

ULCC|CHLC

UNIFORM LAW CONFERENCE OF CANADA

CONFÉRENCE POUR L'HARMONISATION DES LOIS AU CANADA

# Diversity and Inclusion Committee

August 12, 2025

Halifax, Nova Scotia

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.

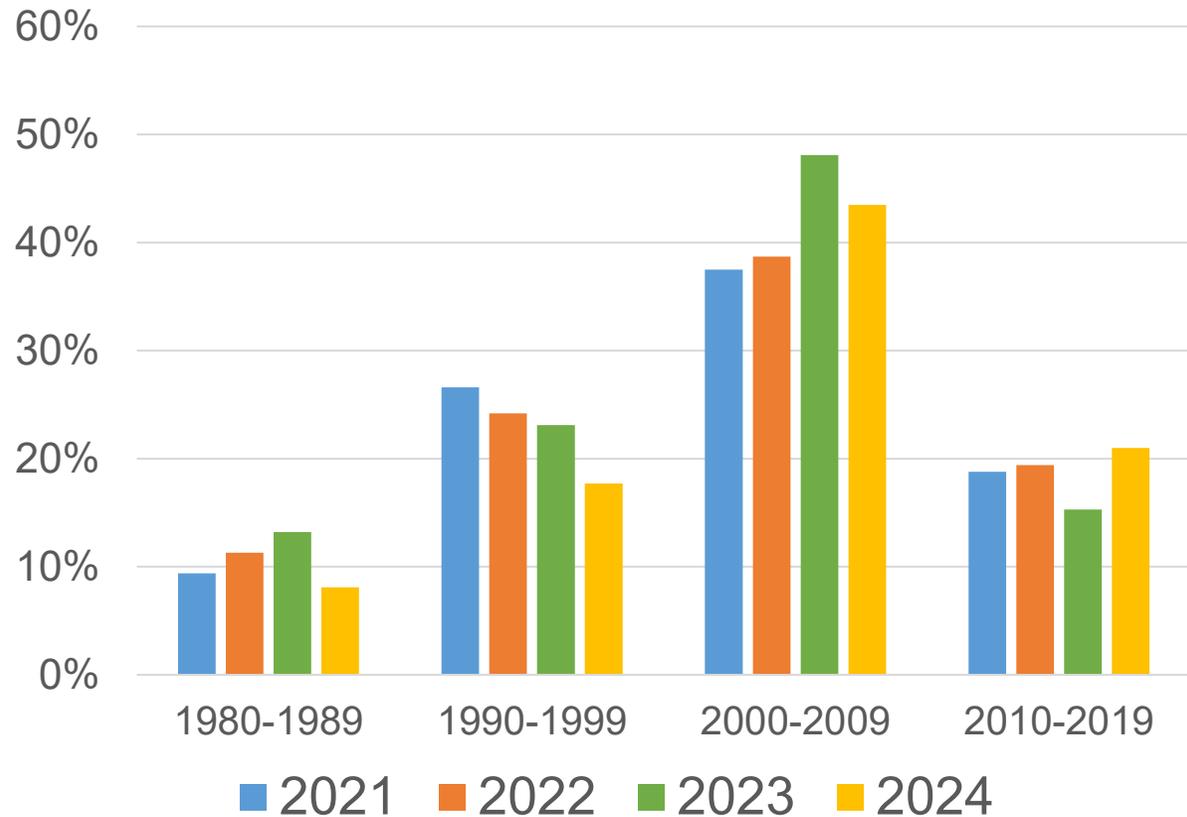
The ULCC is committed to cultivating an inclusive, respectful and welcoming environment. The ULCC believes diversity supports creativity and innovation, which are essential to the successful fulfillment of its law reform mandate and leads to products that are responsive to everyone. Accordingly, the 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

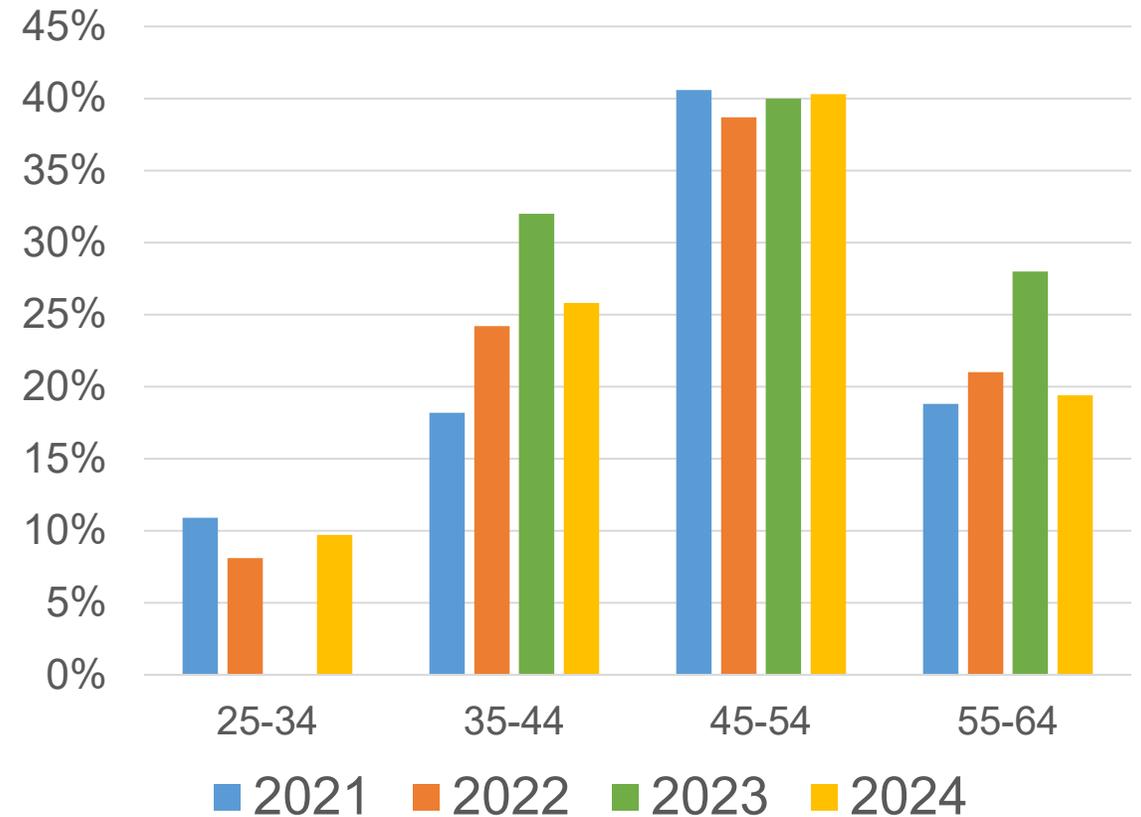
The **ULCC Member Survey 2024** was developed and conducted by the Newfoundland and Labrador Statistics Agency (NLSA) in partnership with the Uniform Law Conference of Canada's (ULCC) Diversity and Inclusion Committee. The survey's purpose was to acquire a better understanding of the diversity of the ULCC's membership in order to cultivate an inclusive, respectful and welcoming environment supporting creativity and innovation.

# 2024 Survey Highlights

## Year of Call to the Bar



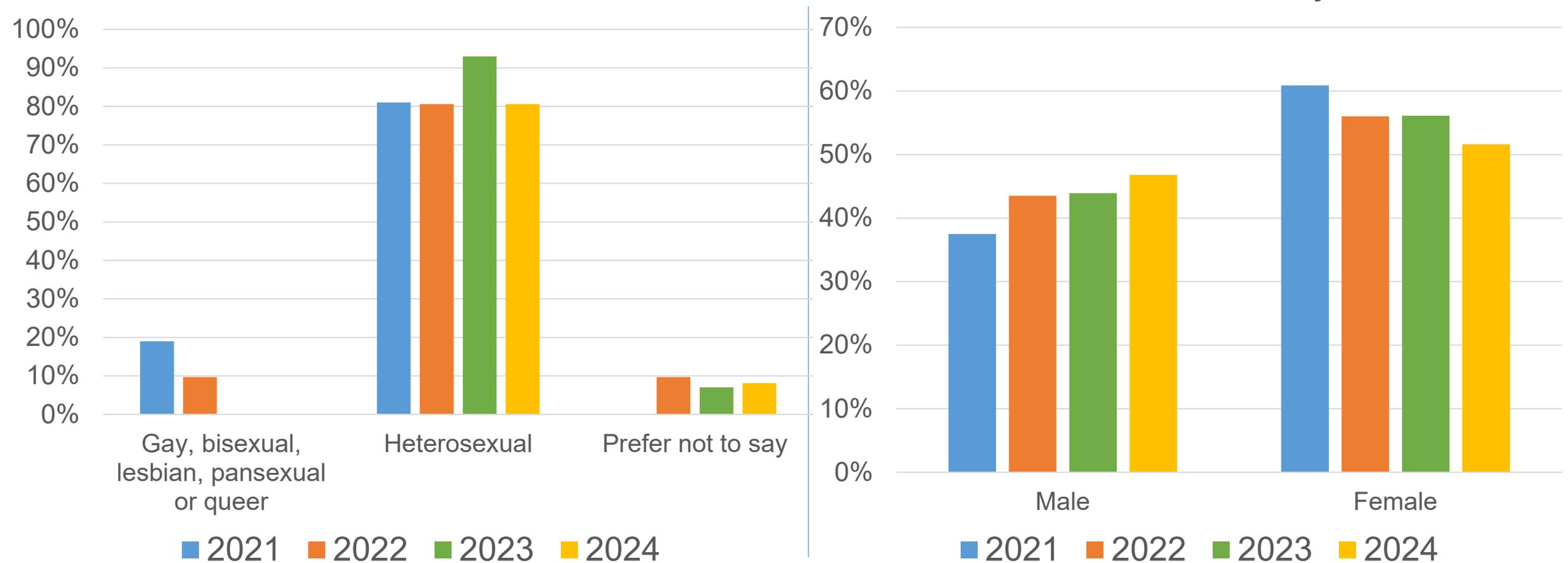
## Age



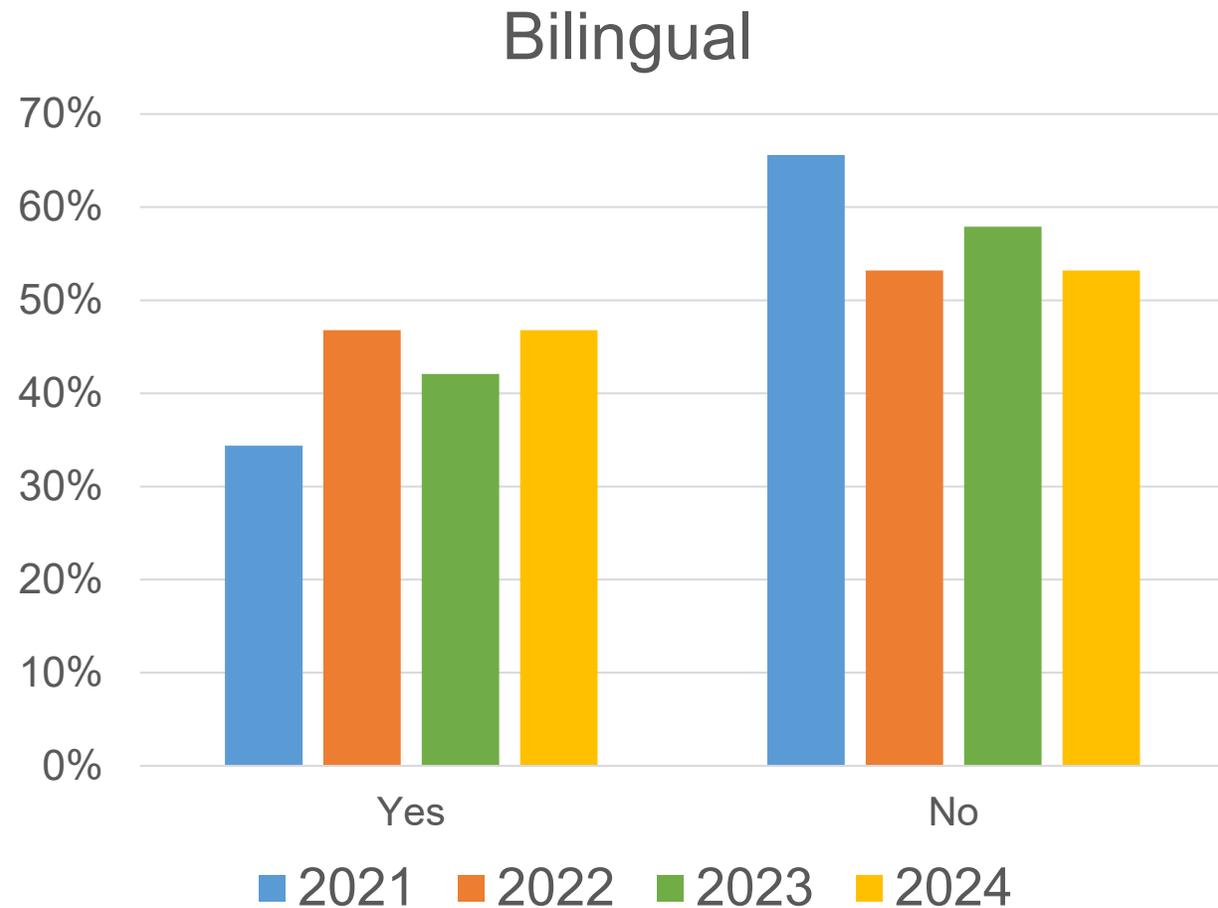
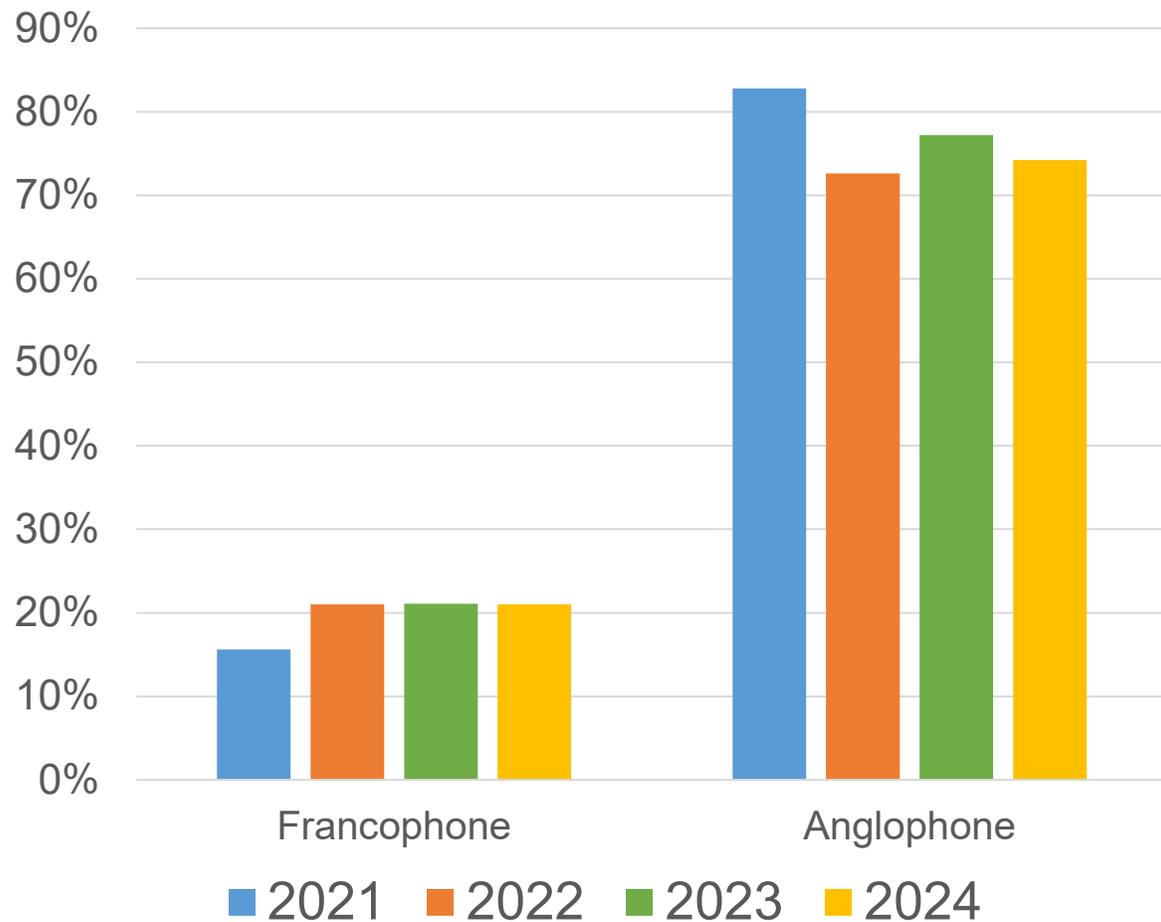
# 2024 Survey Highlights

## Sexual Orientation

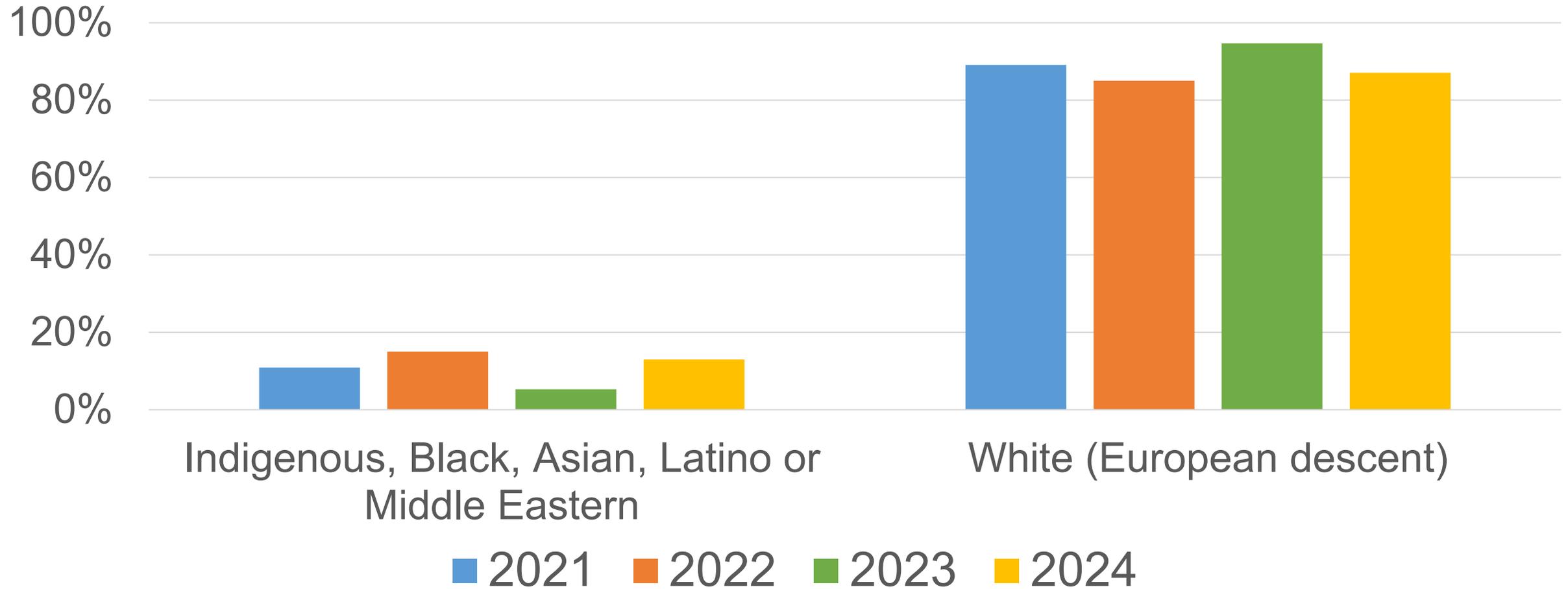
## Gender Identity



# 2024 Survey Highlights



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# Suggested Improvements

1) Increased diversity of people and projects

2) Information sharing and support for new delegates

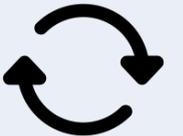
# Recommendations to Executive Committee – November 2023

## Progress Report – February 2025

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



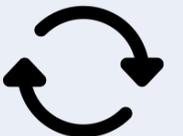
Ensure diverse audience for *Communiqué*



Endorse form letter to support JRs



Encourage Gender-Based Analysis Plus or similar analysis



# Recommendations to Executive Committee – November 2023

## Progress Report – February 2025

Continue to conduct annual survey	
Adopt gender-inclusive language policy	
Review constitution and bylaws to ensure inclusive language	
Update ULCC guide documents and ensure they are easily accessible	
Continue to encourage use of mentorship practices	
Continue to ensure formal recognition is appropriate, fair and transparent	

# Guide Documents

Assessment Review Process

Bilingualism and Bijuralism

Guidance on Civil Section Annual Meeting Minutes

Hosting a ULCC Annual Meeting – the Planning Process

Orientation for New Delegates to the Annual Meeting

Payment of Travel-Related Costs Policy

Protocol for Joint Sessions and Projects of the Civil and Criminal Sections

## Guide Documents

Role and Responsibilities of Jurisdictional Representatives

Role and Responsibilities of the Chair and Secretary of the Criminal Section

Role and Responsibilities of the Chair of the Civil Section

Role and Responsibilities of the Executive Director

Role and Responsibilities of the ULCC President at the ULCC Annual Meeting

ULCC Attendance at the US Uniform Law Commission Annual Conferences

# 2024 Survey

## Response Rate

