

CBA LEADERSHIP CONFERENCE FOR PROFESSIONAL WOMEN

OCTOBER 20-21, 2017 | CALGARY, AB

#CBAWLF17

How to Thrive and Prosper in an Era of Change

Presented by the CBA National Women Lawyers Forum

Friday, October 20

7:30 – 8:20 Breakfast and Registration | Room: Macleod Hall

8:20 – 8:30 Opening Remarks | Room: Macleod Hall A

Conference Chair: **Rebecca Brown**, *Counsel, National Energy Board (Calgary)*

8:30 – 10:15 Plenary: "Nasty Women and the Rule of Law": How we talk about women lawyers and why it matters | Room: Macleod Hall A

(1.75 substantive hours in all Canadian jurisdictions except BC)

Speakers: **Elysa Darling**, *LLM Student, Faculty of Law, University of Calgary (Calgary)*
Alice Woolley, *Professor, Faculty of Law, University of Calgary (Calgary)*

Lawyer bashing is a robust and accepted social tradition. But recent events create the impression that women lawyers face more than the generic suggestions of dishonesty, untrustworthiness, greed and adversarialism that typify anti-lawyer criticisms. Criticisms and attacks on women lawyers are personal and gendered, as well as being intense and hostile, in a way that differs from the generic, often humorous, and impersonal nature of traditional antipathy to the legal profession. And even when women lawyers are viewed positively, commentary focuses on their looks, clothes and families, in a way that is not the case for men. This plenary identifies the reasons for and consequences of how we talk about women lawyers.

10:15 – 10:45 Refreshment Break | Room: Macleod Hall

**Topics and speakers subject to change*

10:45 - 12:15 Concurrent Sessions:

Session A: Strategies for Joining the Boardroom | Room: Macleod Hall BC
(1.5 ethics / professionalism / practice management (EPPM) hours in all Canadian jurisdictions except BC, Saskatchewan, NB, and QC)

Speakers:

Trudy Curran, *Director, Dominion Diamond Corporation, Director Baytex Energy Corp., former Senior Vice-President and General Counsel Canadian Oil Sands (Calgary)*

Leslie O'Donoghue Q.C., *Executive Vice-President, Corporate Development and Strategy & Chief Risk Officer, Agrium Inc.; Director Pembina (Calgary)*

Sue Paish, *President and CEO, LifeLabs Medical Laboratory Services (Vancouver)*

Boardrooms do not generally reflect the society in which corporations operate. Governments have recently recognized the lack of gender diversity on corporate boards and have created guidance and policy aimed at ameliorating this state of affairs.

This panel will provide discussion from a broad range of rich, valuable corporate board experience, and will examine topics such as:

- the business case for having more women, especially those from the legal profession, on boards
- recent tracking and recruitment initiatives to have more women involved in governance
- the benefits to your career and personal growth by joining a board
- the career path and strategies to obtaining a board position and being successful in corporate governance including pitfalls to avoid

Session B: What's a Woman To Do? Overcoming Gender Barriers and Ethical Challenges in the Practice of Law | Room: Macleod Hall D
(1.5 EPPM hours in all Canadian jurisdictions except BC)

Speakers:

Nancy Carruthers, *Law Society of Alberta (Calgary)*

Hilary Clarke, *Potentia Coaching (Toronto)*

Maria Mitousis, *Petersen King (Winnipeg)*

Susan Pepper, *Assistant Chief Crown Prosecutor (Calgary)*

Practicing law can be tough regardless of one's gender. But there are situations and ethical dilemmas that seem to affect female lawyers differently than they affect men.

Our esteemed panel will be speaking on ethical issues which affect practitioners in a variety of practice settings, including topics such as harassment, civility, client relationship management, and lawyers' obligations as advisors and advocates. The panel will also discuss strategies to overcome unconscious bias in the workplace.

Join our speakers from practice and from the Law Society to learn about how ethical issues and stereotypes affect women lawyers and their lives, and how to overcome them.

12:15 – 1:45 Lunch | Room: Macleod Hall A

Presentation of the Cecilia I. Johnstone Award

- **Theresa L. McDonald**, QC, Area Director, Rural Legal Aid, Manitoba: Recipient, Cecilia I. Johnstone Award
- **Sameera Sereda**, Managing Partner, the Counsel Network: Honourable Mention, Cecilia I. Johnstone Award.

The Cecilia I. Johnstone Award will be presented to the 2017 recipient at the Conference. The award recognizes women who have achieved professional excellence in their field and influenced other women to pursue legal careers, supported other women in career advancement or opened doors for women lawyers in a variety of job settings that historically were closed to them. The award was created in honour of an outstanding lawyer, judge, CBA President, woman and friend who passed away 15 April 2006.

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1:45 – 3:15 Concurrent Sessions:

Session A: Because it's 2017! Closing the Gender Compensation Gap in the Legal Profession

Room: Macleod Hall BC

(1.5 EPPM hours in all Canadian jurisdictions except BC, Saskatchewan, NB, and QC)

Speakers:

- Lisa Borsook**, *Executive Partner, Weir Foulds LLP (Toronto)*
- Cori Ghitter**, *Director, Professionalism & Policy, The Law Society of Alberta (Calgary)*
- Katie Jamieson**, *Head of Legal, Herschel Supply Company (Vancouver)*
- Sameera Sereda**, *Managing Partner, The Counsel Network (Calgary)*

This workshop will first examine the statistics detailed in The Counsel Network's "In-House Counsel Compensation and Career Survey Report" relating to gender based compensation differences. The panel discussion will explore the concrete initiatives underway across the country aimed at achieving progress towards pay equity in all aspects of the legal profession including a pilot project recently launched by the Law Society of Alberta. Law firms participating in this pilot project will assess themselves against a number of best practices relating to 7 key management principles, one of which is equity and diversity. Participants will leave this session with a wealth of ideas that can be utilized to encourage their own firms and companies to implement.

Session B: Legal Innovation: Old Dogs & New Tricks? | Room: Macleod Hall D
(1.5 EPPM hours in all Canadian jurisdictions)

Speakers: **Martine Boucher**, *Founder & Managing Partner of Simplex Legal Services (Calgary)*
Monica Goyal, *Adjunct Professor, Osgoode Hall, York University; Founder of My Legal Briefcase and Aluvion Law (Toronto)*
Kyla Sandwith, *Founder, De Novo Inc., (Calgary)*
Corinne Zimmerman, *General Counsel, Department of Justice, Member of DOJ Innovation Council (Vancouver)*

How do you provide services that are fundamentally as old as time to people in brand new ways; ways that are more accessible and efficient for the consumer but are also transformative for us as legal service providers? These women have fundamentally changed both their provision of legal services and their own environments. This is a chance to imagine your own opportunities to provide more client-centric services in more livable legal structures.

3:15 – 3:30 Refreshment break | Room: Macleod Hall

3:30 – 5:00 Plenary: Intergenerational Workplaces – How to work together to create success
Room: Macleod Hall A
(1.5 EPPM hours in all Canadian jurisdictions except BC, Saskatchewan, NB, and QC)

Speaker: **Nora Spinks**, *CEO, The Vanier Institute (Ottawa)*

A dynamic keynote speaker and engaging presenter, Nora is an internationally recognized researcher and consultant focusing on work-life effectiveness, achieving work-life harmony, creating supportive work environments, successfully implementing flexible work arrangements and creating healthy communities. For more than 25 years Nora has been informing, inspiring and involving individuals, executives, organizations, and governments in addressing work-life issues from a personal, professional, business and policy perspective. Nora will combine evidence-based practices, stories of success, and examples of how people/organizations apply strategies/techniques to achieve success in relation to the issues that arise in intergenerational workplaces.

5:00 – 7:00 Networking Reception | Room: Thomsons at the Hyatt Regency Hotel

Sponsored by:



Saturday, October 21

7:30 – 8:30 **Breakfast and Registration | Room: Macleod Hall**

8:30 – 10:15 **Plenary: Rumana Monzur - “Challenges and Resiliency” | Room: Macleod Hall A**
(1.75 substantive hours in all Canadian jurisdictions except BC)

Rumana Monzur was a Professor at Dhaka University and recipient of a Fulbright scholarship for study in the US but chose to undertake graduate studies in political science at UBC when she was brutally assaulted and blinded by her husband while on a visit home to Bangladesh in 2011. Her husband assaulted her because she wished to continue her education in Canada against his wishes. With the support of UBC and a fund raising campaign, she completed her Master’s Degree and then law school. She was the valedictorian at the UBC Allard School of Law convocation in May 2017.

Rumana will tell her story of overcoming not only her terrible injuries, but also her challenges of being a single mother, adapting to a new country, studying at law school and now articling as a blind lawyer at DLA Piper in Vancouver. The courage, determination and resilience she must bring each day to raising her daughter and to the practice of law will make this an outstanding plenary session.

10:15 – 10:45 **Refreshment Break | Room: Macleod Hall**

10:45- 12:15 **Concurrent Sessions:**

Session A: Marketing and Social Media: “Maximizing benefits and avoiding pitfalls”

Room: Macleod Hall BC

(1.5 EPPM hours in all Canadian jurisdictions except BC, Saskatchewan, NB, and QC)

Speakers: **Emily Laidlaw**, *Associate Professor Faculty of Law, University of Calgary (Calgary)*
 Heather Marshall, *Business Development Director, Osler Hoskins Harcourt LLP (Calgary)*

Join this interactive workshop-style session examining various social media platforms lawyers may consider using to promote their practices. These experienced panellists will discuss the risks and benefits of social media as a marketing tool, best practices in using social media, some of the ethical challenges and considerations associated with such technology, and maintaining a distinction between your personal and professional social media presence.

Session B: Women, Money and Power | Room: Macleod Hall D

(1.5 EPPM hours in all Canadian jurisdictions except BC, Saskatchewan, NB, and QC)

(0.25 EPPM hours in BC, Saskatchewan, NB, and QC)

Speaker: **Tracy Theemes** MA, CFP, FMA, FCSI, *Financial Advisor* (Vancouver)

Money is the currency of modern life. Yet for many, money is a source of anxiety, fear, irritation or conversely, sits unacknowledged, casting a shadow into every area of our personal and professional lives. For women leaders, the financial challenges we face are more complex and potentially detrimental. Yet for the most part these conflicts between our social, psychological and professional lives remain largely unaddressed.

Women often charge less, work longer hours for lower pay and are frequently overburdened by conflicting role expectations between home and work. In this dynamic and interactive workshop we will look at our relationship with money and power and how it affects our leadership behaviour and ultimately our success.

12:15 – 1:15 Lunch | Room: Macleod Hall A

1:15 – 3:00 Plenary: Career Advancement: Advice for your Younger Self | Room: Macleod Hall A

(1.75 EPPM hours in all Canadian jurisdictions except BC, Saskatchewan, NB, and QC.)

Have you ever wondered how women in the Canadian legal profession became a senior partner, superior court justice or a senior corporate executive? Come hear from three very astute and exceptional panelists, who will share key strategies about their respective careers. They will speak about what advice they received and what advice they should have sought (but didn't) when they were early in their careers; what worked well, and what they would have done differently. This plenary is a not-to-be-missed opportunity to receive extraordinary advice to advance your career to achieve the place you want it to go.

Speakers:

- Sabrina A. Bandali**, *Bennett Jones* (Toronto)
- Janice Buckingham**, *Partner, Osler Hoskins Harcourt LLP* (Calgary)
- Selma Lussenburg**, *Toronto Pearson, Greater Toronto Airports Authority* (Toronto)
- Honourable Madam Justice Jo'anne Strekaf**, *Alberta Court of Appeal* (Calgary)

*** To obtain accreditation information for the entire conference in each Canadian jurisdiction, please visit the [conference webpage](#).***

Take a Selfie with the Famous 5 Contest

In the late 1920s, a group of Alberta women, known now as the Famous 5, disillusioned with the inability of women to be appointed as public officials challenged the word “he” in the *British North America Act* all the way to the Privy Council. Due to their tenacity, in 1929 women were declared to be “persons” for the purpose of appointment to the Canadian Senate.

Come celebrate these extraordinary women, sit, have tea and take a selfie with the Famous 5 statue on Stephen Avenue Mall/8th Avenue SE, just a two minute walk from the Convention Centre.

Send your selfie with your name to marianne@cba.org, by **10:30 am Saturday, 21 October** to be entered in the draw for prizes during the Saturday lunch.



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