



NOVA SCOTIA BARRISTERS' SOCIETY

**TERMS OF REFERENCE FOR THE RACIAL EQUITY COMMITTEE**

These Terms of Reference should be read in conjunction with the *Legal Profession Act*, the Regulations issued thereunder, and the Council Policies relating to Committees.

<b>EQUITY COMMITTEE – TERMS OF REFERENCE</b>	
<b>Type</b>	To advise Council
<b>Mandate</b>	The Racial Equity Committee supports Council in the governance of the Society and in advancing Council’s strategic framework by promoting, monitoring and providing advice about programs and policies that address issues of racism and discrimination in the legal profession and with regard to the administration of justice.
<b>Responsibilities</b>	<ul style="list-style-type: none"><li>• Develop policy and program options for the promotion of equity and diversity in the legal profession in Nova Scotia</li><li>• Develop policy and program options to increase access to the legal profession by members of racialized and Aboriginal communities</li><li>• Raise awareness of issues of historic and current racism and discrimination affecting racialized and Aboriginal communities as they relate to the legal profession and with regard to the administration of justice</li><li>• Identify issues, provide advice to Council and carry out assigned work regarding:<ul style="list-style-type: none"><li>- barriers and impediments to entry into the Nova Scotia legal profession and involvement in the Society by members of racialized and Aboriginal communities;</li><li>- experiences of members of racialized and Aboriginal communities as members of the Nova Scotia legal profession and with regard to the administration of justice; and</li><li>- experiences of other equity-seeking groups in the legal profession and with regard to the administration of justice</li></ul></li><li>• Assist the Equity &amp; Access Officer, as requested, in:<ul style="list-style-type: none"><li>- promoting awareness of equity issues in the legal profession and with regard to the administration of justice;</li><li>- carrying out the Society’s programs and initiatives that address equity issues in the legal profession and with regard to the administration of justice; and</li><li>- carrying out programs and initiatives for the Nova Scotia legal profession on equity and cultural competency<sup>1</sup> with specific reference to racialized and Aboriginal communities</li></ul></li><li>• Work collaboratively with the Society’s Gender Equity Committee on matters of mutual interest and with particular focus on promoting and addressing issues of equity generally in the legal profession and the administration of justice</li></ul>

<sup>1</sup> The 2015 report of the Truth and Reconciliation Commission calls on the Federation of Law Societies of Canada, and implicitly the individual law societies, to ensure that lawyers receive appropriate address cultural competency training, which includes the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights and anti-racism.



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<b>Composition</b>	<ul style="list-style-type: none"><li>• At least one member shall be a current member of Council</li><li>• Appointments shall be made and vacancies filled by Council</li><li>• Society members shall be from a range of equity-seeking groups</li><li>• Non-Society members shall be recruited from the African Nova Scotian, Mi'kmaq, and other racialized communities</li></ul>
<b>Chair</b>	<ul style="list-style-type: none"><li>• To be appointed by Council</li></ul>
<b>Procedures and Work Product</b>	<ul style="list-style-type: none"><li>• The Committee shall operate in accordance with Council Policy 16</li><li>• The Committee may appoint subcommittees or working groups to pursue assigned tasks</li><li>• The Committee will provide a work plan to Council in September of each year</li><li>• The Committee's work shall advance the Society's strategic framework<sup>2</sup></li></ul>
<b>Reporting</b>	<ul style="list-style-type: none"><li>• The Committee is advisory to Council</li></ul>
<b>Staff support</b>	<ul style="list-style-type: none"><li>• The Equity &amp; Access Officer</li></ul>

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<sup>2</sup> <http://nsbs.org/sites/default/files/cms/menu-pdf/strategicframework.pdf>