

The Law Society  
*of British Columbia*



# 2021 Annual Report



[www.lawsociety.bc.ca](http://www.lawsociety.bc.ca)

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## Who we are

The Law Society is the licensing and regulatory body for the legal profession in BC. We protect the public by setting the qualifications required to be licensed to practise law, providing information to lawyers that assists them to understand and maintain professional and ethical standards, investigating and resolving complaints informally or through hearings by the tribunal.

Our responsibilities are authorized under the *Legal Profession Act*, which includes a broad mandate “to uphold and protect the public interest in the administration of justice.” Beyond our core mandate of setting and enforcing standards, the Law Society speaks on behalf of the public on issues affecting their access to the justice system and the delivery of legal services in BC.

## Governance

The Law Society is governed by a board of Benchers, 25 of which are elected lawyers and six public representatives appointed by the provincial government and the Attorney General. The governing board is responsible for the Law Society Rules and *Code of Professional Conduct for British Columbia*, as well as for setting the governance policies for the administration of the organization. It is guided by the vision, mission, values and goals set out in the Law Society’s strategic plan.

## Territorial acknowledgement

The Law Society recognizes that its work takes place on the traditional Indigenous territories across the lands now known as British Columbia and further recognizes the treaty and Indigenous territories across the lands now known as Canada, home to a large diversity of First Nations, Métis and Inuit. Our office is located within the traditional territories of the Musqueam, Squamish and Tsleil-Waututh Nations.

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## Introductory Message

The Law Society's vision is to be a leading regulator that promotes a culture of innovation and inclusivity in responding to the challenges and opportunities for delivering and regulating legal services. Achieving this involves our values, including the principles of transparency, objectivity, accountability and fairness to legal professionals, to clients and to the public. It may also involve changing how to do things, to be able to meet changes in the world around us and changing needs of the public we are here to serve and protect.

The continuing global pandemic required us to reconsider regulatory approaches for meeting and advising clients, signing legal documents and resolving disputes that served well in the past, but were impeding access to legal services during a public health crisis. The growing number of people who are not accessing legal services to help them address their legal problems compels us to seek modern solutions and reduce regulatory barriers to delivery of legal services. Children who never made it home being found at the site of the former residential school within Tk'emlúps te Secwepemc territory and elsewhere across Canada are painful reminders of an ongoing history that the Law Society and the legal professionals we regulate must take action to change in order to improve the trust and confidence Indigenous peoples have in the legal system and in us.

This annual report reviews progress the Law Society made in 2021 for these and other areas for innovation and reform that better serves a diverse British Columbia. On these pages, we also provide information regarding our core work as a regulator: qualifying new lawyers, trust assurance, as well as receiving, investigating and resolving complaints.

It is our hope that you find the information we have provided to be useful. If you have suggestions for how the report could be improved, we invite you to email [Communications@lsbc.org](mailto:Communications@lsbc.org).



Dean Lawton, QC  
President



Don Avison, QC  
Executive Director and CEO

# Strategic Plan

## OUR MISSION

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To serve the public interest by regulating the competence and integrity of legal service providers, promoting the rule of law and lawyer independence, and improving access to justice.

## OUR VISION

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To be a leading regulator that promotes a culture of innovation and inclusivity in responding to the challenges and opportunities in the delivery and regulation of legal services.

## OUR VALUES

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**Integrity:** We act honestly and ethically.

**Transparency:** We are open in our processes and communications, and we report publicly on our decisions in a timely manner.

**Inclusivity:** We embrace and promote equity, diversity inclusion and cultural respect within our leadership and staff, in the legal profession, the justice sector and with the public.

**Objectivity:** We apply data-driven solutions, make evidence-based decisions and measure our results.

**Innovation:** We are adaptive in our approach to regulation, with the goal of achieving efficient, fair and appropriate outcomes.

**Responsiveness:** We are aware of the changing needs of the public and profession and respond to such change.

**Fairness:** We treat the public and the profession respectfully and are consistent in the application of our policies, procedures and practices.

## OUR GOALS

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Leading as an innovative regulator of legal service providers

Working toward reconciliation

Taking action to improve access to justice

Promoting a profession that reflects the diversity of the public it serves

Increasing confidence in the Law Society, the administration of justice and the rule of law

# Year in Review

## REGULATORY INNOVATION

In 2021, the Law Society introduced some new measures that will help resolve regulatory issues earlier, with an appropriate and proportionate response that is effective in protecting the public interest, without requiring a hearing before the LSBC Tribunal. Hearings can be costly and time-consuming. One of these new measures is consent agreements that can be reached prior to a citation being issued. Consent agreements set out the conduct issue or issues and the disciplinary action being taken, and they are published on the website.

Another new measure is an alternative to discipline process. ADP diverts lawyers who are under investigation for a conduct issue arising from a substance use or health issue from the regular disciplinary process to one focused on support and management of their underlying health issue. The goal of ADP is to encourage lawyers to come forward, get the help they need, and prevent harm to themselves and their clients. Following the board's approval-in-principle in October, staff worked on development of the ADP that is set to launch in 2022.

Over the course of the year, the Law Society also evaluated its governance against contemporary regulatory best practice, including supporting equity, diversity and inclusivity. In June, the governing board retained Harry Cayton, an internationally recognized expert in governance of professional regulatory bodies, to conduct an independent review of the Law Society's structures, rules, policies and practices against the prescribed Standards of Good Governance,

and to make recommendations for any improvements deemed necessary. His findings were released in November 2021, and he concluded that the Law Society meets or partially meets seven of the nine Standards of Good Governance. The board has begun to deliberate on the report and its recommendations, and it will continue to do so in 2022. The full report can be read [here](#).

## INCREASING PUBLIC CONFIDENCE

Public confidence in the Law Society and the regulation of the legal profession depends on the integrity and transparency of our work. We kept the public informed of updates regarding operations, governance-related news and the disciplinary outcomes for matters heard by the LSBC Tribunal, issuing 66 media releases in 2021. We also engaged the public through virtual "town hall" sessions to learn more about any regulatory barriers that limit or preclude expanding the delivery of legal services to more people, including extending services to help those who might otherwise not be able to afford or access them. And we produced new episodes of the Rule of Law Matters, a podcast series that draws upon current events in the province and around the world. The podcast series was conceived as a way to keep the public informed about the fundamental concepts of the rule of law and lawyer independence.

Our website continues to be the primary resource used by the public and lawyers to learn about the Law Society and find information that they need. Over the course of the past year, there were over 5 million page views and nearly 500,000 unique visits to the website.

## Year in Review ... *continued*

### EQUITY, DIVERSITY AND INCLUSIVITY

At the heart of encouraging diversity in the legal profession is ensuring that the diverse public of British Columbia is reflected in the profession. As part of our efforts in this area, the Law Society supported the Federation of Asian Lawyers – BC Chapter with the launch of *But I Look Like A Lawyer*, a documentary aimed at increasing intercultural awareness and competency through stories of discrimination, stereotyping and bias experienced by members of the Pan-Asian legal community. In December, we released an episode of the Rule of Law Matters podcast, “Racism, equity, diversity, inclusivity and the rule of law,” to bring further attention to the documentary and the issues it raises.

In order to be ready for implementation of the *Accessible British Columbia Act* in 2022, the Law Society added web accessibility tools to remove barriers to accessibility, improve user experience and implement best practices. These tools will enable us to report on progress being made toward compliance across the website and benchmark our performance against industry standards.

### RECONCILIATION WITH INDIGENOUS PEOPLES

History was made this year, with the election of five Indigenous lawyers to the Law Society’s governing board. They join a provincially-appointed public representative who is also Indigenous.

Shortly before the inaugural National Day for Truth and Reconciliation, the Law Society’s Indigenous Intercultural Course was made available for volunteers to preview and comment on the course content and learning platform. Approximately 800 volunteers took part in the preview, which ran until December. Their feedback was incorporated into the course, planned for a launch in January 2022. The response we received from those who previewed the course was overwhelmingly positive, with 92 per cent saying they found the course valuable, 94 per cent saying that they learned something new, and many saying that they are eager to learn more.

We also initiated a review of our regulatory processes, to ensure that they are responsive to and address the unique needs of Indigenous people. Although the review is identified as a priority in Strategic Plan 2021-2025, the disciplinary outcome in the case of a lawyer whose professional misconduct harmed residential school survivors who were his clients highlighted the urgency of moving this forward. The review is examining how complaints by Indigenous persons are received, investigated, prosecuted and adjudicated, and is expected to make recommendations for enhancing regulatory processes to accommodate the full participation of Indigenous individuals. Stakeholder consultations and public outreach began in 2021, with the task force expected to provide its final report toward the latter part of 2022.

### ACCESS TO JUSTICE

Launched in 2020, our Innovation Sandbox is a structured environment for individuals and organizations to test the delivery of legal services. At the start of 2021, the Law Society developed guidelines that ensure public protection, and we established an advisory group to review and recommend proposals for expanding access to legal services that are low risk to the public. By the end of the year, 19 proposals were approved, including joint proposals by law firms and individuals who are not lawyers for the cost-effective delivery of services to a broader range of clients.

In our public consultations to learn more about the pandemic response measures that improved access to justice, we received positive feedback about the use of virtual technology by the courts that has made participation easier and more affordable in many cases. We also heard that those who live in the more remote regions of the province are not benefitting as much from these improvements, because the communities where they live lack secure, stable internet. We shared recommendations to address these concerns with government, who will make recommendations that inform the 2022 provincial budget.

# Key Performance Indicators

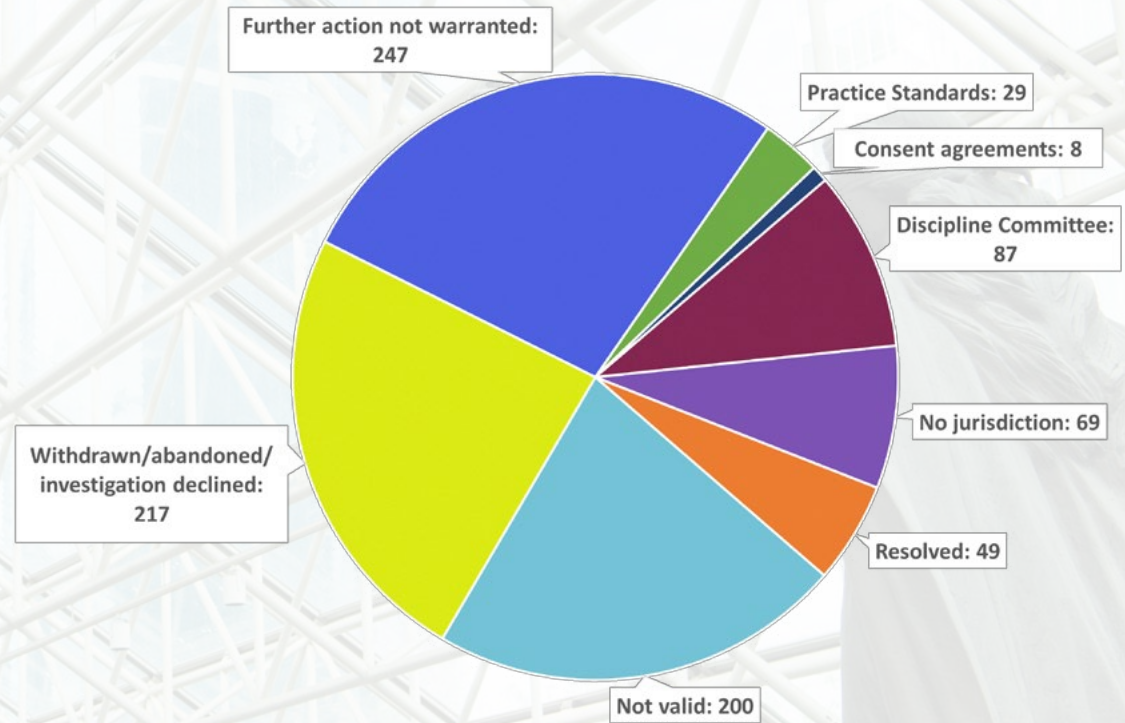
## PROFESSIONAL CONDUCT AND DISCIPLINE

### 2021 complaint results

Outstanding complaint files, start of year	560
Complaint files opened in 2021	<u>765</u>
	1,325*
Complaint files closed in 2021	<u>906</u>
Outstanding complaint files at year end**	419**

\*Does not include 539 outstanding and new unsubstantiated complaints.

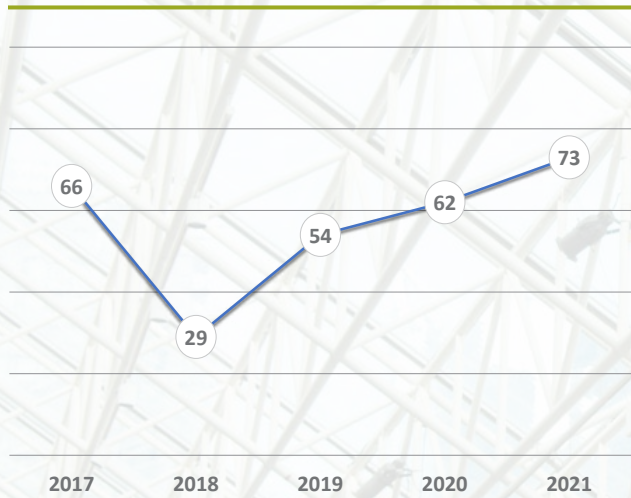
\*\*Does not include 40 open unsubstantiated complaints.



# Key Performance Indicators

## PROFESSIONAL CONDUCT AND DISCIPLINE ... *continued*

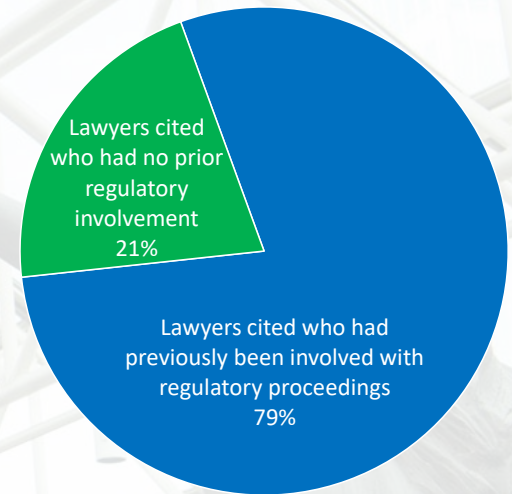
Open complaints older than one year



Citations authorized



Prior regulatory involvement



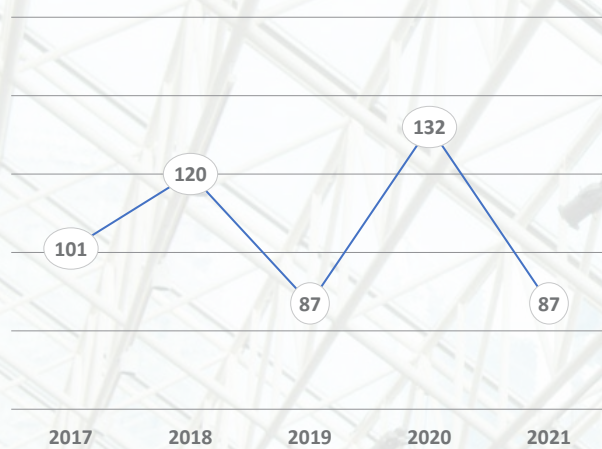
*\*Prior regulatory involvement includes: interim proceedings, administrative suspensions, custodianship involvement, credentials involvement, referrals to practice standards and referrals to the Discipline Committee. Also included are interim undertakings given during the course of an investigation.*



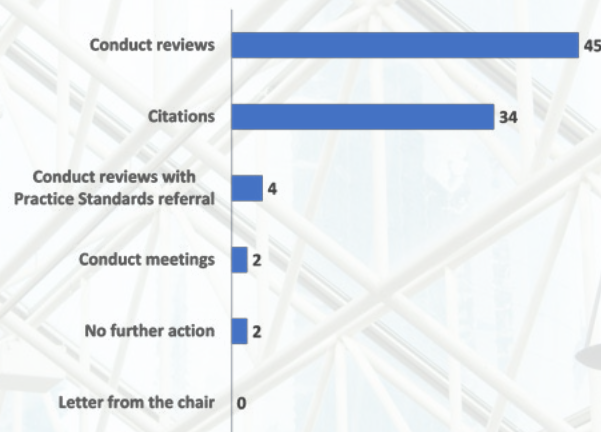
# Key Performance Indicators

## PROFESSIONAL CONDUCT AND DISCIPLINE ... *continued*

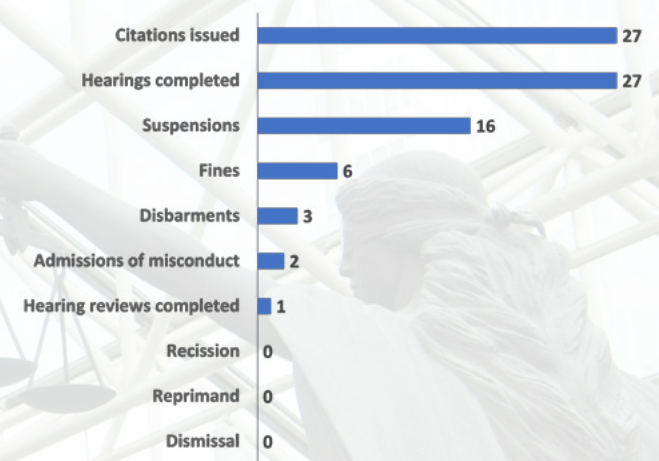
Referrals to Discipline Committee



Discipline Committee results



Hearing outcomes



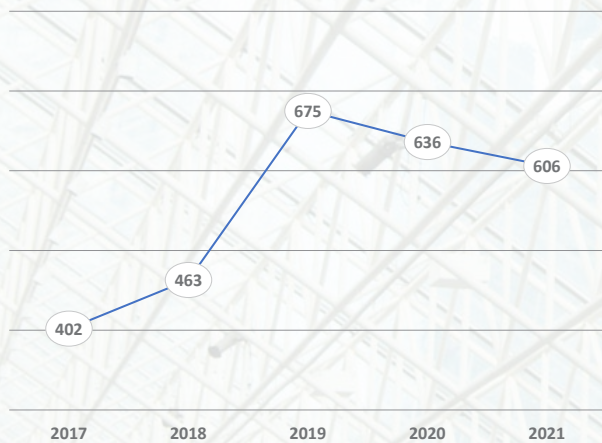
# Key Performance Indicators

## TRUST ASSURANCE

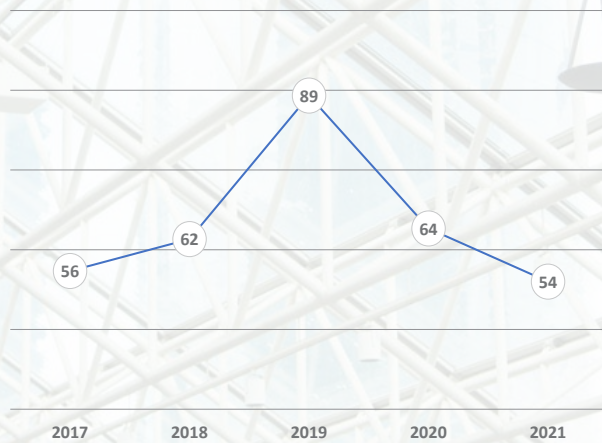
All law firms are subject to accounting and reporting standards set out in the Law Society Rules. Every firm must file an annual trust report and is subject to compliance audits.

Every law firm that handles trust funds is audited at least once every six years, or every four years for areas of practice considered to be at elevated risk. Except for a brief period shortly after the provincial health emergency was declared in March 2020, the Law Society was able to fulfil this important part of its public interest mandate through remote audits and the use of virtual technologies.

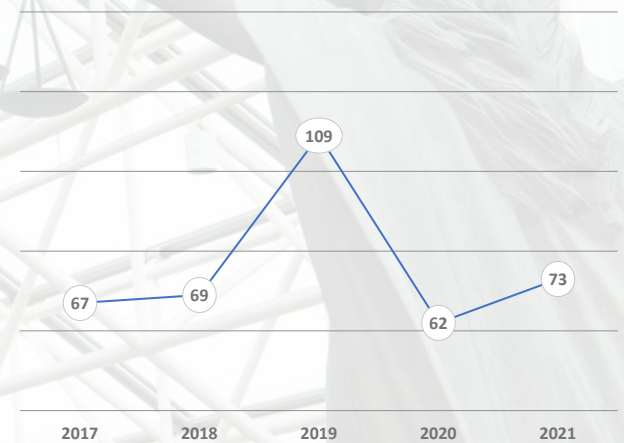
**Compliance audits conducted**



**Audits requiring follow-up\***



**Trust reports and audits referred for professional conduct investigation**



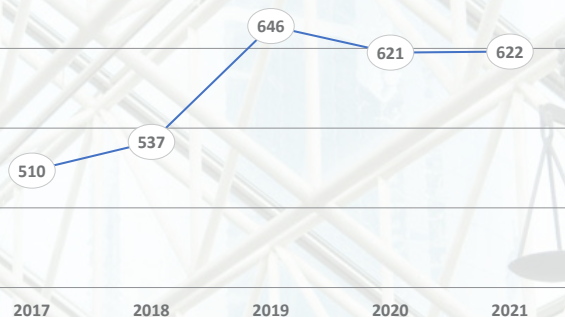
*\* Further action may be required as the result of an audit, including a request for further documentation, a visit to the firm or a requirement to complete an accountant's report.*

# Key Performance Indicators

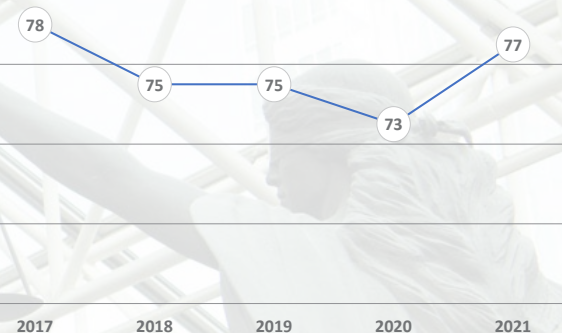
## PROFESSIONAL LEGAL TRAINING COURSE

*The Professional Legal Training Course (PLTC) is a full-time, 10-week program that emphasizes practical skills and training in core competencies, practice management, and the Law Society's practice rules and professional standards. Students must pass four skills assessments and two qualifying examinations that demonstrate they have achieved the level of knowledge and competency required to be able to solve client problems responsibly and professionally.*

### Number of PLTC students

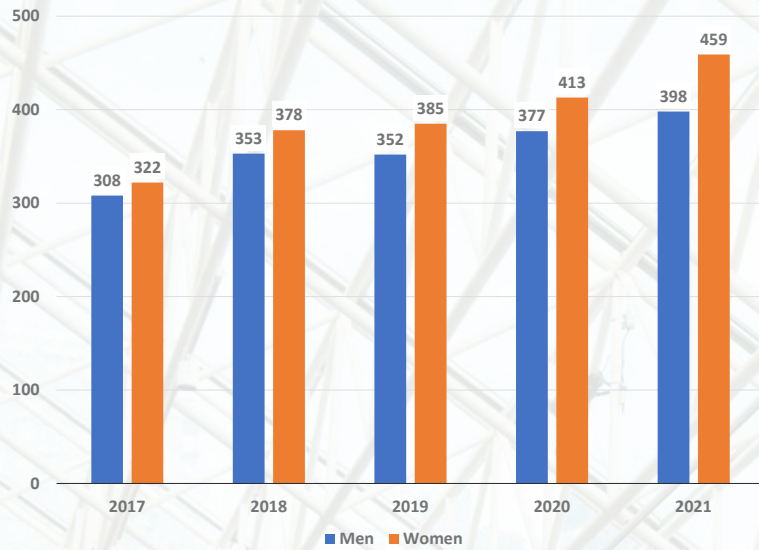


### PLTC first-time pass rate (%)

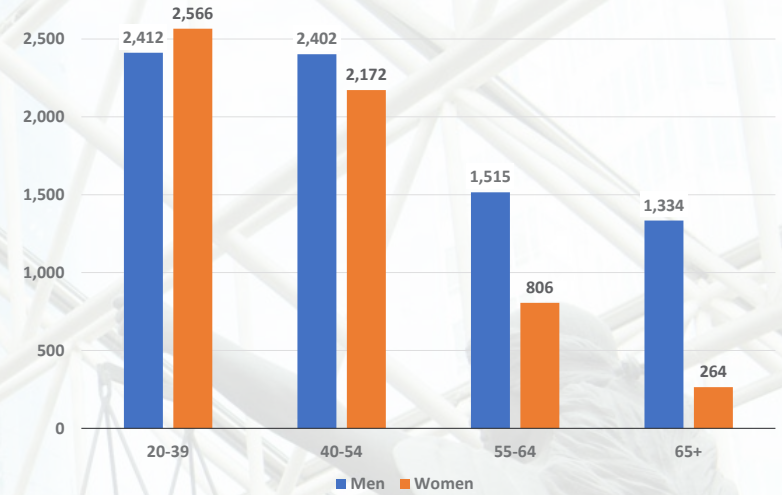


# Legal Profession in BC

New BC lawyers

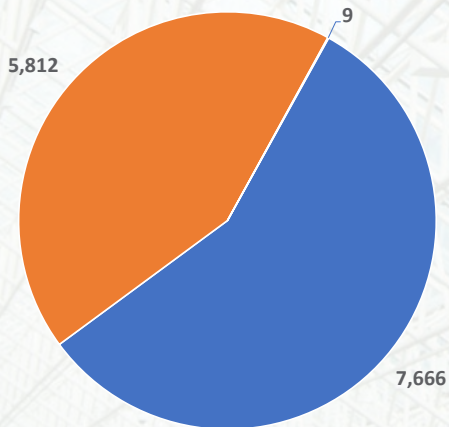


Age demographic of practising BC lawyers

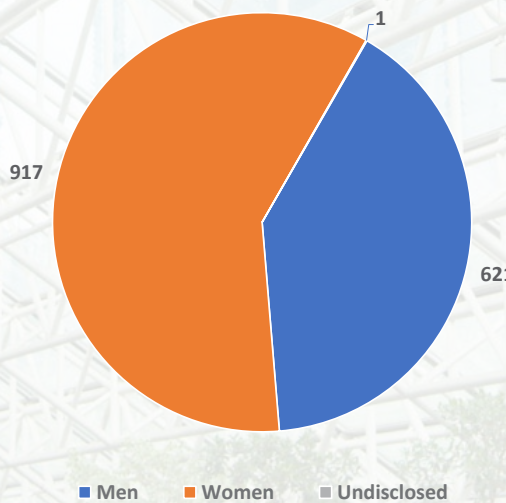


Status of lawyers registered with the Law Society

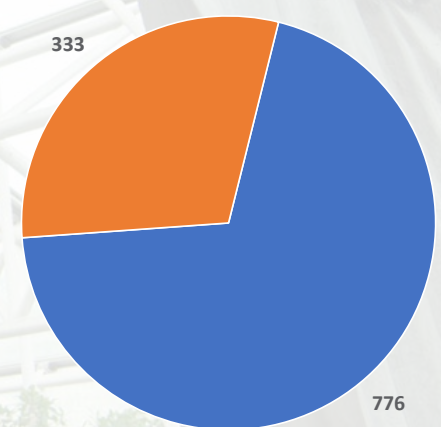
Practising: 13,487 (83.6%)



Non-practising: 1,539 (9.5%)



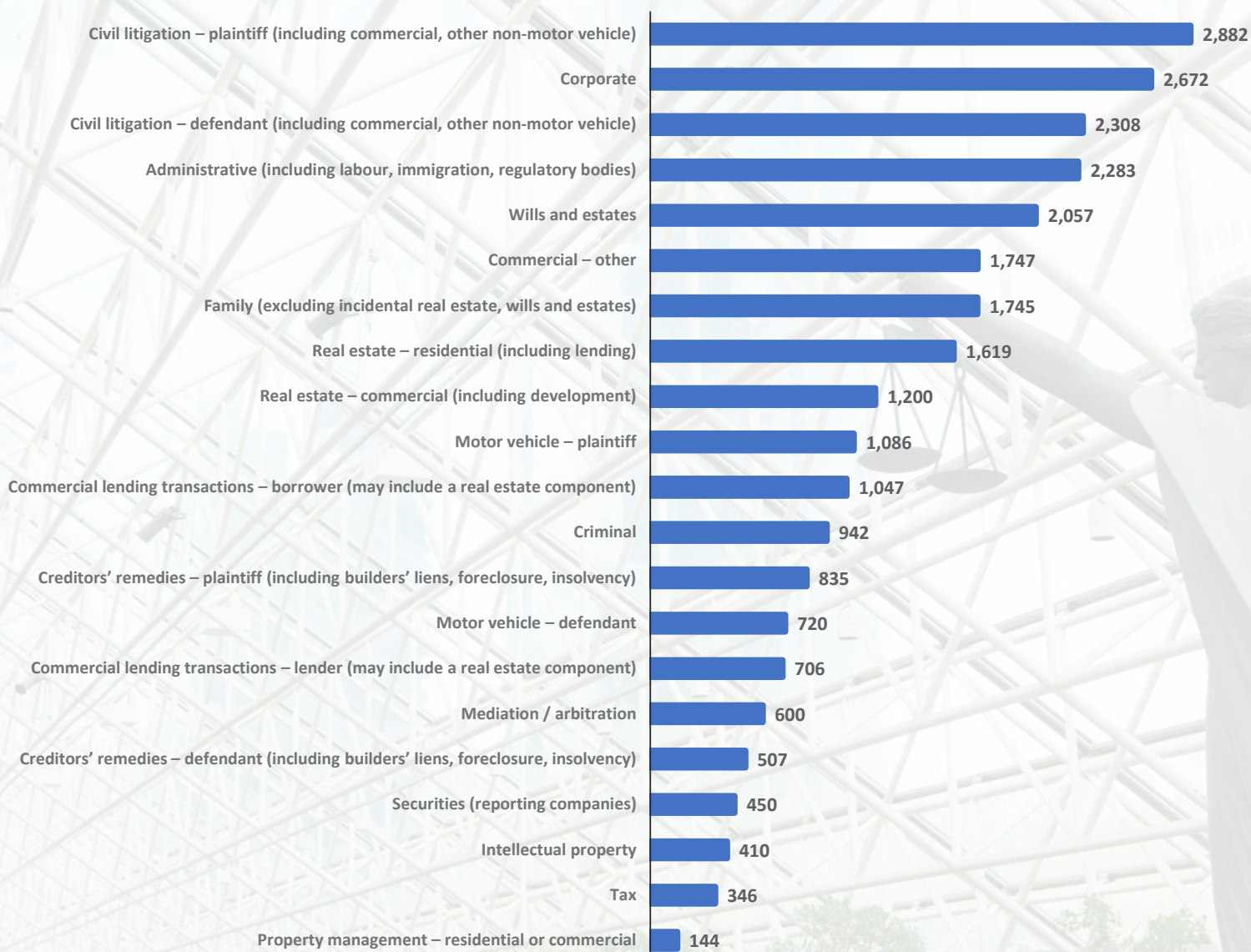
Retired: 1,109 (6.9%)



■ Men ■ Women ■ Undisclosed

## Legal Profession in BC ... *continued*

### Areas of legal practice in BC: Number of lawyers who reported performing any work in the following areas



## Legal Profession in BC ... *continued*

### DEMOGRAPHICS

The Law Society's 2020 *Diversity Action Plan* includes 30 action items meant to support diversity in the legal profession, identify and remove discriminatory barriers, enhance intercultural competence education, improve outreach and collaboration, foster diversity within the Law Society, and track and report progress.

Lawyer demographics	2017	2018	2019	2020	2021
Indigenous	2.7%	2.7%	2.7%	2.8%	3.0%
Racialized/person of colour	14.6%	15.3%	16.4%	17.6%	18.7%
Lesbian/gay/bisexual/transgender	3.2%	3.1%	3.5%	3.9%	4.2%
Person with a disability	1.9%	1.9%	2.2%	2.3%	2.6%
Do not identify with characteristics	55.8%	53.9%	51.7%	52.3%	52.6%
Choose not to answer	21.8%	23.1%	23.5%	21.1%	18.9%

*Data for the demographic background of the legal profession is provided by lawyers who volunteer their information in an anonymous self-identification survey that is part of the Annual Practice Declaration. The purpose of the survey is to assist the Law Society in considering programs and policies that encourage greater inclusion and diversity within a legal profession that reflects the diversity of our province.*

*Over the past five years, the data shows increases in the percentages of BC lawyers who identify as diverse. This year, some of the increases may be attributable to a 2 per cent bump in the number of lawyers who chose to answer the question.*

# Benchers

The members of the Law Society's governing board are called Benchers. The Benchers are responsible for the Law Society Rules, the *Code of Professional Conduct for British Columbia*, and governance policies for the administration of the Society. Twenty-five Benchers are elected by members of the legal profession and six are members of the public who are appointed by the provincial government. The president of the Law Society is a Bencher and serves a one-year term.



## President

Dean P.J. Lawton, QC  
(Victoria County)



## First Vice-President

Lisa Hamilton, QC  
(Vancouver County)



## Second Vice-President

Christopher McPherson, QC  
(Westminster County)

## Elected Benchers

Kim Carter  
(Kamloops District)

Pinder K. Cheema, QC  
(Victoria County)

Jennifer Chow, QC  
(Vancouver County)

Jeevyn Dhaliwal, QC  
(Vancouver County)

Cheryl S. D'Sa  
(Vancouver County)

Lisa Dumbrell  
(Vancouver County)

Lisa Feinberg  
(Prince Rupert County)

Martin Finch, QC  
(Westminster County)

Brook Greenberg, QC  
(Vancouver County)

Julie K. Lamb, QC  
(Vancouver County)

Jamie Maclaren, QC  
(Vancouver County)

Geoffrey McDonald  
(Cariboo County)

Steven McKoen, QC  
(Vancouver County)

Jacqueline McQueen, QC  
(Vancouver County)

Elizabeth J. Rowbotham, QC  
(Vancouver County)

Karen Snowshoe  
(Vancouver County)

Thomas L. Spraggs  
(Westminster County)

Michelle D. Stanford, QC  
(Kamloops District)

Barbara Stanley, QC  
(Vancouver County)

Michael F. Welsh, QC  
(Okanagan District)

Kevin B. Westell  
(Vancouver County)

Chelsea D. Wilson  
(Nanaimo County)

Gaynor C. Yeung  
(Vancouver County)

Heidi Zetzsche  
(Cariboo County)

## Appointed Benchers

Paul Barnett

Sasha Hobbs

Dr. Jan Lindsay

Claire Marshall

Mark Rushton

Guangbin Yan

# Life Benchers

Benchers who have volunteered for four terms or have served as president of the Law Society are recognized with the title Life Bencher.

The Honourable Mary F. Southin, QC (1971-1980)

The Honourable Bruce I. Cohen, QC (1978-1986)

Marvin R.V. Storrow, QC (1980-1987)

R. Paul Beckmann, QC (1980-1989)

Robert M. Dick, QC (1983-1991)

The Honourable Peter Leask, QC (1984-1992)

John M. Hogg, QC (1984-1993)

P. Michael Bolton, QC (1985-1993)

The Honourable Mr. Justice Robert T.C. Johnston (1986-1994)

The Honourable Grant D. Burnyeat KC (1988-1995)

Donald A. Silversides, QC (1984-1995)

James M. MacIntyre, QC (1986-1995)

Alan E. Vanderburgh, QC (1989-1995)

Karen F. Nordlinger, QC (1988-1996)

Richard C.C. Peck, QC (1988-1997)

Leonard T. Doust KC (1990-1997)

William M. Trotter, QC (1990-1997)

Trudi L. Brown, QC (1992-1998)

Warren T. Wilson, QC (1991-1999)

The Honourable Ujjal Dosanjh, QC (1995-2000)

Karl F. Warner, QC (1994-2000)

Richard S. Margetts, QC (1995-2001)

Emily M. Reid, QC (1994-2001)

Jane S. Shackell, QC (1994-2001)

Ann Howard (1992-2002)

Richard C. Gibbs, QC (1996-2002)

Howard R. Berge, QC (1992-2003)

Russell S. Tretiak, QC (1992-2003)

Robert D. Diebolt KC (1996-2003)

Gerald J. Kambeitz, QC (1996-2003)

William J. Sullivan, QC (1997-2003)

Master Peter J. Keighley (1996-2004)

William M. Everett, KC (1998-2004)

Ralston S. Alexander, QC (1999-2005)

Patricia L. Schmit KC (1998-2005)

Robert W. McDiarmid, QC (1998-2006)

Anna K. Fung, QC (1998-2007)

Ian Donaldson, QC (2000-2007)

June Preston, MSW (2001-2008)

The Honourable Mr. Justice John J.L. Hunter (2002-2008)

Terence E. La Liberte, QC (2000-2001, 2004-2009)

James D. Vilvang, QC (2002-2009)

David A Zacks, QC (2002-2009)

The Honourable Judge William F.M. Jackson (2003-2009)

Patrick Kelly (2002-2010)

Dr. Maelor Vallance (2002-2010)

G. Glen Ridgway, QC (2002-2010)

Gavin Hume, QC (2004-2011)

Joost Blom, QC (2004-2011)

Carol W. Hickman, QC (2004-2011)

Bruce A LeRose, QC (2004-2012)

Art Vertlieb, QC (2004-2013)

Rita C. Andreone, QC (2006-2013)

Kathryn Berge, QC (2006-2013)

Leon Getz, QC (2006-2013)

Thelma O'Grady (2006-2013)

David Renwick, QC (2006-2013)

Richard Stewart, QC (2006-2013)

Jan Lindsay, QC (2006-2014)

Kenneth M. Walker, QC (2007-2015)

David W. Mossop, QC (2008-2015)

Haydn Acheson (2008-2015)

The Honourable Mr. Justice E. David Crossin (2010-2016)

Herman Van Ommen, QC (2009-2017)

C.E. Lee Ongman, QC (2010-2017)

Thomas P. Fellhauer, QC (2010-2017)

Gregory A. Petrisor, QC (2010-2017)

Satwinder Bains (2010-2017)

Claude H. Richmond (2010-2018)

Miriam Kresivo, QC (2012-2018)

Nancy G. Merrill, QC (2011-2019)

Philip A. Riddell, QC (2012-2019)

Tony Wilson, QC (2012-2019)

Craig A.B. Ferris, QC (2014-2020)

*The dates in parentheses represent years of service as a Bencher.*



# Committees, Task Forces, Working Group

Law Society committees have specialized roles that carry out many of the regulatory functions of the Law Society and assist with policy development. Committees and task forces are composed of Benchers and lawyers from all over BC, all of whom volunteer their time to the Law Society.

## COMMITTEES

### Act and Rules Committee

Recommends to the Benchers amendments to the *Legal Profession Act* and Law Society Rules.

Elizabeth Rowbotham, QC (Chair)

Lisa Dumbrell

Martin Finch, QC

Geoffrey McDonald

Staff contact

Jeff Hoskins, QC

### Complainants' Review Committee

Upon complainants' request, reviews complaint files closed by staff lawyers to determine if the decision to close the file was appropriate in the circumstances.

Mark Rushton (Chair)

Heidi Zetsche (Chair)

Lisa Feinberg

Brook Greenberg, QC

Jamie Maclaren, QC

Claire Marshall

Geoffrey McDonald

Daniele D. Poulin

Puneet Sandhar

Chelsea Wilson

Guangbin Yan

Staff contact

Sarah M.R. Conroy

### Credentials Committee

Oversees the enrolment, education, examination and call to the bar of articulated students, the transfer of lawyers to BC and the reinstatement of former lawyers.

Pinder Cheema, QC (Chair)

Kim Carter

Lisa Dumbrell

Lisa Feinberg

Jamie Maclaren, QC

Geoffrey McDonald

Steven McKoen, QC

Mark Rushton

Michelle Stanford, QC

Michael Welsh, QC

Staff contacts

Lesley Small

Geoff Howes

### Discipline Committee

Reviews opinions concerning lawyers or articulated students that are referred by Law Society staff, the Complainants' Review Committee or the Practice Standards Committee, and determines appropriate disciplinary outcomes, if any.

Martin Finch, QC (Chair)

Brook Greenberg, QC (Vice-chair)

Julie Lamb, QC

Dr. Jan Lindsay

Iain D. McIver

Phillip Riddell, QC

Karen Snowshoe

Barbara Stanley, QC

Marnie Westbury

Staff contact

Natasha Dookie

### Ethics Committee

Identifies current professional responsibility issues and makes recommendations on changes to the *Code of Professional Conduct for British Columbia* for consideration by the Benchers.

Jeevyn Dhaliwal, QC (Chair)

Michael Welsh, QC (Vice-chair)

Mark Gervin

Sasha Hobbs

Julie Lamb, QC

Steve McKoen, QC

K. Michael Stephens

Marko Vesely

Kevin Westell

Gaynor Yeung

Staff contact

Lance Cooke

### Executive Committee

Provides direction and oversight for the strategic and operational planning of the Law Society and develops agendas for Benchers meetings to ensure that the Benchers exercise their oversight, regulatory and policy development responsibilities.

Dean Lawton, QC (Chair)

Lisa Hamilton, QC (Vice-chair)

Jeevyn Dhaliwal, QC

Sasha Hobbs

Steven McKoen, QC

Christopher McPherson, QC

Jacqui McQueen, QC

Michelle Stanford, QC

Staff contacts

Kerryn Holt

Avalon Bourne

## Committees, Task Forces, Working Group ... *continued*

### Finance and Audit Committee

Provides oversight over the financial affairs of the Law Society, makes recommendations on annual fees, reviews annual budgets and periodically reviews financial and investment results. Oversees the external audit process and provides oversight over the internal controls and enterprise risk management of the Law Society.

Lisa Hamilton, QC (Chair)  
Christopher McPherson, QC (Vice-chair)  
Jeevyn Dhaliwal, QC  
Dean Lawton, QC  
Clifford Proudfoot, QC  
Elizabeth Rowbotham, QC  
Guangbin Yan

#### Staff contacts

Jeanette McPhee  
Andrea Langille

### Governance Committee

Assesses the Law Society's governance structure and practices to identify areas for improvement.

Jeevyn Dhaliwal, QC (Chair)  
Christopher McPherson, QC (Vice-chair)  
Pinder Cheema, QC  
Dr. Jan Lindsay  
Linda Parsons, QC  
Michael Welsh, QC  
Guangbin Yan

#### Staff contacts

Adam Whitcombe, QC  
Kerryn Holt  
Avalon Bourne

### Practice Standards Committee

Recommends standards of practice, develops programs to help lawyers practise competently and recommends remedial measures for lawyers who do not meet accepted standards.

Jacqueline McQueen, QC (Chair)  
Claire Marshall (Vice-chair)  
Chelsea Wilson (Vice-chair)  
Cheryl D'Sa  
Nancy Merrill, QC  
Mark Rushton  
Thomas Spraggs  
Gaynor Yeung  
Heidi Zetzsche

#### Staff contacts

Natasha Dookie  
Carolyn Anderson

### Unauthorized Practice Committee

Considers and makes policy decisions with respect to the unauthorized practice of law and the relevant provisions of the *Legal Profession Act*.

Michelle Stanford, QC (Chair)  
Steven McKoen, QC (Chair; Vice-chair)  
Paul Barnett  
Kim Carter  
Lisa Feinberg  
Karen Snowshoe  
Thomas Spraggs  
Heidi Zetzsche

#### Staff contact

Gavin Hoekstra

## ADVISORY COMMITTEES

### Access to Justice Advisory Committee

Monitors and advises the Benchers on access to justice and legal services issues in BC and other jurisdictions.

Lisa Hamilton, QC (Chair)  
Paul Barnett  
Jennifer Chow, QC  
The Honourable Thomas Cromwell  
Lisa Dumbrell  
Mark K. Gervin  
Jamie Maclaren, QC  
Kevin Westell

#### Staff contact

Doug Munro

### Equity, Diversity and Inclusion Advisory Committee

Reports to the Benchers on issues affecting equity and diversity in the legal profession and the justice system and assists the Benchers with priority planning.

Jennifer Chow, QC (Chair)  
Barbara Stanley, QC (Vice-chair)  
Paul Barnett  
Beatriz Contreras  
Cheryl D'Sa  
Dr. Jan Lindsay  
Linda Parsons, QC

#### Staff contacts

Andrea Hilland, QC  
Jennifer Chan

### Rule of Law and Lawyer Independence Advisory Committee

Monitors issues and legislation affecting the rule of law and the independence and self-governance of the legal profession and reports on those matters to the Benchers.

Elizabeth Rowbotham, QC (Chair)  
Jacqueline McQueen, QC (Vice-chair)  
Cheryl D'Sa  
Jon Festinger, QC  
Martin Finch, QC  
Jamie Maclaren, QC  
Christopher McPherson, QC  
The Honourable Marshall Rothstein, QC  
Mark Rushton

#### Staff contact

Michael Lucas, QC

### Truth and Reconciliation Advisory Committee

Provides guidance to the Law Society on legal issues affecting Indigenous people in the province, advises the Benchers on priority planning and develops related recommendations and initiatives.

Dean Lawton, QC (Co-chair)  
Nicole Bresser (Co-chair)  
Martin Finch, QC  
Katrina Harry  
Claire Marshall  
Michael McDonald, QC  
Christopher McPherson, QC  
Terry-Lynn Williams-Davidson, QC

#### Staff contacts

Andrea Hilland KC  
Jennifer Chan

# Committees, Task Forces, Working Group ... *continued*

## TASK FORCES

### Indigenous Engagement in Regulatory Matters Task Force

To ensure the unique needs of Indigenous peoples are addressed in the Law Society's regulatory process, the task force reviews Law Society rules and procedures to identify and remove systemic barriers for Indigenous people in the *Legal Profession Act*, the Law Society Rules and the *Code of Professional Conduct for British Columbia*.

Pinder Cheema, QC (Co-chair)  
Teri-Lynn Williams-Davidson (Co-chair)  
Lisa Dumbrell  
Leah B.M. Fontaine, QC  
Brittany Goud  
Sasha Hobbs  
Thomas Spraggs

**Staff contacts**  
Andrea Hilland, QC  
Jennifer Chan

### Lawyer Development Task Force

Monitors developments on issues affecting lawyer education in BC, reports to the Benchers about those developments, and advises the Benchers on priority planning with respect to lawyer education.

Steven McKoen, QC (Chair)  
Brook Greenberg, QC (Vice-chair)  
Sasha Hobbs  
Julianne Lamb, QC  
Michelle Lawrence

Caroline Nevin  
Karen Orr  
Thomas Spraggs  
Dr. Katie Sykes  
Ralf Warburton

**Staff contacts**  
Lesley Small  
Alison Luke

### Mental Health Task Force

Helps the Law Society identify ways to reduce the stigma of mental health and substance use issues within the profession and reviews related regulatory approaches to discipline and admissions.

Brook Greenberg, QC (Chair)  
Michelle Stanford, QC (Vice-chair)  
Phil Dwyer  
The Honourable Madam Justice Nitya Iyer  
Derek LaCroix, QC  
Christopher McPherson, QC  
Kendra Milne  
The Honourable Patricia E. Stark

**Staff contacts**  
Michael Lucas, QC  
Alison Luke

## SUBCOMMITTEES

### Indemnity Subcommittee

Reviews actuarial reports, claims data, fee recommendations, changes to scope of coverage, and other insurance matters as required, and provides recommendations to the Finance and Audit Committee.

Lisa Hamilton, QC (Chair)  
Paul Barnett  
Jeevyn Dhaliwal, QC  
Peter Kelly  
Julie Lamb, QC  
Dean Lawton, QC  
Christopher McPherson, QC  
Clifford Proudfoot, QC  
Thomas Spraggs  
Guangbin Yan

**Staff contact**  
Jeanette McPhee

### Litigation Subcommittee

Provides guidance to staff on litigation matters and determines which matters should come before the Executive Committee.

Dean Lawton, QC (Chair)  
Lisa Hamilton, QC  
Christopher McPherson, QC

**Staff contact**  
Tara McPhail

## WORKING GROUP

### Anti-Money Laundering Working Group

Monitors and advises the Benchers on key matters relating to the state of anti-money laundering strategies and initiatives in BC.

Dean Lawton, QC (Chair)  
Pinder Cheema, QC  
Lisa Hamilton, QC  
Steven McKoen, QC  
Christopher McPherson, QC

**Staff contact**  
Don Avison, QC

# Hearing Panel Pools

The hearing panel pools demonstrate the Law Society's commitment to maintaining public confidence and transparency.

*Lawyers and members of the public from around the province volunteer to be part of the Law Society's hearing panel pools. Panel members are selected, based on established criteria, from a public (non-lawyer) pool and a lawyer (non-Bencher) pool to help adjudicate all discipline and credentials hearings.*

## Members of the public hearing panel pool

E. Nanette (Nan) Bennett  
 Linda Berg  
 Clarence Bolt  
 David Dewhirst  
 Michael Dungey  
 Carol Gibson  
 Darlene Hammell  
 Karen Kesteloo  
 Cyril Kesten  
 John Lane  
 Brendan Matthews  
 Laura Nashman  
 Lance Ollenberger  
 Paul Ruffell  
 Thelma Siglos  
 Robert Smith  
 Ruth Wittenberg

## Members of the non-Bencher lawyer hearing panel pool

Ralston Alexander, QC  
 Douglas T.K. Chiu  
 Catherine Chow  
 Gillian Dougans  
 Eric Gottardi  
 Kimberly Henders Miller  
 Gavin Hume, QC  
 David Layton, KC  
 Lindsay R. LeBlanc  
 Bruce LeRose, QC  
 Andrew Mayes  
 Monique Pongracic-Speier, QC  
 H. Nina Purewal  
 Shannon N. Salter  
 John Waddell, QC  
 Sandra Weafer  
 William Younie, QC