



NOVA SCOTIA BARRISTERS' SOCIETY

## COUNCIL MEETING AGENDA

IN PERSON & VIA TELECONFERENCE

<b>Date</b>	<b>Friday, April 23, 2021</b>
<b>Time</b>	<b>9:00 a.m.</b>
<b>Chair</b>	<b>Craig Garson QC, President</b>

<b>ITEM</b>	<b>TOPIC</b>	<b>TIME ALLOTTED</b>	<b>SPEAKER</b>	<b>MATERIALS (Pg #)</b>	<b>ACTION</b>
<b>1. INTRODUCTORY MATTERS/CALL TO ORDER</b>					
1.1.	Introductory remarks	5	C. Garson	1	
<b>2. DISCUSSION OF BIG ISSUE</b>					
2.1.	Approval of Budget	10	K. Shewan & L. Rubin		Approval
<b>3. POLICIES &amp; PROCESSES</b>					
3.1.	External Review	40	D. Ruck		Discussion
3.2.	Election – Cape Breton & At-Large Vacancies	10	T. Pillay	3	Discussion & Approval
<b>4. IN CAMERA</b>					
<b>5. CONSENT AGENDA</b>					
<b>The Consent Agenda matters are proposed to be dealt with by unanimous consent and without debate. Council members may seek clarification or ask questions without removing a matter from the consent agenda. Any Member may request that a consent agenda item be moved to the regular agenda by notifying the President or the Governance Officer (Katie Lister) prior to the meeting.</b>					
5.1.	Minutes of March 26, 2021 Council Meeting			4	Approval
5.2.	Committee Appointments: Sarah Lennerton – DSA and Professional Standards (Family) Committees				Approval

	Amanda Dillman –Supreme Court Liaison Committee (Family)				
5.3.	Committee Work Plans: <ul style="list-style-type: none"> <li>• Credentials</li> <li>• PRPCC – to follow after Committee meeting on April 19<sup>th</sup></li> </ul>				Approval
<b>6. FOR INFORMATION</b>					
6.1.	2020-2021 Council Calendar			8	Information
6.2.	2020-2021 Activity Plan			10	Information
6.3.	Executive Director's Report			20	Information
<b>7. WRAP UP</b>					
<b>8. The 2 Minute Evaluation</b>					
<i>Council members are asked to complete the evaluation</i>					
<b>9. NEXT MEETINGS</b>					
	<ul style="list-style-type: none"> <li>• May 21, 2021, at 9:00 a.m.</li> <li>• June 17, 2021, at 1:00 p.m. Council Orientation</li> </ul>				



NOVA SCOTIA  
BARRISTERS' SOCIETY

**MEMORANDUM TO COUNCIL**

**From:** Tilly Pillay QC, Executive Director

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**Date:** April 14, 2021

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**Subject:** Election Vacancies - Cape Breton District & At-Large

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**For:** Approval  Introduction  Information

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Following the recent Elections, we have two vacancies on Council for the 2021-2023 term: one from Cape Breton District and one Member At-Large.

Pursuant to Regulations 2.5.6 and 2.5.12 there are two options for to how to proceed: Council can appoint a Member of the Society to be a Member of Council to take office or call a by-election. For the Cape Breton vacancy the member would have to be a practising lawyer from that district and for the At-Large vacancy the member could be a practising or non practising lawyer from anywhere in the province.

Since these vacancies arose in the course of an election process, a by-election would not be the recommended approach. There is also an approximate cost of \$2200 to hold these by-elections.

The last time this occurred, after the last election, we had a vacancy in the Southwestern District. Council opted for Appointment and it was handled by the Governance and Nominating committee. If Council wishes, this can now be done by the Nominating Committee. They would follow their usual practice which is: to put out an expression of interest so people can put their names forward for consideration by providing a cover letter, resume and completed skills matrix; vet the applications; hold interviews if necessary; make a recommendation to Council for appointment and then Council approve or reject the recommendation.

How does Council wish to proceed in this instance?



NOVA SCOTIA BARRISTERS' SOCIETY

## COUNCIL MEETING MINUTES VIA VIDEOCONFERENCE

**Date** March 26, 2021  
**Time** 9:00 am  
**Present** Craig Garson QC, President, *Chair*  
Tuma Young QC, First Vice President  
Tilly Pillay QC  
Jillian Barrington  
Natalie Borden  
Cheryl Canning QC – by phone  
Sheree Conlon QC  
Bryan Darrell  
David Hirtle  
Deanna Frappier QC  
Michelle Kelly  
Josie McKinney  
Melanie Petrunia  
Jill Perry  
Carole Lee Reinhardt – by phone  
Jack Townsend  
Michelle Ward  
Dr. Rod Wilson – by phone  
Patrick Young

**Regrets:**  
Andrew Nickerson QC  
Shane Russell

**Staff:**  
Kate Shewan – in part  
Katie Lister, *Recording* – in part

**Guest:**  
Maurice Chiasson, QC, in part  
Mark Scott QC

### 1. INTRODUCTORY MATTERS/CALL TO ORDER

#### 1.1 Introductory Remarks

President Craig Garson QC called the meeting to order and acknowledged that we are in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq people. The President welcomed Bronwyn Duffy representative to the Central District and Mark Scott QC incoming 2<sup>nd</sup> Vice President.

The President confirmed the agenda items with the addition of Kathryn Dumke as another appointment to the Rural Practice Working Group in the consent agenda.

### 2. DISCUSSION OF BIG ISSUES

#### 2.1 Detailed overview of Budget 2021-2022

Maurice Chiasson QC Chair of the Finance Committee provided an introduction and Kate Shewan, Director of Finance and Administration, presented the report with forecast for current year and detailed overview of the proposed the Budget for 2021-2022. The presentation focused on Revenue, Expenditure by line item and department, key assumptions, deficit, changes from forecast to new budget. There was a review of capital expenditures noting with the lease ending in March 2022 there are some assumptions with furniture and lease. The Finance Committee recommends the membership fees remain the same.

After the presentation and questions Council agreed in principle with the Budget and it was confirmed the budget would be brought back to Council for final approval in April.

### 3. POLICIES & PROCESSES

#### 3.1 Review

The President provided an overview of his memo and the current situation. It was agreed that Mr. Ruck would attend the April Council meeting to discuss the terms of the review.

**UPON MOTION BY Sheree Conlon QC and seconded by Tuma Young QC Council authorize Doug Ruck QC to Conduct an external review on systemic discrimination at NSBS and to make recommendations to the Society. MOTION CARRIED**

#### 3.2 Statement

The President provided an overview of his memo and the current situation. Josie McKinney provided feedback from REC and explained their reasons why the sections removed in the reworked statement should be included. It was outlined that the sections are necessary to provide clarity, acknowledge feedback we have received and show a much stronger commitment. After discussion the President confirmed a communication plan is being prepared and the statement would be released on April 14<sup>th</sup>.

**UPON MOTION BY Josie McKinney and seconded by Michelle Kelly Council approve the REC Statement amended to include the addition of with Regret to the first and last paragraphs. MOTION CARRIED**

#### 3.3 PRPPC Memo for Approval

Tilly Pillay QC confirmed the history of this request and Council reviewed the memo provided by PRPPC and it was noted that the policy has now been amended to include increased remuneration for lengthy hearings, preparation time, and writing time.

**UPON MOTION BY Patrick Young and seconded by Michelle Kelly that the recommendation by PRPPC to not provide retroactive increases to honorariums (Howe and Rhyno Hearing Panels) be approved. MOTION CARRIED.**

#### 3.4 Cultural Competence update

Tilly Pillay QC reviewed the memo Council received in the package and outlined in house counsel were also consulted. We received good feedback and overall the membership are in favour of making Cultural Competency education mandatory. Tuma Young QC shared the positive experience from the focus groups. It was confirmed that going forward consultation would continue by providing more details in particular with the community stakeholders.

**UPON MOTION BY Josie McKinney and seconded by Jillian Barrington Council approve an enforceable mandatory cultural competence requirement. MOTION CARRIED.**

**UPON MOTION BY Bronwyn Duffy and seconded by Josie McKinney Council approve the addition of the costs associated with the Cultural Competency Program be included in the budget. MOTION CARRIED.**

**UPON MOTION BY Patrick Young and seconded by Bronwyn Duffy the meeting would move in camera for the remaining agenda items. MOTION CARRIED**

#### **4. IN CAMERA**

There were 2 items discussed in camera.

#### **5. CONSENT AGENDA**

- 5.1 Minutes of January 21, 2021 Special Council Meeting
- 5.2 Minutes of January 22, 2021 Council Meeting
- 5.3 Minutes of January 28, 2021 Special Council Meeting
- 5.4 Minutes of February 18, 2021 Special Council Meeting
- 5.5 Committee Appointments: Rural Practice Working Group – Kathryn Dumke, Oliver Janson, Claire Levasseur & Candee McCarthy
- 5.6 Resignations: Korinda Dawn McLaine, Nadia Arlene Myerthall, Hugh Paton, Richard Norman Rafuse, QC & Emma Mae Wilson
- 5.7 Committee Work Plans: CIC, CPCC, Finance, GEC, Governance, Professional Standards (Criminal) Committee, Professional Standards (Family) Committee, Professional Standards (Law Office Management) Committee, Professional Standards (Real Estate) Committee, Professional Standards (Wills, Power of Attorney & Personal Directives) Committee & REC
- 5.8 LIANS Board Appointments - Approval of Michelle Chai, Jade Pictou and Ivo Winter
- 5.9 Professional Standards (Real Estate) Committee - For approval by Council revised standard 1.3 Opinion of Title and Certificate of Legal Effect

**UPON MOTION BY Tuma Young QC and seconded by Patrick Young that the consent agenda be approved. MOTION CARRIED**

#### **6. FOR INFORMATION**

- 6.1 2020-2021 Council Calendar
- 6.2 2020-2021 Activity Plan
- 6.3 Executive Director's Report
- 6.4 Memo re: Mentorship Program from Education & Credentials
- 6.5 Equity and Access - Monitoring Report
- 6.6 LIANS Report to Council - July 1, 2020 to December 31, 2020
- 6.7 Lawyers Daily - Nova Scotia law society issues succession planning standard - February 22, 2021
- 6.8 Professional Standards (Real Estate) Committee - For introduction to Council revised Standards 1.5 – Documentation of Advice and Instruction, 3.7 - Tax Deeds, 3.8 - Judicial Sales and 3.19 - Quieting Titles Act

6.9 Professional Standards (Wills, Power of Attorney & Personal Directives) Committee – New Standard for Introduction - Will Drafting

## 7. WRAP UP

**UPON MOTION BY Tuma Young QC and seconded by Patrick Young the meeting was adjourned.**

## 8. MEETINGS

- April 23, 2021, at 9:00 a.m.
- May 21, 2021, at 9:00 a.m.
- June 18, 2021, at 1:00 p.m.

DRAFT

## Council Year: July 2020 – June 2021

JULY	AUGUST	SEPTEMBER	OCTOBER
<u>Council Meeting – July 24</u> <ul style="list-style-type: none"> <li>• Activity plan</li> <li>• Memo from Task Force</li> </ul> <u>Other Activities</u> <ul style="list-style-type: none"> <li>• Pride virtual events July 15 – Judge Whalen and July 16, Love, Scott</li> </ul>	<u>No Council Meeting</u> <ul style="list-style-type: none"> <li>•</li> </ul>	<u>Council Meeting – September 25</u> <ul style="list-style-type: none"> <li>• Cultural Competence</li> <li>• Update from TRCWG and Equity &amp; Access office</li> <li>• LIANS six-month Report</li> </ul> <u>Other Activities</u> <ul style="list-style-type: none"> <li>• Wickwire (TBD)</li> </ul>	<u>No Council Meeting</u>  <u>Other Activities</u> <ul style="list-style-type: none"> <li>• Notice re: 2<sup>nd</sup> VP out to membership</li> <li>• FLSC Conference held virtually</li> <li>• Call to the Bar (October 16)</li> <li>• Equity Lens toolkit session for Council and Committee Chairs (October 22)</li> <li>• Dara Gordon Event</li> <li>• LIANS Board &amp; Executive (October 20 at 3:00 pm)</li> </ul>
NOVEMBER	DECEMBER	JANUARY	FEBRUARY
<u>Council Meeting – November 27</u> <ul style="list-style-type: none"> <li>• Community Engagement</li> <li>• MDPs</li> <li>• Member support (LSS update)</li> <li>• Activity Plan check in</li> </ul> <u>Other Activities</u> <ul style="list-style-type: none"> <li>• Posthumous Call to the Bar (TBD)</li> </ul>	<u>No Council Meeting</u>  <u>Other activities</u> <ul style="list-style-type: none"> <li>• Committee appointments</li> <li>• Possible TRC Education session</li> </ul>	<u>Council Meeting – January 22</u> <ul style="list-style-type: none"> <li>• Cultural Competence</li> <li>• High Level Overview of Budget</li> </ul> <u>Other Activities</u> <ul style="list-style-type: none"> <li>• Nominating Committee interviews Second VP</li> <li>• Call to the Bar</li> <li>• Ministers' reception honouring IB&amp;M Law students (TBD)</li> </ul>	<u>No Council Meeting</u>  <u>Other Activities</u> <ul style="list-style-type: none"> <li>• Possible education session for Council and Committees</li> </ul>
MARCH	APRIL	MAY	JUNE
<u>Council Meeting – March 26</u> <ul style="list-style-type: none"> <li>• Budget (detailed overview)</li> <li>• Activity Plan check in</li> <li>• Member Support (mentoring program update)</li> </ul>	<u>Council Meeting – April 23</u> Approval of Budget <u>Other Activities</u> <ul style="list-style-type: none"> <li>• Call to the Bar</li> </ul>	<u>Council Meeting – May 21</u> <ul style="list-style-type: none"> <li>• Activity Plan check in and look ahead for 21/22</li> <li>• Education &amp; Credentials Monitoring Report</li> </ul> <u>Other Activities</u> <ul style="list-style-type: none"> <li>• Council evaluation</li> </ul>	<u>Council Session – June 17</u> <ul style="list-style-type: none"> <li>• Orientation for new and returning Council members</li> </ul> <u>Other Activities</u> <ul style="list-style-type: none"> <li>• Main Call to the Bar (June 5 at Pier 21 10:00am)</li> </ul>

## Council Year: July 2020 – June 2021

<ul style="list-style-type: none"><li>• Equity and Access Monitoring Report</li></ul> <p><u>Other Activities</u></p> <ul style="list-style-type: none"><li>• Council election year</li><li>• 2<sup>nd</sup> VP election (if required)</li></ul>		<ul style="list-style-type: none"><li>• ED Performance Management Review</li><li>• PR Monitoring Report</li></ul>	<ul style="list-style-type: none"><li>• REC Event Honouring Articled Clerks from Racialized &amp; Indigenous Communities</li><li>• Council Dinner – 17</li><li>• Annual Meeting – 19</li><li>• ALR filings due</li><li>• All Fees due – June 30</li></ul>
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*Updated: April 2021*

# NOVA SCOTIA BARRISTERS' SOCIETY

## 2020-2021 ACTIVITY PLAN

<b>STRATEGIC GOAL #1: The Society regulates the legal profession in the public interest in a proactive, principled and proportionate manner</b>		
<b>OBJECTIVE: Support members at every stage of their careers</b>		
Last year, we:	So that this year, we can:	What did we do to accomplish this?
<ul style="list-style-type: none"> <li>Created the COVID-19 Council Task Force and decided to allow members to defer payment of fees to alleviate financial burdens caused by the pandemic</li> </ul>	<p><b>FIRST: Consider options to provide fee relief and other support, to be led by the COVID-19 Task Force</b></p> <p><b>THEN: Make policy decisions in relation to the Task Force's recommendations</b></p>	
<ul style="list-style-type: none"> <li>Approved proposed FLSC model code changes regarding technological competence</li> </ul>	<p><b>Have the Law Office Management Committee create a technology competency standard based on changes to FLSC Model Code</b></p>	
<ul style="list-style-type: none"> <li>Completed our first year of the LSS rollout and began receiving occasional updates from the LSS team regarding feedback from the profession</li> </ul>	<p><b>Monitor feedback from law firms who participated in first tranche</b></p>	

<b>OBJECTIVE: Identify and remove regulatory barriers to support innovation in the delivery of legal services</b>		
<b>Last year, we:</b>	<b>So that this year, we can:</b>	<b>What did we do to accomplish this?</b>
<ul style="list-style-type: none"> <li>Attempted to pass amendments to the Legal Profession Act (LPA) regarding the shift to legal services regulation</li> </ul>	<b>Continue to seek these same legislative amendments</b>	
<ul style="list-style-type: none"> <li>Received reports from CPCC and PRPPC recommending the regulation of MDPs in Nova Scotia</li> </ul>	<b>Make a policy decision regarding regulation of multi-disciplinary practices in Nova Scotia and if approved, provide direction on implementation</b>	
<ul style="list-style-type: none"> <li>Expressed our desire to support members during the pandemic by fast tracking the “innovation sandbox” priority</li> </ul>	<b>Assess the feasibility of an “innovation sandbox” model for use in Nova Scotia</b>	
<ul style="list-style-type: none"> <li>Were introduced to the risk index created by staff, and were given several updates about risk work</li> </ul>	<b>Always make decisions rooted in consideration of regulatory risk</b>	
<b>OBJECTIVE: Investigate and implement, if appropriate, differential membership fee models</b>		
<b>Last year, we:</b>	<b>So that this year, we can:</b>	<b>What did we do to accomplish this?</b>

<ul style="list-style-type: none"> <li>• Began very initial work on differential fee models</li> <li>• Considered whether differential fees have more relevance as a result of the pandemic</li> </ul>	<p><b>Assess the feasibility of a differential fee model for use in Nova Scotia to increase access to legal services</b></p>	
<p><b>OBJECTIVE: Communicate and engage with members</b></p>		
<p><b>Last year, we:</b></p>	<p><b>So that this year, we can:</b></p>	<p><b>What did we do to accomplish this?</b></p>
<ul style="list-style-type: none"> <li>• Began our initial work on mentorship</li> </ul>	<p><b>FIRST: Assess current mentorship programs supported by the Society, and explore new models</b></p> <p><b>THEN: Research and develop a new mentorship approach that is “Triple-P” and applies the equity lens</b></p>	
<ul style="list-style-type: none"> <li>• Launched our new website</li> <li>• Invited the membership to our Council in the Community meetings</li> <li>• Held meetings and question and answer sessions with law firms and county bar associations before these had to be halted as a result of the pandemic</li> <li>• Held most of our regular celebratory events before these were also halted</li> </ul>	<p><b>FIRST: Devise new ways for Council to engage and communicate with members</b></p> <p><b>THEN: Identify member groups for more targeted engagement or collaboration in conjunction with targeted engagement or collaboration of a related community group.</b></p>	

**OBJECTIVE: Create an advocacy policy**

- Established the need for a policy to guide when and how the Society advocates for a particular issue

**Develop a public interest advocacy policy to guide Council's work when advocating for improvements to the administration of justice**

**STRATEGIC GOAL #2: More Nova Scotians will have access to ethical and competent legal services**

**OBJECTIVE: Promote access to legal services**

<b>Last year, we:</b>	<b>So that this year, we can:</b>	<b>What did we do to accomplish this?</b>
<ul style="list-style-type: none"> <li>• Rolled out a succession planning standard and toolkit This goes under support for members – standard out for consultation – Council will approve standard.</li> <li>• Began recruitment for a sole, small practice and rural practitioner working group</li> <li>• Agreed that in light of the pandemic, supporting sole, small, and rural practices is more important than ever</li> </ul>	<p><b>FIRST: Learn from the COVID-19 Task Force how the pandemic may be impacting sole practitioners, small firms, rural members and those from equity seeking groups</b></p> <p><b>THEN: Establish Rural Practitioners’ Working Group and task them with providing recommendations to Council to address these and other challenges and needs</b></p>	
<ul style="list-style-type: none"> <li>• Held two Council in the Community meetings</li> <li>• Delayed future meetings due to limitations on gatherings as a result of the pandemic</li> </ul>	<p><b>FIRST: Develop an overall strategy for future Council in the Community sessions</b></p> <p><b>THEN: Use information gathered to begin to understand and address barriers these communities face in accessing legal services</b></p>	

<ul style="list-style-type: none"><li>• Began a review of the Code of Conduct regarding cultural competence</li></ul>	<p><b>FIRST: Review code of conduct requirements regarding competence to determine if changes are recommended in relation to lawyer's obligation to be culturally competent</b></p> <p><b>THEN: If changes are recommended, refer to the Code of Professional Conduct Committee</b></p>	
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<b>STRATEGIC GOAL #3: Nova Scotians will be served by a legal profession that is diverse, inclusive and culturally proficient</b>		
<b>OBJECTIVE: Promotion of Substantive Equality and Freedom from Discrimination in Delivery of Legal Services and the Justice System</b>		
<b>Last year, we:</b>	<b>So that this year, we can:</b>	<b>What did we do to accomplish this?</b>
<ul style="list-style-type: none"> <li>• Rolled out the Equity Lens Toolkit</li> <li>• Held an in-person and online training session accessible to Council, committees and the membership</li> <li>• Received a cultural competence refresher from Robert Wright</li> <li>• Received regular updates and education from the Equity &amp; Access Office</li> </ul>	<p><b>FIRST: Hold another equity lens toolkit training session for Council and Committees and apply an equity lens to all our decision making</b></p> <p><b>THEN: Ensure committees apply an equity lens to all their decision making</b></p>	
<ul style="list-style-type: none"> <li>• Heard how many committees plan to examine their existing standards for cultural competence</li> </ul>	<p><b>Review standards for appropriate references to lawyer cultural competence in the delivery of legal services</b></p>	
<b>OBJECTIVE: Promotion of Equity, Diversity and Inclusion in the Legal Profession</b>		
<b>Last year, we:</b>	<b>So that this year, we can:</b>	<b>What did we do to accomplish this?</b>

<ul style="list-style-type: none"> <li>Discussed ideas for how Council members could leverage its education, experiences and networks to promote equity, diversity and inclusion in the legal profession</li> </ul>	<p><b>FIRST: Continue to develop and leverage our education, experiences and networks to promote equity, diversity and inclusion in the legal profession</b></p> <p><b>THEN: Share with each other how we are doing this in our communities</b></p>	
<ul style="list-style-type: none"> <li>Administered a GEC survey seeking input from members about their experience with sexual harassment and discrimination in the legal profession</li> </ul>	<p><b>FIRST: Receive GEC report following their analysis of survey results</b></p> <p><b>THEN: Create implementation plan for report recommendations</b></p>	
<p><b>OBJECTIVE: Implementing meaningful responses to the TRC Calls to Action and MMIWG inquiry call to justice 10</b></p>		
<p><b>Last year, we:</b></p>	<p><b>So that this year, we can:</b></p>	<p><b>What did we do to accomplish this?</b></p>
<ul style="list-style-type: none"> <li>Extended funding for the TRCWG into this year</li> <li>Received regular updates about the TRCWG's work, including preliminary results of a questionnaire distributed to the membership</li> </ul>	<p><b>Continue to support the TRC Working Group by funding its work and ensuring its input influences Council decisions</b></p>	
<ul style="list-style-type: none"> <li>Attended two education sessions planned and hosted by the TRCWG</li> </ul>	<p><b>Apply our familiarity with the history of colonization, the legacy of residential schools, and Nova Scotia's treaty environment to our decision-making</b></p>	

<b>OBJECTIVE: Develop mechanisms to hold members accountable for the delivery of culturally proficient legal services</b>		
<b>Last year, we:</b>	<b>So that this year, we can:</b>	<b>What did we do to accomplish this?</b>
<ul style="list-style-type: none"> <li>Received proposed process leading to a policy decision on how to meet this objective</li> <li>Delayed some of this work as our priorities changed because of the pandemic</li> </ul>	<p><b>FIRST: Consult with membership to inform policy decisions on cultural competence</b></p> <p><b>THEN: Craft a Society-wide definition of cultural competence and make a policy decision on cultural competency education for members</b></p>	
<ul style="list-style-type: none"> <li>Amended the ALR to include a question about cultural competency education</li> </ul>	<p><b>Continue to collect data on the cultural competence of the membership</b></p>	
<b>OBJECTIVE: Addressing barriers to entry to the legal profession</b>		
<b>Last year, we:</b>	<b>So that this year, we can:</b>	<b>What did we do to accomplish this?</b>
<ul style="list-style-type: none"> <li>Reflected on our Council in the Community meetings and thought about how we can make our approach more effective</li> <li>Identified “quick wins” from these meetings and put them into practice, such as having the Equity &amp; Access</li> </ul>	<p><b>FIRST: Make a policy decision on what community engagement should look like</b></p> <p><b>CONSIDER: Identify community groups for more targeted engagement or collaboration in conjunction with targeted engagement or collaboration of a related member group.</b></p>	

Manager give presentations about legal careers to high school students		
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NOVA SCOTIA  
BARRISTERS' SOCIETY

## MEMORANDUM TO COUNCIL

**From:** Tilly Pillay QC

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**Date:** April 16, 2021

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**Subject:** ED Report

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This is a busy time of year at the Society as we start to receive articling applications, prepare for the June call to the Bar and begin mailing out invoices for next year's fees.

We are also nearing the end of this Council's term and getting ready to thank our outgoing Council members and welcome next year's Council.

The AGM this year will be held both in person and virtually at the Membertou Convention Centre to welcome and "induct" incoming President, Tuma Young QC. More details around that event will be shared in the coming weeks.

Looking ahead to the last Council meeting for this year, in May, we will be doing a deep dive into our Activity Plan for next year and identifying our priorities. In addition, we will be receiving monitoring reports from the Professional Responsibility and Education and Credentials departments. Both Andrew Taillon and Jackie Mullenger, Directors of these respective departments, will attend the May Council meeting to present their reports.

We have hired two summer students this year, under summer internship programs, to work with our Equity and Access department and help us with our policy work. Both happen to be second year law students. They will be a great help to us as we begin the cultural competence work.