



NOVA SCOTIA
BARRISTERS' SOCIETY

#TalkJustice





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Community voices on justice in #NovaScotia



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CONNECT with #TALKJUSTICE

Visit talkjustice.ca to see and share what others are saying. What does justice mean for you? Do you see obstacles? Possibilities? Let us know at talkjustice@nsbs.org, and keep the conversation growing on social media – just use the hashtag **#TalkJustice**.

Watch for more #TalkJustice updates:

- at **nsbs.org**,
- on **Twitter @NSBS**,
- on **Facebook** at **NSBarristers**,
- on **LinkedIn** at **NS Barristers' Society**, and
- watch for us soon on Instagram!



LaMeia Reddick

#TalkJustice

Community

Engagement Facilitator

Lead Author

THE ENGAGEMENT TEAM

LaMeia Reddick, North Preston

#Community Engagement Consultant

(For the history of my engagement work with the Nova Scotia Barristers' Society, see page 38.)

I am proud to say that I am a black woman whose life has been dedicated to love and liberation. My strength and inspiration comes from the work of my people near and far.

One of my favorite quotes about justice is Dr. Cornel West's famous line, "Justice is what love looks like in public." I've been trained as a sociologist and an Art of Hosting practitioner for a large portion of my adolescent and adult life. I've built deep-rooted connections with a wide range of community groups through my involvement with all sorts of organizations but two that I would highlight specifically: Leave Out Violence (LOVe), an organization that supports youth development with an anti-violence lens; and IMOVE In my own voice, also an organization that supports youth development using the arts and storytelling. I came to know a lot about justice issues though working with these organizations and became very comfortable working across cultures because these organizations have inclusive staff and youth from various backgrounds.

My work as a consultant is built around a fundamental principle that I call Kinnected Leadership. Kinnected leadership is about creating and sustaining a culture of excellence that will serve future generations. It's about building ties that are familial in nature and tapping into the human qualities that unite us all.

We hope that this #TalkJustice report will evoke interest and encourage people to step up and offer support to make change from their social location.



Rachel Derrah

#Creative support

In this project you will see that we were intentional in our inclusion of the arts. Rachel Derrah led the creative engagement for this project, and support with art, photography and communications. Rachel helped in crafting a template used during the interviews, which served as note-taking aids and brought a bit of animation to the interview process.

LET'S #TALKJUSTICE

Justice is a tough word to define but there's no shortage of things to say about it, if #TalkJustice is any indication. A project of the Nova Scotia Barristers' Society, #TalkJustice is building a public conversation around access to justice (#A2J), with voices from both the community and the legal sector.

By listening and sharing, the Society will better understand the legal needs and experiences of Nova Scotia's diverse communities, and better integrate their voices into the legal system. This can only lead to improvements in the delivery of legal services and legal information.

The project began with a series of meetings and interviews with community groups and individuals, allowing for frank discussions about barriers and challenges to justice. Now, #TalkJustice is sharing the feedback at **talkjustice.ca** and expanding the conversation via social media.

Common themes are emerging so far, detailed in this report: poverty and disempowerment; little access to legal education; not enough progress in eliminating racism, discrimination and cultural bias, or to address mental health issues before they lead to legal problems; media coverage of justice issues; and a bureaucracy that could be more accessible and understanding.

This report and the issues raised in #TalkJustice hopefully help inform the Society's priorities for future initiatives to enhance access to justice and legal services. Most importantly, #TalkJustice hopes to strengthen community engagement around #A2J in Nova Scotia, and build spaces where the conversations between the public and 'the system' can continue to grow.

To the extent that opinions are offered or advice given, they are from the project facilitators and are not those the Barristers' Society. The language used is often hard hitting and provocative. The view expressed are often passionately held.

So let's #TalkJustice – we're listening!

ENHANCING ACCESS TO LEGAL SERVICES AND THE JUSTICE SYSTEM FOR ALL NOVA SCOTIANS

#A2J A TOP PRIORITY FOR NOVA SCOTIA BARRISTERS' SOCIETY

The Society's Council set out just two important areas of focus for major effort and improvement from 2013 to 2016, in its Strategic Framework:

- Transforming regulation in the public interest – Regulatory reform aims to foster innovation in delivery of legal services, which in turn will also improve access. nsbs.org/transform-regulation
- Improving the administration of justice – The priority for this work is enhancing access to legal services and the justice system for all Nova Scotians, with these specific initiatives for 2014-2015:
 - examine and approve regulatory changes to enhance access to legal services, and
 - advocate for enhanced access to legal services and to the justice system for equity-seeking* and economically disadvantaged groups. nsbs.org/enhance-access

COMMUNITY CONSULTATION MANDATE

The Society's mandate to improve access to justice came in part from the Royal Commission on the Donald Marshall, Jr. Prosecution (1989-1990). The Marshall Inquiry found that racist and discriminatory attitudes existed within Nova Scotia's justice system; among the many recommendations was that the Society enact programming to address racism and discrimination.

This responsibility became further enshrined with the introduction of section 4(2)(d)(i) of the *Legal Profession Act*, which states that one purpose of the Society is to improve the administration of justice through regular consultation with organizations and communities that reflect Nova Scotia's diversity.

The Society carries out this responsibility largely through its Equity Office. The Equity Office promotes the interest of equity-seeking groups in Nova Scotia by:

- Seeking to improve the administration of justice;
- Addressing issues of racism, sexism and other forms of discrimination in

**In the Society's Strategic Framework, equity-seeking groups include women, Aboriginal peoples, racialized peoples, persons with disabilities and persons seeking equality on the basis of their sexual orientation and gender identity.*

- the legal profession; and
- Ensuring that the legal profession adequately reflects the public it serves.

In light of the history of the province, the Equity Office pays particular attention to the needs and experiences of the Mi'kmaq, African Nova Scotians and women in the practice of law.

#TalkJustice is part of a larger body of consultation work done by the Equity Office under its mandate. The information gathered through these interviews is not gathered for its own sake; it will inform the design of Society projects that tackle access to justice challenges. Recent community consultations have guided the Society in helping to resolve issues of land title ownership in Cherrybrook, North Preston and East Preston, and in working to reduce the numbers of Aboriginal families and children involved in the child welfare system.

#TalkJustice is not designed to look at access to justice through the providers of the system or necessarily from those currently experiencing legal difficulties. Rather, this work is about engaging equity-seeking and economically disadvantaged communities to hear first voice accounts of their experiences, needs and perspectives. It is important to indicate that interviewees were not selected at random as representative of the general Canadian public. Consultation was specifically arranged to engage voices from the communities identified in the Society's Strategic Framework for 2013-2016.

WORKING TOWARDS CHANGE

Over the last six months, through numerous interviews, group meetings and events, we have heard frustration, despair, anger and, in some cases, hope and belief that change is possible. Now it's our responsibility, as the facilitators of #TalkJustice, to share these voices with lawyers, court staff, bureaucrats, police, social workers, educators and many others.

The Society began this research because it's crucial to hear from the public about their perceptions, concerns, ideas and experiences about justice.¹

Conversations were not limited to just law and court topics; rather, it was important to hear how Nova Scotians interpret 'justice' for themselves.

From this research, the loud message is that in order to improve access to justice, the justice system has to work across silos and address issues such as transportation, child care, education, human rights and poverty. All of the players need to do a better job working together to improve our "system" as it is conceptualized by the public.

It's clear that change is needed and that the solutions are sometimes simple and sometimes extremely complex. An important starting place for those of us who work in the justice system is to acknowledge the need for change and to be willing and able to listen to the voices of the province's diverse communities.

"In some places, the fixes [to the justice system] are not that complicated but there is resistance – in other places, the fixes are very complicated. A lot of the resistance is there to preserve structures of power."

¹ #TalkJustice is intended to be part of a larger body of outreach work done in the area of access to justice in Canada, including:

Action Committee on Access to Justice in Civil and Family Matters. CBA Legal Futures Initiative, "Access to Civil & Family Justice: A Roadmap for Change", Online: Canadian Forum On Civil Justice <http://www.cfcjfcj.org/sites/default/files/docs/2013/AC_Report_English_Final.pdf> [May 1, 2015]
Julie MacFarlane, "The National Self-Represented Litigants Project: Identifying and Meeting the Needs of Self-Represented Litigants", Online: National Self-Represented Litigants Project <<https://representingyourselfcanada.files.wordpress.com/2014/02/reportm15-2.pdf>> [May 7, 2015]
Trevor Farrow, "What is Access to Justice?" (2014) 51 Osgoode Hall LJ 3.

In summary, these are the issues that were identified in the community consultations:

1. **“No Justice”**: particularly if you live in poverty;
2. **Inaccessibility of ‘the system’** on many levels;
3. **Media treatment of the issues**;
4. **Little access to legal education**;
5. **Mental health**;
6. **Racism, discrimination and a feeling of being poorly represented**;
7. **Disempowerment from the difficulty of navigating “the system”**;
and
8. **Bureaucracy: A lack of support and understanding from those working in the system.**

These are significant barriers that require thought and time to address. That said, some of the fixes are relatively easy and we can begin to work on these things now.

Today.

Ultimately, a commitment to begin thinking differently about justice is needed and to do this, the voices of the public need to be included in all of our work.

We need to put the public first.

#TALKJUSTICE ENGAGEMENT

DESIGN

#TalkJustice is a community engagement strategy that allows the Society to consult directly with equity-seeking and economically disadvantaged groups throughout the province.

The process was designed to be highly relational; building on engagement the Society was already doing and connecting to conversations happening in the community on justice-related issues. #TalkJustice is a vehicle to turn up the volume on community voices and perspectives, and to ultimately integrate this knowledge into legal practices and processes.

The goal is that the project will serve as a catalyst for a different approach to community engagement among lawyers and legal system professionals on access to justice issues in Canada.

METHOD

Providing initial context for the project were the Society's established access to justice priorities, the Equity Office, the Racial Equity Committee, the Prestons Land Issues Group and the Aboriginal Child Welfare Group.

The engagement strategy was designed to include four phases:

- Communication;
- Connect, explore, listen and observe;
- Engagement design; and
- Connect back and finalize.

Next, an Outcomes Measurement Framework was developed, to measure how #TalkJustice aligns with the Society's mandate and strategic priorities. The process remained fluid and flexible to incorporate what we were learning as we went along.

- **Who we talked to:** Equity-seeking and economically disadvantaged groups and individuals.
- **How we got the information:** A mix of in-depth interviews, street style interviews, pop-up engagement at public spaces/cafes.
- **What are we doing with the information:** Analyzed data to look for themes, created a Tumblr page as the main platform to share photos and

quotes and then to share information with the community through this report and Tumblr.

- **Final report:** This document is designed to be a representation of community voice, to inform and then inspire further conversation.
Final event: A workshop will bring together legal professionals and community groups, government departments and other key participants to learn, share and build relationships, with an intention to amplify community voice and shift the culture.

INSPIRATION

Humans of New York: A collection of photos and quotes from everyday people living in New York; a project of photojournalist, Brandon Stanton
www.humansofnewyork.com

Decolonizing social justice: Stories to Support Organizations, Facilitators, and Youth Working Against Oppression published by Girls action foundation
www.girlsactionfoundation.ca

Working while Black: A community project providing a space for discussions of racism within the work place, a space to share stories on the website.
workingwhileblackns.com

Second Chance program: Works with young people between the ages of 15 and 30 who have been in conflict with the law, by providing them with opportunities to develop new skills, become self-reliant and build brighter futures. It is administered by Center for Entrepreneurship Education and Development in partnership with East Coast Social Change.

Growing culture of community conversations in Nova Scotia: An emerging culture of community conversations has inspired and created space for this engagement strategy. The inspiration comes from the motivation of the many facilitators, mobilizers and community leaders who are committed to nurturing this way of working.

“What is justice? A feeling of not ever getting justice for the events that happened. Not ever wanting, needing or expecting justice. I don’t feel like the justice system is for my culture.”

LEARNINGS AND LIMITATIONS

There has been a tremendous amount of learning throughout #TalkJustice but here are a few highlights:

1. **Growing the engagement through relationships and networks**

We learned much about the process of connecting and growing through networks. Starting out with a list of individuals to talk to, we asked them to introduce us to others they felt should be interviewed. This allowed for the community to own a piece of the process and their involvement ensured it was an inclusive process.

2. **The power of holding space**

Some interviews lasted more than two hours. Clearly, 1) People have a lot to say about justice; and 2) Time is our most valuable resource. When people are given time to express concerns, share ideas or exchange points of view, that's where the magic happens. There are few such opportunities to air concerns, or to exchange ideas and experiences on these issues.

LIMITATIONS

Limits were discovered within the confines of this project.

1. **There was more access to some groups than others:**

Ideally, #TalkJustice would include equal representation from all equity-seeking and economically disadvantaged groups. Efforts were made to ensure adequate representation from all groups, but some are more evident than others. It would be helpful to draw on more direct relationships with the specific groups targeted in the engagement.

2. **Challenge to reach far across Nova Scotia:**

Representation from rural areas was also a goal that fell short. The project team did host an engagement session in a rural community, and consultations beyond Halifax via correspondence. However, the need for rural voices on access to justice issues should be prioritized for future engagement.

*“Justice system is
messed up.”*

WHAT WE HEARD

Key themes emerged after synthesizing pages of interviews. To present the findings, the project team identified the major themes and listed the related issues, challenges, beliefs and opportunities.

This is certainly not a complete list of all of the access to justice challenges in our communities. However, it's an accurate representation of the voices heard and the perspectives offered through the interviews.

“NO JUSTICE”

Particularly if you live in poverty

Lack of belief in the justice system, it is unfair and unjust, can't afford justice

Respondents were acutely aware of the influence of poverty on a person's ability to feel they received adequate justice services. Access to funds provides access to a private lawyer who is paid to take the time to fully understand a client's file with detailed, personalized service. Without funds, some individuals qualify for legal aid but many others are relegated to representing themselves or not pursuing their matters.

Challenges accessing justice are compounded by other, non-legal issues faced by economically disadvantaged groups. Those living in poverty are less likely to have access to mental health care, reliable transportation, conventional banking services or stable housing. It is difficult to retain a lawyer without a bank account; to attend court without transportation; to navigate legal processes with an untreated mental illness; to communicate with authorities without a fixed address.

Additionally, respondents frequently mentioned their experience with law enforcement as a major aspect of their interaction with the justice system. Policing is outside the original scope of this project, but the frequency with which it has been mentioned shows it is a major contributor to feelings about the justice system as a whole.

“Whatever happened to innocent until proven guilty? They believe the cops over us all the time. Whatever the police say happened, they believe.”

“Police become bored and harass people.”

“How can a lawyer represent me when they don’t even have the time to get to know me? And if they don’t believe me or can’t try to understand where I’m coming from, they can’t really represent me.”

“NO JUSTICE FOR US”

The first interviews for this project began with the question, “What does justice mean to you?” After a few moments of silence, one of the individuals very passionately responded, “There is no justice for us.”

The engagement facilitator was somewhat taken aback that this comment would be the starting point. However, through more and more interviews, it became evident that this concept of ‘no justice’, and in particular ‘no justice for us’², was a significant recurring theme.

Digging deeper, the feeling was frequently reported that there is “no such thing as justice,” and a feeling of continuously being let down. Interviewees reported that if you don’t have money, you don’t have justice. But it was about much more than money. On the one hand, money can buy you a lawyer’s time. That is, the more money you have the more time will be spent on your matter, prioritizing your legal needs. Therefore, the more money you have, the more likely you would be successful in court, according to many sentiments.

Also understood from the interviews was that not having money actually carries more complex challenges. Being poor not only impacts your ability to get adequate legal representation but also stigmatizes you in all of your interactions with the justice system.

Although interviewees rarely spoke directly about their experiences with poverty, it was clear that socioeconomic disadvantage has a significant impact on access to justice. In particular, the intersection of poverty and race and disability were noted as key factors in determining access barriers.

Across equity-seeking groups, there is a consistent disbelief that the justice system would help. Many individuals reported very frustrating experiences when trying to advocate for themselves in legal matters. They had little access to legal information to help them through the process, and expressed feelings of isolation and shame at not knowing how to navigate the system.

² The “us” being discussed refers to members of equity-seeking groups and came up frequently in interviews with members for all identified communities.

Some participants who shared personal stories said they felt they were being perceived by judges as already guilty because they were from economically disadvantaged communities and equity-seeking groups.

POLICE AND POLICING: “WE DON’T WANT TO FEEL THREATENED”

Issues related to police and policing came up many times. Almost half of a one-hour engagement session with a group of 11 youth and two adult supporters was spent talking openly about the impact of policing on community. After a comment about the police acting like a gang, the question was asked, “How many people feel that way? If you do, raise your hand.” Nine out of 11 people agreed with that statement. The group explained they held this viewpoint because of the way the police treat people in their community. The police were not viewed as people they could count on for safety or support.

These young people had many suggestions about what the police should do, such as:

- “Show some respect”
- “Follow the rules and do your job.”

Another interesting observation about this group: when asked about justice, they identified it as “mainly about cops and the court system.”

They felt legal aid lawyers were overworked and didn’t have time to put the required effort into their matters and, as a result, many people felt they had little choice but to plead guilty.

They also highlighted their experiences of police violence and said their victimization at the hands of the police was rarely dealt with or addressed.

“Technically everyone is equal before the law, but on the ground there is different access. For example, anyone can file a complaint to the Residential Tenancy Board. However, it is far easier for a landlord to hop in their car and file for an eviction than for a working single mother to take the day off work, secure childcare or take children for a half-hour bus ride across town to file a complaint ... If your material needs are secure, you are in a better position to seek justice for yourself.”

“For many people, their first experience with the justice system is as a result of a family law matter. This means that people who may have limited knowledge of the law are attempting to navigate a novel and sophisticated justice system while experiencing the stress and emotional turmoil associated with family justice issues. Self-representation rates in the family justice system are very high and an adversarial dispute resolution approach can be difficult for families.”

INACCESSIBILITY

Foreign language and foreign process, lack of legal literacy

For most people, their first introduction to the legal process is when they have a legal problem. As a result, they are left with no choice but to learn how the process works while experiencing the emotional turmoil that comes with being involved with the justice system.

Inaccessibility of the justice system was a dominant theme through the majority of interviews. Respondent concerns echo what has been found in previous research: justice is an overwhelmingly complex process with language and practices that prevent the public from understanding what is happening, and often what is happening to them.

The fact that justice is far more accessible to those with money, education and other resources was raised frequently. Despite the legal community’s apparent commitment to improve access to justice, many interviewees felt there is little evidence that much is changing. Tied to this was the sense that few services are available to help them navigate the justice system, and very few places where Nova Scotians can truly become educated on their rights and responsibilities under the law. Legal processes were viewed as complex and culturally foreign to most, along with a strong sense of shame and embarrassment at having to engage in legal processes but not knowing what to do or how to go about getting information or education.

There are significant literacy, linguistic and cultural barriers to getting information that is needed to begin to understand the complexities of the Canadian justice system. Law class is an elective option in most Canadian high schools. Many interviewees felt one law class is not enough and there should be more opportunities in school to learn about the justice system, and to acquire new skills that directly relate to real life experiences.

Despite the best efforts and contributions of some programs and services designed to increase access to legal education and knowledge, legal information and adequate service is just not attainable for many community members. There is an overwhelming lack of legal literacy and feelings of complete disempowerment when confronted with legal problems.

Some lawyers felt it is the responsibility of the legal profession to build relationships with community and provide legal education.

MEDIA

The media plays a role in justice; it is a powerful tool or powerful weapon

Respondents frequently expressed frustration over how equity-seeking communities are portrayed by the media. Many felt the media portray their communities as collectively responsible for the crimes of individuals – something not done to white communities. Many also noted that access to justice issues that are important to equity-seeking communities are not covered by the media.

PUBLIC RACIAL PROFILING IN THE NEWS

The media plays a huge role in the way in which community members, particularly those from marginalized communities, think about or interact with justice. There was a strong sentiment that the media covers news stories differently when equity-seeking community members are involved. What we gathered from the conversations is a very strong belief that how the media portrays and profiles individuals is damaging, and that the narratives of the stories that are reported depend on racial/cultural identity.

“Why don’t white people condemn white violence? Why is white society so pathological, is country music to blame? Yet they get reporters talking about their feelings and we get articles about how we are known as pimping communities, etc. And the weapons laws will still continue to target us and black men will keep doing huge sentences for having guns while white terrorist plotters get cried over in the media.”

And what about the childhoods and friends of missing and murdered Indigenous women or Black victims? They make sure to point out any drug addiction or criminal record or “he was wearing a bullet proof vest” or “he had criminal associates” or “she was a sex worker” or anything they can do to deny the value of our lives when we are victimized. But white offenders get put in context.”

“The smallest crimes committed by black people get way more media attention.”

"In terms of articling, I applied to every firm; large, medium and small and did not get any position until I came to legal aid. Legal aid hired me and another mature student as article clerks for the reason we had experience in the community that they could exploit that experience. I got very few responses. Most people ignored it. I assumed it was because of my name. I was distinctly not Caucasian."

The project facilitator's own experience of the profound impact of media on her community was shared as follows: "The number of published stories that highlight crime and violence far exceed the number of stories on the successes and celebratory aspects of our community. This is a problem many equity-seeking and economically disadvantaged communities face. There is a predetermined narrative that continues to be written about racialized people."

This was also reflected by an interviewee who states:

"I read that article. It was voyeurism, white people need consistent confirmation for our racism. That 'objective' article repeated about every story I've heard about North Preston since I arrived here four years ago. That type of coverage does ideological 'work' – it further solidifies the clear racism in our society."

THE STORIES WE DON'T TELL

There was also a strong sentiment that certain narratives of injustice are left out of the media. The fact that many Nova Scotians have very little knowledge and awareness of indigenous politics and how our society continues to fall short in providing services to people who need them, particularly to those with disabilities, are just a few examples.

The following came up in the context of the absence of these stories in our media:

"The United Nations declaration of human rights says that all members of the human family have rights and should be protected by the law. This includes people living with disabilities."

"There are over 1,183 missing and murdered Aboriginal women, that's just the number we know of and have counted. The Canadian justice system does not care about its First Peoples [if they did, this would be a priority for lawyers and justice departments]. Canadians need to stand behind all of us for justice for all."

LEGAL EDUCATION

Importance of education, strong feeling that education system is not working

Respondents from equity-seeking groups saw law school as the only place someone can learn about justice and the law. They also saw it as highly inaccessible: unaffordable tuition and a lack of diversity among students and faculty were both cited as barriers. Barriers to law school entrance are well studied and come as no surprise. Connecting the lack of legal education in the public education system to law school barriers is largely unexplored, but is a compelling and interesting finding from this research. It's also important to consider that the increasing numbers of self-represented litigants makes boosting access to legal education in high school curriculum imperative.

One of the most important potential outcomes of increasing access to legal education for the public is the potential for a more legally empowered community, with more people who can resolve their disputes themselves.

LAW SCHOOL

One of the few places where individuals can truly learn about justice and the law is in law schools, which are highly inaccessible, particularly to those coming from economically disadvantaged communities. The cost of law school and the lack of diversity in law schools were the two most predominant barriers mentioned. Some interviewees felt we should not be talking about access to justice without first addressing access to law schools.

For those who do manage to access law school from diverse backgrounds, significant challenges remain in entering the legal profession.

Interestingly, at the Schulich School of Law is where there were a few voices of optimism and hope for the future of the justice system. This is promising because the next generation of lawyers appears to be committed to changing the status quo and innovative ways of thinking about what it means to be a lawyer.

EDUCATION SYSTEM

It is important to mention that a number of people talked about failures in the education system more generally for equity-seeking groups. Although addressing

“I am optimistic as there are more people getting educated and a greater representation of people in the system. The justice system is outdated but it will catch up.”

“This is simple, it comes down to racism. Nova Scotia Barristers’ Society, you want to do some things to change some stuff? You need to focus on the race relations we got in Nova Scotia ...That’s a problem way bigger than them.”

the education system is outside the scope of this project, it came up enough that it had to be mentioned in these findings. Ultimately, the challenges and barriers for equity-seeking communities start with a lack of access to meaningful educational opportunities. Without education, communities are relegated to cycles of poverty, crime, addiction and an overall feeling of hopelessness. Interviewees spoke at length about the root causes of access to justice challenges, so it’s important not to lose sight of these viewpoints. The caution to bring forward from these voices is that without addressing the lack of educational opportunities in marginalized communities, it is unlikely that access to justice for equity-seeking groups will be enhanced. There is a risk of simply applying band-aids that will not address the systemic issues at play.

MENTAL HEALTH

No accommodation, increases trauma, lack of support

The findings in this area are consistent with those from similar studies conducted by others. The justice system does not do enough to accommodate those with mental health issues. This includes those with mental illness, as well as victims who have experienced trauma. When it comes to the treatment of individuals living with mental health challenges, there is much dissatisfaction, particularly with the courts and prisons.

REINFORCED TRAUMA

Throughout many conversations, stories were told about the traumatic experiences with the court system. People don’t know who to turn to for help in the justice system. There are clear feelings that there is no acknowledgement by lawyers or justice professionals about the reality that legal problems are highly traumatizing. There is no real access to counselling and support within courthouses. Lawyers ask clients to go into great detail about highly traumatizing events but provide no information regarding counselling support and had no skills to support their clients during these times, interviewees reported.

“I had something happen that was really traumatic and yeah, justice got served ... two and a half years later. I didn’t really have a say in it except during the first portion when I had to tell my story and then no one cared about what I thought ... I didn’t have anyone who was deliberately explaining to me throughout the process what was going to happen and



“If we had a working justice system, men would be too scared to perpetrate violence against women.” – Rebecca Moore, Mi’kmaw woman / photo by Nigel Gloade, Communications Officer, Millbrook First Nation

“Technically everyone is equal before the law, but on the ground there is different access. For example, anyone can file a complaint to the Residential Tenancy Board. However, it is far easier for a landlord to hop in their car and file for an eviction than for a working single mother to take the day off work, secure childcare or take children for a half hour bus ride across town to file a complaint... If your material needs are secure, you are in a better position to seek justice for yourself.”

*— Evan Coole,
Dalhousie Legal Aid Service*



what was going to be expected of me ... I was suddenly left behind and my voice was no longer relevant, I was just being dragged through what was supposedly justice.”

There are signs of promise, however. The Society hosted an UnCommon Law event in New Minas in November, around the theme of mental wellness. There, participants spoke about many community-based initiatives focused on supporting individuals living with mental health challenges through their interactions with the justice system. There is widespread support for expanding access to mental health and wellness courts and to developing legal services that integrate counselling and other support services.

The Mental Health Court Program attempts to divert offenders facing mental health issues from the prison system. The focus is on a more informal therapeutic approach rather than a punitive one. This approach entails collaboration between the courts, the Crown and participants in the program in developing a treatment plan. Critically, the program introduces mental health professionals and social workers into the process to ensure that mental health issues are properly addressed. The program has garnered support from participants, Crown and legal aid lawyers, and mental health professionals. While the Mental Health Court is currently only offered in Halifax, its success has led to a similar pilot program in Kings and Hants Counties.

“In those moments when your rights are violated, where do you go? What do you do? Who do you tell?”

“Black people are convicted of more crimes per capita. Is it because we’re committing more crimes? I don’t think so. The type of crimes we commit are being targeted more than other crimes.”

RACISM & DISCRIMINATION

Institutional racism and systemic discrimination

Racial profiling

Very little has changed

Lack of action on recommendations

Many respondents described personal experiences of racism and discrimination when going through the justice system. These include perceived differences in sentencing and parole outcomes, and in treatment by police and social services.

Because there is so much valuable insight from first-voice experiences, the following section contains significant information directly from the interviews:

“The police have the right to do it (illegally search Black people) because the judge is backing it and the government is backing the judges. If the government didn’t back the judges, they wouldn’t do it. If we want to see change, it would require challenging the government and make them hold the police accountable for violating my rights.”

“The Barristers’ Society has to figure out how to make the police accountable for their actions. If I were pulled over, what are you searching me for? What are the grounds for search?”

The speakers listed a number of examples in which differential treatment based on race occurred in their experience. Numerous individuals articulated the belief that harsher sentences are given to people of colour than to white people committing the same crimes. They also reported experiences of people they know seeking parole, and noticed that white inmates were more often granted parole than black inmates.

Racism and discrimination are not just a factor in criminal law, they said. In family law matters, it was noted that Aboriginal children are being removed at far higher rates than other children, and often for issues that are accepted in white communities. Racism was experienced in the context of housing and employment as well.

“The justice system won’t change unless we change policy. Mandate is the

“Until the justice system understands our Native ways of life and cultural beliefs, there is no justice.”

only thing that can make people change. Policy is the only thing that can drive change. Cultural competency isn't enough because it's a choice. People have choice in becoming more culturally competent but when they are mandated to do things differently for culturally diverse people, they do it."

"Justice has never been fair for people of racialized backgrounds. They're over-represented in the criminal justice, family law system child protection area. Generally judges and the [lawyers] are more sympathetic to Caucasians than they are to other minorities."

It is important to stress that discrimination can also be made on the grounds of socioeconomic position – and this can exacerbate issues faced by racialized communities. There was a widespread acknowledgement that the justice system is dominated by white, middle class values and perspectives and if you are poor and/or racialized, Aboriginal and/or have a disability, you are vulnerable to incredible injustice. That is, you are more likely to have your parenting scrutinized; you are more likely to be followed in a store; you are more likely to receive stiffer sentences for criminal activity; more likely to be pulled over while driving; more likely to be fired for coming late to work regardless of reasons; more likely to lose money to extremely high interest rates for cheque cashing or credit cards; and, less likely to be able to access a process or an individual to help you address these stressful life challenges.

In spite of significant efforts made over the last 20 years to increase equity in the justice system, systemic discrimination was noted by many as a significant barrier to achieving fair and just outcomes for equity-seeking communities. A lack of diversity on the Bench, among lawyers and in juries was noted, and expressed as an embodiment of the discriminatory system. That is, those who hold positions of power and make judgments and decisions do not understand or reflect a diversity of culture, history, community or experience. It was also expressed as alienation: "No one in the justice system looks like me."

It was noted that a lack of adequate accommodation for people with disabilities and for those with accessibility challenges creates an environment that can be both unwelcoming and unjust. A lack of access to justice is most blatantly displayed for those with accessibility challenges who have no adequate way to physically access some of the courthouses.

The impact of systemic discrimination and racism was also noted in the

"The system is doing exactly what it was designed to do."

quality of legal representation. Some interviewees felt that race issues were not adequately discussed or raised by counsel, even when these played a significant role in the conflict or issue at hand.

These stories and experiences have led to a conclusion that far more cultural competence education is needed to ensure that lawyers and other legal system professionals do not continue to perpetuate racist and discriminatory attitudes and perspectives.

DISEMPOWERMENT

Levels of deep disempowerment, shame, very few opportunities for change

Overall, most interviewees felt too defeated and disempowered to even begin to tackle the complex challenges they faced in the justice system. This appeared to be a result of the overwhelming nature of the problems discussed.

There were intense feelings of shame and embarrassment for being involved with the justice system, and a strong sense that few individuals within the system would be helpful or caring. Because of these pervasive feelings, there was very little optimism or confidence that change is possible. Some people felt the justice system would never change because it's working for those in positions of power.

A significant reason for this disempowerment came from the perspective among equity-seeking community members that they don't have a place, and don't fit in to the pervasive culture of the justice system. There was a strong sense that those who work in the justice system are oblivious to the fact that they are perpetuating a culture of exclusion that is profound. For change to occur, people felt the justice system needs to acknowledge the reality that it is based on Eurocentric, middle class values, and needs to address the way this culture perpetuates exclusion. A number of interviewees felt this change will not occur because those in power benefit from the justice system as it is currently configured.

BUREAUCRACY

Lack of representation in power positions, better quality of service, breakdowns in trust

Bureaucracy is a system of organizing large groups of people working together, such as governments and courts. It requires policies, procedures, processes and administrative functions. Bureaucratic systems are useful for management and organization but they can be significant barriers for people with low levels of literacy, mental health challenges, language and cultural difference and those in crisis.

One of the recommendations suggested during an engagement meeting was to try a “Smile Campaign”. It came during a conversation about how the first point of contact with the system usually requires going to an office, filling out paperwork and making appointments. What was highlighted from this comment was the lack of human relationships in our systems and the change that can occur from a simple act of kindness and welcome. Community members reported having a better experience with the system when they felt people were nice, smiled or took the time to explain things to them.

Bureaucratic processes reinforce the facelessness of the justice system. Small actions like making sure justice system employees are friendly and sympathetic can have a significant impact. Although it may seem trite, perhaps a starting point for change is to expect or even require kindness and sensitivity by all those working within the justice system. This simple suggestion is complicated, however, by the reality that many justice system employees including lawyers, court staff and bureaucrats are exhausted, burnt out and perhaps suffering from vicarious trauma.

FOOTNOTE: CIVIL LAW

Only a few respondents explicitly mentioned the lack of access to justice for civil matters. This should not lead to an assumption that civil matters are unimportant to them. Rather, it should serve as a reminder that members of the public are less likely draw firm lines between various types of legal problems.

The concerns about the justice system raised here are consistent with those found in reports dealing explicitly with civil matters, including the Access to Civil & Family Justice *Roadmap for Change*. The feelings of defeatism, helplessness and being overwhelmed are echoed in research from the National Self-Representing Litigants Project and the Department of Justice.³ We cannot ignore the consistency in how respondents describe their experiences, whether someone is the victim or the accused perpetrator in a criminal matter; whether the nature of someone's legal problem is criminal or civil; or whether they are represented by a lawyer or representing themselves.

A few interviewees noted that there is no legal aid for civil cases, and this has left a significant gap in access. For many people, when a civil law matter arose, they were left with two choices:

- address the matter themselves; or
- let the matter go and not pursue it.

Most people did not pursue civil matters and this has left problems and conflicts unresolved. In some instances, respondents indicated that civil matters left unresolved could turn into criminal matters and they provided examples of neighbour disputes resulting in assaults.

There is minimal assistance available for those pursuing civil matters but some work is being done in that area: A new pilot program has been established at the Law Courts providing *pro bono* duty counsel for non-family civil matters two days per week; and Nova Scotia Legal Aid offers in-courthouse summary advice for family matters.

³ Ab Currie. Department of Justice Canada, "The Legal Problems of Everyday Life"; Online: Department of Justice Canada <http://www.justice.gc.ca/eng/rp-pr/csj-sjc/jsp-sjp/rr07_la1-rr07_aj1/rr07_la1.pdf> [May 7, 2015]

PUTTING THE PUBLIC FIRST

A starting point for putting the public first is to begin to look at the justice system from their perspective. Many respondents picture the justice system as being highly cooperative and interrelated. Several accounts identify lawyers, the courts, law enforcement, social services and correctional services as bodies working collectively to either increase or deny justice to equity-seeking groups.

It is important to recognize that the silos around these distinct roles and positions, obvious to those of us working within the justice system, are often invisible to the community. Many respondents believed that lawyers are a part of “The System” and that “The System” is hostile towards them. Historically, we have responded to this perspective by trying to educate people about our separate and unique roles and to be clear about the limits of our ability to deal with a particular issue. Although this type of education remains important, it will also be valuable to try to build processes that maximize communication across various roles and silos and to improve the way we work collectively.

The research points to the following themes to work together across silos in the justice system and put the interests of the public first.

IMPROVED TREATMENT

Respondents, particularly those who had been self represented, frequently spoke of the challenges of finding someone employed in the justice system who they feel truly cared about their problems. This may be due to the overwhelming nature of the problems, which have a paralyzing effect. When issues seem insurmountable, it can be difficult for those within the justice system to know where to start. The stress, exhaustion and burnout reported by overburdened front-line workers often means they can mirror the defeatism shown by their clients.

That said, when a respondent did find someone who cared, that person often did not have the capacity to give their problem the attention it required, and the frequent message was to pass the matter along to someone else in the system. A sense of being failed at every stage can leave the impression that the system is designed to work this way. This was reinforced when those with material resources moved through the system with considerably more speed and satisfaction.

“I have been sexually harassed at every job I’ve ever had and there has been no justice. I’ve taken my complaints to HR but I end up being the one to leave my job because I am uncomfortable. There has never been a situation where the person who violated me got fired or went on leave or had any sort of punishment. It’s always me who has to take the initiative to stand up for myself and I still end up suffering these social injustices.”

*– Likda Morash
Behavioural Intervention student*



In the justice system community, there needs to be a focus on improving the morale of front-line workers, enhancing the speedy delivery of service and ultimately, increasing the satisfaction of those who engage with the justice system.

PRACTICES, LANGUAGE AND PROCESSES

The complex practices, language and processes found throughout the justice system, but particularly in court, disengage individuals from the justice process. Judges and lawyers often interact at a level that is inaccessible to the average person. Respondents were left with a feeling that the justice process is something they are subjected to, not something they participate in. Efforts need to be made by all justice system players to simplify and demystify processes and procedures.

LAWYER CONDUCT

Respondents indicated that lawyer conduct could be either a bridge or a barrier to access. Lawyers need to work on listening to their clients and getting to know them better. It was also clear that lawyers could better serve clients with increased knowledge of diverse cultures and communities and a more developed understanding of the impact of trauma.

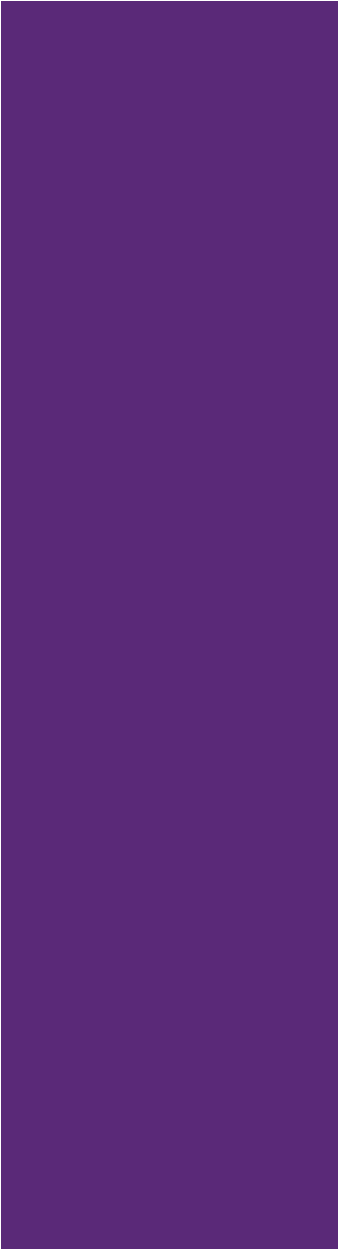
Respondents also frequently cited the poor representation they received from lawyers who were overworked and burned out. They felt that lawyers and courthouse staff had to “check out” from their clients (i.e., provide half-hearted, routine representation – lots of guilty pleas, etc.) in order to preserve their own mental health. Research on lawyer mental health to date has rightly focused on how to reduce stigma and spread awareness of effective treatment. However, there must be a second focus: one on how the nature of Legal Aid and courthouse work uniquely impacts mental health and how that in turn affects quality of service for economically disadvantaged and self-representing Nova Scotians.

EDUCATION

There was a sense among many respondents that the steep learning curve required to navigate the justice system is there by design because it makes it harder for them reach a positive outcome. If justice system was better explained through formal education *before* someone has a legal problem, the chance of them viewing the process as a conspiracy against them is reduced.

BETTER COLLABORATION

Ironically, if the various organizations identified in this report were to act



more like a ‘system’, the respondents think conditions would likely improve dramatically. At the very least, employees of the parties identified should be sure not to treat people like “hot potatoes.” Employees sometimes assume that when a case is “passed along the chain,” it will land with someone who will care about it. This often does not happen. All justice system partners need to collaborate and work together. This should be a way of doing business and not an extra or add-on to the roles and responsibilities of organizations.

BETTER CONSULTATIONS

To overcome the trust barrier, the Society hired community organizers to gather the testimony found in this report. They are well connected to the communities consulted and drew on years of community engagement experience to elicit answers that are more detailed and honest than if the Society interviewed respondents directly.

There is no shortcut to overcoming deeply engrained community skepticism. Will the Society ensure its engagement with equity-seeking and economically disadvantaged communities is sincere, sustained and substantive? The Society must be able to show how the findings of these engagements are directly linked to relevant Society activities. If the only results of these consultations are reports like this one, community skepticism will likely remain high.

BE PROACTIVE

Members of these communities care deeply about – and are deeply affected by – issues of access, but often lack the influence to have their voices reach our table. Consequently, the Society must actively seek out their voices. The work done in this project suggests the Society should be careful not to mistake defeatism for acceptance. Never assume that a lack of complaints about a particular process means that it functions well.

Burned out people don’t usually advocate for themselves – this doesn’t mean their problems don’t exist. It means justice sector participants must work harder to uncover them. Education has a substantive role to play in ensuring that lawyers are equipped to identify problem areas and to engage in useful community consultation. Making cultural competency and race literacy education a mandatory class in law school and a component of the Skills Course for all articulated clerks would create a Bar that is better able to address the needs identified in this report.



“Social justice isn’t about helping others ‘out there’; it’s about recognizing that we are all vulnerable, that all of us are in need at some point, and have resources to share. It’s recognizing how deeply connected to each other we are, and that the health of our families and communities means the health of our entire, extended family.”

*– Mike Hirschbach
Halifax Circus*

A quote from a very passionate young person:

“I feel I could play a part in justice by being 100% honest with the issues that are really happening by using my experience with the police as a guideline to get my point across. A lot of people don’t have the ability to speak their minds but that’s where I come in.”

WHERE DO WE START?

Justice:

- Increase access to lawyers and community supports to solve legal disputes/challenges
- Encourage a kind, helpful approach from both front-line staff and lawyers
- Increase access to cultural competency and trauma informed education
- Increase diversity among the Bar, judiciary and front-line staff

Media:

- Involve the media in conversations and consultations about justice
- Continue to consider the role that the media can play in increasing access to justice
- Provide a platform for diverse voices on justice

Education:

- Provide better explanations of justice system in formal education
- Improve access to self-help materials
- Bring more education into equity-seeking communities
- Identify and work with community organizations that can help individuals navigate the justice system

Demystification of the legal system:

- Reconsider formal courtroom practices that alienate the public and encourage the use of plain language
- Conduct task analyses of common procedures to determine how they can be simplified

Better collaboration:

- All justice system partners must begin to work together
- All justice system partners must take responsibility for the actions of the system as a whole

Better consultations:

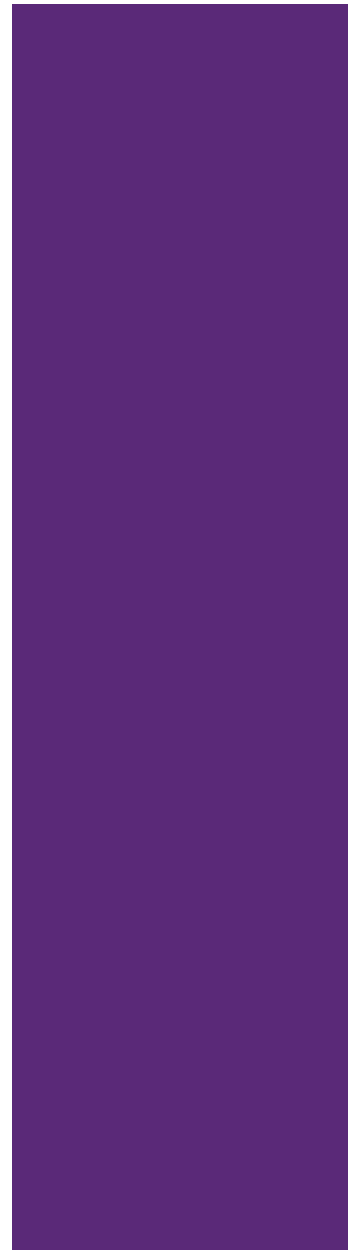
- Continue to use community leaders and organizers for community engagements
- Ensure that an obvious link is drawn between consultations and programs that create positive outcomes for equity-seeking communities
- Begin dedicated rural outreach

Be proactive:

- Make cultural competency and race literacy education a mandatory class in law school and a component of the skills course for articulated clerks
- Create a feedback loop that allows front-line workers to report common challenges for justice system users

Look to what works as a model:

- Promote and increase the use of dispute resolution mechanisms
- Increase support for mental health/wellness courts and consider other community-based court options
- Increase access to legal information through schools and online



THE HISTORY OF MY ENGAGEMENT: A BRIEF CASE STUDY BY LAMEIA REDDICK

The story of how I came to be the lead consultant on this public engagement initiative provides valuable insight into why organizations should invest in youth and equity-seeking communities. I will provide a brief narrative of my journey so far in an attempt to illustrate the types of things that an organization can do to truly empower and support individuals from economically disadvantaged and equity-seeking communities.

Ultimately, this project is about far more than a report on public engagement. It is about building long-term sustainable, meaningful relationships with diverse community members. My time with the Society is deeply illustrative of the value of these relationships and the engagement required to make these relationships work.

When I was 16 years old, I attended a weekend retreat called Leaders of Today, an annual youth summit that brings together young leaders from across the province to meet and develop relationships with people working within government and organizations that have an interest in youth engagement. There I met Emma Halpern, the Equity Officer of the Nova Scotia Barristers' Society.

Emma is the first lawyer I had ever met. She believed in my strengths and abilities and we began a journey of working together on multiple projects. One of them was helping to organize one of the Society's Council in the Community events at my high school, Auburn Drive High School in Cole Harbour. This event was aimed at equipping youth with knowledge about their rights and provided opportunities for youth to ask questions about law to legal professionals.



Having this early experience of organizing an event and developing my facilitation skills really helped to shape my confidence and mindset about the law and the legal profession. I was later featured in the Society magazine and again, this experience for a young person profoundly impacted my sense of self and what I could become. Often we underestimate the impact of the opportunities to get community involved or we think a one-off engagement event will be enough; commitment to community is long term and is enhanced by opportunities to learn from one another.

I call attention to my privilege in these opportunities because this is a concept that I want those who are reading to grasp. When a person, such as myself, from a marginalized community, has an opportunity to meaningfully engage with a powerful organization or institution, that engagement experience has the potential to increase the likelihood that this person will have access to similar future opportunities.

THANK YOU & ACKNOWLEDGMENT

This research wouldn't have been possible without the collaboration and participation of community and those working within the legal profession. This is just the beginning; we will continue to work together to build bridges and strengthen relationships to better serve our public in the future.

“Ideas around justice and injustice are so complex. I strive in whatever way – art, art with students – to initiate this conversation. When there is injustice and I have something to say I need to be making art that says something. As an artist, I need to keep putting my ideas out there even if I am unsure of them. You can’t tackle it all but you can be immersed in a conversation about it.”

*– Melissa Marr
Wonder’neath Artist Studios*



CONSULTATION LIST

INTERVIEWS	DATE	GEOGRAPHICAL LOCATION	IN PERSON/PHONE/ONLINE	AGE RANGE
African Nova Scotian				
1. Male resident	Sept 2014	North Preston	In person – their home	20-30
2. Female resident	Sept 2014	North Preston	In person – their home	40-50
3. Female resident	Sept 2014	North Preston	In person – their home	15-20
4. Male resident	Sept 2014	North Preston	In person – their home	50-60
5. Female activist	Sept 2014	Halifax	On the phone	30-40
6. Male resident	Oct 2014	East Preston	Online – Facebook message	30-40
7. Male resident	Nov 2014	Halifax	In person – North Branch Library	20-30
8. Male advocate	Dec 2015	Halifax	In person – café	20-30
9. Male resident	Feb 2015	Dartmouth	In person – their office	20-30
10. Male resident	Feb 2015	North End Halifax	In person – café	20-30
11. Male resident	Mar 2015	Halifax	In person – their office	30-40
12. Female resident	Mar 2015	Halifax	In person – their office	20-30
13. Female resident	Feb 2015	Halifax	In person – their office	30-40
14. Male resident	Mar 2015	Halifax	In person – their office	20-30
Aboriginal and First Nations				
15. Female advocate	Feb 2015	North End Halifax	In person – their home	20-30
16. Female advocate	Feb 2015	Dartmouth	In person – Coffee café	30-40
17. Male advocate	Feb 2015	Halifax	in person – Central Library	30-40
18. Male advocate	Jan 2015	North End Halifax	In person – community office	30-40
19. Female advocate	Feb 2015	Halifax	On the phone	20-30
20. Female	Feb 2015	North End Halifax	In person – community space	20-30
21. Female	Feb 2015	North End Halifax	In person – community space	20-30
22. Female	Feb 2015	North End Halifax	In person – community space	20-30
23. Female	Feb 2015	North End Halifax	In person – community space	20-30
24. Male	Mar 2015	North End Halifax	In person – community space	20-30
25. Male	Apr 2015	Halifax	In person – Café	30-40
26. Female	Feb 2015	North End Halifax	In person – community space	20-30
Disability/Accessibility				
27. Female advocate	Jan 2015	North End Halifax	In person – Lion & Bright café	20-30
28. Female advocate	Jan 2015	Dartmouth	Online – Facebook message	20-30
29. Female resident	Jan 2015	Dartmouth	Online – Facebook message	20-30
30. Male advocate	Feb 2015	Dartmouth	In person – Central Library	50-60
31. Male advocate	Feb 2015	Halifax	In person – café	20-30
32. Female advocate	Apr 2015	Halifax	In person – café	20-30

INTERVIEWS	DATE	GEOGRAPHICAL LOCATION	IN PERSON/PHONE/ONLINE	AGE RANGE
Immigrant and new to Canada				
33. Female student	Nov 2014	Bayers Westwood	In person – Central Library	20-30
34. Female student	Feb 2015	Halifax	Online – Facebook message	20-30
35. Female business owner	Mar 2015	Halifax	In person – Central library	15-20
36. Female resident	Mar 2015	Halifax	In person – their home	20-30
37. Male resident	Mar 2015	Halifax	In person – their home	50-60
38. Female student	Mar 2015	Halifax	In person – their home	50-60
39. Female student	Apr 2015	Halifax	In person – Central Library	15-20
40. Female student	Apr 2015	Halifax	In person – Central Library	20-30
41. Male resident	Apr 2015	Halifax	In person – café	20-30
42. Female resident	Apr 2015	Halifax	In person – café	N/A
43. Male resident	Apr 2015	Halifax	In person – café	20-30
LGBTQI				
44. Female advocate	Jan 2015	Halifax	Online – Facebook message	30-40
45. Female artist	Feb 2015	Halifax	Online – Facebook message	20-30
46. Transgendered person	Apr 2015	Halifax	In person – at cafe	20-30
47. Female advocate	Apr 2015	Halifax	In person – at cafe	20-30
Legal profession				
48. Male lawyer – NS Legal Aid	Feb 2015	Halifax	In person – work office	50-60
49. Male lawyer – NS Legal Aid	Feb 2015	Halifax	In person – work office	40-50
50. Female lawyer – Firm	Jan 2014	Halifax	In person – work office	30-40
51. Male lawyer – Firm	Jan 2014	Halifax	On the phone	30-40
52. Female lawyer – Firm	Feb 2015	Dartmouth	On the phone	20-30
53. Female law student	Nov 2014	Dartmouth	In person – Law School	30-40
54. Male law student	Feb 2015	Halifax	In person – Law School	30-40
55. Female lawyer	Feb 2015	Halifax	In person – work office	30-40
56. Female lawyer	Jan 2015	Halifax	In person – work office	40-50
57. Male lawyer – NS Legal Aid	Jan 2015	Halifax	In person – work office	40-50
58. Male lawyer – NS Legal Aid	Feb 2015	Halifax	In person – work office	60-70
59. Male lawyer – Dal Legal Aid	Apr 2015	North End Halifax	In person – work office	20-30
60. Male lawyer	Feb 2015	Halifax	In person – work office	30-40
61. Female lawyer	Apr 2015	Halifax	In person – café	30-40
62. Female lawyer – Family Law	Feb 2015	Halifax	In person – work office	40-50
63. Male lawyer	Feb 2015	Halifax	In person – work office	40-50
64. Male law student	Feb 2015	Halifax	In person – law school	20-30
65. Female lawyer	Feb 2015	Halifax	In person – work office	40-50
66. Female lawyer	May 2015	Halifax	In person – work office	50-60
67. Male lawyer	May 2015	Halifax	In person – work office	40-50

INTERVIEWS	DATE	GEOGRAPHICAL LOCATION	IN PERSON/PHONE/ONLINE	AGE RANGE
Allies				
68. Female program director	Nov 2014	Halifax	In person – Community office	40-50
69. Female social worker	Nov 2014	Dartmouth	On the phone	20-30
70. Female professor	Nov 2014	Halifax	In person – Coffee café	40-50
71. Female community mobilizer	Feb 2015	Halifax	In person – Coffee café	40-50
72. Male professor	Oct 2015	Halifax	In person – their house	30-40
73. Female advocate	Apr 2015	Halifax	In person – work office	20-30
74. Female advocate	Apr 2015	Halifax	In person – work office	20-30
75. Male advocate	Feb 2015	Halifax	In person – work office	30-40
76. Male advocate	Apr 2015	Halifax	In person – community space	50-60
77. Female advocate	Apr 2015	Halifax	In person – Community office	20-30
78. Male ally	Apr 2015	Halifax	In person – café	20-30
79. Female ally	Feb 2015	Halifax	In person – work office	40-50
80. Male ally	Apr 2015	Halifax	In person – café	30-40
81. Male ally	Apr 2015	Halifax	In person – café	20-30
82. Female ally	Feb 2015	Halifax	In person – café	60-70
83. Female ally	Feb 2015	Halifax	In person – community space	50-60
84. Female ally	Apr 2015	Halifax	In person – community space	30-40
85. Male ally	Feb 2015	Halifax	In person – café	30-40
86. Male ally	Feb 2015	Halifax	In person – café	50-60
87. Female ally	Feb 2015	Halifax	In person – café	20-30
88. Female ally	Feb 2015	Halifax	In person – café	60-70
89. Female ally	May 2015	Halifax	In person – café	30-40
Groups				
CEED Second Chance Program (Centre for Entrepreneurship Education and Development)	Mar 2015	Spryfield	In person – Community Center	15-20
11 youth, representation of different equity seeking groups	Feb 2015			
Indigenous Blacks and Mi'kmaq (IB&M) Initiative: <u>Donald Marshall Jr. Review focus group</u>	Jan 2015	The Prestons: North, East, Cherry Brook, rural representation	In person – Black Cultural Center for Nova Scotia	30-60
12 adults from African Nova Scotian community, legal professionals, community workers and advocates, residents				
The Newsletter Project	Mar 2015	Halifax and surrounding areas	In person – Community office	15-30
10 youth, representation of different equity-seeking groups				

