



Connecting Women in the Law

CBABC WLF Upcoming Events Save the Dates!

Junior Women Lawyers' Event
Wednesday, February 4, 2015, 5:30pm
The Blackbird Pub

International Women's Day
Friday, March 6, 2015
Location and time TBA

Awards Luncheon
Thursday, April 23, 2015
The Hyatt Regency Hotel

Education Event
May 2015
Date, location and time TBA

Annual General Meeting
Wednesday, June 3, 2015, 5:00pm
Law Courts Inn

CBA WLF Leadership Conference
November 20 + 21, 2015
Vancouver, BC

Remarks of the Chair

By Deborah Taylor

This is my first opportunity to address our members in our newsletter as chair of the CBABC WLF. It is hard to believe that six months have passed since I assumed this role. In such a short time so much has taken place that would not have been possible without the help of the amazing women who serve on your CBABC WLF Executive. I hope you will enjoy reading about what has taken place and what is being planned.



In addition to helping plan and attending our WLF events, I have the privilege of meeting and working with other CBA, Law Society and related groups who represent lawyers in this province and nationally. It never ceases to amaze me when meeting and working with these representatives how many commonalities we share in helping lawyers reach their goals and aspirations. However, while the CBABC WLF remains committed to partnering with these groups, our primary focus remains to serve and represent the women lawyers of BC on the issues that are of special concern to women lawyers.

Recently I came across several articles reproduced on the National Association of Women Lawyers website that illustrate how universal the issues facing women lawyers are around the world. For instance:

- The Monster and WageIndicator Foundation Study reported that in the United States legal sector women earn 28.5% less than men.
- The Miami-Dade chapter of the Florida Association for Women Lawyers



THE CANADIAN
BAR ASSOCIATION
British Columbia Branch



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wrote to the CEO of NBC Universal expressing its disappointment in the running of the prime time series “Bad Judge” pointing out that for 35 years that group has been working to promote the advancement of women in the legal profession and this program was “a step in the wrong direction.” Their president noted the following facts about the judiciary in the United States:

- » Only four of the 112 justices to serve on the Supreme Court have been women;
- » Less than 35% of the active judges sitting on the 13 federal courts of appeal are women;
- » Only 32% of the US district judges are women; and
- » There remain nine federal district courts around the country that have never had a female judge.

• *Lawyers Weekly* reported that major reforms are needed to keep women in the law in Australia. Fiona McLeod, SC told *Lawyers Weekly* that “firms need to set short-term and long-term goals to lower female attrition rates and stamp out bullying, discrimination and sexual harassment.” According to her, despite the fact that 60% of law graduates in Australia are women, they only represent 46% of the profession; 19% occupy senior positions in law firms, 19% of the Bar; and around 6% of SC/QC positions. She cites the reasons for female attrition to include:

- » The persistent pay gap;
- » The long working hours and pressure of managing workload with family life;
- » Unhappiness with opportunities to use skills in interesting and diverse works; and
- » Discrimination, intimidation or harassment at work.

In reading these stories I realize that while we have come a long way, there is a long way to go. I take comfort in the fact that as we face our issues as women lawyers in British Columbia, we are not alone. I am proud to serve you as Chair of the CBABC WLF and assure you that there are many women in this province working alongside you who are here to support you.

I look forward to seeing you at our next event.

WLF Newsletter | Winter 2015 Edition

Editor

Carol Cash

Editorial Board

Carol Cash, Deborah Taylor, Nicole Byres, QC,
Simi Dosanjh, Kathryn Sainty



CBABC WLF 2015 Awards Luncheon: Featuring The Right Honourable Kim Campbell

By Cherisse Friesen



The CBABC WLF is pleased to announce that its 2015 Awards Luncheon will take place on Thursday, April 23, 2015 with guest speaker, The Right Honourable Kim Campbell.

Ms. Campbell's accomplishments and her diverse career path exemplify what women can accomplish in leadership roles including many significant "firsts." In 1993, Ms. Campbell made history by becoming Canada's first female Prime Minister. Prior to that, she was Canada's first female Justice Minister and Attorney General. Through her persistence and creative approach to problem solving, Ms. Campbell successfully changed the rape laws in Canada on consent and introduced legislation preventing a person's sexual history from being introduced at trial. Ms. Campbell has also held various cabinet portfolios in addition to being the first woman to hold the Justice and Defence portfolios and the first woman Minister of Defence of a NATO country.

Since her time as Prime Minister, Ms. Campbell has served as Canadian Consul General in Los Angeles and has taught at the Harvard Kennedy School of Government. She is past Chair of the Council of Women World Leaders and past President of the International Women's Forum. She was also Secretary General of the Club of Madrid, an organization of former presidents and prime ministers, of which she is a founding member.

Today, Ms. Campbell devotes the majority of her time to serving as the founding principal of the new Peter Lougheed Leadership College at the University of Alberta. By attending the CBABC WLF's 2015 Awards Luncheon, you will hear more about Ms. Campbell's career and her thoughts on women and leadership. The CBABC WLF Awards Luncheon celebrates the accomplishments of women in the legal profession through the WLF Award of Excellence and the Debra Van Ginkel, QC Mentoring Award. Nominations may be submitted until January 31, 2015. Forms and further information are available at cbabc.org/awards or call toll free at 1 (888) 687-3404 or (604) 687-3404.

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Update from the CBABC WLF – Vancouver Island

By Nicole Hamilton

The CBABC WLF-VI has been actively engaging with its membership, women leaders in law and the overall community in 2014. Based in the smaller centre of Victoria, we have had the unique opportunity to engage on a personal level with those in leadership positions, from members of the judiciary to those women with the benefit of decades of experience in practice.

We had a number of successful events in 2014, starting with a Women Judges Dinner in February. Madam Justice Dorgan, Madam Justice Power and Judge Wishart joined a group of women for an intimate dinner and talk, providing us with valuable advice and insight into their expectations. This was followed by a discussion on ethics and advocacy in Nanaimo that included respected panelists Nancy Merrill, Catherine Hagen, Jacqueline Gaudet and Jennifer Millbank. The CBABC WLF-VI once again organized a team to take part in the Ovarian Cancer Canada Walk of Hope on September 7, 2014. It was inspiring to see this





fundraiser grow from last year and to be surrounded by brave women and their support teams. It is our goal to continue growing as a team in future years, both in terms of participants and fundraising. Most recently the CBABC WLF-VI hosted a “Hot Tips from Hot Mentors” discussion with a focus on effective mediation and negotiation strategies. We were privileged to hear from accomplished Victoria lawyers Mary Mouat, QC, Fiona McQueen, Marge Thompson and Liane O’Grady. The discussion lived up to its name and they provided a number of invaluable tips that focused on attaining professional success while staying true to oneself.

The CBABC WLF-VI has a number of upcoming events planned and intends on continuing to engage with the leaders in our community to provide support and advice to our local women lawyers.

Recent Appointments and Recognition of CBABC Women Lawyers

Judicial Appointments

On December 12, 2014 the Minister of Justice and Attorney General of Canada announced that **Martha Devlin** was appointed judge of the BC Supreme Court, Vancouver Registry, effective immediately.

On October 26, 2014 the Attorney General and Minister of Justice announced that **Barbara Flewelling** had been appointed judge of the BC Provincial Court, effective December 5, 2014.

Queen’s Counsel Appointments 2014

On December 22, 2014 the Minister of Justice announced that the following women lawyers had been appointed Queen’s Counsel (QC): **Sandra Lynn Enticknap, Mary Elizabeth MacGregor, Patricia Jean Armstrong, Elizabeth Mary Vogt, Roxanne Patricia Helme, Helen Heiman Low, Margaret Ruth Sasges, Gurpreet Kaur Gill, Grace Gi Yung Choi, Karen Anne Horsman, Karen Lisa Whonnock, and Sara Ann Levine.**

The CBABC WLF’s Hot Tips from Hot Mentors – September 17, 2014

By Joy Ren

At the WLF’s Hot Tips from Hot Mentors an accomplished panel of legal practitioners shared personal insights and observations on topics ranging from facing your fears to setting priorities and improving organization. A short summary of the speakers’ valuable tips is provided below:

Jennifer Chow, Department of Justice

- When facing daunting or seemingly insurmountable challenges, try to identify and tackle your fears one at a time until you achieve your goal. Keep moving forward and do not let the magnitude of a challenge overwhelm you.

Elizabeth Vogt, QC, McCarthy Tetrault LLP

- Take ownership of your life and your career. Take the initiative and do not wait for things to happen. It is ok and good to ask for help when you need it but you are the master of your own path.
- Remember to acknowledge those around you who do good work.

Rita Andreone, QC, Lawson Lundell LLP

- Setting priorities. You cannot do it all so you need to organize and identify what is important (health, family, etc.).
- Do not be distracted by tasks that are not important or urgent.

Rosanne Kyle, JFK Law Corporation

- Act independently and decide your own fate.
- Do not focus on what you think your firm’s plans are for you. Make your own decisions to find true satisfaction and communicate your goals to your firm.
- Focus on work that energizes you, that you find rewarding, and most importantly, that you are good at. Let these answers help chart the course of your career.

Mary BATTERY, Davis LLP

- Supportive relationships in life and work are the essential ingredient for a rewarding career.
- Seek out the people who help you have fun in your practice. Don’t isolate yourself.



Barbara Norell, Harper Grey LLP

- Take risks to challenge yourself to be more confident.
- If you are starting off at a firm, talk to your partners, speak up at client meetings, and let partners know you are interested in the cases you work on to make yourself known and to raise your profile.

Laura Bakan, QC, Guild Yule LLP

- Even in this era of fast paced communications, take the time to reflect when drafting correspondence and remember to extend professional courtesy to your fellow lawyers and your clients. Civility leaves a lasting impression on your reputation and will define your career.

Maria Morellato, QC, Mandell Pinder LLP

- You have the power to define your own vision of how your career will unfold and intersect with your personal life. Although this vision will change over time, you must remain in charge and actively engage in planning or 400 risk being marginalized or disempowered.
- Choose a working environment that supports your interests and priorities. In such an environment you will realize your talents, and you will better serve the needs of your clients.

Canadian Bar Association

Having been a member of the CBA at the national and local level since 1985, and having recently served as Chair of the National Resolution Committee from 2012 – 2014, **Catherine Sas, QC** will seek election as 2nd Vice President of the CBA in 2015.

Kerry Simmons, QC having served as president of the CBABC in 2012-2013, Kerry Simmons will seek election as 2nd Vice President of the CBA in 2015.

Access ProBono and the Women Lawyers United in Mentorship

On September 5, 2014 **Catherine Sas, QC, Gale Kim, Jocelyn Le Dressay, Maria O'Mahony, Selina Koonar, Courtney Landseidel and Sterling Nelson** teamed up to raise \$11,900.00 for Access ProBono's free legal advice-a-thon. They were awarded first place. Catherine Sas also won second place for individual fundraisers.

Update from the CBABC Kamloops WLF
By Kelsey O'Bray

The Kamloops CBABC Kamloops WLF kicked off the 2014 fall season with its 3rd annual Welcome BBQ Potluck for the first year female Thompson Rivers University Law students. The event was hosted at its usual venue, the home of Kamloops lawyer Michelle Stanford. The event was attended by local Supreme Court Justice Sheri Donegan and Provincial Court Judge Stella Frame, several local lawyers and more than 30 TRU Law students. The evening was a casual social mixer that concluded with the attendees dividing into three smaller groups, allowing the students the opportunity to ask the lawyers and judges in attendance questions about their experience to obtain advice in an open forum setting.

Events in November and December 2014 included a Thank You Dinner Social in praise of local lawyer Kathy Kendall, who started the Kamloops chapter of the Women Lawyer's Forum, as well as our annual Holiday Potluck Lunch and Food Bank Fundraiser which took place at the Kamloops Courthouse Library.



L – R: Ainsley MacCullum, Stephanie Markovitch, Brenda Benham, Quainoor Khan



Access ProBono and the Women Lawyers United in Mentorship (L – R): Sterling Nelson, Catherine Sas, Courtney Landseidel, Gail Kim





WLF Potluck



L – R: Katherine Bounds, Ainsley MacCullum, Deborah Taylor

CBA National WLF Newsletter

CBA National WLF Newsletter - The Common Room is available at http://www.cba.org/CBA/newsletters-sections/2014/12_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 cbabc.org/sections/enroll 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: Carol M. Cash and Simi Dosanj.

CBABC WLF Continues its Support of Ovarian Cancer Canada

By Tracy Kolwich

In 2014 the partnership between the CBABC WLF and Ovarian Cancer Canada evolved from a show of support for a fellow WLF member, to increasing awareness of this disease.

Two teams participated in the 2014 OCC Walk of Hope – the CBABC WLF and CBABC WLF Vancouver Island. Together they raised over \$7,000 to be dedicated to awareness raising, support and research. An additional \$38,800 was contributed by way of the CBABC WLF’s highly successful 2013 OCC Walk of Hope. In total the CBABC WLF has raised over \$45,000 for ovarian cancer.



L – R: Lana Li, Angela Dunn and Brenda Benham

It is important to note that the CBABC WLF’s efforts have gone beyond the bottom line. By working together and connecting with hundreds of women, including other lawyers and their colleagues, friends and families, we are getting the word out about ovarian cancer. Vital information on its risk factors, signs and symptoms reached new audiences at “Knowledge is Power” presentations hosted in law offices throughout Vancouver.

To ensure that CBABC WLF sustains its involvement over time, a number of members are furthering their commitment to the cause through participating in future campaigns, events and programs. Indeed, the partnership between CBABC WLF and OCC is showing every sign of becoming a long lasting relationship.

If you are interested in becoming a donor, volunteer or even a host for a “Knowledge is Power” presentation in your office, please contact Tracy Kolwich, Director for the Pacific Region of Ovarian Cancer Canada at tkolwich@ovariancanada.org or 604-676-3428.

Watch *The Injustices of Ovarian Cancer*: vimeo.com/45517528

