



NOVA SCOTIA
BARRISTERS' SOCIETY

TERMS OF REFERENCE FOR THE DISABILITY EQUITY COMMITTEE

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

EQUITY COMMITTEE– TERMS OF REFERENCE

Type

To advise Council

Mandate

The Disability¹ 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 accessibility and discrimination - as experienced by members of Disability Communities - in the legal profession and with regard to the administration of justice.

Responsibilities

- Develop policy and program options for the promotion of equity and diversity in the legal profession in Nova Scotia, as it relates to Disability Communities
- Develop policy and program options to increase access to the legal profession by members of Disability Communities
- Raise awareness of historic and current accessibility issues and discrimination affecting Disability Communities within the legal profession and with regard to the administration of justice
- Provide advice to Council regarding:
 - Barriers and impediment to entry into the Nova Scotia legal profession and involvement in the Society by members of Disability Communities,
 - Experiences of members of Disability Communities as members of the Nova Scotia legal profession and with regard to the administration of justice
 - The intersection of Disability Equity Issues with those issues affecting additional equity seeking groups
- Work collaboratively with the Equity and Access Office in carrying out the Committee's approved Work Plan.
- Work collaboratively with the Society's Racial Equity Committee, Gender Equity Committee, and Truth and Reconciliation Working Group on matters of mutual interest and with particular focus on promoting and addressing issues of equity and access generally in the legal profession and the administration of justice.

Composition

¹ *Disability* means any impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment — or a functional limitation — whether permanent, temporary or episodic in nature, or evident or not, that, in interaction with a barrier, hinders a person's full and equal participation in society. (handicap) – Accessible Canada Act
<https://laws-lois.justice.gc.ca/eng/acts/A-0.6/page-1.html>

- At least one member shall be a current member of Council
- Appointments shall be made and vacancies filled by Council (or Nominating committee?)
- Society members shall be predominantly members with disabilities and include members from a range of other equity-seeking groups.
- Non-Society members shall be recruited from disability communities, preferably African Nova Scotian, Mi'kmaq, and other racialized people and people of diverse genders and sexual orientations.

Chair

- To be appointed by Council (or Nominating Committee?)

Procedures and Work Product

- The Committee shall operate in accordance with Council Policy 16
- The Committee may appoint sub-committees or working groups to pursue assigned tasks
- The Committee will provide a work plan to Council in September of each year
- The Committee's work shall advance the Society's strategic framework²

Reporting

- The Committee is advisory to Council

Staff support

- The Equity and Access Office

² <http://nsbs.org/sites/default/files/cms/menu-pdf/strategicframework.pdf>
Approved by Council e: September 2010, Amended July 24, 2015