



CBABC
ANNUAL
REPORT
2021-2022

MISSION

To improve the law

To improve the administration of justice

To improve and promote access to justice

To promote equality, diversity and inclusiveness
in the legal profession and the justice system

To improve and promote the knowledge, skills,
ethical standards and well-being of members
of the legal profession

To provide opportunities for members to connect
and contribute to the legal community

To represent the legal profession provincially,
nationally and internationally

To promote the interests of the members of the CBA

RE-EMERGING TOGETHER

A Message from our President

During the pandemic, CBABC became an indispensable asset and source of essential, up-to-date information for the legal community. This year, we continued to build on that work, and our growing membership and increased influence are testaments to our impact.

CBABC's crucial role as the voice of the profession was brought into focus by the *Report of a Governance Review of the Law Society of BC*. Many of our recommendations to Harry Cayton were reflected in his Report, and our outreach to members and the profession at large has been the most comprehensive engagement with the profession about this important issue. CBABC is committed to consulting with and advocating on behalf of the legal profession, and to ensuring the continued independence of the bar.



We also celebrated gains in our advocacy work stemming from *Agenda for Justice 2021*. In particular, the government has taken some incremental but meaningful steps to address reconciliation and inclusivity, reflecting some of CBABC's recommendations. CBABC has also engaged in the work of reconciliation: updating our Reconciliation Action Plan, expanding our cultural competency training, and supporting Indigenous lawyers through the work of the Aboriginal Lawyers Forum. There is no question that much work remains, but we are headed in the right direction.

CBABC also offered professional development on topics like Trans Inclusivity and Equity for Women in Law. We strengthened our relationships with affinity groups and worked together toward racial justice. CBABC's commitment to promoting equality, diversity and inclusiveness has been a focus of my presidency, and I am excited to have been a small part of this work.

Being your President during a year of re-emergence into public life allowed me to travel throughout the province and meet many members this past year. Those travels and meetings were the highlight of my time as President. It has been an honour and a privilege to work with you and with everyone at CBABC.

I hope you are as proud as I am of our achievements.

A handwritten signature in black ink that reads "Clare Jennings". The signature is written in a cursive, flowing style.

Clare Jennings
CBABC President 2021-22

ADVOCACY IN ACTION

CBABC represents the voices of over 7,600 members from different practice areas, locations, career stages, and workplace environments. This diversity allows CBABC to develop advocacy submissions that reflect the complexity of justice policy and legislative reform. In a busy year of many submissions, these highlights represent our most significant developments.

Governance of the Legal Profession

In December 2021, the Law Society released the **Cayton Governance Report**, which assessed the Law Society's governance model and the regulation of the legal profession against international standards of professional governance. The Report offered over 35 recommendations for consideration.

CBABC engaged with over 360 lawyers through a series of roundtable discussions designed to ensure that lawyers were aware of the Report, considered the recommendations, and shared their opinions. Lawyers from across the province expressed a need for the governing board to reflect diverse geographical regions and agreed that stronger disciplinary measures should be taken with those members who repeatedly fail to comply with the Code of Conduct and the *Legal Profession Act*. CBABC will report on the collective views of BC's lawyers in a submission in Fall 2022.



Property Law Amendment Act, 2022

In December 2021, the government proposed a “cooling off period” for resale properties and newly built homes so that a purchaser may rescind a contract of purchase and sale by serving written notice to the seller within a prescribed number of days. Through our Residential Conveyancing Working Group, CBABC participated in the consultations on the “cooling off period” held by the BC Financial Services Authority in January 2022 to express members' skepticism about the need for this legislation, and the lack of information about the problem the government was seeking to solve. The government introduced Bill 12-2022 in March 2022 to amend the *Property Law Act*, with the cooling off period coming into effect January 2023.

Money Laundering

The BC Government released its final report from the **Cullen Commission of Inquiry into Money Laundering** in June 2022. The Commissioner adopted many of CBABC's recommendations, including maintaining independent regulation of lawyers and protecting solicitor-client privilege. The Commission also agreed that further funding is needed to train police and enforcement agencies to aggressively pursue money launderers.

Modernizing the Justice System

In September 2021, CBABC provided the Supreme Court of British Columbia with information about the detrimental effects of the court's phone-based scheduling system for civil matters and made recommendations for a digital system. The Court responded to acknowledge the frustrations of counsel, provide additional information about initiatives to modernize court administration, and offer suggestions that lawyers might follow to improve the overall system. The Court noted that changes require cooperation by the courts, Court Services Branch, federal and provincial governments, and lawyers to achieve modernization and a properly resourced Court.



During the **2023 BC Budget consultations**, CBABC's submission to the *Select Standing Committee on Finance and Government Services* recommended funding for family law legal aid to expand scope and make services more readily available, along with funding to modernize the infrastructure of the court system and for justice system data collection and disclosure.

Addressing Reconciliation and Inclusivity

Through our comprehensive November 2021 submission, **On Matters of Indigenous Justice in British Columbia**, CBABC requested the provincial government commit to meaningful change to address systemic inequality by focusing on the implementation of the *Declaration on the Rights of Indigenous Peoples Act*, funding the *First Nations Justice Strategy*, and working with Indigenous groups and stakeholders. We recommended expansion of restorative justice programs, Indigenous courts, and access to high-speed internet for Indigenous communities. The Declaration Act Action Plan, released by the government in March 2022, reflected some of CBABC's recommendations.

Following an extensive public consultation, the government's **Special Committee on Reforming the Police Act** released its final report in April 2022. Several of CBABC's recommendations made the previous year were included by the Special Committee, including the need to collect and use disaggregated data and to improve the complaints and disciplinary process for police.

In May 2022, the BC government introduced Bill 24, the **Anti-Racism Data Act**, to ensure disaggregated data is thoughtfully collected and analyzed so that government programs, policies, and legislation protect BC's most vulnerable. CBABC has actively advocated for the collection and use of data since *Agenda for Justice 2021*.

CONNECTING PEOPLE, SKILLS & KNOWLEDGE

A Return to In-Person

Our second annual **'For the Love of Litigation'** dinner brought together over 100 attendees to network and hear about their love of litigation from The Hon. Justice Jaqueline Hughes, The Hon. Justice Jasvinder S. (Bill) Basran, The Hon. Justice G. Bruce Butler, The Hon. Justice E.J. Adair (Ret'd) and John Logan, KC.

Members returned to Kelowna for the ever-popular **Wills & Estates Conference!** Over 60 attendees from across BC enjoyed a dynamic three-day weekend that included engaging content, a networking dinner trivia, and a mock mediation session delivered by Hon. Sandra K. Ballance and Hon. D. Jane Dardi.

Our Most Popular Events

Sixty-nine Sections hosted more than 10,000 attendees at 229 meetings this year – a nearly 10% increase in the number of opportunities for members to learn and connect!

The New Nuts and Bolts of Appellate Procedure

At our highest attended Section meeting this year, Timothy Outerbridge, Registrar of the Court of Appeal and Caitlin Ohama-Darcus, contributor to the Civil Appeal Handbook, unpacked the key changes of the new *Court of Appeal Act and Court of Appeal Rules* (in effect July 18, 2022). Liliane Bantourakis, Crown Appeals Division, shared tips on how to work with the new criminal appeal filing rules.

Financial Elements of Purchase and Sale Agreements

Rohan Sethi and Jason Thalla-Joel of KPMG LLP reviewed the types and uses of transactional financial statements. Topics included an in-depth look at post-closing mechanisms. Key takeaways covered how to identify common pitfalls and apply dispute avoidance techniques as a risk mitigation strategy.

Annual Review of Administrative Law

Lisa Fong, KC and Alandra Harlinton explored important cases and sample scenarios from 2021-22 that considered questions like whether the courts should have the power to judicially review conduct of non-state actors that demonstrate a “public” character.

Sections by the numbers

229
Meetings

281
CPD hours

35
Socials

86%
of meetings
held virtually

10,528
Attendees

Diving Deeper on Topical Issues

Recognizing that some topics are understood in bite-sized sessions over time, CBABC offered three webinar series this year. Learn about our **Truth & Reconciliation Series** on page 6.

The **Science-Informed Practice Series** connected members with experts from the health, social services, and legal sectors to unpack the current thinking around Adverse Childhood Experiences (ACEs) and what we can learn from brain science. Participants learned about the link between brain health and client well-being and worked through complex case scenarios to understand how to build supportive client relationships with children and families. Members were challenged to think outside the box for opportunities to become engaged in transforming the family justice system from the ground up.

Our four-part **Business of Law Series** focussed on the modern practice of law. The first session introduced strategies to develop meaningful and relatable social media content to grow a lawyer's practice. Follow-up sessions included marketing experts exploring the difference between goal-setting and strategic planning, and lawyers sharing tips on how to leverage innovative practice models to improve legal service delivery to clients.

EDI in the Profession

CBABC offered several webinars that addressed the systemic and structural barriers facing equality-seeking groups.

On the Path to Equity for Women in Law highlighted the triumphs and challenges women lawyers face in BC. CBABC partnered with the International Association of Women Judges and the Law Society of BC.

Essential Practice Points: Trans Inclusivity & Access to Justice equipped lawyers with the foundational knowledge to build practice awareness and communication strategies to be an ally for transgender, nonbinary, and gender diverse parties.

Ellie Krug delivered human inclusivity training, Gray Area Thinking®, which gave members the tools to navigate conversations about EDI challenges facing the legal profession today. CBABC partnered with CBA Alberta.

PD
by the numbers

49
Webinars
& seminars

8
Conferences

105
CPD hours

79%
of PD events
held remotely

4,185
Attendees

TAKING ACTION ON RECONCILIATION

CBABC is committed to helping lawyers build their Indigenous cultural competency and to ongoing advocacy for the justice system to evolve and incorporate principles of Indigenous laws and practices.

Policy & Law Reform

As noted on page 3, CBABC members prepared the report, **On Matters of Indigenous Justice in British Columbia**, making 27 recommendations for law and policy changes to improve the experiences of Indigenous people in our legal and justice systems. In February 2022, the government announced a \$12M investment for a Declaration Act Secretariat, followed by the *Declaration Act Action Plan* released in March. Although these were positive steps forward, CBABC continues to advocate so that the work produces tangible results for Indigenous communities with appropriate funding and an established framework for reviewing legislation.



Education & Law Firm Resources

In September 2021, CBABC launched a four-part **Truth & Reconciliation Series**. Over 320 participants learned how to engage in economic reconciliation with Indigenous businesses and First Nations and how public and private sector counsel can drive reconciliation efforts forward. In our highest-attended PD program of the year, *T&R Series Part 1: Economic Reconciliation—Working in a Colonial Framework*, participants learned how to adopt an inter-cultural communication strategy and build a responsible reconciliation investment lens into practice.

Our **Reconciliation Response Plan for Law Firms (RRP)** continues to be a useful tool to help law firms advance reconciliation in their businesses. After engaging with managing partners of larger firms to discover what would help them establish an RRP, CBABC hosted a webinar led by Berry Hykin, Woodward & Company Lawyers LLP and Zach Romano, Fasken. They shared insights of how those firms implemented plans that reflected their values and business goals along with practical advice for developing RRP.

Reconciliation Action Plan Review

Throughout the year, the CBABC Truth & Reconciliation Committee engaged with groups of members to develop the next iteration of our Reconciliation Action Plan. Recognizing that each member's journey in reconciliation may be at different stages, the updated Plan will continue to enable cultural awareness learning opportunities, support for Indigenous lawyers, and law and policy submissions.

Supporting Indigenous Lawyers

The CBABC Aboriginal Lawyers Forum hosted the first return to in-person celebrations with the 2021 ALF Holiday Banquet, providing much-appreciated connections among old friends and new. In May, the ALF Retreat, *Indigenous Thriving*, gave Indigenous lawyers a deeper level of self-knowledge and cultural teachings by learning from Indigenous practitioners.

ENGAGING LAWYERS ACROSS BC

One of CBABC's strengths is the ability to engage with lawyers from all areas of BC. Throughout 2021-22, CBABC President and staff met with members in Surrey, Nanaimo, Nelson, Prince George, Smithers, Terrace, Courtenay, Kamloops, Kelowna, Victoria and Vancouver.

Complementing the many virtual opportunities available for professional development, in-person conferences returned in 2021-22. Programs were offered in-person in locations throughout the province, including the Solicitors Central Vancouver Island Conference, BC North Connects, Northern BC Law Talks, Ethical Considerations for Every Lawyer, and the Wills & Estates Law Conference.

Rural Education and Access to Lawyers

The REAL Program, designed to assist law firms in rural communities recruit and retain law students and new lawyers, returned in full force for the first time since the pandemic. Ten second-year students spent their summer working with law firms in Nakusp, Haida Gwaii, Powell River, Hazelton, Port Hardy & North of Campbell River, Grand Forks, Castlegar, and Golden.

With funding from The Law Foundation of BC and Columbia Basin Trust, these students gained invaluable experiences that will undoubtedly help shape their future careers in law and their choice to work in rural practice. CBABC has secured funding from The Law Foundation for the 2022-23 term.



Battle of the Bar Bands

Battle of the Bar Bands raises money for the CBABC Benevolent Society, which assists lawyers and articling students battling injury or illness. The first ever Battle of the Bar Bands was held in Prince George following Northern BC Law Talks. Talented lawyers with their bands entertained their colleagues at the fun-filled, supportive event.

Governance of the Profession

The Governance Roundtables (see details on page 2) gave CBABC an opportunity to connect with lawyers throughout BC. Both members and non-members joined online and in-person from every judicial county. Lawyers told us that they agreed with many of the principles in the Cayton Report, but emphasized that the legal profession's regulator should maintain a board reflecting the regional diversity of law practice experiences.

ENHANCING MEMBER VALUE

CBABC is proud to offer initiatives designed to help our members advance their careers and support their well-being.

Robe Bank

Launched in Fall 2021, the CBABC Robe Bank has built a collection of 23 donated robes, in support of new litigators who need robes to attend their call ceremonies or first court appearances. Along with robe donations, stories have been collected so that each robe's story can be shared and continues with lawyers of the future. The Robe Bank started loaning robes as call ceremonies returned over Summer 2022.

MemberPerks

MemberPerks is a member savings program that launched in Fall 2021 in partnership with CBA Alberta. Complementing the CBA Advantage Program available nationally, MemberPerks offers special discounts on local restaurants, home electronics, entertainment, health, travel, and more. By August 2022, nearly 1,200 CBABC members had signed up for this free service for themselves and up to five family members!

Mentorship

During the 2021-22 school year, 287 mentors were matched with 302 mentees as part of the Law School Mentorship Program, in partnership with Peter A. Allard School of Law, Thompson Rivers University Faculty of Law, and University of Victoria Faculty of Law. An online survey showed 72% of mentors would participate again. Additional factors such as gender identity and self-identifiers were considered for pairings, with 63% of mentees reporting that sharing a similar self-identity with their mentor was important.

Everyone Legal Clinic

CBABC joined Access Pro Bono's Everyone Legal Clinic as a Founding Service Partner in a move to support alternative paths to traditional articling. In addition to a financial contribution, CBABC provided free membership and exclusive training content to the articling students and discounted membership for ELC supervising lawyers.

In addition, the Aboriginal Lawyers Forum donated \$20,000 to create the CBABC Aboriginal Lawyers Forum Scholarship, designed to support the ELC's Indigenous-to-Canada articling students. This year's scholarship recipients were Lincoln Hallgren, Carolyn Belleau, BettyAnn Marcoux, and Ashley Linttell.



REACHING NEW MEMBERSHIP HEIGHTS

CBABC had another strong year of membership and revenue growth, both of which provide a strong foundation for advocacy work and delivering even more member value.

Membership grew by 3.6% overall, outpacing the National CBA average of 1.4%. We enjoyed a 2.2% lift in the Regular Lawyer category, climbing to 4,995 full-time practicing lawyers with four or more years of call, along with an 18.3% increase in Articling Students, as firms returned to hiring post-pandemic.

Plus, our new **universal student membership relationship** with University of Victoria Faculty of Law led to a 12.9% increase in the Law Students category. Building for the future through our Law and Articling Student categories is how CBABC ensures growth in the years to come.

CBABC's **financial picture remained strong in 2021-22**, thanks to higher than anticipated membership and non-dues revenue. The Branch directed these funds into our Advocacy work by hiring new policy and communications staff to support our Committees as they engage with members to develop submissions and presentations to government and other third parties, and subsequently report on successes.

We **reinvested in Member Services** by expanding the support we provide Section Executives to deliver quality CPD and networking opportunities in-person and virtually throughout the province. And we laid the groundwork in late 2022 to review and enhance a number of programs that you will see revitalized during the 2022-23 membership term.

Year 3 of our five-year Strategic Plan concluded amid a very different environment – a pandemic impacting how our members practice, a Law Society governance review, and the BC government move towards a single regulator – all having a material impact on the role and operations of CBABC. The Board of Directors and senior staff used this year's Planning Session to reflect on what comes next. We identified the strategies and initiatives that will push us to have an even greater impact on the practice and profession of law, while delivering even more member value to you – our valued CBABC members.

Members by the numbers*

7,602
Members

3.6%
Increase from
prior year

47.9%
Market share
of BC practicing
lawyers

1,023
New Lawyers
(YOC 1-3)

*All numbers reported as of May 27, 2022

RECOGNIZING OUR PEERS

Every year, CBABC proudly honours BC's legal profession with awards celebrating individual and industry excellence, outstanding achievements and community service.



Georges A. Goyer, QC Memorial Award for Distinguished Service

Robert McDiarmid, KC was awarded for his contributions as Bencher and President of the Law Society, to his alma mater, Thompson Rivers University, and for his work establishing programs to better the legal profession.



President's Medal

Isabel Jackson was recognized for working tirelessly to raise the profile of Indigenous lawyers throughout her career. As a result of her leadership in the Aboriginal Lawyers Forum, she has established a community of support and celebration of Indigenous lawyers, culture and allyship.



Harry Rankin, QC Pro Bono Award

Tim Louis, inspired by Harry Rankin, QC, spent much of the last 40 years providing pro bono services. Key to the implementation of HandyDart, Tim co-founded the Disability Alliance of BC and BC Public Interest Advocacy Centre.



Harry Rankin, QC Pro Bono Award

Edward Wong demonstrated a commitment to pro bono services through Access Pro Bono and his own solo practice, representing women experiencing domestic violence as well as racialized clients.



Innovation Award

Sara Forte designed Forte Workplace Law to focus away from the billable hour and offer services at flat rates and bundled packages. Her ventures include Not Your Average Law Job and StandUP Teams.



Equality & Diversity Award

Ken Kramer, KC advocated tirelessly to improve the lives of those with disabilities and the senior community. As a lawyer living with disability, his profound personal and professional knowledge have helped establish seven Elder Law Clinics.



Equality & Diversity Award

Audrey Jun made a remarkable impact on the Asian-Canadian legal community by directing *But I Look Like a Lawyer*, an award-winning documentary that masterfully weaves the lived experiences of Pan-Asian lawyers.



Community Supporter Award

Vanessa Werden has been a champion for women in the construction industry and legal profession and was instrumental in granting \$20,000 in bursaries for women in trades or construction-related education.



Aboriginal Lawyers Forum Special Recognition Award

Bradley Regehr is a member of the Peter Ballantyne Cree Nation in Saskatchewan and has helped indigenous clients and communities throughout his career. He served as the President of the Canadian Bar Association in 2020-21, the first Indigenous lawyer to hold that office.

CBABC Student Awards

Sarah MacDonald & Charlotte Weston | Peter A. Allard School of Law

Paula Rasmussen | University of Victoria Faculty of Law

Abigail Falk | Thompson Rivers University Faculty of Law

Aboriginal Lawyers Forum Student Awards

Cassandra Sawers | Peter A. Allard School of Law

Chelsea Cameron | University of Victoria Faculty of Law

Jamie-Lee Keith | Thompson Rivers University Faculty of Law

CBABC LEADERSHIP 2021/22

Board of Directors

Clare Jennings <i>President</i>	Brandon Hastings <i>Young Lawyers Rep</i>
Aleem S. Bharmal, KC <i>First Vice President</i>	Patricia D. Blair <i>Director at Large</i>
Scott Morishita <i>Second Vice President</i>	Baljinder K. Girn <i>Director at Large</i>
Judith Janzen <i>Finance & Audit Committee Chair</i>	Adam Munnings <i>Director at Large</i>
Randy Robinson <i>Aboriginal Lawyers Rep</i>	Lee Nevens <i>Director at Large</i>
Mylene de Guzman <i>Equality & Diversity Rep</i>	

Committee Chairs

Judith Janzen <i>Finance & Audit</i>	Mona Muker <i>Legislation & Law Reform</i>
Scott Morishita <i>Member Services & Engagement</i>	Clare Jennings <i>Professional Issues</i>
Aleem S. Bharmal, KC <i>Nominating</i>	Myron Elliot Plett <i>REAL Advisory</i>
Aleem S. Bharmal, KC <i>Policy & Advocacy</i>	George Hungerford <i>Truth & Reconciliation</i>
Connor Bildfell <i>Access to Justice</i>	Stacey Jessiman de Nanteuil <i>Truth & Reconciliation</i>
Shannon Ramsay <i>Advisory to Judicial Council</i>	Sarah Reid <i>Young Lawyers Advisory</i>
Brandon D. Hastings <i>BarTalk Editorial</i>	Andrew Tang <i>Young Lawyers Advisory</i>
Chilwin C. Cheng <i>Business & Practice Innovation</i>	Roger Watts <i>Automobile Insurance</i>
Robin J. Gage <i>Court Services</i>	Stephen G. McPhee, KC <i>Family Law</i>
Mylene de Guzman <i>Equality & Diversity</i>	Brett Horton <i>Residential Conveyance</i>
John Gailus <i>Indigenous Justice Advocacy</i>	Tamara Hodge <i>Restorative Justice</i>

Section Reps

Shawnee Monchalin <i>Aboriginal Lawyers Forum</i>	Hana Felix <i>Wills & Trusts</i>
Matt Janssen <i>Business Law</i>	Robin J. Gage <i>Women Lawyers Forum</i>
Marlisa H. Martin <i>Civil Litigation</i>	Dan W. Melnick <i>Young Lawyers</i>
Sybila K. Valdivieso <i>CCCA</i>	<i>Representing Remaining Sections</i>
Mark Gervin <i>Criminal Justice</i>	Marian K. Brown Eric Bernard Clavier Kirsten Hume Scrimshaw
Samantha J. de Wit <i>Family Law</i>	Sean M. Kelly Stephen G. McPhee, KC James Pakenham
Brett Horton <i>Real Estate/Property</i>	
Dustin W. Klaudt <i>SOGIC</i>	

County Reps

Cariboo	Nathan Bauder	Susan Grattan
	Nicholas Maviglia	
Kootenay	Andrew Bird	Christopher Trudeau
Nanaimo	Johanna Berry	Patricia D. Blair
	Kevin Simonett	
Prince Rupert	Sara Hopkins	
Vancouver	J. Kyle Bienvenu	Karey Brooks
	Joseph G. Cuenca	Bahareh Danaei
	Baljinder Kaur Girn	Graham D. Hardy
	Lisa Helps	Judith Janzen
	Heather Mathison	Scott Morishita
	Karla Mukai	
Victoria	Sarah L. Klinger	Dan W. Melnick
	Paul Pearson	
Westminster	Anouk S. Crawford	Mylene de Guzman
	Daniel Moseley	Greg Palm
Yale	Rachel LaGroix	Michael Sinclair
	Kylie Walman	

Section Chairs

Aboriginal Law Vancouver	Saul Joseph Kassie K. Seaby	Freedom of Information & Privacy Law	Samantha Delechantos
Aboriginal Law Van Island	Robin Phillips	General Practice, Solo & Small Firm Lower Mainland	Angela Cao
Aboriginal Lawyers Forum	Randy Robinson	Health Law	Jackson Doyle Melissa Perry
Administrative Law	David A. Hainey Matthew R. Voell	Human Rights Law	Stephanie D. Gutierrez Lindsay Waddell
ADR Nanaimo	Laura E. Allen Stephen McPhee, KC	Immigration Law	Susan J. Martyn
ADR Vancouver	Leanne M. Walsh	Insolvency Law	Jef Poulsen
ADR Victoria	Shauna Tucker	Insurance Law	Mia Laity
Air Law	Darryl Pankratz	Intellectual Property & Technology Law	Mathew Brechtel
Animal Law	Rebeka Breder Britta M. Jensen	International Law	Struan Robertson
Appellate Advocacy	Aubin Calvert	Labour Law	Tamara Ramusovic
Banking Law	Hana Holbrook	Legal Research	Laurel M. Courtenay
BC Northwest	Gregory Petrisor	Maritime Law	Jason Lattanzio
Business Law	Clara Rozee	Municipal Law	Stephanie James Emily McClendon
CCCA BC	Allison Crane Janine F. Jones	Natural Resources Law	Val Lucas Jeremy Shelford
Charities & Not-For-Profit Law	Sarah G. Fitzpatrick Krista Vaartnou	Pensions & Benefits Law	Taylor Buckley
Children's Law	Fanda Wu	Public Sector Lawyers	Micah N. Weintraub
Civil Litigation Okanagan	Rosealyn Jacobs	Real Property Vancouver	Brett Horton Vyvyan Tsui
Civil Litigation Vancouver	Ola Stoklosa	Securities Law	Kaleigh Nevin Michael Rawluk
Civil Litigation Van' Island	Mikaila Mauro	Senior Lawyers	Karen F.W. Liang
Class Action Law	Katherine Booth Jake Cabott	Social Justice	Aleem S. Bharmal, KC
Commercial & Real Estate Okanagan	Mark Brade Martin Wales	SOGIC	Dustin Klautd Lee Nevens
Commercial & Real Estate Vancouver Island	Vacant	Solicitors' General Practice Central Vancouver Island	Esther L. Robson
Constitutional Law/ Civil Liberties	Tyna Ann Mason	Taxation Law	Soraya M. Jamal
Construction Law	Vanessa Werden	Unbundled Legal Services	Michael Butterfield
Criminal Law - Nanaimo	Kelly Bradshaw	Wills & Trusts Okanagan	Taeya Fitzpatrick Keith Sabey
Criminal Justice - Vancouver	Joven Narwal	Wills & Trusts Vancouver	Janis Ko
Criminal Justice - Victoria	Kimberly Henders Miller Chantelle Sutton	Wills & Trusts Victoria	Kathleen Butler Hana Felix
Elder Law	Allison A. Cartier	Women Lawyers Forum	Rose Keith, KC
Employment Law	Victoria Jean Petrenko Michelle Quinn	WLF Kamloops	Rachel Lammers
Environmental Law	Rochelle L. Collette Steven Evans	WLF Vancouver Island	Robin J. Gage
Family Law Fraser Valley	Cristen Gleeson	Workplace Investigations	Kirsten Hume Scrimshaw
Family Law Kamloops	Marlene Harrison Aachal Soll	Young Lawyers Lower Mainland	Stefanie Wong Michelle Wong
Family Law Okanagan	Leneigh Bosdet	Young Lawyers Okanagan	Vacant
Family Law Vancouver	Jesse Desilets	Young Lawyers Victoria	Kirby A. Hayes
Family Law Van' Island	Erin Leigh Brook Samantha J. de Wit		



THE CANADIAN
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