



THE CANADIAN
BAR ASSOCIATION



ANNUAL REPORT 2022-23

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STEEVES BUJOLD

MESSAGE FROM THE CBA PRESIDENT

Now that my term as President of the Canadian Bar Association is coming to an end, I would like to thank everyone who has made this year a successful one for our Association. First, I would like to thank my fellow Board members, who have been giving their time, talent, energy, and devotion to the CBA and its members. It has been an honour and privilege to work with you.

I also want to express my gratitude to our Branch Presidents, Branch Executive Directors, the National Office team, and our dedicated staff and volunteers across the country. You are the reason we can achieve everything we do. Thank you for the incredible contributions you make to this organization every day.

When I started my term as President, I announced that my two priorities would be, first, to ensure that judicial independence, an essential pillar of our democracy, is better understood, protected and valued. My second priority focused on improving diversity within the legal community including addressing the needs of the members of the 2SLGBTQ+ community, in particular non-binary and trans people.

In the past months, I have been meeting in person with many CBA members in various branches across the country and I have been able to discuss these priorities and talk about the important role we can all play to defend the rule of law and judicial independence as well as be strong advocates for equality, diversity and inclusion in the legal profession.

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While we have one of the best legal systems in the world, we have seen an increasing number of personal attacks against sitting judges. In June, the CBA organized a conference on preserving trust in judicial independence, where we heard from many judges about their experience and how, in some cases, they sometimes feel under siege in a society where misinformation campaigns can make them feel unsafe.

As the leaders of Canada's legal community, we can't remain silent. The CBA will work tirelessly to improve the system and reinforce the public's trust in it. This work will occupy us for some time, but I'm confident that together, we can ensure that our independent justice system remains a cornerstone of our democratic society.

When it comes to people who identify as 2SLGBTQ+ in Canada – a community of which I'm a proud member – there is still far too much inequality and discrimination, particularly for persons who are trans and non-binary. As legal professionals, and as Canadians, we need to promote equality and fight discrimination in everything we do, so that we see the full diversity of our great country reflected in law, including on the bench.

In the past months, we released a report on access to justice for trans people. We also created an Advisory Group on Inclusion and Access to Justice for Trans, Non-Binary and Gender Diverse People, which is working on a set of recommendations that will advise the CBA on initiatives, programs, and policies our association needs to address the challenges faced by the trans and non-binary communities in Canada. We have also taken a strong stance against hate crimes.

I couldn't be prouder of the work our members, our volunteers and our staff across the country have done in the past year to help the CBA stay at the forefront of Canada's legal profession. Thank you once again for all your support during my term. The CBA looks forward to working with all of you as we continue to shape the future of our profession.





JOHANNE C. BRAY, K.C.

MESSAGE FROM THE CBA CEO

I am pleased to present this report highlighting the accomplishments of the Canadian Bar Association over the last year.

When I begin my role as CEO over a year ago, I was impressed by the broad reach of the CBA, both domestically and around the world. For more than a century, our Association has been a strong advocate for equality, diversity and inclusion in the legal profession, a defender of the rule of law and of judicial independence, and a progressive actor in the promotion of human rights.

Over the last year, we have worked tirelessly to continue to act as a strong voice for the legal profession. We shared our views on legislation that is of concern to our members. We've learned to adapt to post-pandemic realities. We've organized our first in-person events, all while striking the right balance between virtual and hybrid events. We also discussed the importance of mental health in our profession.

And there is so much more to do. We need to be even more inclusive, to be more connected with racialized lawyers, Indigenous lawyers, and those who identify as part of the LGBTQ2S+ community. We need to support all firms, and other legal organizations to transform the way in which we conduct business and create environments that help remove the stigma around mental health. We also need to sit more at the federal, provincial, and territorial tables to continue to be the voice of the legal profession from coast to coast to coast.

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Which is why I'm really excited about what we can accomplish together. The pillars of our Strategic Plan are: expanding our membership, meeting our members' needs, promoting equality and justice, and enhancing our internal cohesion. This is exactly where our focus needs to be.

I have full confidence that our organization continues to thrive, while growing our membership and supporting all members.

In closing, I want to thank Steeves Bujold for his leadership as CBA President over the past year. Steeves has generously devoted his time, expertise and energy to our association, our members, and our legal community. Whether it's representing our association on the national and international scenes, meeting our members across the country, or being an advocate for diversity within our profession, Steeves has greatly contributed to promote our association.

I also want to thank our dedicated staff, and all our members and volunteers for their contribution to the overall success of our association. I look forward to working together on our shared goals and priorities throughout the next year.



CBA STRATEGIC PLAN

Vision

We are the essential ally and advocate of the legal profession and guardian of the rule of law. Our members are passionate about their Association: the good it brings to their lives and to the world. Staff and volunteers are inspired to exceed members' expectations every day.

Mission

We aim to improve the administration of justice and access to justice as well as promote equality in the justice system. By promoting the interests of our members, we are dedicated to representing the legal profession nationally and internationally and furthering the knowledge, skills, ethical standards and well-being of members of the legal profession.

By honing our focus on these four strategic pillars, we are confident that our 2022-2027 Strategy will steer the Association into even greater alignment with our mission.

Strategic Pillars





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YEAR IN REVIEW

CBA on the National and International Stage

Throughout the year, the CBA was more active than ever in representing its members and the legal profession at home and abroad. We continued to uphold our vision of improving the rule of law alongside distinguished professional partners and under new, dynamic leadership.

1. In June 2023, our national conference, *Courting Confidence: Preserving Trust in Judicial Independence*, saw over 130 attendees and brought engaging discussions on how to enhance the public's trust in the justice system. The Right Honourable Richard Wagner, P.C., Chief Justice of Canada, gave the day's keynote speech and was among many notable insights shared by distinguished judges and experts in the media.
2. The CBA's presence on the international stage continued as Steeves Bujold attended the Mid-Year leadership meeting of the [International Bar Association](#) in Helsinki, Finland. He represented Canada with the President and the CEO of the Federation of Law Societies of Canada, Jill Perry, K.C. and Jonathan Herman.
3. In November 2022, Steeves Bujold, along with former CBA President Brad Regehr, K.C., attended the SCC welcome ceremony for Canada's first Indigenous Supreme Court justice, Michelle O'Bonsawin.



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4. Steeves Bujold began his year-long tenure as the 94th President of the Canadian Bar Association in September 2022 with the official transfer of the CBA Chain of Office made by John Stefaniuk, CBA Vice President and Yannick Jacques, Steeves Bujold's spouse. A member of the CBA Board of Directors since 2019 and a practicing litigator from Montreal, Steeves Bujold is the first CBA President with a same-sex partner.
5. The CBA proudly represented its members at 2022 Opening of the Courts of England and Wales. CBA President Steeves Bujold and CBA CEO Johanne Bray, K.C. discussed the crucial role that the legal profession plays in upholding the rule of law with representatives of over 60 countries and jurisdictions around the world.



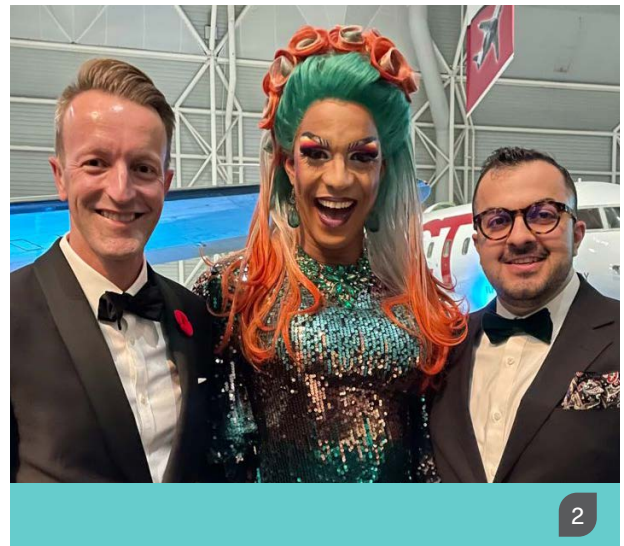
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YEAR IN REVIEW

Member Engagement

In our continuous effort to engage and expand the CBA membership base, the Association dedicated much of the year to meeting with members and Branches from coast to coast to coast.

1. CBA President Steeves Bujold visited the CBA Alberta Branch in Edmonton where he engaged with members, Professor Paul Paton, K.C., CBA Alberta President, Amanda Lindberg, as well as law students from the University of Alberta.
2. The CBA was greatly represented at the 26th Annual Canadian Association of Black Lawyers Dinner by President Steeves Bujold and Hossein Moghtaderi, CBA SOGIC President. The night was a successful celebration of the importance of diversity, hosted by Barbada de Barbades.
3. Steeves Bujold visited many Branches throughout his term as CBA President. Among other places, the president headed East in February to join an energetic Mid-Winter Meeting in Moncton with the New Brunswick Branch.
4. At the 54th Annual Indigenous Bar Association Dinner in October 2022, the president represented the Association in honouring numerous Indigenous leaders in the legal profession and community such as Justice Harry LaForme.
5. February 2023 saw the 105th Annual General Meeting, the yearly event that gives our dynamic members across all jurisdictions a chance to voice their opinions. CBA President Steeves Bujold and our members were joined by the Honourable David Lametti, Minister of Justice and Attorney General of Canada, as well as The Right Honourable Richard Wagner, P.C. Chief Justice of Canada, who spoke at length about the role the CBA plays in advocating for judicial independence and criminal justice reform.





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ADVOCACY

Through our advocacy work this year, we provided an important perspective to law reform in Canada and internationally. CBA members and staff alike continued to work on the frontlines of the justice system, making impressive strides on numerous public policy and advocacy activities.

Access to Justice for Trans People Report

In collaboration with the HIV & AIDS Legal Clinic Ontario, the CBA released the [Access to Justice for Trans People](#) report in February 2023. In support of Steeves Bujold's presidential priority of advocating for the LGBTQ2S+ community, the report highlights the challenges the community faces in accessing justice and makes 40 recommendations aimed at raising awareness, educating legal professionals, reforming law and supporting trans individuals to lead initiatives impacting their community. The report serves as a demonstrative tool, urging leaders to act toward a more inclusive legal system.

Protecting Solicitor-Client Privilege

CBA advocacy resulted in better protection of solicitor-client privilege. The CBA objected to proposed *Income Tax Act* amendments on reportable and notifiable transactions and new reporting obligations for trusts that would compromise solicitor-client privilege. The initial ITA changes would have meant that information covered by the privilege but in the hands of accountants or other advisors would be subject to reporting obligations, making clients vulnerable by exposing information they gave to their lawyers on the understanding that it would be kept confidential. In response to the CBA's recommendations, the law confirms that the reporting requirements will not apply if it is reasonable to believe that the information is covered by solicitor-client privilege.

Criminal Justice Reform

The CBA Criminal Justice Section has worked for sentencing reform for several decades, identifying issues that disproportionately affect racialized offenders and objecting to limits on judicial discretion to impose a fair sentence. In November 2022, the work resulted in the adoption of Bill C-5 to repeal some mandatory minimum sentences and restrictions on conditional sentence orders.

The Criminal Justice Section also contributed extensively to [Bill C-40](#), the *Miscarriage of Justice Review Commission Act*, introduced in February 2023. The Section contributed to the LaForme Westmoreland-Traoré report which served as the basis of the momentous Bill. Many crucial suggestions made by experts in the CBA are now part of the Bill.



Responses to International Crises

The CBA speaks out when the core principles of the legal profession are threatened at home or abroad. Marking the one-year anniversary of Russia's latest invasion of Ukraine, the CBA supported two key statements in spring 2023: an IBA resolution on the creation of a special international criminal tribunal for the crime of aggression against Ukraine; and a G7 Bar Leaders statement expressing continued support for the Ukrainian legal profession in seeking to uphold the rule of law, and condemning threats by the Russian government to use nuclear weapons in the armed conflict against Ukraine. The CBA also condemned Uganda's latest anti-LGBTQ bill, and defended the fundamental right of Iranian protesters and political prisoners to freely choose their counsel.

Tools and Guides

As leaders in providing up-to-date and relevant resources to members, we delivered several new tools and guides this year.

The CBA Equality Subcommittee hosted a series of in-depth webinars on Equality, Diversity and Inclusion which discussed emerging topics in the legal profession such as lawyers with disabilities, racial justice and diversity on the bench. The CBA Anti-Corruption Team released the [Guide for Internal Investigations of White-Collar Crimes](#) which served as the foundation of an in-depth webinar. The Ethics Subcommittee continued its series of practice tools to help lawyers meet their professional obligations, this year with The Ethics of Advertising.



Member of CBA Judicial Issues Subcommittee Benjamin Piper and Steeves Bujold in front of a Senate Committee



Above: Governor General Mary Simon delivers remarks at the CBA Aboriginal Law Conference.

On the left: Attendees of CBA Immigration Law Conference listen to Minister of Immigration, Refugees and Citizenship, Sean Fraser.

PROFESSIONAL DEVELOPMENT & SECTIONS

This year was a momentous one for the professional development of our members as we transitioned back to in-person conferences for the first time since 2020.

National Conferences and Online Symposia

We organized 13 national conferences on a range of topics and practice areas attracting registrants from across the country. The CBA also ran 7 online symposia and over 40 webinars on the latest developments and emerging trends in the law.

We were honoured to welcome several notable Keynote Speakers to our conferences, including Her Excellency the Right Honourable Mary Simon, Governor General of Canada who joined us for the Aboriginal Law Conference in May. We also welcomed the Honourable Mahmud Jamal of the Supreme Court of Canada at our Immigration Law conference in June which saw over 400 attendees.



Sections

Sections are the backbone of the CBA and we rely on them to help drive the CBA's advocacy initiatives and to develop relevant, timely programs. Over 25,000 members participated in the CBA's Sections this year led by a group of almost 1000 volunteers who dedicated their time and expertise to serve on the Sections' Executive Committees. Sections undertook important initiatives and produced an impressive number of tools this year.

The CBA Women Lawyers Forum's Madam Justice project was named one of the best innovative projects of 2022 in the [Canadian Law Blog Awards](#). The [project](#), a collaboration between the [Women Lawyers](#) and [Judges Sections](#), has published over 50 interviews, each featuring the journey and advice of Canada's diverse women on the bench.

The [Immigration Law Section](#) devoted much of its time this year to providing pro-bono legal consultations for hundreds of Afghans and Ukrainian refugees in Canada.

The [Competition Law and Foreign Investment Section](#) launched its podcast, [Counterfactual](#), to inform and entertain about topics crucial to ever-evolving competition law policies and professions.

The [Family Law Section](#) released its updates on the [Tax Matters Law Toolkits](#), providing a fundamental resource for practitioners across the country.

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National
Sections

Over

25,000

participating
members

Almost

1,000

volunteers

CBA President Steeves Bujold met with law society leaders and local women's groups in Tanzania about SIRD and future partnerships.



STRATEGIC INITIATIVES

CBA Truth and Reconciliation

In February 2023, the CBA proudly launched a new online module that expanded our existing cultural awareness training course called [The Path: Your Journey through Indigenous Canada](#). The new module, Indigenous Peoples and the Criminal Legal System, provides education on the stark reality of overrepresentation of Indigenous Peoples in the Canadian legal system. With the help of an Indigenous advisory group, this project delivered on CBA's principle that believes when we know better, we can do better.

CBA Well-Being

In October 2022, the CBA partnered with the Federation of Law Societies of Canada and the Université de Sherbrooke to release the first-ever comprehensive [National Study on the Psychological Determinants of Legal Professionals in Canada](#). Its striking findings painted an alarming picture of the state of wellness among legal professionals – one which solidified an issue that the Association has worked to make a priority since the study's beginning in 2020. By delivering such tangible proof of the mental health crisis in our profession, we have filled a crucial gap in knowledge that has since been used to set out 10 [recommendations](#) toward change.

International Initiatives

CBA volunteers continued to advance the work of the Association in the [Supporting Inclusive Resource Development](#) (SIRD) project in partnership with four law societies in East Africa. With a goal of increasing sustainable economic growth for East Africans, volunteers represented the

CBA's devotion to international advocacy through community engagement and policy-related activities. By contributing a value of over \$2M in volunteer time, the project particularly impacted women and vulnerable groups affected by extractive industries in the area.

In April 2023, the Association also concluded work with the [Young Lawyers International Program](#) (YLIP) which began in 2018. The program saw 95 young lawyers working with CBA partner organizations overseas for in-person and virtual internships. The work focused mainly on legal reform, access to justice and human rights. This led to a [database](#) highlighting the impact YLIP had on young lawyers' careers and the people they met.

As part of the [Constitutional Rights in Tunisia](#) project in partnership with the International Development Law Organisation (IDLO), CBA volunteers delivered workshops to 13 Tunisian lawyers. By training lawyers to identify constitutional cases which protect the right and freedoms in the Tunisian constitution, the Association helped empower lawyers to deliver workshops to other members of the Tunisian Bar Association. Thus, the project helped ensure a future of sustainable teachings for Tunisian lawyers.

CBA Vice President John Stefaniuk received a certificate from Isaac Atukunda, Honorary Secretary, and Obadiah Kamukama, SIRD program manager, of the Uganda Law Society in appreciation of CBA's partnership with the ULS during the SIRD project.



CBA PRESIDENT'S AWARD



Marie Laure Leclercq was presented the CBA President's Award by CBA President Steeves Bujold.

Marie Laure Leclercq, Ad. E.

For a significant contribution of a Canadian jurist to the legal profession, the CBA or the public.

Marie Laure Leclercq, Ad. E. is an intellectual property lawyer based in Montreal. She is known as a champion for the LGBTQ2S+ community, particularly for her work in creating and chairing the CBA Quebec Branch's Sexual Orientation and Gender Identity Conference (SOGIC) and her relentless efforts to advance equality in the legal community and beyond.

CBA AWARDS OF EXCELLENCE

Jack Innes Award

Maureen Armitage

For outstanding contributions of leadership and commitment to the CBA by a current staff member.

Maureen Armitage has been the Executive Director of the CBA Alberta Branch since 2012. In her role, she remains a devoted leader and strong advocate for CBA National's Shared Services model, actively creating ways for Branches to work together.



Touchstone Award

Faisal Bhabha

For the promotion of equality in the legal profession, the judiciary or the legal community.

Faisal Bhabha is an associate professor at Osgoode Hall Law School. He has done notable work in advancing equality in the legal profession through academia, volunteer work with various equality-driven organizations and precedent-setting pro-bono services.



Louis St-Laurent Award of Excellence

J. Patrick Peacock, K.C (post humous)

The CBA's highest award, recognizing a lifetime of outstanding service.

J. Patrick Peacock, K.C. was the 60th President of the CBA from 1988-1989 and had been a member of the Association since 1968 when he was called to the bar. During his impactful tenure, his focus on developing long-term planning and increasing the emphasis on Section activities brought stability and prosperity to the CBA.



Ramon John Hnatyshyn Award for Law

Prof. Lara Khoury, Ad. E.

For outstanding contributions in law reform, legal scholarship and/or legal research.

Professor Lara Khoudry, Ad. E is an Associate Professor of Law at McGill University. She is a well-known expert in comparative research of science and law. Her extensive knowledge in medical and environmental liability has led to ongoing advancements in these sections of Canadian law.



Douglas Miller Rising Star Award

Kyle Bienvenu

For outstanding service, dedication and team spirit toward the profession and CBA by a CBA member.

Kyle Bienvenu is a Partner at Hira Rowan LLP in B.C. He was called to the bar in 2013 after graduating from the University of Victoria, Faculty of Law, and has been a CBA member for over a decade. He served in the Canadian Armed Forces Primary Reserve and is the former Vice-Chair of the CBA B.C. Branch's Construction Law Subsection.



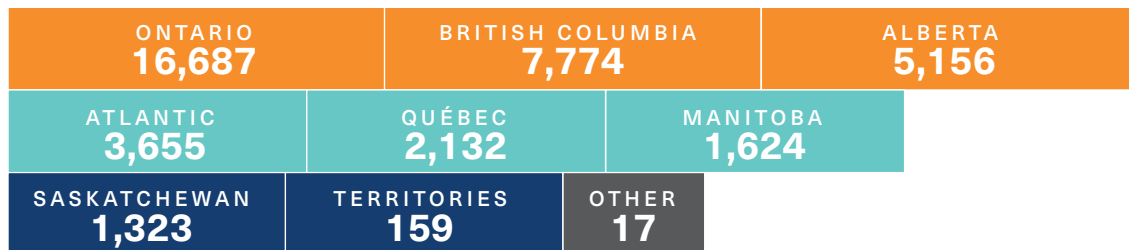
MEMBER SERVICES

CBA members stand at the forefront of Canada’s legal profession and work tirelessly in their communities to advance equality, reconciliation, and justice. Thanks to their devotion and continued engagement, we continue to grow and so do our services.

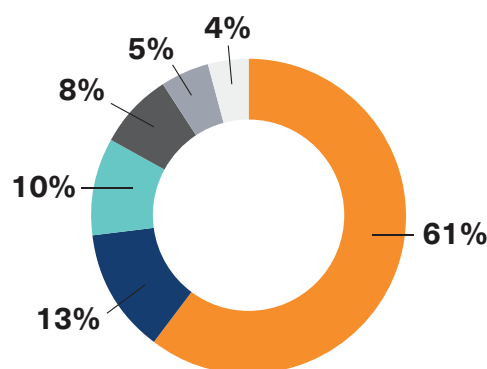
As the largest professional association for lawyers in Canada, the CBA represents over 38,000 lawyers, judges, notaries in Quebec, law teachers and law students from across the

nation. Membership is voluntary in all provinces and territories but in New Brunswick, where participation is mandatory through an agreement with the Law Society.

Membership (as of spring 2023)

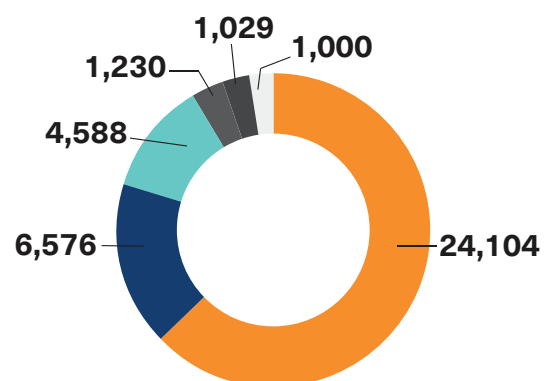


Members per practice type



- Private Practice
- Law Student
- Other
- In-House Counsel
- Articling
- Government

Members per category



- Regular Lawyers
- Law Students
- New Lawyers
- Articling
- Transitioning
- Others

ADMIN, IT & FINANCES

Administration – HR

In the past year, our department of Human Resources has been hard at work in updating several essential employee tools. In late 2022, the team completed the roll-out of a newly ratified employee collective agreement. At the same time, the team restructured and released a new, sustainable HR Framework. This included a crucial step forward in the deployment of a brand new, automated HR Information System which offers employees an all-in-one, intuitive approach to HR and pay services.

Finance

The Association reported total revenue from all sources of \$13.4 million, total expenses of \$12.9 million and net income from operations of \$488,000 for the year ending August 31, 2022.

For the 2023 fiscal year, the Board of Directors approved a deficit budget of \$976,000, with planned revenues of \$6.7 million and planned expenses of \$7.7 million. The overarching direction for the 2022-2023 budget is a focus on member strategy with strong emphasis on strengthening and investing in areas that will increase capacity for future growth of both membership revenue and other revenue generating activities.

The 2023 budget is supporting the organization as it moves through the post-COVID world and into a period of investment to create greater value for members in the in the years to come.

IT

Our department of Information Technology began the development of phase 1 of the CBA's new website this year. Featuring a full rebuild of all our sites with updated design and architecture, this important work will support innovative services such as a new Find-a-lawyer directory, volunteer portal and job board. In our goal to provide members with the best possible experience online, the team also began work on making membership, sections and e-commerce forms more intuitive for current and future members.



COMMUNICATION, MARKETING & BUSINESS DEVELOPMENT

In a profession that thrives on community and connection, our Communication team made great strides in amplifying the CBA's voice to members across the country this year. By enhancing our reach through channels such as social media, newsletters, podcasts and articles, we sustained crucial connections and garnered new ones.

Our marketing strategies focused on establishing key selling points to promote existing products and in-person national conferences. Key to our success was seeing yields from tactics specifically designed for each of our market segments.

This was also a notable year for Business Development – one that exceeded targets set across the board. We surpassed a rigorous target of \$330,000 by more than \$30,000 for Professional Development and Event Sponsorship. All but three ad spots were sold in 2023, representing an overachievement of our target of more than \$20,000. The CBA also signed a new supplier, CosmoLex, into the CBA Advantage Program, adding to our roster of innovative products offered to members at a discount.

Our Reach and Impact



Our [newsletters](#) provided vital information curated based on interests and sections of the law we know members want to hear more about. Some of our issues reached as many as 30,000 members in both official languages. They are divided into topics that members find crucial to stay up to date within the profession: CBA News, CBA Influence, PracticeLink Business Corporate, Small and Solo, Law Firm Leaders and Young Lawyers.



In keeping its promise of being a trusted source to help the public make sense of trends and developments affecting the legal profession, [CBA National Magazine](#) published over 250 articles this year. CBA National continuously bridged the gap between complex issues and the public by providing expert analysis into topics such as law reform, innovation and access to justice. By featuring an average of 400 members in its pages yearly, the magazine also acts as an important amplifier of the CBA's policy and advocacy work to a national audience.

4.1

million social
media
impressions

This year, we made it a priority to grow our connection to members by curating our presence on social media as trusted and up-to-date wealth of quality content in both English and French. On channels such as [LinkedIn](#), [Instagram](#), [Facebook](#) and [X](#), our team saw substantial growth in followers and engagement – specifically when it came to content regarding national conferences, submissions to government and our members' appearance in front of parliamentary committees.

40

podcast
episodes
published

We continued to bring CBA members and the public inside important conversations through our [podcasts](#) this year. With over 40 episodes published, we broached relevant, and sometimes difficult, topics from day-to-day advice from experts to the personal stories of lawyers regarding mental health and advocacy for the LGBTQ2S+ community.

100

years of the
Canadian
Bar Review

This year, the [Canadian Bar Review](#) turned 100 years old! Since its foundation in 1923, it has stood as a trusted publisher of the highest quality of legal scholarship which shapes discussions on important legal issues. The CBR is a bilingual, open-access and peer-reviewed journal of the CBA and aims to serve the profession, the bench, the bar and the academic community. We want to sincerely congratulate the CBR's past and present editorial team on 100 years of influential work!

85,061

total social
media
followers

DIRECTORY

National Board of Directors

President: Steeves Bujold

Vice President: John D. Stefaniuk, K.C.

Kenneth Armstrong, K.C. – *British Columbia*

Audrey Boctor – *Quebec*

Jordan KM Brown, *Prince Edward Island*

Michael R. McKinney, K.C. – *Alberta*

Kelly L. McLaughlin – *Northwest Territories*

Carley J. Parish, K.C. – *New Brunswick*

Steven J.R. Seiferling – *Saskatchewan*

Thomas E. Ulyett – *Yukon*

Lynne M.J. Vicars – *Ontario*

Tuma Young, K.C. – *Nova-Scotia*

Ex-Officio Member: Johanne C. Bray, K.C. – *Ottawa, ON*

Lynne M.J. Vicars, John Stefaniuk, and Steeves Bujold at the conference *Courting Confidence: Preserving Trust in Judicial Independence*.





THE CANADIAN
BAR ASSOCIATION



CONTACT US

66 Slater St., Suite 1200
Ottawa, ON K1P 5H1

613-237-2925
1-800-267-8860

www.cba.org

As seen above, starting top left: Indigenous drumming group, Brad Picody & Son, performed at the conference Courting Confidence: Preserving Trust in Judicial Independence.

Top right and bottom left: At the CBA's Immigration Law conference in June, over 400 attendees joined together to engage in important conversation.