



Connecting Women in the Law

Winter 2011 Newsletter

Upcoming Events

WLF Senior Women Lawyers Dinner

6:00pm on Wednesday, January 11,
2012

Vancouver

WLF Mentoring Orientation Luncheon

12noon to 1:45pm on Tuesday,
January 31, 2012

Law Courts Inn, Vancouver

WLF Junior Women Lawyers Event

5:30pm on Thursday, February 23,
2012

Joey's Bentall, 507 Burrard Street,
Vancouver



THE CANADIAN
BAR ASSOCIATION
British Columbia Branch

Remarks of the Chair

by Carol Anne Finch-Noyes

Remarkable women lawyers, including members of the Women Lawyers Forum, act as role models and leaders by taking on prominent positions both professionally and in the community.

The Right Honourable Beverley McLachlin, PC, Chief Justice of Canada, was recently named the Special Award recipient of the Margaret Brent Women Lawyers of Achievement Award, established by the American Bar Association (ABA) Commission on Women in the Profession in 1991. This award celebrates the accomplishments of women lawyers who have opened doors and provided opportunities for other women lawyers to succeed and, have influenced women to pursue legal careers. When presented with the award at the ABA annual meeting awards luncheon in Toronto on August 7, 2011, the Chief Justice remarked that changes over the years have now allowed women to choose what they want to do with their lives and that there is nothing women cannot achieve in the law. The Chief Justice further noted that Canada and the United States should be striving to increase the number of women in significant positions for three reasons: first, women taking on prominent positions, for example at the bar, on the bench and in corporations, provide role models to young lawyers; second, helping women (representing 51% of the population) to succeed brings diverse perspectives to practising law, judging and corporate work – which enriches society; and finally,





Events Continued

WLF Spring Potluck

6:00pm on Thursday, March 8, 2012
Hosted by Sharon Matthews
(CBABC President) with special
guest Trinda Ernst, QC (National
CBA President)

WLF Mentoring Pairs Potluck

Spring, 2012
Further details to be announced

WLF Education Day

Friday, May 4, 2012
Further details to be announced

WLF AGM

Thursday, May 31, 2012
Law Courts Inn, Vancouver

WLF Reception at the CBA Canadian Legal Conference

4pm to 6pm on Saturday, August
11, 2012
Fairmont Waterfront Hotel,
Vancouver

WLF Programs & Events

We offer programs that are designed to encourage and support women lawyers in the area of practice enhancement and professional and personal development. The Forum offers members a large variety of mentoring, education, leadership and networking events.

See the CBA PD resource site at cba.org/pd for further event information.

Write Us

Are you interested in writing an article for the WLF Newsletter or do you have any comments or feedback?

If so, please contact the CBA BC WLF Marketing and Communications Committee Co-Chairs, Janine F. Jones and Vanessa Gauthier.

by increasing the participation of women (regardless of gender, race, religion or orientation) in law, business and politics, we will reach the point where full participation becomes the “norm.”

In this newsletter, the achievements of several outstanding women lawyers, and Forum members, are highlighted: Kerry-Lynne Findlay, QC, MP (the first Chair of the BC WLF and the national WLF) was recently elected to Parliament and named Parliamentary Secretary to the federal Minister of Justice; Trinda Ernst, QC (formerly on track to become national WLF Chair) is the fifth woman to assume the national CBA presidency; Sharon Matthews is only the ninth woman President in over 130 years of CBA, BC Branch history; Jan Lindsay, QC has been acclaimed second Vice-President of the Law Society of BC for 2012; and Linda Robertson (past BC WLF Chair) has been elected national WLF Secretary-Treasurer. We encourage you to learn more about how WLF members are effecting change as leaders, mentors and role models by attending our events and participating in BC WLF programs, many of which are outlined in this newsletter.

In addition to our Forum news, we are pleased to include reports provided by WLF-Kamloops, co-chaired by Kathleen Kendall and Linda Thomas and from the newly formed WLF-Vancouver Island, chaired by Krystle Gill. Members from Kamloops and Vancouver Island are now automatically members of the BC WLF so that all WLF members can be connected and supported in the practise of law.



History of the BC WLF: Award received by the inaugural BC WLF Chair

by Linda Robertson

The BC WLF, formed in 2003, has benefited from the leadership of many outstanding women lawyers including our founding members and Chairs:* Margaret Ostrowski, QC; Kerry-Lynne D. Findlay, QC, MP; Jennifer Conkie, QC; the Honourable Judge Stella Frame; and Debra Van Ginkel, QC (who passed away in 2008).

Kerry-Lynne, the inaugural BC WLF Chair (and a Past President of the CBA, BC Branch) took the founding members’ vision of a national forum supporting women lawyers across the country. After completing her term as Chair of the BC WLF, she traveled across Canada speaking to many CBA Provincial Councils and also to individual women bar leaders and groups of women to engage them in discussion about the need for a national association of women lawyers. She drafted the national constitution and by-laws and spoke at the 2005 national CBA mid-winter meeting that established the WLF as a national Forum. Kerry-Lynne was elected as the founding national WLF Chair and served for four years on the national executive as Chair and Past Chair.

The WLF is now established in every province and territory, except Nunavut. It has the second highest membership of all national conferences and forums. Much of this





is due to the work of Kerry-Lynne and those founding members who envisioned a forum that connected women lawyers across Canada.

The BC WLF is delighted to announce that this year’s recipient of the national CBA Women Lawyers Forum Cecilia I. Johnstone Award is Kerry-Lynne. The award celebrates “women who have achieved professional excellence in their field and influenced other women to pursue legal careers, supported other women in career advancement or opened doors for women lawyers in a variety of job settings that historically were closed to them.” The award recognizes Kerry-Lynne’s work in support of many women’s groups and activities but especially her contributions as the first Chair of both the BC WLF and the national WLF.

**Watch for further reports on the founding history of the BC WLF in upcoming newsletters.*

The BC WLF Education Day - “Build Your Blueprint for Success”



by *Vivienne Stewart*

Friday the 13th of May 2011, was a lucky day for those who attended the CBA BC WLF’s annual Education Day entitled “Build Your Blueprint for Success”. The day consisted of three distinct coaching sessions: Defining Success as Women and as Lawyers; Setting Boundaries and Having Difficult Conversations; and, Building Your Foundation for Success, ably moderated by Emiko Ando, Senior Counsel at HSBC Canada and Certified Executive Coach.

These sessions, which provided two hours of CPD credits, were presented in an informative and entertaining fashion by talented and eminently qualified speakers. Linda Robertson, a lawyer, coach and practice consultant and Helena Clift, the founder and Principal Life Coach of Life Coaching for Lawyers, helped us to define success on our own terms and develop priorities to achieve professional success. It was an eye-opening experience for attendees at all levels of practice to consider our personal definition of success and whether some of our beliefs might be obstacles to achieving success in both our personal and professional lives.

In the interactive workshop “Setting Boundaries and Having Difficult Conversations,” Jennifer McNaught, a Registered Clinical Counselor and the Director of Legal Personnel and Professional Development at Blake, Cassels & Graydon LLP and Diane A. Ross, a lawyer, facilitator and Executive Coach, demonstrated how to deal with these issues through their marvelous role plays. Throughout this session, we were encouraged to identify challenges to our boundaries and then evaluate what is “at stake” before preparing for a difficult conversation. Role plays engaging this strategy showed us how to successfully navigate such conversations and keep them productive.



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WLF Members: Achievements and Recognition

National:

Trinda Ernst, QC, formerly on the ladder to become National WLF Chair, has become National CBA President, one of only five women to hold the position.



Kerry-Lynne Findlay, QC, MP (inaugural BC WLF Chair) (pictured) was presented with the Cecilia I. Johnstone Award at the National WLF reception during the Halifax CBA Canadian Legal Conference on August 15, 2011. As well, Kerry-Lynne was recently elected MP (Conservative) for Delta-Richmond East and was appointed Parliamentary Secretary to the federal Minister of Justice.



Finally, Allison Wolf, Certified Executive Coach and founder of Shift Works Strategic Inc., provided practical tips illustrating how to be successful by developing a different way of working to maintain energy and remain effective. With recommended strategies such as starting each day with a planning session to taking time for an afternoon siesta, we were all inspired to make positive changes to our own daily work routines.

WLF Fall Launch and Hot Tips from Hot Mentors



by Vanessa Gauthier and Carol Cash

On September 22, 2011, the BC WLF started the season with the WLF Fall Launch and our popular Hot Tips from Hot Mentors event. Madam Justice Nicole Garson led the way, followed by practitioners Amy Davison, Nicole Byres, Joan Gordon, Nicole Garton-Jones, Melinda Voros and Janis McAfee sharing their experiences and advice to the over one hundred women lawyers who attended. Here is an overview of their "hot tips":

Find Your Niche - There are many different ways to succeed in the practice of law. By following these tips, it is easier to take charge of what you are doing and be in a better position to market yourself. Find an area of law that you are passionate about. Work hard and be enthusiastic. Volunteer for tough files and make sure you get to do the work. Consider taking on a pro bono file. Delegate

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Editorial Board: Carol Anne Finch-Noyes, Linda Robertson, Nicole Byres
Janine F. Jones and Vanessa Gauthier





and be organized. Bottom line: you need to, “put the peddle to the floor,” and “don’t take the backseat.”

Throwing Like a Girl is a Good Thing - The differences between men and women should not only be recognized, but should be capitalized upon. People who succeed are the people who stand out. Gender is an obvious difference. Women bring a different perspective to tasks which practically can be very useful.



WLF Fall Launch and Hot Tips speakers, L-R: Janis McAfee, Melinda Voros, Nicole Garton-Jones, Joan Gordon, Nicole Byres, Amy Davison, and Madam Justice Nicole Garson

Don’t Miss Out on the Opportunity to Volunteer - Lawyers have great value in terms of their skills. Volunteering affords the opportunity to obtain recognition and validation. It allows you to: enhance your communication skills; learn leadership skills; gain confidence; work as a team; learn the art of active listening, diplomacy and organization; and network and build connections.

Be Connected and Take Control of Your Career Early - The principal of UBUNTU – “I am what I am because of who we all are”. Find connections with those around you and draw support from them. Early in your career, evaluate what you are passionate about and find an area of practice that fulfills your passions.

Use Technology - Increase the efficiency and effectiveness of your office by going paperless, using cloud computing and streamlining the processes you use to communicate to others and to organize your work.

Increase Your Ability to Deal Effectively with Intimidating People - Recognize early if there is a person who intimidates you, take control of your emotions and react appropriately by applying some basic principles including smiling, standing straight and breathing deeply to overcome that intimidation and to improve your ability to interact with that person.

Find a Work/Life Balance that Works for You - If you are trying to figure out how to balance your personal life with your career and full time practice is too

WLF Members: Achievements and Recognition Continued...

Linda Robertson, immediate Past Chair of the BC WLF, was elected National WLF Secretary-Treasurer and is now on the ladder to become the National WLF Chair.

Provincial:

Sharon Matthews has become President of the CBABC, one of only nine women to hold this position in the over 130 year history of the branch.

Jan Lindsay, QC has been acclaimed second Vice-President of the Law Society of BC for 2012 (and will be the first woman President of the Law Society to also hold the title “mother”).

Jennifer Conkie, QC (a past Chair of the BC WLF) received the 2011 CBABC Equality & Diversity Award recognizing her commitment to advancing equality as an educator and legal practitioner.



Jennifer Conkie, QC receiving the 2011 CBABC Equality and Diversity Award at the CBABC Provincial Council meeting held on June 18 from former CBABC President Stephen McPhee.

Cover Photo and Page 4 (top) Photo: Attendees at the CBA BC Women Lawyers Forum Education Day - May 13, 2011



CBA National WLF Newsletter

The Common Room is available at cba.org/CBA/newsletters-sections/2011/2011-12_wlf.aspx

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 BC Branch of the Canadian Bar Association at (604) 687-3404, toll free in BC at 1 888 687-3404, or visit <http://cba.org/BC/PD/main/sections.aspx> for a Section enrolment form.

We hope you will make the Forum your meeting place of choice!



L-R: Kathryn Berge, QC (Law Society of BC, Bencher); Jennifer Chow (CBABC Equality & Diversity representative and WLF Fall Potluck host); Katie Hamilton, articling student; Thelma O'Grady (Bencher).

Based on these observations, what advice do you have for our readers?

Firstly, if you believe someone in a position of power, perceived or actual, is subjecting you to an uncomfortable environment as a result of their language, tone, or actions, you should start by writing down specifically what you are experiencing or being subjected to.

If you just feel uncomfortable and are looking for a safe haven to reflect on your experience, or you would like some support, you are encouraged to call me. By calling me, the caller is not forced to take any action. They are in control over the situation, and they can determine what is the right option for them. Further, the call is always completely confidential and it can be anonymous too.

I am here to help callers based on my experience – not to make any judgments about them. They may feel confused or emotional, and may not be able to define their issues, and that is fine. I can still help them and they should know that they are not alone!

much, there are many options available. You may consider working part time, either by reducing your work day or your work week. You may also consider other working arrangements such as contract work, working from home or in-house positions, among others.

A Discussion with Anne Chopra, Equity Ombudsperson for the Law Society of British Columbia

INTRODUCTION: Ms. Chopra you have been the Equity Ombudsperson at the Law Society of British Columbia for the last 11 years. We are very pleased you could join us as we have a number of questions for you respecting your experience with female lawyers in your job as Equity Ombudsperson.



On the basis of your experience receiving calls from female lawyers, what are some of your observations of the callers?

Firstly, I find that many of the lawyers are very shy or embarrassed about calling. As lawyers, we are problem-solvers and we do not want to believe that we have a problem, let alone, one which we cannot solve on our own. Further, the problem is compounded when the caller does not recognize early enough what is happening to them, making it even more difficult for the individual to call. The callers also tend to deny the problem. Usually, the situation is highly emotional and challenging for the lawyer to understand in isolation. Generally, many of the callers do not tell anyone about the situation until it has persisted for a while.

What type of situations are these callers typically facing?

The situations many of the women are facing can range from the kind of language used to communicate with them, which they find is unwelcoming and uncomfortable, to jokes, and outward and direct attempts to create relationships with them that are less than professional, very personal and very uncomfortable for the caller and a clear violation of the caller's boundaries.





Over the years, we have read many of your articles on workplace power imbalance and discrimination. Do you have any other tips you may be able to give our readers?

I would like to say that much of what is experienced by callers is as a result of a power imbalance and economic realities. Victims of harassment or discrimination cannot just leave, as they typically need and want their jobs. Accordingly, to maximize your power in your position, you should consider the following tips as a practicing female lawyer:

- Ensure that you network and are aware of different firms and different areas of practice so, in the event that you need to exit from your firm, you have knowledge of other firms and other areas of practice. If you do not have connections outside of your firm, you can feel isolated and even more powerless. Knowledge of other firms and opportunities is power!
- Do not just focus on working on files! Work on building your practice. Make sure you see clients and develop relationships with them while working on their files. The file may follow you, if you build a relationship with the client rather than just focusing on the file.
- Develop an expertise, which is specialized, so that you are not as substitutable in the firm.
- Market yourself within the firm. The lawyer who gives you work should not be your only source of work. If you practice in a firm, make sure the other lawyers know who you are. You need to meet the other lawyers, so that you have more support and opportunities in the firm.
- Find a mentor outside of your firm so you do not feel isolated and have support in your career. I am a great advocate of the WLF for their mentoring program, as you may already know. A mentor outside of your firm can give you the courage and support to take some necessary risk and steps when you are required to do so.

Contact the Equity Ombudsperson

You can reach Anne Bhanu Chopra on her confidential, dedicated telephone line at (604) 687-2344 or achopra1@novuscom.net

CBABC Launches Campaign to Build Support For Legal Aid Funding

CBABC has launched a public education campaign to build support for additional provincial funding of legal aid. CBABC President Sharon Matthews asks all lawyers, law firm staff and members of the public to personally engage in this campaign by sharing WeNeedLegalAid.com and its Facebook page, as well as following the campaign on Twitter.

Law Society approves plan to retain and advance women lawyers

The Law Society has approved a plan for 2012 to bring a program to BC aimed at retaining and advancing women lawyers. The program is called Justicia, which means justice in Latin.

<http://www.lawsociety.bc.ca/page.cfm?cid=2340&t=Law-Society-approves-development-of-program-to-help-women-lawyers>

Report from the Women Lawyers Forum – Vancouver Island



by Krystle Gill, Chair

On September 17, 2011, the CBABC Provincial Council passed a unanimous resolution to create the WLF-VI. The WLF-VI evolved from the Women Rainmakers, which had formed as a response to the needs of women in private practice on Vancouver Island. To date, the needs of women in the law have shifted, especially with the continuing concern about the retention of women in the practice of law and the movement of lawyers to in house or in government positions. The creation of the WLF-VI is a response to this shift.





The WLF-VI has been busy planning the upcoming events schedule for the year, and trying to reach out to women in various communities around Vancouver Island. Our first event was on September 29, 2011, where member Sarah Klinger gave her renowned and useful presentation on “How to Take the Nightmare Out of Networking” to a group of about 25 women. After the presentation, several experienced practitioners, Mary Mouat, Marjorie Thompson, Nancy Merrill and Trudi Brown, QC, shared some of the tips that they have learned throughout their careers. This information was well-received and much appreciated, and made for a successful first event.

On October 19, the WLF-VI invited the Family Law - Victoria and Alternative Dispute Resolution - Victoria Sections to have a joint luncheon meeting. WLF-VI Vice Chair Elise Schopper-Brigel and ADR Chair Michael Lomax led us through the presentation “How to Deal with High Conflict Counsel”. We were broken into groups to discuss communicating with HCCs in writing, as well as given concrete tips for future contact with HCCs. Michael is an affiliate speaker with the High Conflict Institute in San Diego, California.

On December 6, we held a holiday potluck dinner. Sarah Klinger generously opened up her home to us for this event, and we donated to the food bank (thank-you Kamloops WLF for this idea!)

We have a number of events planned in the New Year: a “Bay Night” event in February; a dinner event in Nanaimo with CBABC President Sharon Matthews on March 2; and a WLF-VI Appreciation Gala in Victoria on May 10. The WLF-VI Appreciation Gala will be an opportunity for Vancouver Island lawyers who have been supported and encouraged by other women in the practice of law to publicly recognize those women and share how their influence has enriched our lives. Nomination forms will be available in the coming weeks, but we are encouraging our members to start thinking now about nominations.

Report from the Women Lawyers Forum – Kamloops

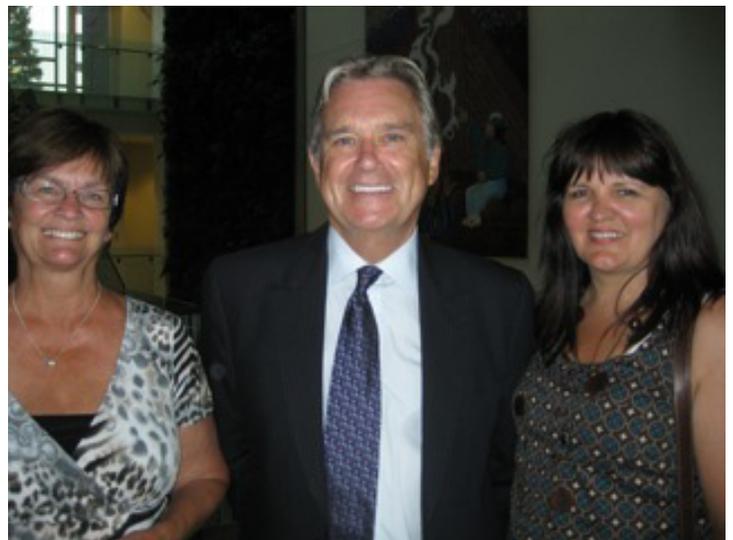


by Linda Thomas and Kathy Kendall, Co-Chairs, WLF Kamloops

Since our last update in the Spring 2011 edition of the BC WLF Newsletter, the Kamloops WLF has continued to be busy with both CPD and social events.

On May 20, 2011, the WLF-Kamloops held a SKIRT party to welcome The Honourable Judge Sheri Donegan hosted by Michelle Stanford; and, an Annual BBQ was held on June 3 at the residence of The Honourable Judge Stella Frame. WLF-Kamloops had our executive planning meeting in September, having taken the summer off, and planned a number of events for the remainder of the year.

In October, we held the first annual Welcome BBQ for the TRU women law students and faculty at member Mary Fus’s residence. The event was well attended and very well received by students and lawyers alike. Students had the opportunity to meet and talk to lawyers and judges from both the Provincial and Supreme courts. Kathy Kendall signed up most, if not all, of the law students for the WLF (the students can sign up for 3 sections at no cost). TRU has taken the initiative to include student CBA membership in the law school tuition (a big thank you to TRU).



*L-R: Kathy Kendall, founding Dean of TRU Law School
Chris Axworthy and Linda Thomas*





Following this event, in November, we held a successful Spa Retreat at the beautiful Quaaout Lodge (on Little Shuswap Lake, owned and operated by the Little Shuswap Indian Band). CPD credits were satisfied by an excellent presentation by Michelle Good about her practice and experience both in the Indian Residential School litigation and in the Indian Residential School Adjudication process. We thank Michelle for giving us a heartfelt and insightful presentation. We also held a lively discussion on Ethics and Practice Management Issues.

For the month of December, we are again hosting our annual Christmas Social at the Courthouse Law Library. It will be a fundraiser for the Kamloops Food Bank. We have a couple of tentative CPD events planned for the spring, and one event which includes a spring cleaning of our closets and making donations to the Kamloops Y Women’s Emergency Shelter.

Aside from these events, Kathy Kendall and Linda Thomas attended the opening of the TRU law school, and the WLF Executive attended the Kamloops Bar Association Law Student Social held at TRU. Linda was also a panel speaker at the CBA Day for Legal Aid event. Kathy, as our NDP candidate, has been extremely busy on the campaign trail attending many local events, reading and corresponding with many constituents and, most recently, held a fundraising dinner at the residence of Law School Dean Chris Axworthy.

All in all, we look forward to the upcoming year!

Dialogue on Recognition and Achievement



by *Nicole Byres*

To achieve the opportunities we want for our careers often it is not enough that we work hard and are good at what we do. While some good luck is always involved, there is also an element of planning required so that the right people (managers, partners, clients) learn about our talents. Such was the premise of a lively and thought provoking discussion on “Recognition and Achievement” held in conjunction with the BC WLF’s AGM on June 8, 2011.

Panel members Sue Paish, QC, CEO of Pharmasave Drugs (National) Ltd., Bev Park, President & COO Couverdon Real Estate and Miranda Lam, Partner at McCarthy Tétrault, in a panel discussion moderated by Nicole Byres, shared some of their experiences and advice on how to be recognized and rewarded, for one’s skills and abilities, whether within your firm or organization, or externally with clients or the profession. The following are some of the questions posed to the panel and their responses.

1. Why do you think that the idea of self-promotion is so difficult for women?

- a. Women often equate self-promotion as self-aggrandizement instead of marketing one’s own talents and abilities.
- b. Girls are socialized from an early age to be demure and self-deprecating (play nice & by the rules, sit quietly at the table, don’t attract attention), whereas boys are given a lot more leeway for bad behaviour (‘boys will be boys’), and attracting attention. By the time women are in their 20s, years of socialization make it difficult to ‘make waves’ or ‘put themselves out there.’
- c. Girls are also raised to be “nurturing and supportive” so, the supportive role is more comfortable than putting yourself first.
- d. Fear of criticism or failure:
 - i. Girls and women are hard on themselves and each other, and obsess about slights and criticism (unlike boys and men who either don’t hear the criticism or shake it off like water).
 - ii. History and media are also to blame; for example, look at how strong women have been portrayed, as well as the obsession about looks versus substance for women.





2. What tactics have you used or do you recommend for those women uncomfortable with the notion of self-promotion?

- a. Identify mentors, allies, and leaders who can promote you/get the word out about your abilities (internally in your firm or organization, and externally).
- b. Develop a network and look for opportunities for your network to get to know you and your qualities.
- c. Model the behaviours that you want yourself (recognize others, say thank you) – you will be surprised how those people will look for ways to make you look good.
- d. Tell people what you want (put up your hand) – people may have incorrect assumptions about your interests or ability to take on a particular assignment or role.
- e. Learn to talk about the work you did in a way that demonstrates the skill, ability, effort etc. that you want highlighted – by talking about your efforts in a way which enlightens others as to why and what you did, you let others come to their own conclusions about what a great job you did.
- f. Develop a ‘Sponsorship Network’:
 - i. Identify what assignment or work you want to do,
 - ii. List your inventory of contacts, and
 - iii. Identify those people who might be able to help connect you to the desired work/assignment.
- g. Plan steps required to get to your goal:
 - i. Be self-aware of skills you have and skills you still need to be able to get where you want to go or do the work you want,
 - ii. Map out how you will get the skills, learning, and experience you need and go after it, and
 - iii. Identify key influential people or clients you want to work with, and figure out ways to do that (i.e. sometimes it is as simple as asking!)

3. What mistakes do women make that affect their advancement or achievement of recognition for their ideas and accomplishments?

- a. Letting others take credit for your efforts – there is a time when you have to call the guys out on it/let them know you are paying attention, but do it with humour.
- b. Not seizing opportunities for the hard or challenging assignments – research shows that people who take on stretch targets or tough assignments and then do well, will get ahead.
- c. Turning down opportunities that may be necessary for advancement without considering whether or not the cost to take the opportunity can be managed (i.e. short term re-assignment of family responsibilities).
- d. Always putting the team, the organization, family etc. first above your own interests (martyr complex).
- e. Not being clear on your priorities, and on what you can and cannot do (with the result that you dilute your efforts and ability to excel, or worse, drop the ball on something).
- f. Failing to recognize that how you communicate affects how you will be heard:
 - i. Pay attention to how you sound – research shows that speaking in a voice that is too high, speaking too quickly and using too many words – all typical female speaking traits, make it more difficult for men to listen and hear you.
 - ii. Pick your times to enter the conversation - don’t be the first person to speak in a group setting – when everyone is thinking of their response, they will not be listening well.
 - iii. Make your point(s) in a concise way (without all of the lead up/ explanation).



The WLF attended the UBC Law Students' Clubs Day September 8, 2011, L-R: Daria Batkin, WLF Events Planning Co-Chair, Catherine Lau, CBABC Membership Database Coordinator, and Jennifer Hicks, UBC Faculty of Law, 2nd year student

