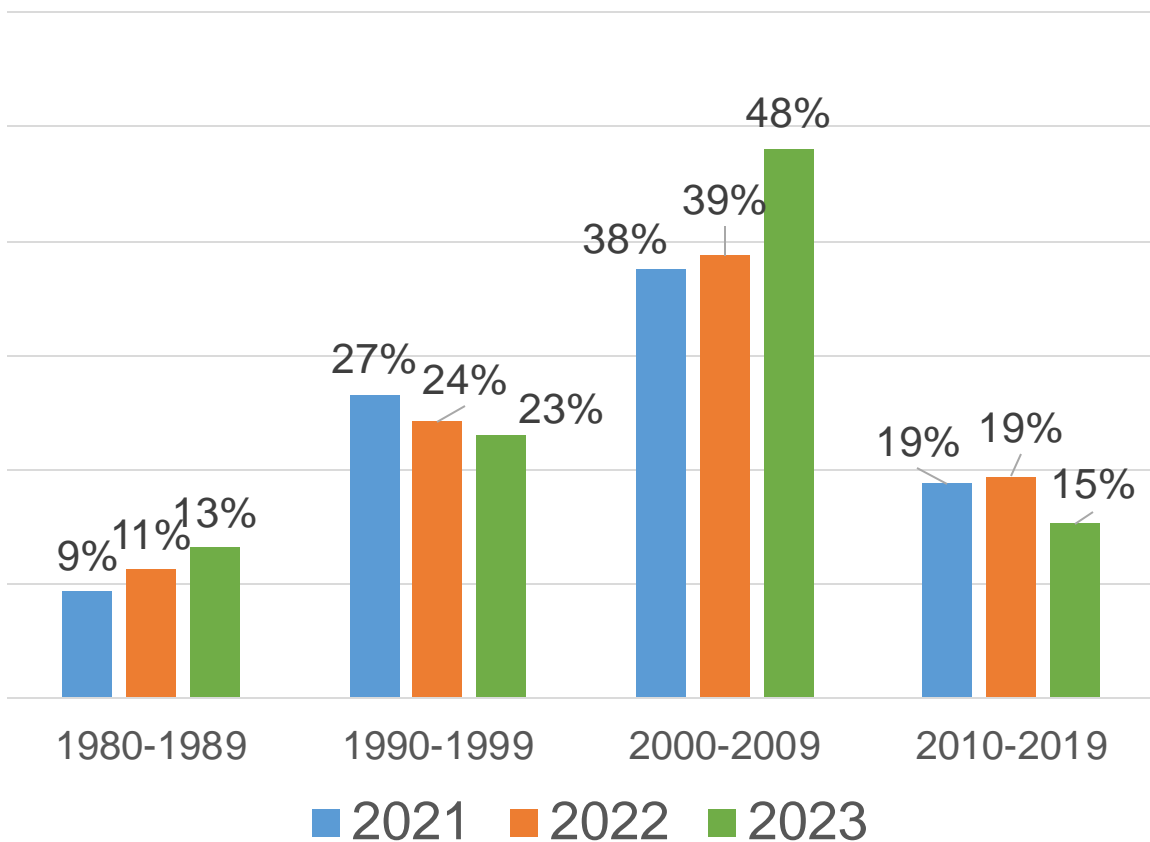
The ULCC is committed to cultivating an inclusive, respectful and welcoming environment. The ULCC believes diversity supports creativity and innovation, which are essential to the successful fulfillment of its law reform mandate and leads to products that are responsive to everyone. Accordingly, the ULCC promotes, encourages and nurtures diversity among its members and leaders. The ULCC actively reaches out to members of the legal profession to ensure diverse participation in its working groups. Working groups are encouraged to consider broad consultations in order to solicit a wide range of views and perspectives. The ULCC also encourages those responsible for the composition of delegations to consider diversity, among other factors, when choosing delegates.

August 10, 2020

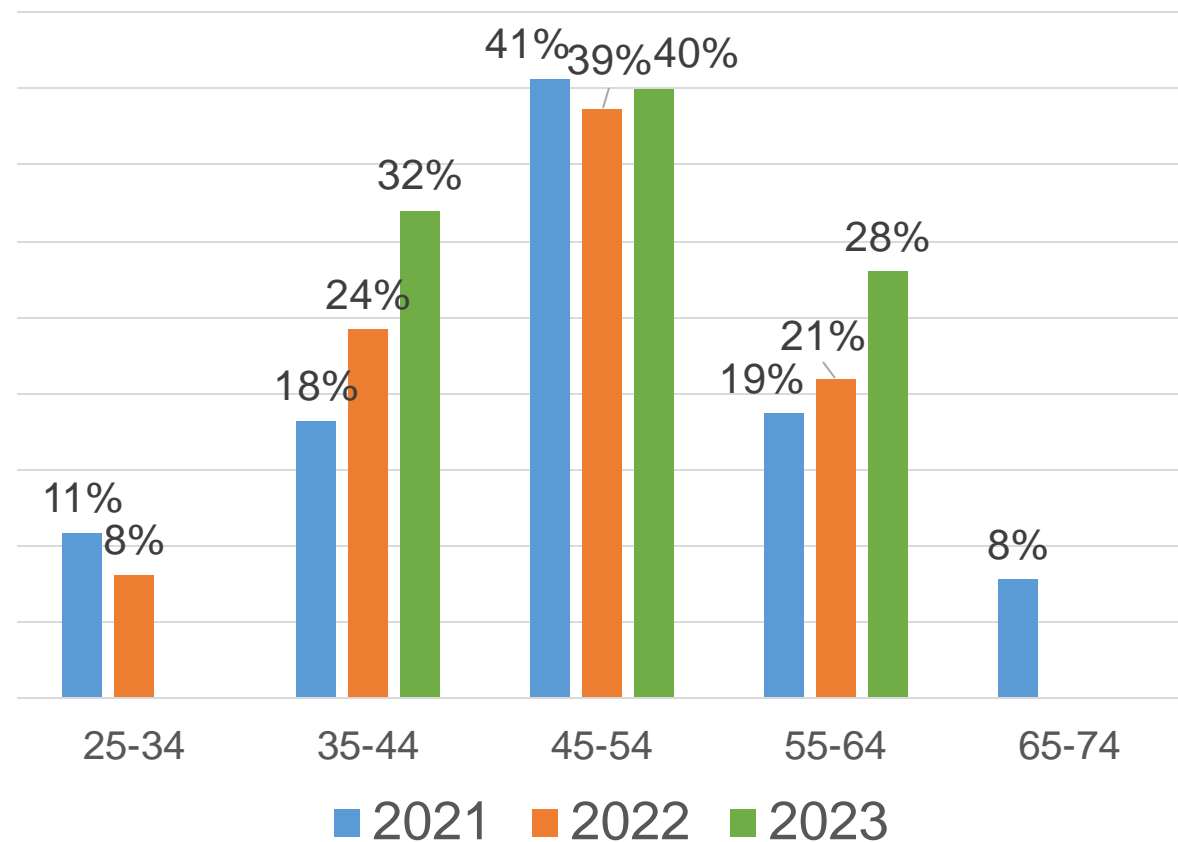
The **ULCC Member Survey 2023** was developed and conducted by the Newfoundland and Labrador Statistics Agency (NLSA) in partnership with the Uniform Law Conference of Canada's (ULCC) Diversity and Inclusion Committee. The survey's purpose was to acquire a better understanding of the diversity of the ULCC's membership in order to cultivate an inclusive, respectful and welcoming environment supporting creativity and innovation.

# 2023 Survey Highlights

## Year of Call to the Bar

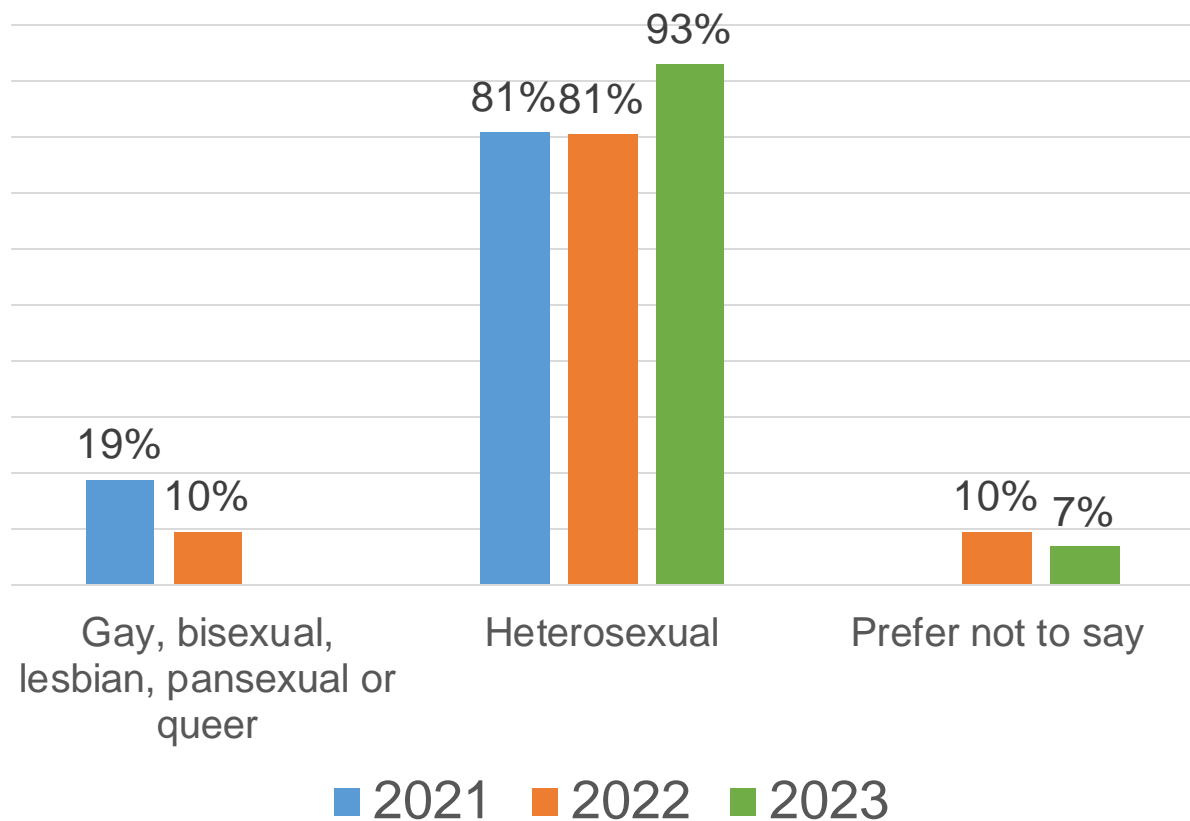


## Age

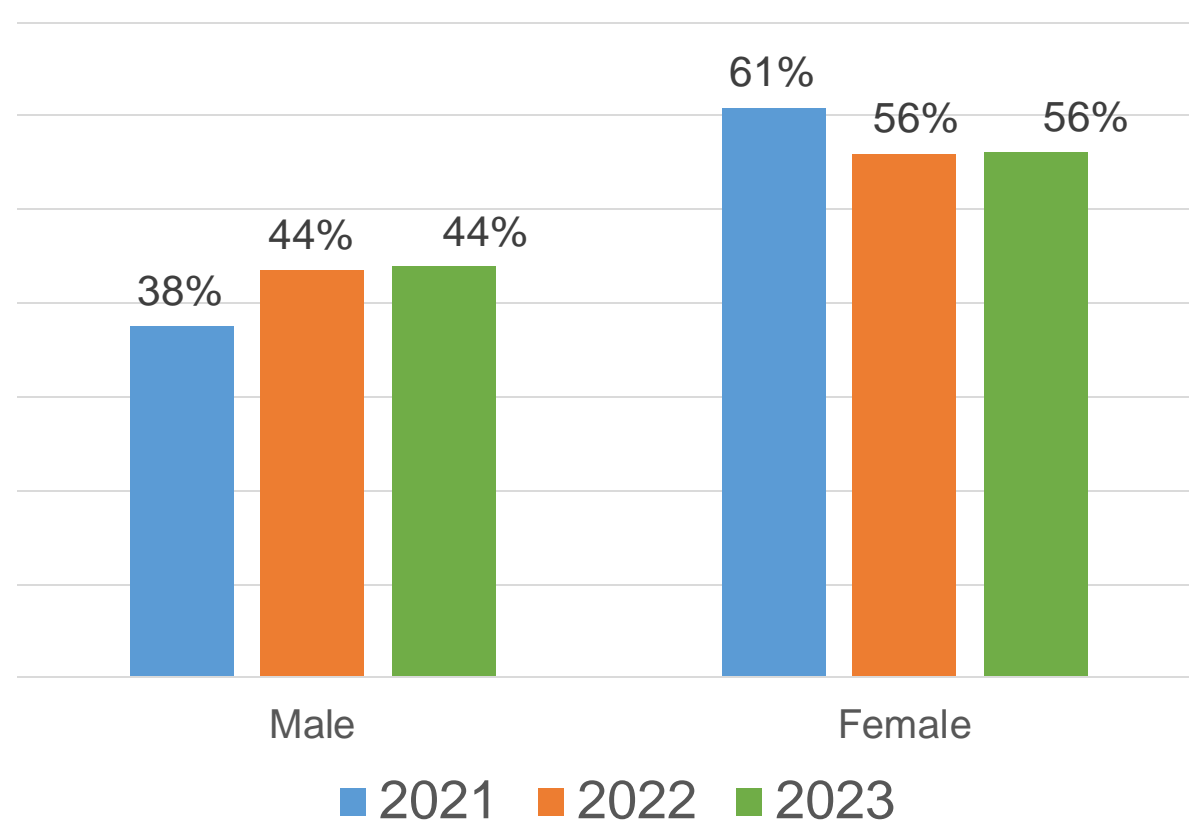


# 2023 Survey Highlights

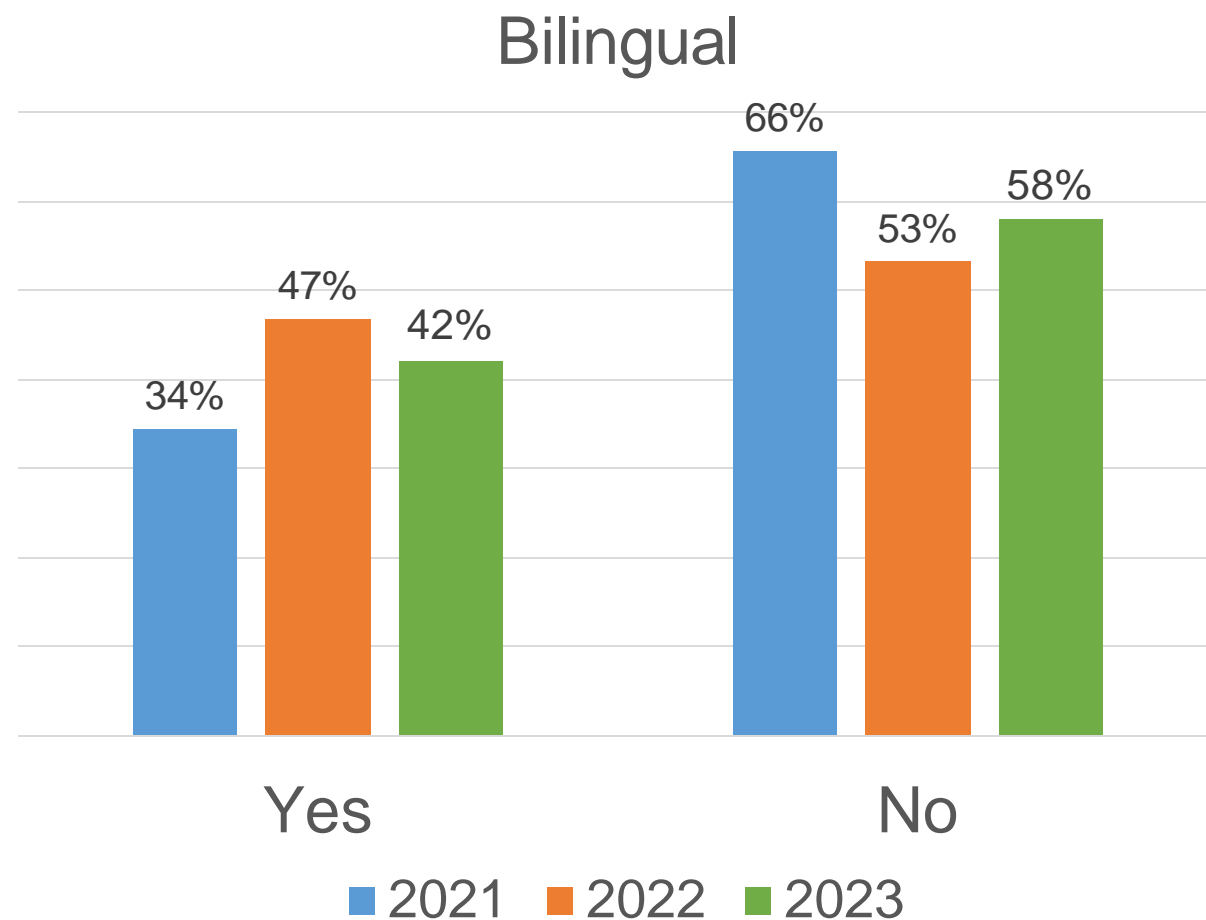
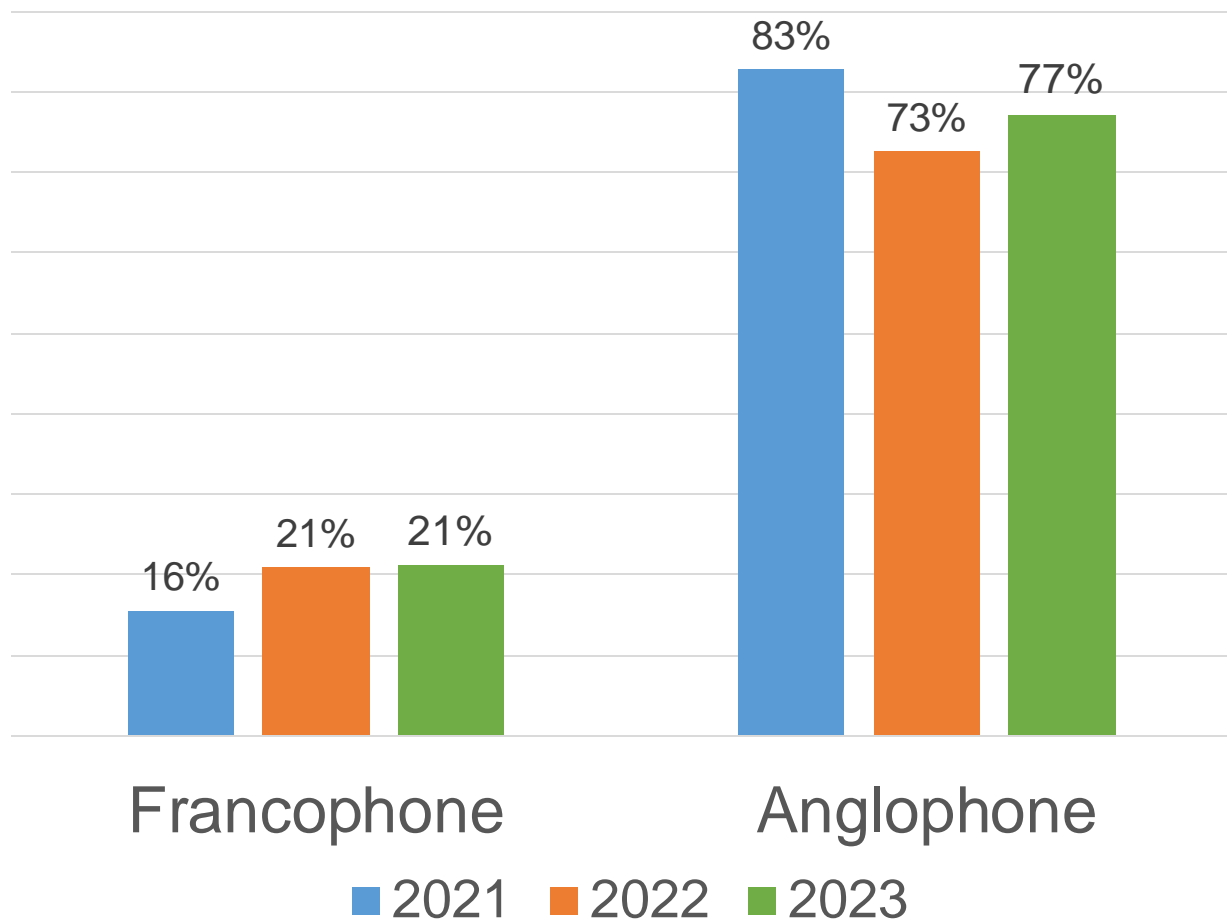
## Sexual Orientation



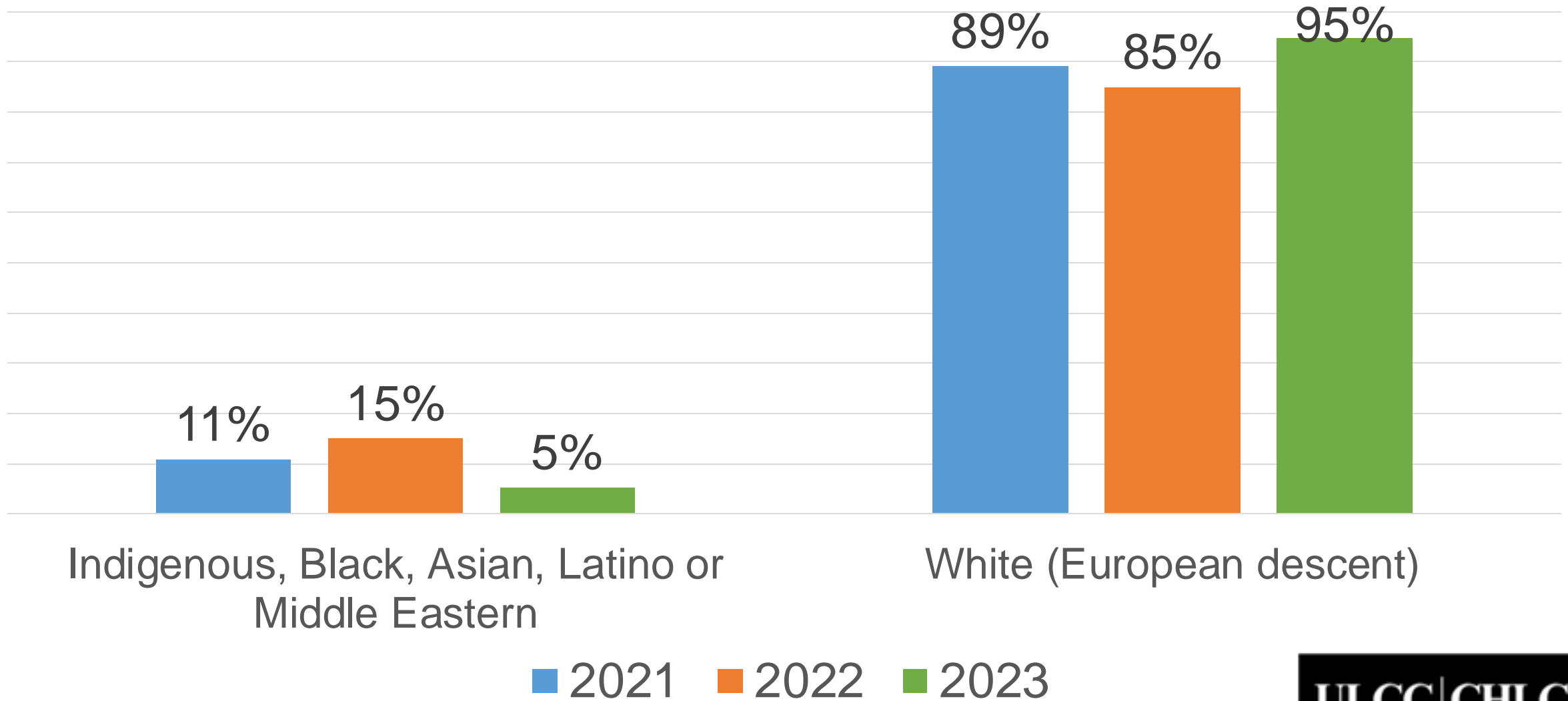
## Gender Identity



# 2023 Survey Highlights



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# Suggested Improvements



1) Increased diversity

2) Information sharing and support

# Recommendations to Executive Committee – Nov 2023

Executive Committee should:

- encourage jurisdictions to send diverse and inclusive delegations
- encourage consideration and debate in relation to diverse and inclusive issues and projects
- encourage formation of diverse Working Groups
- encourage Gender-Based Analysis Plus or similar analysis
- ensure diverse audience for Communique

- continue annual survey
- encourage use of inclusive language
- ensure guide documents are regularly reviewed, updated and accessible, and reflect bijural and bilingual nature of ULCC work
- continue to encourage mentorship for new JRs
- continue to ensure formal recognition is appropriate, fair and transparent

# Progress

- JR appointment letters
- Fall and Spring Communiqués
- Annual JRs' meeting
- Sample invitation letters
- Annual survey
- Guide document updates and accessibility
- Limited virtual attendance option

# 2024 Survey

## Response Rate

