



**CBABC
ANNUAL
REPORT
2020/21**

MISSION

To improve the law

To improve the administration of justice

To improve and promote access to justice

To promote equality, diversity and inclusiveness in the legal profession and the justice system

To improve and promote the knowledge, skills, ethical standards and well-being of members of the legal profession

To provide opportunities for members to connect and contribute to the legal community

To represent the legal profession provincially, nationally and internationally

To promote the interests of the members of the CBA

THRIVING IN CHALLENGING TIMES

A Message from our President

Serving an entire Presidential term during the COVID-19 pandemic presented unique challenges and opportunities.

Following the October 2020 BC election, our advocacy culminated in *Agenda for Justice 2021*, expressing the thought leadership, hard work and deep commitment of our Association in advancing the practice of law and the administration of justice. It was gratifying that BC Budget 2021 responded to many of our recommendations, directing critical funding to the modernization of our justice system.

The historical and ongoing devastation of colonization experienced by Indigenous peoples in Canada remains prevalent. The systemic challenges — particularly in the criminal, child protection, and family justice sectors — demand our attention as a profession. Indigenous children continue to be removed from their families and communities today. As lawyers, we are well positioned to lead the charge on reconciliation. We must do better.

Our commitment to equality was also a highlight of the year. We created educational resources for members and the broader profession to understand and follow the court practice directives on sharing pronouns and forms of address. Justice Abella's keynote address at our AGM in February called upon each of us — as warriors of justice — to stand for those who most desperately need representation and change.

We have witnessed norms being challenged at every turn. Firms with no remote work policies became fully operational from home. The unconscious bias that having a child playing in the background means you are less committed to your career, is being confronted. We are experiencing a cultural paradigm shift embracing diversity, shattering the glass ceiling, and validating flexible work arrangements.

As we emerge from this pandemic, let us not slip back into the way things were. It is incumbent upon us, as a leading professional association, to ensure that we continue to move forward and do not leave anyone behind.

It has been an absolute honour to serve as your President during these challenging and exciting times. Together, we have risen above the adverse circumstances and continue to deliver on the CBA promise to connect our members to the people, knowledge and skills they need to excel in the practice of law.



A stylized, handwritten signature in black ink that reads "Jennifer Brun".

Jennifer J. L. Brun
CBABC President 2020-21

BUILDING EXPERTISE & KNOWLEDGE

Sections Highlights

71 Branch Sections hosted more than 15,000 attendees at 242 meetings this year – a nearly 25% increase in meeting attendance! Our Section members from across the province embraced this year's 100% online meeting format.

Here are just a few of our most popular events.

Tips and Traps for Drafting Trust Deeds and Wills Trusts

At our highest attended meeting this year (293), Andrea Frisby and Laura Peach, both of Legacy Tax & Trust Lawyers, delivered tips and traps to consider when drafting trust deeds and wills trusts. Sara Pedlow of DLA Piper presented a case comment on *Boughton v. Widner*, 2021 BCSC 325.

Business Law Legislative Changes

Eric Lung and Dierk Ullrich gave practical advice for navigating the new transparency registry requirements under the Business Corporations Act. Barbara Buchanan, QC presented on the Client Identification and Verification aspect of the Law Society's anti-money laundering rules.

The Future of Appellate Practice

Chief Justice Bauman and Registrar Tim Outerbridge of the Court of Appeal led a discussion on the vision for the Court and appellate practice in BC in light of COVID-19. Topics included technological changes expected at the court, the option for paperless appeals, and reconsidering the core assumptions about the conduct of an appeal.

Indigenous Approaches to Conflict Resolution

Indigenous mediators and conflict resolution practitioners Jennifer Bouchard, David Noganosh, and Karen Snowshoe shared their perspectives on Indigenous approaches to effective conflict resolution. Over 100 attendees learned best practices for working with Indigenous communities, the spiritual and healing aspects of conflict resolution, and creating safe spaces for healing and transformation, among other topics.

The Bad Court Day: Navigating and Recovering from Challenging Hearings

Madam Justice Ahmad, Brook Greenberg, QC, and Lisa Hamilton, QC shared tips and tricks to think on your feet, navigate challenging days in court, and recover from difficult hearings.

Sections by the Numbers

242
Meetings

100%
of meetings had
Remote Access

262.5
CPD hours

7
Online Socials

15,078
attendees

Professional Development Highlights

CBABC hosted almost 40 professional development webinars and virtual conferences this year, many of which were free for members and dealt with the changing dynamics brought on by the COVID pandemic.

When asked about content delivered through CBABC programs this year, 89% of respondents agreed what CBABC delivered was of high value to them. And, 98% said they would attend another CBABC program for their educational purposes.

CBABC programs are available at cbabc.org/pd-on-demand, including these most popular events of 2020-21:

Don't Guess, Just Ask – Pronouns in Practice

In December 2020, the Provincial and Supreme Courts issued new directions on gender-inclusive forms of address in court. Our Pronouns in Practice webinar featured CBABC board members and SOGIC Executive members demonstrating the correct use of forms of address and pronouns and speaking about client and practice management systems. A video and sample scripts were also developed. These resources have been promoted across Canada, as other jurisdictions moved to follow BC's practices demonstrating respect for all court participants.

Understanding Systemic Racism in the Workplace

Dr. Lisa Gunderson of OneLove Consulting presented a popular session on systemic racism in the workplace to build a stronger focus on equity, diversity and racial identity within the legal profession. As she introduced tools to break through systems of oppression, Dr. Gunderson illustrated how each of us can become a disrupter in the legal profession. It is our duty as lawyers to observe the rule of law in Canada and identify the impact of systemic racism or unintended bias as it exists within the legal profession.

Adjusting to Changing Practices in Supreme Court Criminal Proceedings

Associate Chief Justice Heather Holmes, Justice David Masuhara and Justice Janet Winteringham of the Supreme Court of British Columbia joined us in April to offer a view from the bench on best practices for counsel appearing at remote criminal proceedings via Microsoft Teams or telephone.

PD

by the Numbers

38

Webinars &
Virtual Conferences

100%

of PD Events
held remotely

62.5

CPD hours

6

Collaborations with
Local, County & Affinity
Bar Associations

4,170

attendees
at PD Events

ADVOCATING FOR CHANGE

Agenda for Justice 2021

This past year, over 100 dedicated volunteer members worked on committees and working groups to develop CBABC policy and law reform positions. Our top priorities and recommendations were published in *Agenda for Justice 2021* and shared with the BC government, following the 2020 provincial election.



Access to Justice for Families

Family security and financial stability depend on laws and supporting systems that provide timely and fair resolution informed by legal advice and representation. CBABC provided recommendations in the areas of legal aid and family law services, transformation of the child protection system, and a unified family court system.

Meaningful Change for Indigenous Peoples

Our Indigenous communities deserve a unique and collaborative approach to justice that addresses the issues more prevalent within their population. CBABC lends our support for policy and program implementation that will promote the objectives of reconciliation, starting with implementation of DRIPA and the *BC First Nations Justice Strategy*.

Modernizing British Columbia's Justice & Legal Systems

Key stakeholders in the justice system all agree that change is needed to modernize our courts and laws, improve the experience of litigants, make the justice system more effective, and ultimately reduce costs. CBABC offered recommendations for improving court operations, data collection and disclosure, and streamlined legislation in the areas of virtual witnessing, commercial leases, and enforcement of money judgments.

Ensuring Fairness for Everyone

One of the core principles of our justice system is the equality, inclusion and protection of human rights for everyone, particularly our most vulnerable residents and those challenged by difficult circumstances. CBABC promotes the need to address issues in public policies, programs and legislation to ensure that the LGBTQ2S+ community, mental health detainees, vehicle accident victims, seniors and small businesses are treated fairly and with respect.

Submissions

CBABC volunteers also prepared specific submissions and presentations to the BC Government, the Law Society of British Columbia, a public inquiry, and BC's courts and tribunals on a number of issues.

Police Act Reform

This CBABC submission contained 16 recommendations, including the need for disaggregated data to properly identify key areas of concerns that will inform policing agencies on necessary training, education and policies. We provided recommendations to address the lack of accountability for police-involved deaths, the undesirable effects of seizure of personal property, disciplinary proceedings for police, and reduced reliance on firearms and lethal weapons by police. CBABC Second Vice President Aleem Barmhal, QC presented to the Special Committee on Police Act reform.

Finance Committee

CBABC made a written submission and presentation before the Finance Committee, sharing member views on how the 2022 BC Budget should include allocation of funding to further improve technology and internet access to modernize the court system, to expand the scope of legal aid services for family law matters, and to implement the *Declaration on the Rights of Indigenous Peoples Act*.

Cullen Commission Inquiry into Money Laundering in BC

CBABC delivered final submissions to the Commission emphasizing that the current regulatory regime of the Law Society of BC is sufficient. We further recommended that the Commission explicitly recognize the essential nature and constitutional and legal character of certain foundational elements of the lawyer-client relationship, namely the independence of lawyers, the duty of confidentiality, and solicitor-client privilege.

Access to Justice

CBABC enjoyed an ongoing and respectful dialogue with government and courts to bring to their attention the experience of clients and lawyers. In *"Who's Getting Left Behind? The Impact of the Ongoing Digital Transformation of the Court System on Access to Justice in British Columbia,"* CBABC identified emerging problems and invited dialogue for their solutions.

Advocacy by the Numbers

10

Written submissions to government or industry stakeholders

3

Public presentations to Special Committees or Inquiries

12

CBABC advocacy committees and working groups

85+

Volunteer meetings on held

100+

Member volunteers working on Advocacy issues

PROMOTING CHANGE IN THE PROFESSION

Rural Education & Access to Lawyers (REAL)

Eight law students successfully found summer placement in 2021 through the REAL initiative, despite limited opportunities to promote this program to the law schools given the virtual learning environment brought on by the pandemic.

Four law students were placed in pre-approved law firms of the 2019-2020 year, situated in Revelstoke, Rossland, Fernie and Invermere. Another four students were placed in newly-approved law firms located in the areas of Penticton, Kimberley, Hazelton and 100 Mile House.

With the ongoing and generous assistance from the Law Foundation of BC and the recently established economic partnership of the Columbia Basin Trust, the REAL initiative received enough funding this year to increase student base salaries by 20% from the previous year.

CBABC remains committed to this program to support the availability of in-person legal services in smaller communities throughout British Columbia.

Access to Justice Week

The Attorney General proclaimed January 24-30, 2021 as Access to Justice Week. This week was celebrated by a collection of legal system stakeholders, including British Columbia's three law schools. The purpose of Access to Justice Week is to inspire lawyers, law students and judges to find new ways to practice law, to improve access to justice, and to continue making systemic changes to our self-governing profession.

CBABC co-hosted "Transforming Legal Practice; Lawyers Increasing Access to Justice" with several industry partners on January 27, 2021.

Keynote speaker Professor Rebecca Sandefur of Arizona State University shared her research on what people need to solve their legal problems, and how and where they want to receive that. Lawyers Nicole Garton, Sonali Sharma, Joel Payne, Laurel Dietz and Chilwin Cheng shared how they approach client service and law practice in ways that are different from traditional models. The virtual evening delivered inspiration and practical tips.

We are grateful to the Law Foundation of British Columbia for providing financial support for this event, and to our partners: CLEBC, LSBC, the courts, the Province of BC, BC's law schools and Access to Justice BC.



TAKING ACTION ON RECONCILIATION

In September 2018, CBABC published *Taking Action on Reconciliation*, an action plan outlining our response to the *Truth & Reconciliation Commission's Calls to Action*. Here are this year's highlights.

Education and Law Firm Resources

We increased the number of opportunities for members to gain knowledge and understanding and to develop skills to work with Indigenous peoples and address racism. CBABC Sections held 15 virtual meetings addressing topics from reconciliation in employment law to privacy law and the First Nations Health Authority. Branch-wide sessions included:

- *Utilizing the CBABC Reconciliation Response Plan in your Firm*
- *Understanding Systemic Racism in the Workplace – Shifting from Perpetuating to Disrupting*
- *Current Strategies for Fostering Reconciliation and Dismantling Colonial Approaches* in collaboration with the Federation of Asian Canadian Lawyers BC
- *A Conversation with Chief Commissioner Marion Buller: The Final Report of the National Inquiry into Murdered and Missing Indigenous Women and Girls* in partnership with CBA Alberta
- *Litigation as Storytelling: R. v Desautel and the Recognition of the Sinixt* in partnership with WestCoast LEAF

CBA National launched the *Truth & Reconciliation Toolkit* providing ideas and resources for legal employers in the areas of talent management, law and legal traditions, learning and celebrating indigenous communities and more. Over 275 BC members enrolled in *The Path*, a 5-part learning series.

Policy and Law Reform

Agenda for Justice 2021 included seven recommendations in four areas to achieve meaningful change for Indigenous peoples. *Our Indigenous Justice Advocacy Committee* contributed to those recommendations as well as to CBABC's submissions to the provincial *Special Committee on Reforming the Police Act*, and to the BC Law Institute's Consultation on *Modernizing the Child, Family and Community Service Act*. As the province expanded virtual and digital connections to the courts, CBABC highlighted gaps to services in many Indigenous communities and called for increased options for access in our submission to government, *Who's Getting Left Behind?*

Governance & Protocols

The *Truth & Reconciliation Committee* considered options to support more Indigenous students to pursue legal education, and prepared for the review of CBABC's Reconciliation Action Plan. Senior leadership on Provincial Council, the Board of Directors and Committees increased awareness and acknowledgment of the traditional territories throughout British Columbia.

Indigenous members continued to serve on key committees to ensure their voices and perspectives are included. These are *Policy & Advocacy*, *Access to Justice*, *BarTalk Editorial*, *Indigenous Justice Advocacy*, *Truth & Reconciliation*, and *Advisory Committee to Judicial Council*.

CONTINUOUS IMPROVEMENT

Each year, CBABC introduces member services and tools to increase member value and engagement.

ThoughtExchange

During the past year, we regularly used the confidential online input system ThoughtExchange® to gauge what mattered most to members. The insights we gained informed the direction of our advocacy work, member service programming, information we provided to the courts, and branch governance matters.



MentorCity

In collaboration with CBA Alberta, we introduced the cloud-based software platform MentorCity® in Fall 2020 to streamline the administration of the Law School and Women Lawyers Forum mentoring programs.

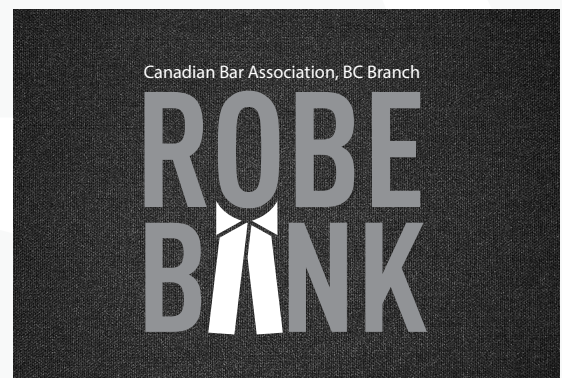


Despite challenging pandemic conditions, more than 800 participants were able to use MentorCity as an additional avenue to communicate and schedule meetings between mentors and mentees. Additionally, mentors are able to skip re-registering and save time by simply updating their availability in future years.

Robe Bank

Summer 2021 saw the preparation and launch of the CBABC Robe Bank. The premise is simple: receive robes from the people who have them and loan them to people who need them. The program was launched with a focus on receiving robes from senior lawyers who have upgraded their robes or no longer need them.

Early reaction to this program has been extremely positive and our collection of robes is growing. We look forward to launching Phase 2 in Spring 2022, when new lawyers can request to borrow robes and waistcoats.



BUILDING ORGANIZATIONAL CAPACITY

The CBA promise to members to connect them to the people, knowledge and skills they need to successfully practice law in Canada is delivered through a partnership between volunteer members and staff. In BC, this partnership results in Section meetings, law and policy reform, timely and relevant professional development, and connections through mentorship programs and special events.

In Year Two of the Strategic Plan, CBABC continued to increase support to volunteers. Those working on CBABC submissions were supported in their work by staff policy writers. We introduced a Professional Development Lawyer to assist presenters and develop new content.

Provincial Council members stayed connected at three virtual and dynamic meetings. The First Nations Justice Strategy, Wrapping Our Ways Around Them, CBABC's Agenda for Justice, Use of Pronouns in Practice, and the Transformation of British Columbia's courts in the pandemic were the key topics. Those discussions informed CBABC work throughout the year.

CBABC's financial picture remained strong in 2020-21, thanks largely to higher than anticipated membership and non-dues revenue. This allowed the Branch to reinvest in services to members, including the development of the Robe Bank and a new Member Savings program, both launching in time for the 2021-22 membership year.

While many associations predicted declines in membership during the pandemic, CBABC membership grew by 2.1%, compared to a National CBA average of 1.3%. Importantly, our growth was generated mostly in the Regular Lawyer (2.4%) and New Lawyer (3.9%) categories. We reached two major milestones this year – achieving 50% market share of all practicing lawyers in BC, and more than 1,000 New Lawyers. BC enjoys one of the highest market share rates of any CBA Branch.

Looking to the future, CBABC worked this year on a new model for law school relationships. Agreements were signed with Thompson Rivers University and University of Victoria Faculties of Law for free, universal membership for all law students. This initiative shifts the Branch's focus from selling students on membership to delivering meaningful value to law students, supporting their career path from the beginning.

Members by the Numbers*

7,339
Members

2.1%
Decrease from
prior year

50.0%
Market share of BC
practicing lawyers

1,021
New Lawyers
(YOC 1-3)

*All numbers reported as of
May 27, 2021

RECOGNIZING OUR PEERS

Each year, CBABC proudly honours excellence in BC's legal profession with awards that celebrate individual and industry excellence, outstanding achievements and community service.

Richard Fyfe, QC

President's Medal

Richard Fyfe, QC, Deputy Attorney General and Deputy Minister, Justice, was recognized for his outstanding contribution to the legal profession. In his role, Fyfe has initiated and nurtured strong, respectful relationships with the judiciary and lawyers, and has substantially improved access to justice, alternative dispute resolution, and the modernization of the justice and legal systems.



barbara findlay, QC

Georges A. Goyer, QC Memorial Award for Distinguished Service

barbara findlay, QC was honoured for her exceptional contributions to BC's legal profession, including her fierce dedication to pursuing social change and her unwavering support of the LGBTQ2S+ community within the legal profession, in Canada and internationally.



Marilyn Sandford, QC

Harry Rankin, QC Pro Bono Award

Marilyn Sandford, QC has been at the forefront of improving legal aid in BC, as counsel and also as founder and champion of the Association of Legal Aid Lawyers. Sandford has contributed to the UBC Innocence Project as a supervising lawyer, interim Co-Director, and annual guest speaker.



Susanna Allevato Quail

Equality & Diversity Award

Susanna Allevato Quail has advocated tirelessly for the rights of migrant workers and her work in this area led to three precedent-setting employment law decisions. She argued successfully in the ground-breaking Human Rights Tribunal case of *Oger v. Whatcott*, achieving a significant victory in the fight for transgender equality in BC.



The Society for Children & Youth of BC

Innovative Workplace Award

The Society for Children & Youth of BC created an innovative child-centred program that delivers much-improved access to legal services for children and youth. The Society's Child & Youth Legal Centre is modelled with a mission to support the well-being of the child.



Student Awards

These scholarships are presented to law students who embody CBABC ideals at the University of British Columbia, the University of Victoria and Thompson Rivers University. These ideals encompass participation in activities supporting legal professionals and law students, promoting law reform and justice, promoting equality, and providing community service.

Congratulations to the 2020-21 recipients.

TRU: Auska Adhikari

UVic: Rochana Hall

UBC: Emma Rose Logue, Alannis Rose McKee, Davin Wong

Due to COVID-19, the Aboriginal Lawyers Forum did not present awards this year.

CBABC LEADERSHIP 2020/21

CBABC extends our sincere gratitude to our leadership volunteers for their hard work and contributions for the 2020-21 membership year.

Board	Jennifer J. L. Brun <i>President</i>		Randy Robinson <i>Aboriginal Lawyers Representative</i>	Diane Gradley <i>Director at Large</i>		
	Clare Jennings <i>First Vice President</i>		Craig Yamashiro <i>Equality & Diversity Representative</i>	Scott Morishita <i>Director at Large</i>		
	Aleem S. Bharmal, QC <i>Second Vice President</i>		Brandon Hastings <i>Young Lawyers Representative</i>	Lisa Nevens <i>Director at Large</i>		
	Judith Janzen <i>Finance & Audit Committee Chair</i>		Baljinder K. Girn <i>Director at Large</i>			
Committee Chairs	Judith Janzen <i>Finance & Audit</i>		Tyna Ann Mason <i>Business & Practice Innovation</i>	Karey Brooks <i>Truth & Reconciliation</i>		
	Aleem S. Bharmal, QC <i>Member Services & Engagement</i>		S. Paul Varga <i>Court Services</i>	George Hungerford <i>Truth & Reconciliation</i>		
	Clare Jennings <i>Nominating</i>		Dustin W. Klaudt <i>Equality & Diversity</i>	Anita Fung <i>Young Lawyers Advisory</i>		
	Clare Jennings <i>Policy & Advocacy</i>		John Gailus <i>Indigenous Justice Advocacy</i>	Sarah Sohn <i>Young Lawyers Advisory</i>		
	Arthur Grant <i>Access to Justice</i>		Mona Muker <i>Legislation & Law Reform</i>	Roger Watts <i>Automobile Insurance</i>		
	Shannon Ramsay <i>Advisory to Judicial Council</i>		Clare Jennings <i>Professional Issues</i>	Stephen G. McPhee, QC <i>Family Law</i>		
	Brandon D. Hastings <i>BarTalk Editorial</i>		Myron Elliot Plett <i>REAL Advisory</i>			
Section Reps	Robyn Gervais <i>Aboriginal Lawyers Forum</i>		Samantha J. de Wit <i>Family Law</i>	Jason G. Newton <i>Young Lawyers</i>		
	Clara Rozee <i>Business Law</i>		Brett Horton <i>Real Estate/Property</i>	<i>Representing remaining Sections</i>		
	Marlisa H. Martin <i>Civil Litigation</i>		Dustin W. Klaudt <i>SOGIC</i>	Marian Brown		
	Sybila K. Valdivieso <i>CCCA</i>		Hana Felix <i>Wills & Trusts</i>	Eric Bernard Clavier		
	Mark Gervin <i>Criminal Justice</i>		Aachal Soll <i>Women Lawyers Forum</i>	Kirsten Hume Scrimshaw		
				Sean M. Kelly		
County Reps	Cariboo	Nathan Bauder	Vancouver cont.	Karey Brooks	Victoria	Sarah L. Klinger
		Susan Grattan		Baljinder Kaur Girn		Dan W. Melnick
		Nicholas Maviglia		Graham D. Hardy		Paul Pearson
	Kootenay	Andrew Bird		Lisa Helps	Westminster	Jennifer Anderson
		Christopher Trudeau		Judith Janzen		Mylene de Guzman
	Nanaimo	Johanna Berry		Zahra H. Jimale		Daniel Moseley
		Patricia D. Blair		Heather Mathison		Greg Palm
		Kevin Simonett		Scott Morishita	Yale	Rachel LaGroix
	Prince Rupert	Sara Hopkins		Karla Mukai		Michael Sinclair
	Vancouver	Fiona Begg, QC		Adam Munnings		S. Paul Varga, J.D.
		J. Kyle Bienvenu		Preston Parsons		Kylie Walman

Section Chairs

Aboriginal Law Vancouver	Kassie K. Seaby Jada M. Tellier
Aboriginal Law Van Island	Robin Phillips
Aboriginal Lawyers Forum	Isabel Jackson
Administrative Law	Allan Doolittle Matthew R. Voell
ADR Nanaimo	Stephen McPhee, QC
ADR Vancouver	William Holder
ADR Victoria	Shauna Tucker
Air Law	Brian Poston
Animal Law	Rebeka Breder Britta M. Jensen
Appellate Advocacy	Aubin Calvert
Banking Law	Kristian N. Arciaga
BC Northwest	James Pakenham
Business Law	Kaleigh Nevin
CCCA BC	Allison Crane Janine F. Jones
Charities & Not-For-Profit Law	Sarah G. Fitzpatrick Bryan Millman
Children's Law	Agnes Huang
Civil Litigation Okanagan	Rosealyn Jacobs
Civil Litigation Vancouver	Ola Stoklosa
Civil Litigation Vancouver Island	Mikaila Mauro
Class Action Law	Katherine Booth Jake Cabott
Commercial & Real Estate - Okanagan	Mark Brade Martin Wales
Commercial & Real Estate Vancouver Island	Del Elgersma
Constitutional Law/Civil Liberties	Tyna Ann Mason
Construction Law	Seema Lal
Criminal Justice Kamloops	Graham Kay
Criminal Law Nanaimo	Kelly Bradshaw
Criminal Justice Vancouver	Jennifer Dyck
Criminal Justice - Victoria	Kimberly Henders Miller Chantelle Sutton
Elder Law	Eric B. Clavier
Employment Law	Ryley Mennie Michelle Quinn
Environmental Law	Emily Chan Rochelle L. Collette
Family Law Fraser Valley	Cristen Gleeson
Family Law Kamloops	Marlene Harrison Aachal Soll
Family Law Okanagan	Leneigh Bosdet
Family Law Vancouver	Kelsey Beazer
Family Law Vancouver Island	Erin Leigh Brook Samantha J. de Wit
Family Law Westminster	Celina Meghji

Freedom of Information & Privacy Law	Kelly Samuels
General Practice, Solo & Small Firm Lower Mainland	Angela Cao
Health Law	Jackson Doyle Melissa Perry
Human Rights Law	Stephanie D. Gutierrez Lindsay Waddell
Immigration Law	Helen Park
Insolvency Law	Sarah Nelligan Jef Poulsen
Insurance Law	Daniel Barber
Intellectual Property & Technology Law	Pablo Tseng
International Law	Struan Robertson
Labour Law	Natasha Jategaonkar Gurleen Sahota
Legal Research	Emilie E. A. LeDuc
Maritime Law	Kaitlin Smiley
Municipal Law	Ryan Bortolin Emily McClendon
Natural Resources Law	Val Lucas Jeremy Shelford
Pensions & Benefits Law	Taylor Buckley
Public Sector Lawyers	Micah N. Weintraub
Real Property Vancouver	Vyvyann Tsui Sarvi Veylan
Securities Law	Kaleigh Nevin Michael Rawluk
Senior Lawyers	Bonita Thompson, QC
Social Justice	Aleem S. Bharmal, QC Joey Doyle
SOGIC	Dustin Klauddt Lisa Nevens
Solicitors' General Practice Central Vancouver Island	Esther L. Robson
Taxation Law	Soraya M. Jamal
Unbundled Legal Services	Hannah M. DeJong Sonali Sharma
Wills & Trusts Okanagan	Keith Sabey
Wills & Trusts Vancouver	Stephanie Daniels
Wills & Trusts Victoria	Amy-Alexandra Jaworsky
Women Lawyers Forum	Rose Keith, QC
WLF Kamloops	Jesse Olynyk
WLF Vancouver Island	Robin J. Gage
Workplace Investigations	Kirsten Hume Scrimshaw Leanne M Walsh
Young Lawyers Lower Mainland	Meera Jain
Young Lawyers Okanagan	Emily MacArthur
Young Lawyers Victoria	Dan W. Melnick



THE CANADIAN
BAR ASSOCIATION
British Columbia Branch