

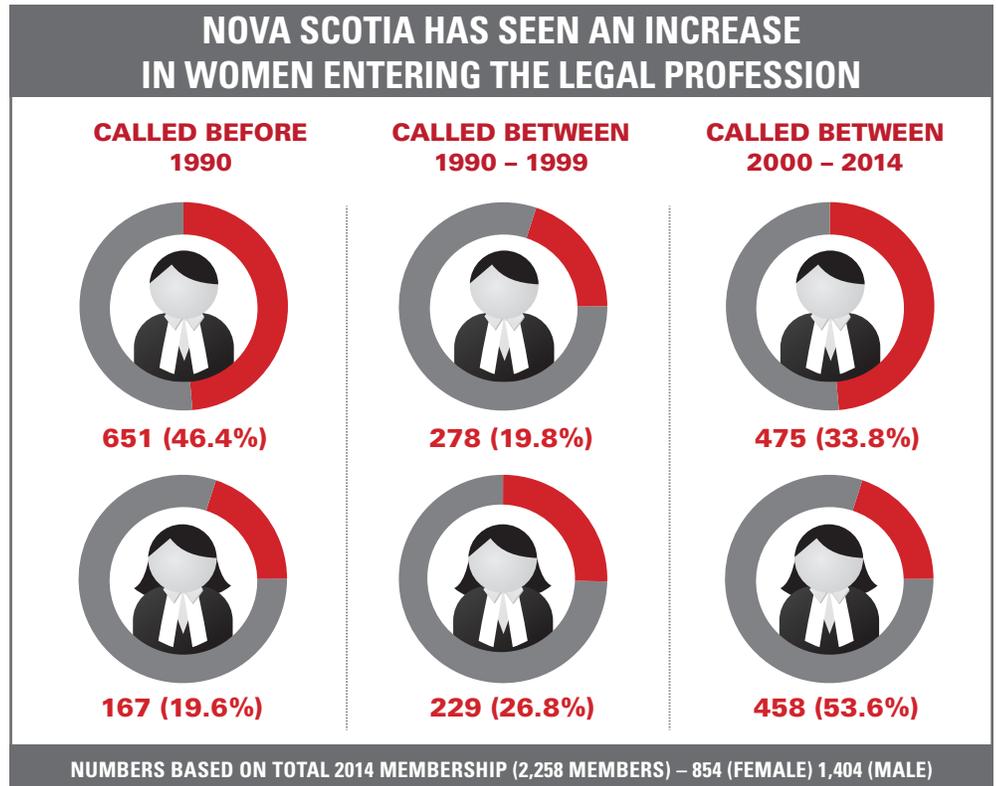
EMPLOYMENT EQUITY AT A GLANCE

Employment Equity within Nova Scotia's legal profession – Malatest analysis – Fall 2014

In the fall of 2014, the Nova Scotia Barristers' Society commissioned R.A. Malatest & Associates Ltd. to conduct a review of current employment equity within the province's legal profession. Using data collected by the Society over the past eight years and other information, the analysis focused on Year of Call, Type of Practices (in 2014) and Membership in a Designated or Equity-seeking Group.

The study's results show that employment equity has improved in Nova Scotia's legal profession in recent years, but a number of gaps and disparities are still evident.

NOVA SCOTIA'S LEGAL PROFESSION HAS BECOME INCREASINGLY DIVERSE SINCE 1990



CALLED TO THE BAR SINCE 2000

PARTICULARLY NOTABLE IS THE INCREASE IN MEMBERS OF SOME EQUITY-SEEKING GROUPS ENTERING THE LEGAL PROFESSION



The findings are not representative of all equity-seeking groups in Nova Scotia. Due to complexities in collecting and measuring statistics for racialized groups, the analysis was unable to provide accurate results for racialized lawyers who are not Black/African Nova Scotian. The Society is endeavoring to address this in future data collection.

READ [Malatest report, Employment Equity within the NSBS Membership \(PDF\)](#)

VIEW [NSBS Statistical Snapshot page](#) for annual statistics from 2009 to 2014

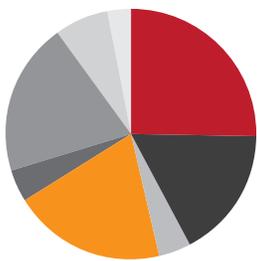
EMPLOYMENT EQUITY AT A GLANCE

Employment Equity within Nova Scotia's legal profession – Malatest analysis – Fall 2014

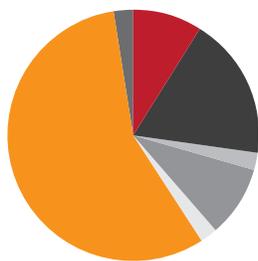
SOME EQUITY-SEEKING GROUPS BY TYPE OF PRACTICE *(effective fall 2014)*

PUBLIC SECTOR: Most of the improvement in employment equity has occurred in the public sector – in particular, the provincial and federal governments and Nova Scotia Legal Aid. These institutions have been very proactive in implementing measures and programs aimed at improving the hiring and retention of lawyers from equity-seeking groups.

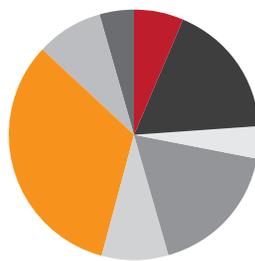
LAW FIRMS: The greatest area of diversity imbalance remains in senior positions, such as partnership and senior management. Few women and other equity-seeking groups are represented at this level.



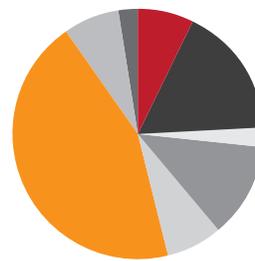
ACADIAN



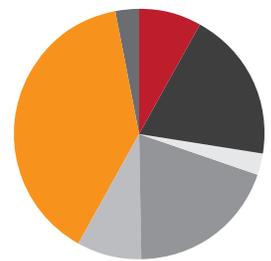
**AFRICAN NS /
BLACK**



**MI'KMAQ /
ABORIGINAL**



LGBT



**PERSON W/
DISABILITY**



- ▶ With the exception of Acadians, **lawyers in all other equity-seeking groups are less likely to be partners in law firms.**
- ▶ Lawyers in all five equity-seeking groups are **more likely to be working as associates as opposed to partners** in a law firm.

- ▶ Lawyers in the African NS/ Black (29.6%), Mi'kmaq/ Aboriginal (28.2%), LGBT (26.8%) and disabled (30.5%) communities were **significantly less likely to be working for a law firm** than the overall membership (37.8%).

- ▶ While **women and other equity-seeking groups participate in law firms at a lower rate than the overall Society membership**, there is an **over-representation of these lawyers at the associate level in comparison to the partner level.**
- ▶ The **biggest imbalance within law firms occurs at the partner level.**

THE ROAD AHEAD

Overall, employment equity is improving in the legal profession in Nova Scotia. We are seeing a greater number of individuals from some equity-seeking groups entering the profession. This reality reflects positively on the programs and initiatives that have been adopted by the Society and by legal employers to support employment equity.

However, we still have a long way to go in order to ensure that the legal profession adequately reflects the population it serves. In particular, close attention needs to be paid to the advancement of women and members of other equity-seeking communities. Despite the increase in diversity of those entering the profession, we are not seeing a corresponding change in the demographics of partners or others in positions of power and authority. Without specific programs and initiatives designed to combat bias, systemic racism and discrimination, equity-seeking groups and women may be limited in their ability to advance in the profession.