



Connecting Women in the Law

**CBABC WLF Upcoming Events
Save the Dates!**

**The CBABC WLF's
Annual General Meeting**
will be held on
Wednesday, June 14, 2017
at the Metropolitan Hotel
645 Howe Street, Vancouver, BC
In addition to the AGM, the WLF
will feature keynote speaker
Dr. Constance Isherwood, QC.

The CBABC WLF Book Club
will be meeting on
Wednesday, June 7, 2017
Speaker, Linda K. Robertson
will lead the discussion on
the best-selling book
*Nice Girls Don't Get the Corner
Office: Unconscious Mistakes Women
Make That Sabotage Their Careers*
by Lois P. Frankel

Remarks of the Chair

By Kathryn Sainty, QC



Greetings. It gives me enormous pleasure to write this, my first, message to you all. I am truly honoured to lead an extraordinary group of women who work tirelessly to promote the advancement of women in the legal profession in the Province of British Columbia. Each member of the BC WLF Executive brings a passion and exceptional skillset to her role as a member of the executive. The more I work with them, the more I am amazed. I hope those of you reading this also attend our events and have a chance to speak to them (and to thank them for their service).

I recently participated in the selection committees for both the WLF Award of Excellence and Debra Van Ginkel, QC Mentoring Award. We had a number of marvelous candidates but I was struck by how humble each nominee was and also aware that there are many others who could so easily have been nominated and wondered why these other worthy candidates had not been recommended. For some, I expect it was perhaps an issue of the time it might take to put the nomination package together but for others, I suspect it was because they did not feel themselves "worthy" of such an accolade.

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As a senior woman in the profession – someone who has had a chance to chat to many women lawyers over the years – I have learned that we (women) are often uncomfortable putting ourselves forward for accolades and awards. I'm sure you have all heard the adage that men will apply for a job when they meet only 60% of the qualifications, but women apply only if they meet 100% of them. To some extent this comes from women's belief that the job qualifications are "real" requirements, not simply "desirable" ones and applying for the job/putting her name forward for that award/accolade would really be "breaking the rules" since many women perceive that the hiring process occurs "by-the-book" and does not take into account the value of relationships and/or creativity.¹ I suspect women also do not allow themselves to be nominated for awards and accolades unless they meet 100% of the criteria and for similar reasons.

I'd like to encourage all of you reading this to step outside your comfort zone – maybe break the rules! – and apply for that job or accept (or even seek out) that nomination when you meet the 60%. Much has been written² about women's lack of confidence as a reason for why women don't succeed in the same proportions as men. On June 7, the WLF will be hosting a book club to discuss the book *Nice Girls Don't Get the Corner Office: 101 Unconscious Mistakes Women Make That Sabotage Their Careers*, Lois P. Frankel. Linda Robertson will be facilitating the discussion. Linda is this year's recipient of the WLF Award of Excellence. She has a long history of coaching and promoting women in the legal profession and is more than deserving of this award, yet when I called her to tell her that she had been chosen to receive it, her immediate response was: "Who me? There must be others equally or more deserving." Clearly, we need to continue this conversation.

1 Mohr, T.S. (2014, August 25). *Why Women Don't Apply for Jobs Unless They Are 100% Qualified*. Retrieved from hbr.org

2 For example: Sandberg, S. (2013). *Lean In: Women, Work, and the Will to Lead*. New York: Alfred A. Knopf; Kay, K. & Shipman, C. (2014). *The Confidence Code: The Science and Art of Self-Assurance---What Women Should Know*. New York, NY: Harper Business.

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WOMEN & POLITICS | Considering a Run?

By Rebecca Smith, Chair, Canadian Women Voters Congress

I came to politics by design. Others are pushed, pulled or dragged in, but all the women I have ever known who have stepped forth into public life have shared a deep desire to make a difference. Though backgrounds and motivations are different, we all must take the same steps: making the decision to run, getting the nomination, building support, fundraising, getting the right team, and making your pitch to the voters.



Deciding to run for public office is life-changing - not just for you, but also for your family, friends and lifestyle. There are costs both financial and personal that need to be weighed. This is not a decision to undertake without discussion and care for the impact it will have on those you love. Understanding the nature of the position you are considering, the length of the campaign period and size of the constituency you would be serving are key factors in this process.

It is important for anyone considering public life to know that a large portion of your time will be spent fundraising. Though this seems contrary to the motivations that brought you to politics, it is an unfortunate reality that signs, phones, flyers and all the necessary parts of campaigning for office are expensive and must be paid for. The single best fundraiser in any campaign is the Candidate herself. Nothing is more effective at raising money to pay for a campaign than a phone call from the Candidate. You must be comfortable making those calls.

If you are drawn to and considering entering politics, I would highly recommend networking and attending the Campaign school offered by the Canadian Women Voters Congress annually. Participants learn how to run an electoral campaign from start to finish in an inspiring and encouraging environment. It is the longest running campaign school of its kind, empowering attendees with knowledge, skills and confidence needed to run. Veteran elected officials and campaign organizers from all parties come together for this non-partisan event to share practical skills and first-hand experiences working in the Canadian political system.

The next of these schools is planned for the early fall of 2017 (www.womenvoters.ca). In the interim, reach out to the women you may know or simply know of, connect with and volunteer for campaigns that are working hard throughout British Columbia as we near the provincial election day of May 9th. Your interest, skills and engaged citizenship are needed!



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Update from WLF - BC North
By Lisa Feinberg, Vice-Chair

The Section was developed thanks to the leadership of our Chair, Nina Purewal, in response to the unique set of challenges and opportunities facing female lawyers in our communities.

In Northern BC, there are fewer female (and in particular, fewer senior female) lawyers, and as a result, fewer opportunities for professional development, networking and mentorship. That said, because we are few, female lawyers in the north are able to get to know each other better and support each other. We are also lucky to have the mentorship of several female judges in the area.

WLF-BC North kicked off 2016 with a spring-time desserts and networking event at the residence of Smithers lawyer, Erin Crocker. There were several lawyers in attendance, as well as Madam Justice Koenigsberg. In June 2016, the Section held an informal lunch in Smithers. Eight attendees were there, including visiting Judge Watchuk and local Judge Birnie. Most recently, in December 2016, WLF-BC North held a holiday lunch for seven attendees, including Prince George federal prosecutor Emily Yao, JCM MacGregor and Judge Birnie.

We are really pleased with the events of 2016 and the enthusiasm of our colleagues for our Section. Our goal for 2017 is to hold a regional event outside of Smithers to engage the broader community of Northern female lawyers.

WOMEN & POLITICS | Perspectives

By Kathy Corrigan, former MLA, Burnaby-Deer Lake

There are definitely barriers or challenges to women being fully represented in politics. I am particularly proud that women make up a country leading 43% of our BCNDP caucus – but it took a lot of hard and focused work to get there, and we are not at 50% yet.



Some of the ways to remove those barriers are mentorship and support networks, political training from a woman's perspective, identification, nomination and election of female candidates through formal or informal mechanisms and improved child care for candidates and elected politicians.

Some advice: Before making a commitment to run, be sure you know what you are getting into. Think about your family life and reactions and be aware that campaigns can be tough and demanding. How are you going to gather the money and resources? There may be competing priorities that pull you in many directions. Depending on the political office, there may be rules and structures imposed upon you. Women may be tempted and flattered that they are asked, but find out as much as you can about the realities of both campaigns and the office you are seeking, if you are elected.

A good candidate has experience, resources, connections, is smart, is honest, has good interpersonal skills, is comfortable speaking and presents well in public and, ideally, has lots of support from family and friends. If you don't enjoy people, don't become a politician.

My advice for women running for politics? Consistent with the above: build your network, seek out mentors, don't be afraid to ask for advice or help. Take as much training as you can. If you are strong in some areas, but not in others, you can build on your skills, and learn some new ones.

I recently left politics after three terms as a School Trustee, and two as an MLA, and two very positive things stand out for me. I doubt there is any other job in the world, where you get a chance to walk through so many different doors, and have so many rich and rewarding experiences. And you get a chance to serve and make a difference to your community, and hopefully leave it a better place.



WOMEN & POLITICS | Perspectives

By Hon. Suzanne Anton, QC

Politics is the art of getting things done. I like to think that women are brilliant at that art, negotiating, as we do, politics in the workplace and community. BC is at a historic moment in that our Lieutenant Governor, Speaker and Premier are all women. Nearly half the cabinet is women. In fact, if Premier Christy Clark wins the next election, she will be the only woman premier to be re-elected in Canada. Clearly there is much room for women to participate and continue to increase our representation in government.



So how to get elected? What attributes does a candidate need? An interest in people and an interest in issues take you a long way. Those are attributes of good lawyers and a reason lawyers make good politicians.

Having a natural constituency is important. I ran for the Vancouver Park Board in 2002 because I was the president of a soccer club and engaged in city-wide lobbying for better recreational facilities and programs for kids. That gave me a natural constituency of sports enthusiasts, and carried me through the election. Even though my own political party did not win, I got my start. From there I went to city council (two terms), ran for mayor (did not succeed), and ran for the BC Liberals in 2013, appointed Attorney General and Minister of Justice shortly thereafter.

Politics can be tough, but it is constantly rewarding. I love to be able to represent my constituents in Vancouver Fraserview, and I am honoured to serve as the chief legal officer for BC, overseeing our legal position in all matters and building better access to justice for all British Columbians.



WLF Mentoring Wrap-Up

CBABC WLF Welcomes TRU Law Students

By Aachal Goundar

The Kamloops Women Lawyers Forum held their Welcome Potluck for the incoming first year law students from Thompson Rivers University ("TRU") in October 2016. The aim of this annual event is to introduce the new law students to the Kamloops legal community and to bring them together with potential mentors.

There were five groups representing the various legal professions in Kamloops. The Honourable Madam Justice Donegan and the Honourable Judge Frame represented the judiciary. This group moved away from the madding crowd and settled on a separate floor of the house. Sarah Firestone and her colleagues of the Provincial Crown headed the Crown group. They provided advice on how to get a job with the Crown and explained the ins-and-outs of their careers. Kelsey O'Bray of HMZ Lawyers, supported by many of the other litigator attendees, led the litigation group. Leah Card and Pamela Johnson of Fulton & Company represented the solicitors. The litigators and solicitors each extolled the virtues of their side of the practice of law. Mediator Kim Crawford of Crawford Law provided an example of an alternative career path. She advised the students on how they might use their law degrees in a non-traditional field of practice.

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The presenters provided the students with invaluable insight into the various career options a law degree provides.

Presenters and counsel discussed issues unique to their gender, ranging from dress code to the challenges of promotions and maternity leave. The students enjoyed the event.

The success of this event came together through the efforts of the women of the Kamloops legal community. The Forum hopes to continue to hold this event annually with support from the Kamloops Bench and Bar and the TRU Law Faculty.

WLF - Vancouver Island's Annual Judges' Dinner

By Carolyn Leblanc

This article was originally published in March, 2017 for the CBA WLF (national).

The laughter rang out throughout the night as the WLF-Vancouver Island came together at the annual judges' dinner on February 16, 2017. A total of seven judges and one master attended the event and shared their experiences and knowledge with those around them. While the weather caused some absences, the evening was a grand hit for those who braved an unusual winter in Victoria.

It was a great pleasure to listen as one of Victoria's newest judges, Judge Jennifer Barrett of the Provincial Court of British Columbia, discussed her journey through the legal profession.

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Not Just a Bystander Podcast

This article was originally published in the January 2017 CBA News

On March 8, International Women's Day, the CBA National Women Lawyers Forum launched a podcast that grew out of their campaign about sexual harassment in the workplace.

After passing a resolution at the February 2015 CBA Council meeting calling for an end to sexual harassment in the workplace, the WLF ran a campaign called #WriteYourWrong, inviting lawyers – male and female – to write in about their experiences with sexual harassment in law firms.

The podcast, *Not Just a Bystander*, is the next stage in the campaign. The title of the podcast is meant to emphasize that it's everyone's job to end sexual harassment – witnesses have to speak up, especially when victims can't.

The campaign received 48 responses, from men and women. While one man wrote in to say he'd never seen evidence of harassment and young women were more likely to complain about not being able to work with the older women in his firm, women reported on a wide range of behaviour, from casual sexism and misogyny – being told they're only successful because they're attractive, for example – to harassment, including being offered to a client as a sexual companion for the evening. Many of the people who wrote in to the anonymous survey talked about bad experiences when they were summer or articling students, or young associates when the power imbalance is at its most extreme.

Many lawyers who are harassed in the workplace fail to speak out because doing so can be career suicide.

As a student, you feel like you're in an extended audition, wrote one woman, who was assaulted by a client (in a way Donald Trump admitted to being familiar with) after a period in which she belatedly realized she had been treated as the firm's "entertainment," being invited to "client development" events which she had erroneously thought were giving her a sort of professional advantage. When she tried to talk about the assault with a female lawyer in the firm, the woman said she herself wasn't "that kind of girl."

"As a female student, it can feel like you are being forced to walk this impossible tight rope of at once being fun and outgoing, but not 'slutty,' and professional and appropriate but not 'uptight' or 'stuck up' or 'prudish' (in addition to being smart, hardworking and doing excellent work.)"

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And when you fall off that rope, “we tend to blame ourselves for not being smarter, better, or whatever thing would have allowed us to avoid the fall, instead of questioning why we’re being forced to walk on the damn rope in the first place!”

She adds that silence seemed to be her only option after the assault. “I couldn’t imagine a scenario where it wouldn’t have been easier for the firm to find an excuse to not hire me back than to take a real stance against the partners/senior associates/clients who had harassed me if I spoke out. The sad part is, I think the perpetrators of sexual harassment know this and feel they are protected as a result.”

There are two podcasts, one in English and one in French. Both bring together a diverse group of speakers to talk about what sexual harassment and sexual assault mean in legal terms, why they happen and what can we do – as lawyers, as clients, as members of a society – to fix the problem.

While it began with the Women Lawyers Forum, the podcast is being presented by a number of CBA groups, including the Equality Committee, the National Sexual Orientation and Gender Identity Section, the Canadian Corporate Counsel Association, the National Military Law Section, the National Labour and Employment Law Section and the National Civil Litigation Section.

In the run-up to the launch date of March 8, nationalmagazine.ca published Q&As with the English and French podcast participants. The podcasts are now accessible on the CBA website.

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Judge Barrett was appointed to the bench on June 20, 2016 with over 30 years of experience. She is an excellent writer and speaker, who believes in constantly learning and growing.

Judge Barrett discussed the importance of perceptions, Explaining what she sees as the three most important factors to consider in developing your legal career.

First Judge Barrett recommended that we not take ourselves too seriously. Stating, there is a real switch that happens when you become a judge and realize that judges are all just people too.

Second, Judge Barrett emphasized the importance of continued learning. She explained that it is important to challenge oneself constantly by learning new things that may be outside your comfort zone. Stating; “there is always a higher level to reach for. We are all human regardless of how much we have or what we know.”

Third, Judge Barrett detailed the importance of always being yourself. She emphasized how the legal profession is a close knit community and advancement in your career will depend on your reputation. Judge Barrett stated that part of the judicial application process is having your reputation “dug out”. They don’t just speak with your handpicked references; the selection committee will expose all your strengths and weaknesses since being called to the bar.



**Survive the Cocktail Party - How to be a Dynamic Networker
with Diane Rolston**





Vancouver Magazine: Power 50 2016

Congratulations to The Honourable Jody Wilson-Raybould, Federal Minister of Justice and Member of Parliament for Vancouver Granville, who has been named as one of Vancouver's 50 most powerful people by Vancouver Magazine.

Queen's Counsel Appointments

On December 16, 2016, BC's Attorney General and Minister of Justice, Suzanne Anton, QC announced that the following women lawyers had been appointed Queen's Counsel (QC): **Josephine Margolis Nadel, Morag Mary Jean MacLeod, Kelly Kathleen Connell, Barbara Jean Norell, Lorna Ann Pawluk, Melissa (Lisa) Anne Peters, Jennifer Chow, Elizabeth Sharon Liu, Sheila Marie Tucker, Janet Jacy Wingson, Nitya Iyer, Charlotte Aggie Salomon, Corinne Lynne Swystun, Tina Louise Dion, and Corinn Mary Bell.**

New Elected Benchers of the Law Society of BC

On November 15, 2016 and March 15, 2017, members in good standing of the Law Society of BC elected new Benchers in the Vancouver County and Kootenay County by-elections. Congratulations to Jeevyn Dhaliwal, Jasmin Z. Ahmad and Barbara Cromarty, who have joined the roster of Elected Benchers of the Law Society.

Judiciary Appointments

The CBABC WLF would also like to congratulate the newest members of the judiciary in British Columbia, and is especially proud to salute The Honourable Madam Justice Maria Morellato, who was appointed to the Supreme Court of BC on June 17, 2016. Justice Morellato has been a dedicated supporter of the CBABC WLF, and has offered valuable mentorship to women lawyers in British Columbia through the CBABC WLF Mentoring Program. Justice Morellato's achievements and exemplary leadership were honored by the CBABC WLF in 2009, when she was honored as the recipient of CBABC WLF Award of Excellence.

2017 WLF Award Recipients

BC WLF Award of Excellence – Linda K. Robertson is the winner of this year's BC WLF Award of Excellence. The Award celebrates the accomplishments of a woman who has succeeded in breaking new ground for women in the legal profession in British Columbia. The Award recognizes an exceptional woman who has taken risks, fostered change and ultimately opened doors for women lawyers. In this award we are not only celebrating the woman's distinguished career achievements, but her outstanding contributions to women in the legal profession as a change agent, leader and mentor. Congratulations on your incredible achievements, Linda!

Debra Van Ginkel, QC Mentoring Award – Rachel Mockler is the winner of the 2017 Debra Van Ginkel, QC Mentoring Award. This award honours the memory and accomplishments of Debra Van Ginkel, QC, an extraordinary woman and member of the legal profession. Debra sincerely believed that all people, women lawyers especially, need a mentor to support and encourage them in their profession and their lives. Debra achieved her personal vision of a Mentoring Program to sustain women's participation in the legal profession and enrich their careers in 2003 when the Canadian Bar Association British Columbia Branch (CBABC) Women Lawyers Forum (WLF) Mentoring Program was instituted. Congratulations, Rachel and thank you for being a dedicated mentor to women in BC!



Education Committee Book Club Event with Charlene Ripley

CBA National WLF Newsletter

CBA National WLF Newsletter - The Common Room is available at www.cba.org/Sections/Women-Lawyers-Forum/Articles The CBA National WLF is seeking articles for its newsletters. If you would like to contribute, please contact news@cba.org.

Get Connected!

Forum membership is open to CBA members only. For membership information call the CBABC at 604.687.3404, toll free in BC at 1.888.687.3404, or visit www.cba.org/Sections/Women-Lawyers-Forum for a Section enrolment form. We hope you will make the Forum!

Write Us

Are you interested in writing an article for the WLF BC Newsletter or do you have any comments or feedback? If so, please contact the CBABC WLF Marketing and Communications Committee Co-Chairs: Joy Ren and Simi Dosanjh.

