



NOVA SCOTIA BARRISTERS' SOCIETY

**COUNCIL MEETING AGENDA
VIA VIDEOCONFERENCE**

Date	Saturday, June 19, 2021
Time	11:00 a.m. (Immediately following the Annual Meeting)
Chair	Tuma Young QC, President

ITEM	TOPIC	TIME ALLOTTED	SPEAKER	MATERIALS (Pg #)	ACTION
1. INTRODUCTORY MATTERS/CALL TO ORDER					
1.1.	Introductory remarks	5	T. Young	1	Discussion
2. DISCUSSION OF BIG ISSUE					
2.1.	Council Committee Appointments	5	T. Young	3	Approval
3. POLICIES & PROCESSES					
4. IN CAMERA					
5. CONSENT AGENDA					
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.					
5.1.	Minutes of May 17, Special Council Meeting			10	Approval
5.2.	Minutes of May 21, Council Meeting			11	Approval
5.3.	Committee Appointments: CIC- Natalie Borden Credentials – Janice Maloney				Approval
5.4.	Committee Resignations: CIC – Janice Beaton QC;				Approval





NOVA SCOTIA BARRISTERS' SOCIETY

**COUNCIL MEETING AGENDA
VIA VIDEOCONFERENCE**

	Hearing Committee – Gail Rudderham Chernin, Q.C.				
5.5.	Resignations: Mr. Duncan John Chisholm; Mr. Corey Evan Goodman; Ms. Kathy Lynn Grant; Mr. Stephen Jonathan Moyer Lichti; Mr. Alan V. Parish, QC				Approval
6. FOR INFORMATION					
6.1.	2021-2022 Council Calendar			15	Information
6.2.	2020-2021 Activity Plan			17	Information
7. WRAP UP					
8. The 2 Minute Evaluation <i>Council members are asked to complete the evaluation</i>					
9. MEETINGS					
	<ul style="list-style-type: none">• July 23, 2021, at 9:00 a.m• September 24, 2021 at 9:00 a.m.• November 26, 2021 at 9:00 a.m• January 28, 2022, at 9:00 a.m• March 25, 2022, at 9:00 a.m• April 22, 2022, at 9:00 a.m• June 17, 2022, at 1:00 p.m.• June 18, 2022, at 8:30 a.m (AGM)				



NOVA SCOTIA BARRISTERS' SOCIETY

SOCIETY COMMITTEES LIST JANUARY 2021 – DECEMBER 2022

Appointments are effective January 1, 2021 and expire December 31, 2022. Changes may be necessitated by circumstances. Council members are identified with a “(C).” **COUNCIL HIGHLIGHTED IN YELLOW FOR EASE OF REFERENCE FOR APPORVAL**

The President is an *ex-officio* member of all Committees including Task Forces and Working Groups (*except the Hearing Committee*).

OFFICERS	
Tuma Young QC – President	
Melanie Petrunia – First Vice-President	
Mark Scott QC – Second Vice-President	
REGULATORY COMMITTEES	
Complaints Investigation Committee	
Mark Scott QC, Chair (C)	
Bronwyn Duffy Vice-Chair (C)	Peter Mancini QC
Philip Leefe, Vice-Chair	Shannon Mason (C)
Raffi Balmanoukian	Melanie Petrunia (C)
Brian Bailey	Tony Robinson QC
Natalie Borden (Public Rep)	Jack Townsend
Ryan Brothers	Jamie Vacon (C)
Scott Campbell	Dr. Rod Wilson (Public Rep/C)
Sheree Conlon QC	Staff: Andrew Taillon, Catherine Turcotte-Roy, Tammy Manning
Complaints Review Committee	
Paulette Anderson, Chair (Public Rep.)	
Kim Johnson	David McNairn
Glenn Jones	Ronald Pizzo
Derek Land	
Credentials Committee	
Cheryl Canning QC, Chair	
Michael Deturbide	Sarah Kirby
Jessica Drohan-Burke	Tokunbo Omisade
Sharon Goodwin	Janice Maloney
Rebecca Hiltz-LeBlanc	Anil Mohan
David Hirtle (C)	Carole Lee Reinhardt (Public Rep/C)
Nico Jones	Michelle Ward (Public Rep/C)
Claire Levasseur	
Graham Lindfield	Staff: Jacqueline Mullenger
Fitness to Practise Committee	
Patrick Cassidy QC, Chair	
Cheryl Canning QC	Ian Pickard
Dr. Andrew Harris	Laura Rhodes

Aileen McGinty	Heather Totton
Morgan Manzer (C)	<i>Staff: Elaine Cumming</i>
Hearing Committee	
Gail Rudderham Chernin QC, Chair - June 30, 2021	
Michelle Awad QC, Vice-Chair	Samuel R. Lamey QC
Douglas B. Shatford QC, Vice-Chair	Dr. A. Wayne MacKay QC
Mike Baker (Public Rep)	Celia Melanson
Moka Case (Public Rep)	Harvey L. Morrison QC
Angela Caseley QC	Donald C. Murray QC
Julia Cornish QC	Dr. Richard Norman (Public Rep)
Peter Dostal	Marc Njoh
Kymerly Franklin	Michael Pugsley QC
Gavin Giles QC	Dr. Ian Reid (Public Rep)
Paul Goodman CA (Public Rep)	Heidi Schedler
Sarah Kirby	<i>Staff: Andrew Taillon</i>
COUNCIL COMMITTEES	
Code of Professional Conduct Committee	
Frank DeMont QC, Chair	
Karen Anthony	Meredith MacLeod
Carla Ball	David Mahoney
Arthur Barry QC	<i>Ethics:</i>
Mark Covan	Michael Brooker QC
Prof. Richard Devlin	Malcolm Jeffcock QC
Christine Driscoll QC	Kimberley Turner QC
Nicholas Foran	<i>Staff: Andrew Taillon, Elaine Cumming</i>
Distinguished Service Award Committee	
Marjorie Hickey QC, Chair	
Jill Chisholm	Anil Mohan
Bronwyn Duffy (C)	Annette Marshall (Public Rep)
Hon. Justice Jill Hamilton	Andrew Nickerson QC
Keltie Jamieson (Public Rep/C)	Patrick Young (C)
Nico Jones	Daniel Vanclieaf
Sarah Lennerton	
Claire Levasseur	<i>Staff: Katie Lister</i>
Executive Committee	
Tuma Young QC, Chair (C)	
Bryan Darrell (Public Rep/C)	Melanie Petrunia (C)
Bronwyn Duffy (C)	Mark Scott QC (C)
Jacqueline Mullenger	<i>Staff: Katie Lister</i>
Finance Committee	
Maurice P. Chiasson QC, Chair	
Brian Awad QC	Melanie Petrunia (C)
John Boddie	Mark Scott QC (C)
Bronwyn Duffy (C)	Jessica Upshaw
Richard Dyke (Public Rep)	Cecil Woon

Mark Everett	Tuma Young QC (C)
Gregg Knudsen	
Jacqueline Mullenger	Staff: Kate Shewan, Darlene Trenholm
Gender Equity Committee	
Michelle Kelly QC, Chair (C)	
Michelle Chai	Melanie Petrunia (C)
Christine Driscoll QC	Cheryl Schurman
Fraser MacFadgen (C)	Kym Sweeny
Kathleen McManus	Jack Townsend
Marc Njoh	
Stacey O'Neill	Staff: Jacqueline Mullenger
Governance Committee	
Bryan Darrell, Chair (C)	
Ingrid Brodie QC (C)	Melanie Petrunia (C)
Michelle Higgins	Carolee Lee Reinhardt (Public Rep/C)
Rebecca Hiltz LeBlanc	Nancy Rubin QC
Jennifer MacDonald (C)	Joshua Santimaw
Paula Minnikin	J. Patrick Young (C)
Andrew Nickerson QC	Staff: Jacqueline Mullenger, Katie Lister
Lawyers' Fund for Client Compensation Committee	
William L. Mahody QC, Chair	
Graham Dennis (Public Rep)	Blair MacKinnon
Kathryn Dumke QC	Matthew Moir
David Hirtle (C)	Staff: Catherine Turcotte-Roy
Nominating Committee	
Mark Scott QC, Chair (C)	
Angelina Amaral (C)	Keltie Jamieson (Public Rep/C)
Michelle Awad QC	Lauren Scaravelli
Alisha Brown-Fagan	Phil Star QC
Sheree Conlon QC	Alonzo Wright QC
David Hirtle (C)	Staff: Jacqueline Mullenger, Katie Lister
Professional Responsibility Policies & Procedures Committee	
Frank DeMont QC, Chair	
Colin Clarke QC	David Schermbrucker
Marjorie Hickey QC	Jonathan Tarlton
Michelle Kelly QC (C)	Kim Turner QC
Kelly Mittelstadt	
Jill Perry QC (C)	Staff: Andrew Taillon, Elaine Cumming
Professional Standards (Criminal) Committee	
Brian Bailey, Chair	
Sharon Goodwin	Brandon Rolle
Malcolm Jeffcock QC	Nicole Rovers
Len MacKay	Mark Scott QC (C)
Alex MacKillop	Denise Smith QC
Luke Merrimen	Christa Thompson

Allen Murray QC	J. Patrick Young (C)
Jade Pictou	Staff: Robert McCleave
Professional Standards (Family) Committee	
Jeanne Desveaux QC, Chair	
Darlene Lamey	Stacey Merrigan
Sarah Lennerton	Terry Sheppard
Shannon Mason (C)	Samira Zayid
Celia Melanson	Staff: Caron Ferguson Eagan
Professional Standards (Law Office Management) Committee	
Robert B. Carter QC, Chair	
Raffi Balmanoukian	Julien Matte
John Boddie	Candee McCarthy
Natalie Clifford	Ian Pickard
Piotr Luczak	Paul Saunders
Anna Manley	Staff: Jennifer Pink
Professional Standards (Real Estate) Committee	
C. Danielle MacLean, Chair	
Justin Adams	Janice McNenly (Public Rep)
Raffi Balmanoukian	Sean Rooney
Lola Doucet	
Shanisha Grant	Staff: Lawrence Rubin
Professional Standards (Wills, Power of Attorney & Personal Directives) Committee	
Tim Matthews QC, Chair	
Tanya Butler	Lawrence Graham QC
Benjamin Paul Carver	Jessica Lyle
Jeanne Desveaux QC	Shannon Ingraham-Christie
Erin O'Brien Edmonds QC	Mary Jane Saunders
Trinda Ernst QC	Staff: Lawrence Rubin
Racial Equity Committee	
Josie McKinney, Co-Chair (C)	
Level Chan, Co-Chair	
Tony Amoud	Jade Pictou
Ingrid Brodie QC (C)	Brandon Rolle
Alisha Brown-Fagan	Mark Scott QC (C)
Godfred Chongatera	Divya Subramanian
El Jones (Public Rep.)	Angeli Swinamer (C)
Kelsey Jones	Daniel Vanclieaf
Alexander MacKillop	Linda Wood
Morgan Manzer (C)	Staff: Jacqueline Mullenger
Rural Practice Working Group	
Jillian Barrington MacNeil – Chair	
Carla Ball	Claire Levasseur
Ingrid Brodie QC (C)	Candee McCarthy
Kathryn Dumke	Lawrence Rubin
David Hirtle (C)	Angeli Swinamer (C)

Oliver Janson	<i>Staff: Jacqueline Mullenger, Jen Pink, Rob McCleave</i>
Truth and Reconciliation Working Group	
Angelina Amaral, Chair (C)	
Jamie Vacon, Co-Chair (C)	Madison Joe
Dakota Bernard	Heather McNeill QC
Tanisha Blackmore	Armand Paul
Victor Carter-Julian	Elder Ella Paul
Mike MacDonald	Tuma Young QC (C)
	<i>Staff: Jacqueline Mullenger</i>
LIAISON COMMITTEES	
Court of Appeal Liaison Committee	
Peter McVey QC, Chair	
Paul Adams	Sandra Arab Clarke QC
Paula Arab QC	Peter Planetta
Michelle Awad QC	Lori Ward
Roger Burrill	Mark Scott QC (C)
Scott Campbell	Angela Walker
	<i>Staff: Jacqueline Mullenger</i>
Family Court Liaison Committee	
Vacant, Chair	
Jennifer Chiasson	Tammy MacKenzie
Carole Gillies	Celia Melanson
Sarah Lennerton	<i>Staff: Jacqueline Mullenger</i>
Provincial Court Liaison Committee	
Karen Endres, Chair	
Tony Amoud	Douglas Lloy QC (CBA rep)
Brian Bailey	Kimberly McOnie
Shawnee Gregory	Daniel Rideout
Ian Hutchison	Shane Russell
Josh Judah QC	Denise Smith QC
	<i>Staff: Jacqueline Mullenger</i>
Supreme Court Liaison Committee	
Robert Carter QC, Chair	
Karen Bennett-Clayton	Matthew J.D. Moir
Angela Caseley QC	Geoffrey Newton
Bryna Hatt	John Nisbet
David Hutt	Robert Pineo
Michelle Kelly QC (C)	Mark Rieksts
Caroline McInnes – Prothonotary	<i>Staff: Jacqueline Mullenger</i>
Supreme Court Liaison Committee (Family)	
Christine Doucet, Chair	
Peter Crowther	Carolyn Nearing
Amanda Dillman	Jennifer Knebel Reid
Krista Forbes	Samira Zayid
James Leiper	<i>Staff: Jacqueline Mullenger</i>

OPERATIONAL COMMITTEES

Civil Procedure Rules Committee

J. Andrew Fraser QC, Chair

Michael F. Donovan QC

Michael Pugsley

Gavin Giles QC

Lisa Richards

Harvey Morrison QC

Donald A.R. (Rollie) Thompson

Staff: Jacqueline Mullenger

Land Registration Act Management Committee

Service Nova Scotia Representatives

Theresa Graham

Sandi Waterman

Nova Scotia Barristers' Society Representatives

C. Danielle MacLean

Jacqueline Mullenger

Lawrence Rubin

Real Estate Practice Working Group

C. Danielle MacLean, Chair

Raffi Balmanoukian

Ian MacLean QC

G. Bernie Conway

John Washington

J. Ron Creighton QC

Staff: Jacqueline Mullenger

Trust Account Regulations Working Group (TARWG)

Peter Duggan, Co-Chair

Deanna Severyns, Co-Chair

David Hirtle (C)

David Boudreau

Allison Kouzovnikov

David Copp

Jeff Mitchell

Lola Doucet

Chris Trenamen

Jennifer Hallett

Staff: Kate Shewan, Marcelline Madamombe, Mhairi McInnis, Elaine Cumming

APPOINTMENTS TO OUTSIDE BODIES

Advisory Committee on Judicial Appointments– Federal

Sharon Cochrane

Advisory Board on Judicial Appointments– Provincial

Karen Endres, Karen Quigley

Federation of Law Societies of Canada Council

Jill Perry QC (C)

Indigenous Black and Mi'kmaq Initiative – Advisory Council

Vacant

Judicial Council (NSBS Appointments) *Provincial Court Act 16(1)(e) and (f)*

Tuma Young QC (C)

Law Foundation of Nova Scotia *Legal Profession Act s. 72(1)(b)*

Robert G. MacKeigan QC, Chair

Paulette Anderson

Tokunbo Omisade

Laura Broz

Douglas Ruck QC

Lee-Ann Conrod

Dwight Rudderham QC

Margaret M. MacKenzie

Estelle Theriault QC

Law Reform Commission *Law Reform Commission Acts 5(1)(a)*

Dwight Rudderham QC

Nova Scotia Legal Aid Commission <i>Legal Aid Act s3(3)</i>	
George Ash, Chair	
Chris Boyd	Oliver Janson
Ronald R. Chisholm	Jennifer Reid
Trinda L. Ernst QC	
QC Appointments Advisory Committee	
The Hon. Justice Cindy Bourgeois, Chair	
Paula Arab QC	Heather McNeill QC
Michelle Awad QC	Jill Perry QC
Robert Chipman QC	Jim Rossiter QC
Kathryn Dumke QC	Douglas Ruck QC
Annette Marshall (Public Rep)	<i>Secretary to the Committee: Glenn Anderson QC</i>
Small Claims Court Adjudicators Advisory Committee	
Gavin Giles QC	
Judicial Council Review Committee	
Darlene Lamey	

Lawyers Insurance Association of Nova Scotia

Lawyers' Insurance Association of Nova Scotia Board of Directors (www.lians.ca) <i>Legal Profession Act s 61(2)</i>	
Robyn Elliott QC, Chair	
Charles Thompson, Vice-Chair	Oliver Janson
Sarah Almon	Joshua Martin
Greg Barro	Jacqueline Mullenger
Michelle Chai	Jade Pictou
Sean Foreman QC	Ivo Winter
	<i>Staff: Lawrence Rubin</i>



NOVA SCOTIA BARRISTERS' SOCIETY

COUNCIL SPECIAL MEETING MINUTES VIA VIDEOCONFERENCE

Date May 17, 2021
Time 4:30 p.m.
Present Craig Garson QC, President - *Chair*
Tuma Young QC, First Vice President
Jackie Mullenger, Acting ED - *Recording*
Jillian Barrington
Natalie Borden
Cheryl Canning QC
Sheree Conlon QC
Bryan Darrell
Bronwyn Duffy
David Hirtle
Michelle Kelly – arrived at 4:45
Josie McKinney
Andrew Nickerson QC
Melanie Petrunia – In Part
Carole Lee Reinhardt
Shane Russell
Jack Townsend
Michelle Ward
Patrick Young

Regrets:

Deanna Frappier
Jill Perry
Mark Scott QC
Dr. Rod Wilson

Guests:

Staff:

1. INTRODUCTORY MATTERS/CALL TO ORDER

1.1 Introductory Remarks

Craig Garson QC welcome council to the meeting.

UPON MOTION BY Tuma Young QC and seconded by Natalie Borden the meeting would move in camera for the agenda items. MOTION CARRIED.

2. IN CAMERA

There were 2 items discussed in camera.

3. WRAP UP

Meeting was adjourned by consensus.

4. MEETINGS

- May 21, 2021, at 9:00 a.m.
- June 17, 2021, at 1:00 p.m. - Orientation



NOVA SCOTIA BARRISTERS' SOCIETY

COUNCIL MEETING MINUTES VIA VIDEOCONFERENCE

Date May 21, 2021

Time 9:00 am

Present Craig Garson QC, President, *Chair*
Tuma Young QC, First Vice President
Melanie Petrunia, Second Vice President
Jackie Mullenger, Acting Executive Director
Jillian Barrington
Natalie Borden
Cheryl Canning QC
Sheree Conlon QC
Bryan Darrell
Browyn Duffy
David Hirtle
Deanna Frappier QC
Michelle Kelly
Josie McKinney
Jill Perry
Carole Lee Reinhardt – in part
Shane Russell
Jack Townsend
Michelle Ward
Patrick Young

Regrets:

Andrew Nickerson QC
Dr. Rod Wilson

Staff:

Kate Shewan – in part
Andrew Taillon – in part
Katie Lister, *Recording* – in part
Julia Cleversey – in part
Andre Pritchard – in part

Guest:

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. He also recognised and congratulated Melanie Petrunia on becoming the new [Second Vice President](#) and Patrick Young for being the first ever crown prosecutor to win the prestigious [John Dunlop Memorial Award](#).

2. DISCUSSION OF BIG ISSUES

2.1 Activity Plan Check In and look ahead to 21/22

Jackie Mullenger confirmed the colour coding in the Activity Plan Update provided to Council. Council approved rolling over all outstanding items to 2021/2022 activity plan. No new items were identified at this time.

Due to Covid interfering with completing some of the priorities it was suggested that the Strategic Plan be extended 2023 which would mean consultation would be delayed from November 2021 to November 2022. Council agreed to extend the plan by a year.

3. POLICIES & PROCESSES

3.1 External Independent Review

In addition to the terms of reference provided to council the President reported that Doug Ruck had confirmed by email that he will to be interviewing members of bar and other key stakeholders as part of his review. The President also reported that Staff have already started preparing for the review and upon approval of the terms of reference access to the documents and data requested will be granted, a Society email account for Doug Ruck will be activated, a notice will be placed on our website and Doug Ruck will have a social media platform. Council requested that Doug Ruck specifically consider contacting the equity committees, GEC, REC & TRC.

UPON MOTION BY Shane Russell and seconded by Carole Lee Reinhardt the terms of reference including Doug Ruck's confirmation email be approved. MOTION CARRIED.

3.2 Draft Equity Consultation Process

Jackie Mullenger provided an overview of the draft Policy. After discussion Council agreed to amend the typo on page 1 from *on the basis of* to *based on*, amended paragraph 5 and delete paragraph 6 on page 2.

5. A Sponsor ~~should~~must consult with the Equity and Access Office in relation to any new Society policy, regulation or practice standard before it is sent to Executive to be placed on Council's agenda for approval. This may be done through the Sponsor's staff support where appropriate. This consultation must occur before the Policy is sent to Executive to be placed on Council's agenda for approval.
6. ~~A Sponsor must consult with the Equity and Access Office on any policy, regulation or practice standard, which creates, modifies or impacts a barrier to the equitable, diverse and inclusive participation of members or the public in the Society or in the delivery of legal services. This consultation must occur before the Policy is sent to Executive to be placed on Council's agenda for approval.~~

UPON MOTION BY Patrick Young and seconded by Carole Lee Reinhardt that the draft policy be approved as amended. MOTION CARRIED.

3.3 Differential Fee Models

Kate Shewan, Director of Finance and Administration provided an update on the work done to date by the Finance Committee including an overview of the memo provided to Council. Council indicated that a survey of the membership and a needs assessment should be completed to confirm what alternate fee arrangements should be considered, and the importance of keeping LIANS involved was also raised. It was agreed to staff would complete this work and report back to Council.

3.4 Education & Credentials Monitoring Report

Jackie Mullenger presented Council with the highlights of her Report: Article Clerk applications slightly ahead of where we normally are at this time of year; first results of CPLED's PREP are in at 8% failure rate which is lower then past course and our office has reached out to those that failed to offer coaching and guidance; have seen a dramatic increase in number of domestic transfer applications, particularly at the end of 2020 and in the first quarter of 2021 and the Credentials committee will be reviewing regulations and Council may see some recommended changes in the future; Foreign transfer applications remain steady despite the Pandemic and the

added cost to complete CPLED's PREP; Legal Services Support Advisory continues to occupy a significant amount of time with more than 235 individual enquiries last year.

Council discussed the report and Jackie Mullenger confirmed 1 articulated clerk was not paid last year and 3 did not have their PREP fees covered, CPLED's PREP course will be reviewed and the data on people leaving the profession will be analysed with respect to equity seeking groups.

3.5 Professional Responsibility Monitoring Report

Andrew Taillon, Director of Professional Responsibility noted his report was for the period March 2020 to May 2021 and provided Council with the Highlights of his Report: numbers are trending up he believes as a result of the online intake process and expects this increase will continue with the creation of online form rather than downloadable pdf; most complaints are turned away as a result of being an issue with court process, taxation or referred to LIANs; increase over the last year in inhouse capacity to do investigatory work; LFCC continues to process Boudreau claims but has had a few new claims.

Council discussed the report and Andrew Taillon confirmed he is in the process of hiring a new Executive Assistant, if the increase continues the department may need additional resources, Triple P approach and ADR are embedded into the work and used daily.

3.6 Commitment Letter

Bryan Darrell, Chair of the Governance Committee provided an overview of the recent work of the Governance Committee in which they had highlighted a gap for a Commitment Letter and provide the draft to Council and recommend approval. After discussion it was agreed bullet 4 would be amended to *I will work with Council, the Society and its Committees to communicate the organization's mandate and role to our most important audiences.*

UPON MOTION BY Carole Lee Reinhardt and seconded by Michelle Kelly that the draft policy be approved as amended. MOTION CARRIED.

3.7 Council Evaluation

Jackie Mullenger requested Council complete the year end council evaluation that will be emailed to them on Monday.

3.8 Upcoming Events

Due to current public health guidelines Council agreed all upcoming in person events (Call to the Bar, Orientation and Annual Meeting) would have to be held virtually.

4. CONSENT AGENDA

4.1 Minutes of April 23, 2021 Meeting

4.2 Minutes of May 4, 2021 Meeting

4.3 Recommended Regulation Amendment regarding "cash"

4.4 Draft Annual Lawyer Report

4.5 Committee Resignations:

- LIANS Board - Raffi Balmounikian
- Nominating Committee – Ann Levangie, Dr. Rod Wilson and Jamie Vacon

4.6 Resignations:

- Ms. Ishrath Muneer Ahmed
- Subodhini David
- Mr. Daniel Ross Jones
- Mr. Robin Shilp Sharma
- Ms. Katrina Anne Trask

Council discussed the resignations from the Nominating committee and its was exit interviews should be scheduled and the exit process should be added to the next agenda for reviewed. It was also agreed that question 4 on page 85 of the ALR would be amended so that there would be comment box for all to complete.

UPON MOTION BY Michelle Kelly and seconded by Bryan Darrel that the consent agenda be approved. MOTION CARRIED.

UPON MOTION BY Tuma Young and seconded by Natalie Borden that the remaining agenda items be dealt with In Camera. MOTION CARRIED.

5. IN CAMERA

1 item discussed in camera.

6. FOR INFORMATION

- 1.1 2020-2021 Council Calendar
- 1.2 Federal of Law Societies Update

2. WRAP UP

The meeting was adjourned by unanimous consent.

3. MEETINGS

- June 17, 2021, at 1:00 p.m. – Orientation
- June 19, 2021, short meeting immediately following Annual Meeting

Council Year: July 2021 – June 2022

To be slotted in: Meetings in the Community, Regular Council Education Sessions (OnBoard, Risk, Governance Refresher), County Bar Visits, Managing Partner Visits, Committee Chair Orientation, and other annual social events (e.g. Recognition Reception)

JULY	AUGUST	SEPTEMBER	OCTOBER
<u>Council Meeting – July 23</u> <ul style="list-style-type: none"> • Activity plan <u>Other Activities</u> <ul style="list-style-type: none"> • Committee Chair Orientation (TBD) 	<u>No Council Meeting</u> <u>Other Activities</u> <ul style="list-style-type: none"> • Pride virtual events – 15th – 25th 	<u>Council Meeting – September 24 – IN THE COMMUNITY (TBD)</u> <ul style="list-style-type: none"> • Business Continuity Planning • Update from TRCWG and Equity & Access office • LIANS six-month Report <u>Other Activities</u>	<u>No Council Meeting</u> <u>Other Activities</u> <ul style="list-style-type: none"> • Notice re: 2nd VP out to membership • FLSC Conference – 12-15th • Dara Gordon Event (TBD) • LIANS Board & Executive (19th 3pm)
NOVEMBER	DECEMBER	JANUARY	FEBRUARY
<u>Council Meeting – November 26</u> <ul style="list-style-type: none"> • Activity Plan check in • Annual Strategic Initiative Review <u>Other Activities</u> <ul style="list-style-type: none"> • Posthumous Call to the Bar (TBD) • Call to the Bar (19th, The Law Courts) 	<u>No Council Meeting</u> <u>Other activities</u> <ul style="list-style-type: none"> • Possible TRC Education session 	<u>Council Meeting – January 28 – IN THE COMMUNITY (TBD)</u> <ul style="list-style-type: none"> • High Level Overview of Budget • Annual Enterprise Risk Management Report and Update • Committee Year end reports • Approval of 2nd VP Recommendation <u>Other Activities</u> <ul style="list-style-type: none"> • Nominating Committee interviews Second VP • Call to the Bar (14th – 10:30am -The Law Courts) • Ministers’ reception honouring IB&M Law students (TBD) 	<u>No Council Meeting</u> <u>Other Activities</u> <ul style="list-style-type: none"> • Possible education session for Council and Committees

Council Year: July 2021 – June 2022

To be slotted in: Meetings in the Community, Regular Council Education Sessions (OnBoard, Risk, Governance Refresher), County Bar Visits, Managing Partner Visits, Committee Chair Orientation, and other annual social events (e.g. Recognition Reception)

MARCH	APRIL	MAY	JUNE
<u>Council Meeting – March 25</u> <ul style="list-style-type: none"> • Budget (detailed overview) • Equity and Access Monitoring Report • Annual Monitoring reports – LSS • Annual Compensation and Benefits Review • LIANS six- month Report • Activity Plan check in <u>Other Activities</u> <ul style="list-style-type: none"> • 2nd VP election (if required) • FLSC Conference (TBC) 	<u>Council Meeting – April 22</u> <ul style="list-style-type: none"> • Approval of Budget • PR Monitoring Report <u>Other Activities</u> <ul style="list-style-type: none"> • Call to the Bar (8th – 10:30am - The Law Courts) • Possible Education session for Council and Committees 	<u>Council Meeting – May 20 – IN THE COMMUNITY (TBD)</u> <ul style="list-style-type: none"> • Activity Plan check in & look ahead to 22/23 • Education & Credentials Monitoring Report • Board Succession Planning Review • Operational Succession Planning Review • Stakeholder Relations Review <u>Other Activities</u> <ul style="list-style-type: none"> • Council evaluation • ED Performance Management Review/Survey 	<u>Council Session – June 17</u> <ul style="list-style-type: none"> • Orientation for new and returning Council members • Annual report of Board Technology requirements • Approve Annual Report • Receive and Review Audit • Review initial draft of Activity plan for coming year <u>Other Activities</u> <ul style="list-style-type: none"> • Main Call to the Bar (17th – 10am – Pier21)) • REC Event Honouring Articled Clerks from Racialized & Indigenous Communities (TBD) • • Council Dinner – 17 • • Annual Meeting – 18 • • ALR filings due – June 30 • • All Fees due – June 30

Updated: May 2021

NOVA SCOTIA BARRISTERS' SOCIETY

2020-2021 ACTIVITY PLAN – Update May 2021

STRATEGIC GOAL #1: The Society regulates the legal profession in the public interest in a proactive, principled and proportionate manner		
OBJECTIVE: Support members at every stage of their careers		
Last year, we:	So that this year, we can:	What did we do to accomplish this?
<ul style="list-style-type: none"> 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 	<p>FIRST: Consider options to provide fee relief and other support, to be led by the COVID-19 Task Force</p> <p>THEN: Make policy decisions in relation to the Task Force's recommendations</p>	Policy created & implemented, and 57 members supported.
<ul style="list-style-type: none"> Approved proposed FLSC model code changes regarding technological competence 	<p>Have the Law Office Management Committee create a technology competency standard based on changes to FLSC Model Code</p>	Work ongoing into 2021/22
<ul style="list-style-type: none"> Completed our first year of the LSS rollout and began receiving occasional updates from the LSS team regarding feedback from the profession 	<p>Monitor feedback from law firms who participated in first tranche</p>	Completed rollout and success planning toolkit launched. Regular updates to council throughout the year.

CONTINUATION OF STRATEGIC GOAL #1: The Society regulates the legal profession in the public interest in a proactive, principled and proportionate manner

OBJECTIVE: Identify and remove regulatory barriers to support innovation in the delivery of legal services		
Last year, we:	So that this year, we can:	What did we do to accomplish this?
<ul style="list-style-type: none"> Attempted to pass amendments to the Legal Profession Act (LPA) regarding the shift to legal services regulation 	Continue to seek these same legislative amendments	Corresponded with Minister and Department of Justice. Continue into 21/22.
<ul style="list-style-type: none"> Received reports from CPCC and PRPPC recommending the regulation of MDPs in Nova Scotia 	Make a policy decision regarding regulation of multi-disciplinary practices in Nova Scotia and if approved, provide direction on implementation	Approved at January Council meeting and Implementation underway.
<ul style="list-style-type: none"> Expressed our desire to support members during the pandemic by fast tracking the “innovation sandbox” priority 	Assess the feasibility of an “innovation sandbox” model for use in Nova Scotia	Not started. Does Council want to keep this as a priority for 21/22?
<ul style="list-style-type: none"> Were introduced to the risk index created by staff, and were given several updates about risk work 	Always make decisions rooted in consideration of regulatory risk	Not completed. Move into 21/22.
OBJECTIVE: Investigate and implement, if appropriate, differential membership fee models		
Last year, we:	So that this year, we can:	What did we do to accomplish this?
<ul style="list-style-type: none"> Began very initial work on differential fee models Considered whether differential fees have more relevance as a result of the pandemic 	Assess the feasibility of a differential fee model for use in Nova Scotia to increase access to legal services	Research completed and to be introduced at May Council meeting.

CONTINUATION OF STRATEGIC GOAL #1: The Society regulates the legal profession in the public interest in a proactive, principled and proportionate manner

OBJECTIVE: Communicate and engage with members		
Last year, we:	So that this year, we can:	What did we do to accomplish this?
<ul style="list-style-type: none"> Began our initial work on mentorship 	<p>FIRST: Assess current mentorship programs supported by the Society, and explore new models</p> <p>THEN: Research and develop a new mentorship approach that is “Triple-P” and applies the equity lens</p>	<p>Research completed. Development of new program next year. Regular updates provided to Council.</p>
<ul style="list-style-type: none"> Launched our new website Invited the membership to our Council in the Community meetings 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 Held most of our regular celebratory events before these were also halted 	<p>FIRST: Devise new ways for Council to engage and communicate with members</p> <p>THEN: Identify member groups for more targeted engagement or collaboration in conjunction with targeted engagement or collaboration of a related community group.</p>	<p>Ongoing communications during COVID. Fee relief, County Bar meetings and Cultural Competence Focus Groups.</p>
OBJECTIVE: Create an advocacy policy		
Last year, we:	So that this year, we can:	What did we do to accomplish this?
<ul style="list-style-type: none"> Established the need for a policy to guide when and how the Society advocates for a particular issue 	<p>Develop a public interest advocacy policy to guide Council’s work when advocating for improvements to the administration of justice</p>	<p>Draft created and to be introduced at May Council meeting.</p>

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

OBJECTIVE: Promote access to legal services

Last year, we:	So that this year, we can:	What did we do to accomplish this?
<ul style="list-style-type: none"> • Rolled out a succession planning standard and toolkit This goes under support for members – standard out for consultation – Council will approve standard. • Began recruitment for a sole, small practice and rural practitioner working group • Agreed that in light of the pandemic, supporting sole, small, and rural practices is more important than ever 	<p>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</p> <p>THEN: Establish Rural Practitioners’ Working Group and task them with providing recommendations to Council to address these and other challenges and needs</p>	<p>Working Group established and will begin meeting in Spring 2021.</p>
<ul style="list-style-type: none"> • Held two Council in the Community meetings • Delayed future meetings due to limitations on gatherings as a result of the pandemic 	<p>FIRST: Develop an overall strategy for future Council in the Community sessions</p> <p>THEN: Use information gathered to begin to understand and address barriers these communities face in accessing legal services</p>	<p>Limited ongoing community engagement through Equity & Access Office. Somewhat impacted by Covid. Needs substantial focus in 21/22.</p>
<ul style="list-style-type: none"> • Began a review of the Code of Conduct regarding cultural competence 	<p>FIRST: Review code of conduct requirements regarding competence to determine if changes are recommended in relation to lawyer’s obligation to be culturally competent</p> <p>THEN: If changes are recommended, refer to the Code of Professional Conduct Committee</p>	<p>To be included in next year’s activity plan as part of cultural competence work and or/external review.</p>

STRATEGIC GOAL #3: Nova Scotians will be served by a legal profession that is diverse, inclusive and culturally proficient

OBJECTIVE: Promotion of Substantive Equality and Freedom from Discrimination in Delivery of Legal Services and the Justice System

Last year, we:	So that this year, we can:	What did we do to accomplish this?
<ul style="list-style-type: none"> • Rolled out the Equity Lens Toolkit • Held an in-person and online training session accessible to Council, committees and the membership • Received a cultural competence refresher from Robert Wright • Received regular updates and education from the Equity & Access Office 	<p>FIRST: Hold another equity lens toolkit training session for Council and Committees and apply an equity lens to all our decision making</p> <p>THEN: Ensure committees apply an equity lens to all their decision making</p>	<p>Roll out completed and education provided. Council received regular updates from Equity and Access Office and the annual monitoring report in March 2021.</p>
<ul style="list-style-type: none"> • Heard how many committees plan to examine their existing standards for cultural competence 	<p>Review standards for appropriate references to lawyer cultural competence in the delivery of legal services</p>	<p>Ongoing (e.g. Criminal Standards and Law Office Management have looked at this)</p>

OBJECTIVE: Promotion of Equity, Diversity and Inclusion in the Legal Profession

Last year, we:	So that this year, we can:	What did we do to accomplish this?
<ul style="list-style-type: none"> • Discussed ideas for how Council members could leverage its education, experiences and networks to promote equity, diversity and inclusion in the legal profession 	<p>FIRST: Continue to develop and leverage our education, experiences and networks to promote equity, diversity and inclusion in the legal profession</p>	<p>Continuing to gather information.</p>

CONTINUATUATION OF STRATEGIC GOAL #3: Nova Scotians will be served by a legal profession that is diverse, inclusive and culturally proficient

	THEN: Share with each other how we are doing this in our communities	
<ul style="list-style-type: none"> Administered a GEC survey seeking input from members about their experience with sexual harassment and discrimination in the legal profession 	FIRST: Receive GEC report following their analysis of survey results THEN: Create implementation plan for report recommendations	Awaiting report. Implementation 21/22.
OBJECTIVE: Implementing meaningful responses to the TRC Calls to Action and MMIWG inquiry call to justice 10		
Last year, we:	So that this year, we can:	What did we do to accomplish this?
<ul style="list-style-type: none"> Extended funding for the TRCWG into this year Received regular updates about the TRCWG's work, including preliminary results of a questionnaire distributed to the membership 	Continue to support the TRC Working Group by funding its work and ensuring its input influences Council decisions	On Track and regular updates to Council.
<ul style="list-style-type: none"> Attended two education sessions planned and hosted by the TRCWG 	Apply our familiarity with the history of colonization, the legacy of residential schools, and Nova Scotia's treaty environment to our decision-making	On Track and regular updates to Council.

OBJECTIVE: Develop mechanisms to hold members accountable for the delivery of culturally proficient legal services		
Last year, we:	So that this year, we can:	What did we do to accomplish this?
<ul style="list-style-type: none"> Received proposed process leading to a policy decision on how to meet this objective Delayed some of this work as our priorities changed because of the pandemic 	FIRST: Consult with membership to inform policy decisions on cultural competence THEN: Craft a Society-wide definition of cultural competence and make a policy decision on cultural competency education for members	Consultation completed and implementation has begun.
<ul style="list-style-type: none"> Amended the ALR to include a question about cultural competency education 	Continue to collect data on the cultural competence of the membership	Completed and will now be an ongoing question in the ALR.
OBJECTIVE: Addressing barriers to entry to the legal profession		
Last year, we:	So that this year, we can:	What did we do to accomplish this?
<ul style="list-style-type: none"> Reflected on our Council in the Community meetings and thought about how we can make our approach more effective Identified “quick wins” from these meetings and put them into practice, such as having the Equity & Access Manager give presentations about legal careers to high school students 	FIRST: Make a policy decision on what community engagement should look like CONSIDER: Identify community groups for more targeted engagement or collaboration in conjunction with targeted engagement or collaboration of a related member group.	How do we articulate this better? Needs focus in 21/22.