



NOVA SCOTIA
BARRISTERS' SOCIETY

COUNCIL HIGHLIGHTS

The Society's Council met on Friday, March 24, 2023, at 9:00 a.m. in person and via videoconference and conducted the following business:

Policies and Processes

- **Empowering Bystanders Training**—CBA NS conducted a workshop to assist Council in understanding what constitutes workplace sexual harassment, the relationship between harassment and intersectionality, the prevalence of sexual harassment in the legal profession, the barriers related to reporting incidents, and what can be done to change workplace cultures. The training outlined the role of bystanders and how intervention can create a paradigm shift in workplace culture and empower individuals to make meaningful change.
- **Reserve Policy**—Kate Shewan, Director of Finance & Administration, brought forward a recommendation from the Finance Committee to amend the reserve policy to increase the operating reserve limits from two to three months to three to five months. Additionally, the Finance Committee recommended non-substantive changes to the LFCC Reserve Policy. Council adopted a motion to approve the amendments to the LFCC Reserve Policy and the operating reserve limits.
- **2023–2024 Budget**—Kate Shewan, Director of Finance & Administration, introduced the 2023-2024 budget. Council discussed several items of the budget and fee models. Council gave feedback and approved the budget in principle.
- **LIANS Six-month Update**—Lawrence Rubin, Director of LIANS, provided a bi-annual update to Council on the rise of claims frequency to pre-pandemic levels, an increase in claim severity, and LIANS stable financial position through 2022.
- **Frequency of Council Meetings**—Cheryl Hodder KC, Chief Executive Officer, presented a memo to align the number of Council meetings with comparably sized regulators.
- **CEO Report**—Cheryl Hodder KC, Chief Executive Officer, provided an update to Council on her work internally, regarding additions to staff and training, and externally, with respect to engaging with the justice community in Nova Scotia and other law societies.
- **Differential Fee Model**—Kate Shewan, Director of Finance & Administration, submitted a memo to update Council on the status of the Differential Fee Model Pilot. Council discussed the pilot project's next steps and considerations relevant to rural practitioners.



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- **Mandatory Cultural Competence Education**—Jacqueline Mullenger, Senior Director of Operations and Governance, submitted a memo containing additional information about the implementation of mandatory cultural competence training. Council discussed and ensured that Public Representatives would be included in Cultural Competence Training.

In Camera: Four items were discussed in camera.

Consent agenda – Council approved the following consent agenda matters:

- **Approval of Minutes of January 27, 2023 Council Meeting**
- **Professional Standards (Real Estate)** Approval of 1.5 – Documentation of Advice and Instruction
- **Professional Standards (Real Estate)** Approval of 3.5 – Judgements
- **Committee Appointments:** NSLA Commission Council – Jennifer Reid and Peter Mancini
- **Membership Resignations:** John Robert Bishop, Isha Dhawan, Ian S. MacKay, Michael Yvon Robichaud