



Newfoundland and Labrador Statistics Agency

Uniform Law Conference of Canada

Diversity and Inclusion Committee

ULCC Member Survey 2024

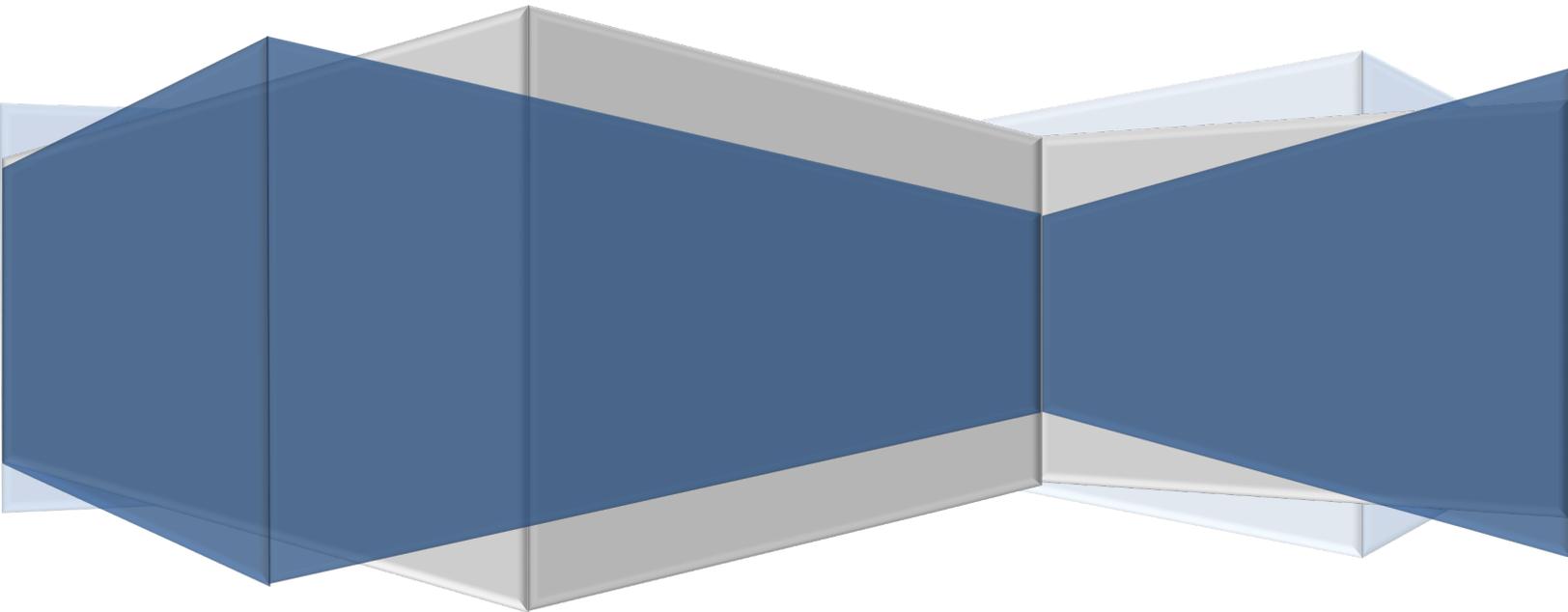


Table of Contents

Overview	1
Survey Highlights.....	2
Appendix A: 2024 Summary Tables	4
Appendix B: 2021-2024 Comparison	15
Appendix C: English Language Questionnaire	26

Overview

The **ULCC Member Survey 2024** 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 expand on the knowledge gleaned from the 2021, 2022 and 2023 Member Surveys 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. The survey was conducted under the authority of Newfoundland and Labrador's [Access to Information and Protection of Privacy Act \(ATIPPA, 2015\)](#).

Data collection occurred electronically and took place from August to September of 2024. On August 14th, each ULCC member was emailed a unique hyperlink with which to access and complete the survey in the official language of their choosing. On August 28th, two weeks following the initial distribution, reminders were sent to those who had not yet participated. Second and third reminders were sent on September 11th and September 18th.

Data collection officially closed on September 19th, 2024, with a total of 62 completed surveys. Fifty-one (51) of those were completed in English, while the remaining 11 were completed in French.

A report outlining the survey's purpose, methodology and outcomes was provided to the ULCC by the NLSA on November 5th, 2024.

Survey Highlights

**The following provides highlights of the ULCC Member Survey 2024. For more detailed results, please see [Appendix A: Summary Tables](#). Please note that due to the requirement for suppressed values to adhere with confidentiality and data quality standards, summary table percentages may not sum to 100%.*

MEMBER ROLE AND LEGAL BACKGROUND

- 1) Less than one half (40%) of respondents at the annual meeting were delegates, while the second largest group in attendance were jurisdictional representatives at approximately 36%.
- 2) Among those delegates and jurisdictional representatives (76% of respondents), more than one half (55%) were part of a working group.
- 3) One half of respondents (50%) worked with the Civil Section of the ULCC, while slightly less than one half (48%) worked with the Criminal Section.
- 4) Nearly two thirds of respondents (61%) were called to the bar between 1990 and 2009.
- 5) Less than one quarter of respondents (23%) hold both civil and common law degrees, while even fewer ($\approx 7\%$) are current or former members of a bar outside Canada.

WORKING ENVIRONMENT

- 1) The majority of respondents agree or strongly agree that the ULCC:
 - a) ... cultivates an inclusive environment. (81%)
 - b) ... cultivates a respectful environment. (95%)
 - c) ... cultivates a welcoming environment. (89%)
 - d) ... is committed to improving the diversity of its membership. (76%)
 - e) ... respects individuals and values their differences. (87%)
 - f) ... respects and values the time and expertise of those involved in the work of the organization. (90%)
 - g) ... formally recognizes those involved in the work of the organization in an appropriate, fair and transparent manner. (84%)

- h) ... provides an environment for the free and open expression of ideas, opinions, and beliefs. (90%)
- 2) Very few respondents ($\approx 2\%$) indicated that they had *experienced* instances or *observed* instances of discrimination or harassment at the ULCC in the past year.
 - 3) Approximately two thirds (66%) felt that no improvements were needed to cultivate an inclusive, respectful and welcoming environment within the ULCC. Of those that did suggest improvements, the most common recommendation (11%) was to improve upon diversity and inclusivity by recruiting and supporting BIPOC individuals in the roles of jurisdictional representatives, delegates, and members of working groups.

MEMBER DEMOGRAPHICS

- 1) 86% of respondents were between 35 and 64 years of age.
- 2) Slightly more than one half of respondents identified as female (52%) while slightly less than one half identified as male (47%).
- 3) Most respondents (81%) indicated they were heterosexual.
- 4) As it relates to language, 74% were Anglophone and 47% were bi-lingual.
- 5) Of the approximately 16% that were able to communicate in a language other than French or English, Spanish and German were the most commonly mentioned languages.
- 6) Approximately 87% of respondents were white (European descent).
- 7) More than half (61%) had no religious affiliation, while just over one quarter (27%) were either Protestant or Roman Catholic.
- 8) The majority of respondents (89%) identified as NOT having a disability.

Appendix A: 2024 Summary Tables

UNIFORM LAW CONFERENCE OF CANADA Diversion & Inclusion Committee - ULCC Member Survey 2024

SECTION A - MEMBER ROLE & LEGAL BACKGROUND

A1. Which of the following best describes your role within the ULCC? (Select one response only.)

	Count	%
Jurisdictional Representative	22	35.5%
Delegate at the annual meeting, but not a Jurisdictional Representative	25	40.3%
Observer at the annual meeting	...	...
Member of a working group only	11	17.7%
Other (specify):	...	...
Total	62	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2024. Compiled by NLSA on 10/2/2024

Asked to all respondents

A2. As a Jurisdictional Representative or a delegate to the annual meeting, were you part of a working group?

	Count	%
Yes	26	55.3%
No	21	44.7%
Total	47	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2024. Compiled by NLSA on 10/2/2024

Subset: respondents who chose "jurisdictional representative" or "delegate at the annual meeting, but not a jurisdictional representative" in A1.

A3. Which section of the ULCC were you primarily involved with?

	Count	%
Civil Section	31	50.0%
Criminal Section	...	≈48%*
Neither	...	...
Total	62	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2024. Compiled by NLSA on 10/2/2024

Asked to all respondents

***Exact figure cannot be provided due to privacy/confidentiality**

A4. What was your year of call to the bar?

	Count	%
1970 to 1979	...	...
1980 to 1989	5	8.1%
1990 to 1999	11	17.7%
2000 to 2009	27	43.5%
2010 to 2019	13	21.0%
2020 to present	...	...
Not applicable	...	...
Total	62	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2024. Compiled by NLSA on 10/2/2024

Asked to all respondents

A5. Do you have formal training in both common and civil law (e.g., you hold a common law and civil law degree)?

	Count	%
Yes	14	22.6%
No	48	77.4%
Total	62	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2024. Compiled by NLSA on 10/2/2024

Asked to all respondents

A6. Are you now or have you ever been a member of a bar of a jurisdiction outside Canada?

	Count	%
Yes (specify jurisdiction):	...	...
No	...	≈94%*
Total	62	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2024. Compiled by NLSA on 10/2/2024

Asked to all respondents

***Exact figure cannot be provided due to privacy/confidentiality**

SECTION B - WORKING ENVIRONMENT

B1. Please indicate your level of agreement with each of the following statements related to the ULCC's working environment.

a) The ULCC cultivates an inclusive environment.

	Count	%
Strongly Agree	20	32.3%
Agree	30	48.4%
Disagree	...	...
Unsure	8	12.9%
Prefer Not to Answer	...	...
Total	62	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2024. Compiled by NLSA on 10/2/2024

Asked to all respondents

b) The ULCC cultivates a respectful environment.

	Count	%
Strongly Agree	41	66.1%
Agree	18	29.0%
Disagree	...	...
Unsure	...	...
Prefer Not to Answer	...	...
Total	62	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2024. Compiled by NLSA on 10/2/2024

Asked to all respondents

c) The ULCC cultivates a welcoming environment.

	Count	%
Strongly Agree	30	48.4%
Agree	25	40.3%
Disagree	...	...
Unsure	5	8.1%
Prefer Not to Answer	...	...
Total	62	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2024. Compiled by NLSA on 10/2/2024

Asked to all respondents

d) The ULCC is committed to improving the diversity of its membership.

	Count	%
Strongly Agree	22	35.5%
Agree	25	40.3%
Disagree	...	...
Strongly Disagree	...	...
Unsure	11	17.7%
Prefer Not to Answer	...	...
Total	62	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2024. Compiled by NLSA on 10/2/2024

Asked to all respondents

e) The ULCC respects individuals and values their differences.

	Count	%
Strongly Agree	27	43.5%
Agree	27	43.5%
Disagree	...	...
Unsure	5	8.1%
Prefer Not to Answer	...	...
Total	62	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2024. Compiled by NLSA on 10/2/2024

Asked to all respondents

f) The ULCC respects and values the time and expertise of those involved in the work of the organization.

	Count	%
Strongly Agree	31	50.0%
Agree	25	40.3%
Disagree	...	...
Strongly Disagree	...	...
Unsure	...	...
Prefer Not to Answer	...	...
Total	62	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2024. Compiled by NLSA on 10/2/2024

Asked to all respondents

g) The ULCC's formal recognition of those involved in the work of the organization is appropriate, fair and transparent.

	Count	%
Strongly Agree	24	38.7%
Agree	28	45.2%
Disagree	...	...
Unsure	8	12.9%
Prefer Not to Answer	...	...
Total	62	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2024. Compiled by NLSA on 10/2/2024

Asked to all respondents

h) The ULCC provides an environment for the free and open expression of ideas, opinions and beliefs.

	Count	%
Strongly Agree	33	53.2%
Agree	23	37.1%
Disagree	...	...
Unsure	...	...
Prefer Not to Answer	...	...
Total	62	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2024. Compiled by NLSA on 10/2/2024

Asked to all respondents

B2. In the past year, have you experienced instances of discrimination or harassment (including racial, ethnic, sexual or gender-based 'jokes', comments or slurs) at the ULCC?

	Count	%
Yes	...	...
No	...	≈98%*
Total	62	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2024. Compiled by NLSA on 10/2/2024

Asked to all respondents

***Exact figure cannot be provided due to privacy/confidentiality**

B3. In the past year, have you observed instances of discrimination or harassment (including racial, ethnic, sexual or gender-based 'jokes', comments or slurs) at the ULCC?

	Count	%
Yes	...	...
No	...	≈98%*
Total	62	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2024. Compiled by NLSA on 10/2/2024

Asked to all respondents

***Exact figure cannot be provided due to privacy/confidentiality**

B4. What improvements, if any, can the ULCC make to cultivate an inclusive, respectful and welcoming environment? (Coded)

	Count	%
Improve diversity/inclusivity at the ULCC (e.g., enhance efforts to recruit/support BIPOC individuals)	7	11.3%
Ensure members are more open/respectful (with respect to presenting alternative/different views and ideas)	...	...
More information and support should be provided for new members, delegates, jurisdictional representatives, etc.	...	...
Ensure documents and other materials reflect and promote the ULCC's inclusivity/diversity vision	...	...
Other	...	...
Don't know/unsure	...	...
None (no improvements needed)	41	66.1%
Total	62	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2024. Compiled by NLSA on 10/2/2024

Asked to all respondents

B4. What improvements, if any, can the ULCC make to cultivate an inclusive, respectful and welcoming environment? (Uncoded)

	Count	%
(1) Actively recruit Jurisdictional Representatives from marginalized groups. (2) Mandate that Jurisdictional Representatives recruit those from marginalized groups to be delegates.	1	1.6%
Accept dissenting positions. Do not be offended by not having unanimity.	1	1.6%
Ask Chairs of working groups to deal with disrespectful/rude behavior.	1	1.6%
Consider projects that are of interest to and support diverse groups.	1	1.6%

Deliberately reach out to new Jurisdictional Representatives when they are named	1	1.6%
Engage more Indigenous and Black Justice perspectives	1	1.6%
Enlarge the scope of participating delegates to include delegates from more Indigenous, Black and other disadvantaged groups	1	1.6%
Ensure any materials prepared to assist working groups (working group chairs) is inclusive and respectful and notes the importance of this to the ULCC.	1	1.6%
Focus on individual expertise and contributions	1	1.6%
Full, rather than limited, virtual participation would be an improvement. Some of the sessions don't need to be in-person	1	1.6%
Increasing diversity at the ULCC depends on there being diverse candidates in each jurisdiction, which is a struggle. The ULCC is doing everything it can to promote diversity within the ULCC.	1	1.6%
Involve people with more diverse backgrounds and lived experiences. Unsure with the structure of jurisdictional representation how this may be achieved	1	1.6%
More effort, including money if needed, to increase Indigenous representation.	1	1.6%
More involvement of members of the bar who are not prosecutors or bureaucrats	1	1.6%
Orientation for first-time participants or at least have a "mentor" reach out beforehand to explain how it works.	1	1.6%
Reach out to more legal associations to attract a greater breadth of people	1	1.6%
Better quality of French in documents.	1	1.6%
Did not answer question	1	1.6%
Don't know/Unsure	3	4.8%
None (no improvements needed)	41	66.1%
Total	62	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2024. Compiled by NLSA on 12/13/2024

Asked to all respondents

SECTION C - MEMBER DEMOGRAPHICS

C1. Which of the following categories best describes your age?

	Count	%
25 to 34	6	9.7%
35 to 44	16	25.8%
45 to 54	25	40.3%
55 to 64	12	19.4%
65 to 74	...	...
75 or older	...	...
Total	62	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2024. Compiled by NLSA on 10/2/2024

Asked to all respondents

C2. What is your current gender identity? (Select all that apply.)

	Total	
	N	%
Male	29	46.8%
Female	32	51.6%
Prefer not to say	...	...

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2024. Totals may exceed 100% due to multiple responses. Compiled by the NLSA on 10/2/2024

Asked to all respondents

C3. Do you identify as ...? (Select all that apply.)

	Total	
	N	%
Bisexual	...	...
Gay	...	...
Heterosexual	50	80.6%
Lesbian	...	...
Queer	...	...
Prefer not to say	5	8.1%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2024. Totals may exceed 100% due to multiple responses. Compiled by the NLSA on 10/2/2024

Asked to all respondents

C4. Are you...?

	Count	%
Anglophone	46	74.2%
Francophone	13	21.0%
Other (specify):	...	...
Prefer not to say	...	...
Total	62	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2024. Compiled by NLSA on 10/2/2024

Asked to all respondents

C5. Are you bilingual in French and English?

	Count	%
Yes	29	46.8%
No	33	53.2%
Total	62	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2024. Compiled by NLSA on 10/2/2024

Asked to all respondents

C6. Are you able to communicate in a language other than French or English?

	Count	%
Yes (specify):	10	16.1%
No	51	82.3%
Prefer not to say	...	...
Total	62	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2024. Compiled by NLSA on 10/2/2024

Asked to all respondents

C6O. Are you able to communicate in a language other than French or English? (Specify language)

	Count	%
German	...	...
Spanish	5	50.0%
Other	...	...
Total	10	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2024. Compiled by NLSA on 10/2/2024

Subset: respondents who chose "yes" in C6.

C7. Are you... ? (Select all that apply.)

	Total	
	N	%
Indigenous Canadian (First Nations (status and non-status), Métis, Inuk, other Indigenous Canadian)
Black (African, Afro-Caribbean, African-Canadian descent)
East/Southeast Asian (Chinese, Korean, Japanese, Filipino, Vietnamese, Cambodian, Indonesian and other Southeast Asian descent)
White (European descent)	54	87.1%
Prefer not to say

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2024. Totals may exceed 100% due to multiple responses. Compiled by the NLSA on 10/2/2024

Asked to all respondents

C8. Which of the following best describes your current religious affiliation? (Select all that apply.)

	Total	
	N	%
Roman Catholic	5	8.1%
Protestant (United, Presbyterian, Anglican, Pentecostal, etc.)	12	19.4%
Other Christian (Eastern Orthodox, Amish, Jehovah's Witness, etc.)	...	...
No religion/Atheist/Agnostic/Humanist	38	61.3%
Prefer not to say	5	8.1%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2024. Totals may exceed 100% due to multiple responses. Compiled by the NLSA on 10/2/2024

Asked to all respondents

C9. Do you identify as a person with a disability?

	Count	%
Yes	5	8.1%
No	55	88.7%
Prefer not to say	...	...
Total	62	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2024. Compiled by NLSA on 10/2/2024

Asked to all respondents

SECTION D - RESPONDENT FEEDBACK

D1. Do you have any comments related to this survey and/or its content?

	Count	%
Yes (enter comments):	...	...
No	...	≈97%*
Total	62	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2024. Compiled by NLSA on 10/2/2024

Asked to all respondents

***Exact figure cannot be provided due to privacy/confidentiality**

... *Suppressed due to confidentiality or data quality (Count < 5)*

Appendix B: 2021-2024 Comparison

UNIFORM LAW CONFERENCE OF CANADA

Diversion & Inclusion Committee - ULCC Member Survey 2021-2024

SECTION A - MEMBER ROLE & LEGAL BACKGROUND

A1. Which of the following best describes your role within the ULCC? (Select one response only.)

	2021	2022	2023	2024
Jurisdictional Representative	21.9%	30.6%	31.6%	35.5%
Delegate at the annual meeting, but not a Jurisdictional Representative	51.6%	37.1%	49.1%	40.3%
Observer at the annual meeting	10.9%	≈8%*	...	...
Member of a working group only	...	17.7%	14.0%	17.7%
Other (specify):	...	...	...	...
Total	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023 and 2024. Compiled by NLSA on 10/16/2024

Asked to all respondents

*Exact figure cannot be provided due to privacy/confidentiality

A2. As a Jurisdictional Representative or a delegate to the annual meeting, were you part of a working group?

	2021	2022	2023	2024
Yes	38.3%	50.0%	43.5%	55.3%
No	61.7%	50.0%	56.5%	44.7%
Total	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023 and 2024. Compiled by NLSA on 10/16/2024

Subset: respondents who chose "jurisdictional representative" or "delegate at the annual meeting, but not a jurisdictional representative" in A1.

A3. Which section of the ULCC were you primarily involved with?

	2021	2022	2023	2024
Civil Section	N/A	≈42%*	≈46%*	50.0%
Criminal Section	N/A	54.8%	49.1%	≈48%*
Neither	N/A	...	...	...
Total	N/A	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023 and 2024. Compiled by NLSA on 10/16/2024

Asked to all respondents. Question A3 was not asked for the 2021 version of the survey.

*Exact figure cannot be provided due to privacy/confidentiality

A4. What was your year of call to the bar?

	2021	2022	2023	2024
1960 to 1969	...	...	...	...
1970 to 1979	...	...	...	...
1980 to 1989	9.4%	11.3%	12.3%	8.1%
1990 to 1999	26.6%	24.2%	21.1%	17.7%
2000 to 2009	37.5%	38.7%	43.9%	43.5%
2010 to 2019	18.8%	19.4%	14.0%	21.0%
2020 to present	...	...	...	...
Not applicable	...	...	...	...
Total	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023 and 2024. Compiled by NLSA on 10/16/2024

Asked to all respondents

A5. Do you have formal training in both common and civil law (e.g., you hold a common law and civil law degree)?

	2021	2022	2023	2024
Yes	9.4%	12.9%	12.3%	22.6%
No	90.6%	87.1%	87.7%	77.4%
Total	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023 and 2024. Compiled by NLSA on 10/16/2024

Asked to all respondents

A6. Are you now or have you ever been a member of a bar of a jurisdiction outside Canada?

	2021	2022	2023	2024
Yes (specify jurisdiction):	...	...	...	...
No	>90%*	≈94%*	≈98%*	≈94%*
Total	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023 and 2024. Compiled by NLSA on 10/16/2024

Asked to all respondents

***Exact figure cannot be provided due to privacy/confidentiality**

A60. Are you now or have you ever been a member of a bar of a jurisdiction outside Canada? (Specify jurisdiction)

	2021	2022	2023	2024
Australia	...	...	...	...
United States	...	...	...	...
Total	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023 and 2024. Compiled by NLSA on 10/16/2024

Subset: respondents who chose "yes" in A6.

SECTION B - WORKING ENVIRONMENT

B1. Please indicate your level of agreement with each of the following statements related to the ULCC's working environment.

a) The ULCC cultivates an inclusive environment.

	2021	2022	2023	2024
Strongly Agree	N/A	40.3%	33.3%	32.3%
Agree	N/A	43.5%	50.9%	48.4%
Disagree	N/A	...	...	...
Unsure	N/A	9.7%	15.8%	12.9%
Prefer Not to Answer	N/A	...	...	...
Total	N/A	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023 and 2024. Compiled by NLSA on 10/16/2024

Asked to all respondents

Question B1 was not asked for the 2021 version of the survey.

b) The ULCC cultivates a respectful environment.

	2021	2022	2023	2024
Strongly Agree	N/A	58.1%	57.9%	66.1%
Agree	N/A	30.6%	40.4%	29.0%
Disagree	N/A	...	...	...
Unsure	N/A	...	...	...
Prefer Not to Answer	N/A	...	...	...
Total	N/A	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023 and 2024. Compiled by NLSA on 10/16/2024

Asked to all respondents

Question B1 was not asked for the 2021 version of the survey.

c) The ULCC cultivates a welcoming environment.

	2021	2022	2023	2024
Strongly Agree	N/A	56.5%	50.9%	48.4%
Agree	N/A	32.3%	43.9%	40.3%
Disagree	N/A	...	...	...
Unsure	N/A	8.1%	...	8.1%
Prefer Not to Answer	N/A	...	...	...
Total	N/A	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023 and 2024. Compiled by NLSA on 10/16/2024

Asked to all respondents

Question B1 was not asked for the 2021 version of the survey.

d) The ULCC is committed to improving the diversity of its membership.

	2021	2022	2023	2024
Strongly Agree	N/A	33.9%	26.3%	35.5%
Agree	N/A	41.9%	43.9%	40.3%
Disagree	N/A	...	...	...
Strongly Disagree	N/A	...	...	...
Unsure	N/A	21.0%	29.8%	17.7%
Prefer Not to Answer	N/A	...	...	...
Total	N/A	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023 and 2024. Compiled by NLSA on 10/16/2024

Asked to all respondents

Question B1 was not asked for the 2021 version of the survey.

e) The ULCC respects individuals and values their differences.

	2021	2022	2023	2024
Strongly Agree	N/A	46.8%	47.4%	43.5%
Agree	N/A	38.7%	43.9%	43.5%
Disagree	N/A	...	...	...
Unsure	N/A	9.7%	8.8%	8.1%
Prefer Not to Answer	N/A	...	...	...
Total	N/A	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023 and 2024. Compiled by NLSA on 10/16/2024

Asked to all respondents

Question B1 was not asked for the 2021 version of the survey.

f) The ULCC respects and values the time and expertise of those involved in the work of the organization.

	2021	2022	2023	2024
Strongly Agree	N/A	51.6%	49.1%	50.0%
Agree	N/A	33.9%	49.1%	40.3%
Disagree	N/A	...	...	...
Strongly Disagree	N/A	...	...	...
Unsure	N/A	9.7%	...	...
Prefer Not to Answer	N/A	...	...	...
Total	N/A	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023 and 2024. Compiled by NLSA on 10/16/2024

Asked to all respondents

Question B1 was not asked for the 2021 version of the survey.

g) The ULCC's formal recognition of those involved in the work of the organization is appropriate, fair and transparent.

	2021	2022	2023	2024
Strongly Agree	N/A	41.9%	33.3%	38.7%
Agree	N/A	43.5%	49.1%	45.2%
Disagree	N/A	...	...	...
Unsure	N/A	11.3%	15.8%	12.9%
Prefer Not to Answer	N/A	...	...	...
Total	N/A	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023 and 2024. Compiled by NLSA on 10/16/2024

Asked to all respondents

Question B1 was not asked for the 2021 version of the survey.

h) The ULCC provides an environment for the free and open expression of ideas, opinions and beliefs.

	2021	2022	2023	2024
Strongly Agree	N/A	48.4%	49.1%	53.2%
Agree	N/A	37.1%	43.9%	37.1%
Disagree	N/A	...	...	...
Strongly Disagree	N/A	...	...	...
Unsure	N/A	11.3%	...	...
Prefer Not to Answer	N/A	...	...	...
Total	N/A	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023 and 2024. Compiled by NLSA on 10/16/2024

Asked to all respondents

Question B1 was not asked for the 2021 version of the survey.

B2. In the past year, have you experienced instances of discrimination or harassment (including racial, ethnic, sexual or gender-based 'jokes', comments or slurs) at the ULCC?

	2021	2022	2023	2024
Yes	N/A	...	...	...
No	N/A	100.0%	100.0%	≈98%*
Total	N/A	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023 and 2024. Compiled by NLSA on 10/16/2024

Asked to all respondents

Question B2 was not asked for the 2021 version of the survey.

***Exact figure cannot be provided due to privacy/confidentiality**

B3. In the past year, have you observed instances of discrimination or harassment (including racial, ethnic, sexual or gender-based 'jokes', comments or slurs) at the ULCC?

	2021	2022	2023	2024
Yes	N/A	...	...	...
No	N/A	≈97%*	100.0%	≈98%*
Total	N/A	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023 and 2024. Compiled by NLSA on 10/16/2024

Asked to all respondents

Question B3 was not asked for the 2021 version of the survey.

***Exact figure cannot be provided due to privacy/confidentiality**

B4. What improvements, if any, can the ULCC make to cultivate an inclusive, respectful and welcoming environment? (Coded)

	2021	2022	2023	2024
Improve diversity/inclusivity at the ULCC (e.g., enhance efforts to recruit/support BIPOC individuals)	N/A	19.4%	15.8%	11.3%
Ensure members are more open/respectful (with respect to presenting alternative/different views and ideas)	N/A	...	...	...
More information and support should be provided for new members, delegates, jurisdictional representatives, etc.	N/A	...	8.8%	...
Ensure documents and other materials reflect and promote the ULCC's inclusivity/diversity vision	N/A	...	...	...
Other	N/A	...	...	...
Don't know/unsure	N/A	...	...	...
None (no improvements needed)	N/A	69.4%	64.9%	66.1%
Total	N/A	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023 and 2024. Compiled by NLSA on 10/16/2024

Asked to all respondents

Question B4 was not asked for the 2021 version of the survey.

SECTION C - MEMBER DEMOGRAPHICS

C1. Which of the following categories best describes your age?

	2021	2022	2023	2024
25 to 34	10.9%	8.1%	...	9.7%
35 to 44	17.2%	24.2%	28.1%	25.8%
45 to 54	40.6%	38.7%	35.1%	40.3%
55 to 64	18.8%	21.0%	24.6%	19.4%
65 to 74	7.8%	...	...	...
75 or older	...	...	...	...
Prefer not to say	...	...	...	...
Total	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023 and 2024. Compiled by NLSA on 10/16/2024

Asked to all respondents

C2. What is your current gender identity? (Select all that apply.)

	2021	2022	2023	2024
Male	37.5%	43.5%	43.9%	46.8%
Female	60.9%	56.5%	56.1%	51.6%
Gender diverse (Two Spirit, genderqueer, gender non-conforming, genderfluid, non-binary, agender)	...	...	...	...
Prefer not to say	...	...	...	...

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023 and 2024. Totals may exceed 100% due to multiple responses. Compiled by NLSA on 10/16/2024

Asked to all respondents

C3. Do you identify as ...? (Select all that apply.)

	2021	2022	2023	2024
Bisexual	...	...	...	...
Gay	7.8%	...	...	...
Heterosexual	81.3%	80.6%	93.0%	80.6%
Lesbian	...	...	...	...
Pansexual	...	...	...	...
Queer	...	...	...	...
Other orientation (specify):	...	...	...	...
Prefer not to say	...	9.7%	...	8.1%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023 and 2024. Totals may exceed 100% due to multiple responses. Compiled by NLSA on 10/16/2024

Asked to all respondents

C4. Are you...?

	2021	2022	2023	2024
Anglophone	82.8%	72.6%	77.2%	74.2%
Francophone	15.6%	21.0%	21.1%	21.0%
Other (specify):	...	...	...	...
Prefer not to say	...	...	...	...
Total	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023 and 2024. Compiled by NLSA on 10/16/2024

Asked to all respondents

C5. Are you bilingual in French and English?

	2021	2022	2023	2024
Yes	34.4%	46.8%	42.1%	46.8%
No	65.6%	53.2%	57.9%	53.2%
Total	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023 and 2024. Compiled by NLSA on 10/16/2024

Asked to all respondents

C6. Are you able to communicate in a language other than French or English?

	2021	2022	2023	2024
Yes (specify):	15.6%	12.9%	21.1%	16.1%
No	78.1%	80.6%	78.9%	82.3%
Prefer not to say	...	...	...	...
Total	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023 and 2024. Compiled by NLSA on 10/16/2024

Asked to all respondents

C6O. Are you able to communicate in a language other than French or English? (Specify language)

	2021	2022	2023	2024
Spanish	50.0%
German
Italian
Other	41.7%	...
Total	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023 and 2024. Compiled by NLSA on 10/16/2024

Subset: respondents who chose "yes" in C6.

C7. Are you... ? (Select all that apply.)

	2021	2022	2023	2024
Indigenous Canadian (First Nations (status and non-status), Métis, Inuk, other Indigenous Canadian)
Black (African, Afro-Caribbean, African-Canadian descent)
East/Southeast Asian (Chinese, Korean, Japanese, Filipino, Vietnamese, Cambodian, Indonesian and other Southeast Asian descent)
South Asian (South Asian descent, e.g., East Indian, Pakistani, Bangladeshi, Sri Lankan, Indo-Caribbean, etc.)
White (European descent)	89.1%	85.5%	94.7%	87.1%
Other group (specify):
Prefer not to say

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023 and 2024. Totals may exceed 100% due to multiple responses. Compiled by NLSA on 10/16/2024

Asked to all respondents

C8. Which of the following best describes your current religious affiliation? (Select all that apply.)

	2021	2022	2023	2024
Buddhist	...	...	...	...
Jewish	...	...	...	...
Roman Catholic	...	17.7%	17.5%	8.1%
Protestant (United, Presbyterian, Anglican, Pentecostal, etc.)	25.0%	16.1%	17.5%	19.4%
Other Christian (Eastern Orthodox, Amish, Jehovah's Witness, etc.)	...	...	...	...
Indigenous spirituality	...	...	...	...
No religion/Atheist/Agnostic/Humanist	53.1%	53.2%	54.4%	61.3%
Other (specify):	...	...	...	...
Prefer not to say	...	9.7%	...	8.1%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023 and 2024. Totals may exceed 100% due to multiple responses. Compiled by NLSA on 10/16/2024

Asked to all respondents

C9. Do you identify as a person with a disability?

	2021	2022	2023	2024
Yes	10.9%	...	...	8.1%
No	87.5%	91.9%	93.0%	88.7%
Prefer not to say	...	...	...	...
Total	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023 and 2024. Compiled by NLSA on 10/16/2024

Asked to all respondents

SECTION D - RESPONDENT FEEDBACK

D1. Do you have any comments related to this survey and/or its content?

	2021	2022	2023	2024
Yes (enter comments):	...	...	...	...
No	>95%	≈95%*	≈95%*	≈97%*
Total	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023 and 2024. Compiled by NLSA on 10/16/2024

Asked to all respondents

***Exact figure cannot be provided due to privacy/confidentiality**

Appendix C: English Language Questionnaire

ULCC | CHLC

**UNIFORM LAW CONFERENCE OF CANADA
CONFÉRENCE POUR L'HARMONISATION DES LOIS AU CANADA**

DIVERSITY AND INCLUSION COMMITTEE
ULCC MEMBER SURVEY 2024

PURPOSE

The Uniform Law Conference of Canada (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. As a result, the ULCC's Diversity and Inclusion Committee is conducting a survey of all ULCC participants from the past year to acquire a better understanding of the ULCC's diversity.

CONFIDENTIALITY

The information is being collected and protected under the authority of the *Access to Information and Protection of Privacy Act 2015 (ATIPPA, 2015)* of the Province of Newfoundland and Labrador. Please be assured that your answers will be kept strictly confidential and published in aggregate form only. No individuals will be identified in the survey's results. Although participation is voluntary, your co-operation is important to ensure that the information collected is as accurate and as comprehensive as possible. The survey will approximately ten minutes to complete.

If you have any questions concerning privacy or confidentiality, are unable to access the survey or have technical difficulties while completing it, you can contact the Newfoundland and Labrador Statistics Agency at NLSASurveys@gov.nl.ca. Questions related to the survey's purpose and/or its content should be directed to Pierre Daigneault, the Executive Director of the ULCC (Pdaigneault@ulcc-chlc.ca).

SECTION A – MEMBER ROLE AND LEGAL BACKGROUND

AR1. This first section deals with the specifics of your involvement within the ULCC and your legal background.

A1. Which of the following best describes your role within the ULCC? (Select one response only.)

- 1 Jurisdictional Representative
- 2 Delegate at the annual meeting, but not a Jurisdictional Representative
- 3 Observer at the annual meeting [Go to A3]
- 4 Member of a working group only [Go to A3]
- 7 Other (specify): _____ [Go to A3]

A2. As a Jurisdictional Representative or a delegate to the annual meeting, were you part of a working group?

- 1 Yes
- 2 No

A3. Which section of the ULCC were you primarily involved with?

- 1 Civil section
- 2 Criminal section
- 3 Neither

A4. What was your year of call to the bar?

- 1 1960 to 1969
- 2 1970 to 1979
- 3 1980 to 1989
- 4 1990 to 1999
- 5 2000 to 2009
- 6 2010 to 2019
- 7 2020 to present
- 8 Not applicable

A5. Do you have formal training in both common and civil law (e.g., you hold a common law and civil law degree)?

Yes

No

A6. Are you now or have you ever been a member of a bar of a jurisdiction outside Canada?

Yes (specify jurisdiction): _____

No

SECTION B – WORKING ENVIRONMENT

BR1. The ULCC is committed to cultivating an inclusive, respectful and welcoming environment. The questions in this section are being asked to acquire a better understanding of how included participants feel in the work of the Conference, and to identify potential areas for improvement.

B1. Please indicate your level of agreement with each of the following statements related to the ULCC's working environment.

STATEMENT	LEVEL OF AGREEMENT					
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	UNSURE	PREFER NOT TO ANSWER
a) The ULCC cultivates an inclusive environment.	<input type="radio"/>					
b) The ULCC cultivates a respectful environment.	<input type="radio"/>					
c) The ULCC cultivates a welcoming environment.	<input type="radio"/>					
d) The ULCC is committed to improving the diversity of its membership.	<input type="radio"/>					
e) The ULCC respects individuals and values their differences.	<input type="radio"/>					
f) The ULCC respects and values the time and expertise of those involved in the work of the organization.	<input type="radio"/>					

g) The ULCC's formal recognition of those involved in the work of the organization is appropriate, fair and transparent.	○	○	○	○	○	○
h) The ULCC provides an environment for the free and open expression of ideas, opinions and beliefs.	○	○	○	○	○	○

B2. In the past year, have you *experienced* instances of discrimination or harassment (including racial, ethnic, sexual or gender-based “jokes”, comments or slurs) at the ULCC?

- Yes
- No

B3. In the past year, have you *observed* instances of discrimination or harassment (including racial, ethnic, sexual or gender-based “jokes”, comments or slurs) at the ULCC.

- Yes
- No

BR2. As part of the ULCC's commitment to cultivating an inclusive, respectful and welcoming environment, instances of discrimination or harassment are not tolerated. While this survey is intended to gather statistical information, anyone who experiences or observes inappropriate conduct is encouraged to contact the President or the Vice-President of the ULCC.

B4. What improvements, if any, can the ULCC make to cultivate an inclusive, respectful and welcoming environment?

- Enter response: _____
- None

SECTION C – MEMBER DEMOGRAPHICS

CR1. The questions in this section are for research and statistical purposes only. They are being asked simply to acquire a better understanding of the ULCC's diversity. Please be assured that your answers will be kept strictly confidential and published in aggregate form only. No individuals will be identified in the survey's results. Although participation is voluntary, your cooperation is important to ensure that the information collected is as accurate and as comprehensive as possible.

C1. Which of the following categories best describes your age?

- 1 Under 25** **3 35 to 44** **5 55 to 64** **7 75 or older**
 2 25 to 34 **4 45 to 54** **6 65 to 74** **9 Prefer not to say**

C2. What is your current gender identity? (Select all that apply.)

- 1 Male**
 2 Female
 3 Transgender
 4 Gender diverse (Two Spirit, genderqueer, gender non- conforming, genderfluid, non-binary, agender)
 7 Not listed above (specify): _____
 9 Prefer not to say

C3. Do you identify as.....? (Select all that apply.)

- 1 Asexual**
 2 Bisexual
 3 Gay
 4 Heterosexual
 5 Lesbian
 6 Pansexual
 7 Queer
 8 Questioning
 97 Other orientation (specify): _____
 99 Prefer not to say

C4. Are you.....?

- 1 Anglophone**
- 2 Francophone**
- 7 Other (specify): _____**
- 9 Prefer not to say**

C5. Are you bilingual in French and English?

- 1 Yes**
- 2 No**
- 9 Prefer not to say**

C6. Are you able to communicate in a language other than French or English?

- 1 Yes (specify): _____**
- 2 No**
- 9 Prefer not to say**

C7. Are you.....? (Select all that apply.)

- 1 Indigenous Canadian (First Nations (status and non-status), Métis, Inuk, other Indigenous Canadian)**
- 2 Black (African, Afro-Caribbean, African-Canadian descent)**
- 3 East/Southeast Asian (Chinese, Korean, Japanese, Filipino, Vietnamese, Cambodian, Indonesian and other Southeast Asian descent)**
- 4 Latino/Latina/Latinx (Latin American, Hispanic, Central American, or Brazilian descent)**
- 5 Middle Eastern (Arab, Persian, West Asian descent, e.g., Afghan, Egyptian, Iranian, Lebanese, Turkish, Kurdish, etc.)**
- 6 South Asian (South Asian descent, e.g., East Indian, Pakistani, Bangladeshi, Sri Lankan, Indo-Caribbean, etc.)**
- 7 White (European descent)**
- 97 Other group (specify): _____**
- 99 Prefer not to say**

C8. Which of the following best describes your *current* religious affiliation? (Select all that apply.)

- 1 Buddhist
- 2 Hindu
- 3 Jewish
- 4 Muslim
- 5 Sikh
- 6 Roman Catholic
- 7 Protestant (United, Presbyterian, Anglican, Pentecostal, etc.)
- 8 Other Christian (Eastern Orthodox, Amish, Jehovah's Witness, etc.)
- 9 Indigenous spirituality
- 97 Other (specify): _____
- 10 No religion/Atheist/Agnostic/Humanist
- 99 Prefer not to say

C9. Do you identify as a person with a disability?

- 1 Yes
- 2 No
- 9 Prefer not to say

SECTION D – RESPONDENT FEEDBACK

D1. Do you have any comments related to this survey and/or its content?

- 1 Yes (enter comments): _____
- 2 No

Thank you for your participation.
Please remember that all responses are kept strictly confidential.