



NOVA SCOTIA BARRISTERS' SOCIETY

MEMORANDUM TO EXECUTIVE

From: Gender Equity Committee

Date: April 26, 2023

Subject: Gender Discrimination and Harassment Survey Recommendations

For: Approval

Introduction

Information

Request:

The Gender Equity Committee is requesting that the Council consider implementing recommendations arising out of the Gender Discrimination and Harassment Survey and related environmental scan per the enclosed.

Executive Summary:

Further to the May 2022 Report on Gender Discrimination and Harassment Survey, GEC has considered the recommendations made by survey respondents, as well as recommendations arising from an environmental scan of gender equity policies and recommendations related to gender equity in regulated professions.

Attached is a summary of these recommendations (in no particular order), which GEC supports, in principle. GEC is considering how to incorporate these into its workplan, and also seeks Council's direction and feedback on these recommendations for both GEC and other committees under Council's direction.

Exhibits/Appendices:

04-13-2023 GEC Gender Discrimination and Harassment Survey Report – Recommendations
05 -2022 Gender Discrimination and Harassment Report

GEC Gender Discrimination and Harassment Survey Report – Recommendations

- Creation of a locum registry to help law firms find temporary and short-term replacements for leave absences;
- Work with LIANS to promote and implement meaningful wellness and mentorship support for members coming back from leave absences;
- Reconsider Society and insurance fee structure and “member type” for members on leave;
- Develop, implement and follow trauma-informed complaint process, including formal and restorative justice options, for gender-based harassment and discrimination;
- Develop and make available model anti-harassment and discrimination policies, including pregnancy and parental leave policies;
- Publicly acknowledge and condemn the existence of gender-based harassment and discrimination in the legal profession;
- Continue to have GEC conduct periodic surveys of members regarding gender-based harassment and discrimination;
- Provide trauma-informed professional development resources, education and training regarding gender-based harassment and discrimination, including understanding, identifying, preventing, and reporting sexual harassment and the effects of being a bystander;
- Provide the May 2022 Report on Gender Discrimination and Harassment Survey, as well as this Recommendations memorandum, to the Chief Justices of Nova Scotia, with an offer to provide professional development support to the judiciary. **NTD: pending REC survey results**; and
- Investigate / evaluate Society’s past and current responses to gender-based harassment and discrimination. **NTD: pending Doug Ruck’s report**.