



THE CANADIAN
BAR ASSOCIATION

SENIOR RACIALIZED LAWYERS SUMMIT

DECEMBER 5, 2019 | TORONTO, ON

THURSDAY, DECEMBER 5, 2019 | Salon 1

11 h 30 – 12 h **REGISTRATION, LUNCH & NETWORKING**

12 h – 12 h 05 **WELCOME AND INTRODUCTIONS**

Speaker: **Vivene Salmon**, Bank of America Merrill Lynch and President of the CBA (*Toronto, ON*)

12 h 05 – 12 h 25 **OPENING PANEL – OVERCOMING CHALLENGES AS A RACIALIZED LAWYER**
(20 minutes of ethics, professionalism and practice management)

Moderator: **Julia Shin Doi**, Ryerson University (*Toronto, ON*)

Speakers: **Awanish Sinha**, McCarthy Tétrault LLP (*Toronto, ON*)
Donna Walwyn, Independent Director (*Toronto, ON*)
Hilda Wong, First National Financial LP (*Toronto, ON*)

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12 h 25 – 12 h 55 **BUSINESS/ORGANIZATIONAL BEHAVIOUR / LEADERSHIP EXPERT**
(30 minutes of ethics, professionalism and practice management)

Speaker: **Mark Weber**, Professor, University of Waterloo (*Waterloo, ON*)

What insights from psychology can racialized lawyers draw on to navigate the unique challenges they face in the legal profession? Drawing on his work in organizational behaviour and leadership, Professor Weber will offer a framework for reasoning through social difference that lawyers can draw on to identify and form solutions to issues of race that arise in their practice of law.

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12 h 55 – 13 h 15 **SUCCESS IN LAW AND LEADERSHIP**
(20 minutes of ethics, professionalism and practice management)

Speaker: Cleo Kirkland, Korn Ferry (Toronto, ON)

How can diversity and inclusion enhance an organization's innovation and results? Cleo will offer insight on how bias can be removed from role design, recruitment processes, and reward practices to help foster a work culture that recognizes the intrinsic value of diversity, thereby allowing every individual to fully contribute to the overall vitality of the workplace.

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13 h 15 – 13 h 35 **GETTING TO THE NEXT CAREER DESTINATION AS A RACIALIZED PERSON**
(20 minutes of ethics, professionalism and practice management)

Speaker: Helen Hayward, Independent Director & Strategic Advisor (Toronto, ON)

Drawing on her extensive career in board governance, strategic planning, recruitment, and organizational change and diversity, Helen will discuss what organizations and corporations look for with respect to the question of "fit". Helen will offer advice on how to prepare for the next step in your career as a racialized person, and the skills and resources you should bring with you on the journey to your next career destination.

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13 h 35 – 13 h 55 **ROUNDTABLE DISCUSSION WITH FACILITATORS**

Facilitators: Andrew Alleyne, Fasken (Toronto, ON)
Fernando Garcia, CargoJet (Mississauga, ON)
Lai-King Hum, Hum Law Firm (Toronto, ON)
Jolie Lin, Independent Director (Toronto, ON)
Richa Sandill, Scarborough Community Legal Services (Toronto, ON)
Brendan Wong, Borden Ladner Gervais LLP (Toronto, ON)

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13 h 55 – 14 h 15 **SUMMARY AND WRAP-UP: CALL TO ACTION**
(20 minutes of ethics, professionalism and practice management)

Speakers: Sona Advani, Ministry of the Attorney General (Toronto, ON)
Gerald J. Chan, Stockwoods LLP (Toronto, ON)

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