



Friends of Ovarian Cancer Canada on Federal Lobby Day - May 3, 2016 - See pages 5-6.



## Connecting Women in the Law

### CBABC WLF Upcoming Events

#### Save the Dates!

#### The CBABC WLF's Annual General Meeting

will be held

from 5:30-7:30pm

on **Thursday, May 26, 2016**

at the Metropolitan Hotel

645 Howe St, Vancouver, BC.

In addition to the AGM,  
the WLF will feature

speakers from the Justicia Project  
who will present the launch of  
Phase II of the Justicia Project.

#### Ovarian Cancer Canada Walk of Hope

will once again take place

on **Sunday, September 11, 2016**

at Queen Elizabeth Park

at 33rd Ave. and Cambie St  
in Vancouver.

### Remarks of the Chair

By Deborah Taylor, Mackoff & Company

The old sayings that time passes quicker as you get older and that time flies when you are having fun, are true! I cannot believe that this is my last message to you as Chair of the CBABC WLF, where did these two years go? I want to thank you all for the opportunity to serve you as your Chair. It has been a wonderful experience and pleasure to serve and to work with the amazing group of women who are your Executive: Kathy, Daria, Rose, Nicole, Dana, Brenda, Carol, Simi, Angela, Denise, Stephanie, Sara, Kareen, Gillian, Melanie and Selina. I could not have done it without them.

I confess that I am a senior lawyer, both by years of call and in age, I still love being a lawyer, and consider myself a "happy lawyer." On reflection, I believe I was able to be happy in my work because in addition to practicing law with passion, I supplemented my career with other activities that I am passionate about.

One of those activities is sitting on the Board of Trustees of the International Peace Scholarship (IPS) of the P.E.O. Sisterhood. P.E.O. is a philanthropic organization that was founded in 1869 by seven young women at Iowa Wesleyan College. P.E.O. provides educational opportunities to women to study in the U.S. and Canada. It is a sisterhood of *Women Helping Women Reach for the Stars!* The IPS scholarship was established by P.E.O. in 1949. It provides graduate school scholarships to women from around the world to study in the U.S. and Canada, IPS *Fosters Peace Through Education.*

So why do I bring this up? I do because I want to share with you the story of a young Israeli woman lawyer who applied for an IPS scholarship this year.



THE CANADIAN  
BAR ASSOCIATION  
British Columbia Branch

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Yifit is 32 years old, a wife and mother of two. Her grandmother was a young holocaust survivor who immigrated to Israel in 1948 after losing all of her family in the death camps. Her grandmother felt obligated to build a new life for herself and make it meaningful and she did so in the only way she knew, by becoming a teacher. With her grandmother's encouragement, Yifit studied humanities and law. To Yifit, *the humanities provide an approach for dealing with abstract questions, while the study of law connects theory to concrete reality and the lives of actual people.* After law school, Yifit clerked for an Israeli Supreme Court Justice and then joined a leading national law firm which specializes in corporate law. She also volunteered at a non-profit that provides legal and emotional support to women. Through her work at this non-profit, a bill she drafted was introduced in the Israeli legislature.

*She describes the birth of her daughter as the most dramatic change that I have ever experienced. I remember the physical sensation I had in the delivery room—that my heart was simply doubling in size to make room for powerful feelings I had not known before. Since her birth I have two strong motivations: I want to live my life so that she can be proud of me and of my work and in a way that will allow her to live in a society that is characterized by fairness and equality.*

Yifit started her story with her grandmother and ended it with the birth of her daughter. Her grandmother taught her the importance of education and her daughter reminds her of the obligation to create a better future for future generations. All that being said, Yifit still doubted her ability as a legal scholar to continue her graduate legal studies at Stanford Law School. She relays how she tried to convince herself that it was OK to just be a terrific mother and not pursue this dream. But when she thought it about it longer, she realized what would her daughter think if she did not try? So, she imposed upon herself the same standards she would apply to her daughter and is pursuing her dream. Through her studies Yifit hopes *to create an organizational culture that does not only enable women's promotion but also conveys the message that women's success is vital to organizations and to society as a whole.*



WLF Mentoring Lunch - February 29, 2016

## WLF Newsletter | Spring 2016 Edition

### Editor

Carol Cash

### Editorial Board

Carol Cash, Deborah Taylor, Nicole Byres, QC,  
Simi Dosanjh, Kathryn Sainty, QC







## Phase One of the Justicia Project (BC) is Now Complete

By Andrea Hilland, Staff Lawyer at the Law Society of British Columbia

The Justicia Project was created in response to evidence that women leave the profession at a higher rate than men in the first ten years of practice. Phase one of the Project was directed at national firms with offices in BC, as well as large regional firms. Phase one participants have developed model policies for parental leave and flexible work arrangements, as well as best practice guides for tracking gender demographics, fostering women's business development, promoting women's leadership skills, and paths to partnership initiatives for women.



These resources are now available on the Law Society of British Columbia's website: <https://www.lawsociety.bc.ca/page.cfm?cid=4065&t=Justicia>

Phase two of the Justicia Project will encourage smaller law firms in the province to use the resources developed during the first phase of the Project. The launch of phase two will occur at the Women Lawyers Forum Annual General Meeting on May 26, 2016.

The launch will encourage attendees to engage in dialogue about the on-the-ground applicability of the resources, as well as strategies to ensure that the resources are effectively used to retain and advance women in the legal profession.

Phase one Justicia Project representatives have devised a communications strategy to encourage smaller and more regional firms to participate in the Justicia Project. As part of the strategy, representatives are currently collaborating with the Continuing Legal Education Society to develop educational modules to facilitate the use of the Justicia Project resources. An "e-byte" module on the parental leave model policy is already in progress.

The following phase one Justicia Project law firm representatives who have contributed countless hours in developing the model policies and best practice guides include:

Wendy Baker, QC; Diane Bell, QC; Melanie Bradley; Nicole Byres, QC; Carol Chestnut; Emily Galer; Kent Kufeldt; Joanne Kuroyama; Judith Macfarlane; Bill MacLagan, QC; Karen MacMillan; Rebecca Morse; Jennifer McNaught; Barbara Norell; Helena Plecko; Mary Ruhl; Marion Shaw; Jennifer Vermiere; Lisa Vogt, QC; Christine York; Jean Yuen; and Kareen Zimmer.

Linda Robertson of the CBA National Women Lawyers Forum and Deborah Taylor of the CBA BC Women Lawyers Forum were also key contributors to the development of the Justicia Project resources.

The law firms that participated in phase one of the Justicia Project are:

Alexander Holburn, Blakes, Borden Ladner Gervais, Boughton, Bull Housser & Tupper, Clark Wilson, Dentons, DLA Piper, Farris, Fasken Martineau, Gowlings, Harper Grey, Lawson Lundell, McCarthy Tétrault, McMillan, Miller Thomson, and Stikeman Elliott.

Representatives from phase one of the Justicia Project are now considering renewed commitments for their law firms to build on the work that has already been done, and to maintain momentum.

Finally, the Law Society of BC's Equity and Diversity Advisory Committee would like to hear feedback from smaller and more regional law firms on the applicability of the Justicia model policies and best practice guides in the small firm context.

For more information about the Justicia Project, or to provide feedback on the Justicia Project resources, please contact Andrea Hilland, Staff Lawyer at the Law Society of British Columbia via email: [ahilland@lsbc.org](mailto:ahilland@lsbc.org).

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Kathryn Sainty, QC speaking at the WLF Education Dinner on April 20, 2016.





## Update from the Women Lawyers Forum – Vancouver Island

By Amy A. Jaworsky, Sacca Law Group

The Women Lawyers Forum – Vancouver Island (WLF-VI) kicked off its 2016 event schedule with the annual Women Judge's Dinner on February 25, 2016, which was once again extremely popular, with tickets completely selling out well in advance of the event. The representation from the bench was truly spectacular with the Honourable Judge Christine Lowe and the Honourable Judge Carmen Rogers from the Provincial Court of British Columbia and Madam Justice Jacqueline L. Dorgan, Madam Justice Jennifer A. Power, and Master Carolyn P. Bouck from the Supreme Court of British Columbia in attendance. Comments from the bench included Judge Lowe speaking about what inspires women, the many responsibilities of women in their daily work and personal lives as well as a charming personal story about the painting "The Responsible Woman" by James Christensen. Judge Rogers also spoke about her path to the bench as a prosecutor for many years.

On March 8, 2016, the WLF-VI held a networking event in celebration of International Women's Day 2016. Jennifer Cooper, QC and Sarah Klinger were the featured speakers, and were warmly received by those in attendance. The presentations were lively, engaging and both speakers offered specific professional networking tips on topics ranging from how to avoid those awkward networking moments (yes, we have all had them!), how to cultivate and grow reciprocal relationships (it's all about planting seeds for future connections), developing your "elevator pitch" (can you say who you are and what you do – eloquently - in under 20 seconds?), to deliberately engaging new acquaintances (have lunch or coffee with someone new every week!).

The evening ended with an animated roundtable discussion with members sharing their own marketing and networking perspectives.

## Mapping Her Path: Supporting Women Lawyers in BC

By Lisa Hemmingson, Communications Coordinator,  
Justice Education Society of BC

Mapping Her Path, a project run by the Justice Education Society of BC and funded by the Status of Women Canada, is currently developing pilot projects that will promote and support positive and healthy professional options for women practising law in British Columbia. Building on the programs of the Law Society of British Columbia, the CBABC WLF and the law schools in the province, *Mapping Her Path* focuses on learning about, collaborating on and piloting initiatives to support women lawyers throughout the province.

Women lawyers leave private practice in greater numbers than men because of work environments that do not allow women to comfortably practice law while maintaining family and other responsibilities. The Law Society of BC found that of all women called to the British Columbia Bar in 2003, 66% of women were still practicing in 2008 compared to 80% of men. By the time lawyers are typically being considered for partnership or taking on senior leadership positions, there are significantly fewer women lawyers in practice. With fewer women in positions of leadership, it is difficult to change the firm culture to one that will provide the necessary level of support to women in the profession as often women have a better sense of what types of support they require. *Mapping Her Path* plans to provide the tools that will help to remedy the dearth of women in senior leadership positions and promote women's success in private practice.

The project conducted an online survey in November to learn about the experiences of women lawyers in British Columbia. The survey was completed by almost 400 women lawyers in the province, and 60% of respondents shared stories of situations where gender played a role at work. These included situations where they had been excluded from promotions after having children, been sexualized and/or infantilized by partners or clients, and had secretarial duties imposed on them. Other intersectionalities of identity such as non-binary gender and ethnicity were also reported to have affected their experiences in private practice.

Thirty-five per cent of survey respondents also said they had experienced gender-based or sexual harassment in the workplace. Many respondents did not report anything, out of fear of career repercussions or uncertainty about what constituted harassment. This gap in understanding harassment, coupled with a lack of support for reporting an incident or inappropriate interaction, has led to continuing experiences of harassment in the workplace.

The survey compared answers based on year of call and firm size, allowing for a more informed creation of pilot projects targeted to firms of different sizes and locations, as well as lawyers in different stages of their careers.

*Mapping Her Path* is a three-year project and will be launching projects in the following year that will support women lawyers in British Columbia to break the negative cycle of gender-biased behaviour and harassment in private practice.

For more information, please visit our website at [www.JusticeEducation.ca](http://www.JusticeEducation.ca).





## CBABC WLF and September Awareness month in continued Support of Ovarian Cancer Canada

By Tracy Kolwich

For the past three years the CBABC WLF has played a prominent role helping Ovarian Cancer Canada raise critical awareness and educate women lawyers in BC. Through the CBABC WLF, Ovarian Cancer Canada has been given numerous opportunities to speak to women lawyers in BC and this important outreach continues.

We are honoured to have your support and excited to see you all at the Vancouver Walk of Hope, Sunday, September 11th as a part of the CBABC WLF team.

September is Ovarian Cancer Awareness month in Canada. Thank you for your help in changing the outcomes for women with this devastating diagnosis.

Ovarian Cancer Canada, the country's only national charity dedicated to overcoming this disease, is calling on politicians nationwide to do something for all women living with ovarian cancer and for those at risk of developing it. Lobby Day brought together our team of staff, volunteers, survivors and family to support this initiative. *(See front page photo of Lobby Day participants)*

There is still no reliable screening test for ovarian cancer. The symptoms are vague and often go overlooked because they can be confused with those of other less serious conditions. A Pap smear does not detect ovarian cancer and the HPV vaccine helps prevent cervical cancer, not ovarian cancer. This makes ovarian cancer the most fatal women's cancer in Canada.

If you or your colleagues are interested in receiving important information about ovarian cancer we would invite you to contact our local office to schedule a "Knowledge is Power" lunch and learn. In the absence of a screening test for this devastating disease, knowledge of risks, signs and symptoms, and prevention is critical.

The urgency for greater attention to ovarian cancer remains and should not be ignored. The facts are that in Canada:

- 17,000 women are currently living with ovarian cancer;
- This year 2,800 women will be diagnosed with the disease;
- Sadly, this year 1,750 women will die from ovarian cancer;
- Ovarian cancer is usually diagnosed at a late stage; and
- Every day in Canada, five women die of this disease.

**All women are at risk for ovarian cancer.** However, a woman is at a higher risk if:

- She is over 50 years of age;
- Her family has a history of ovarian, breast, endometrial or colorectal cancer;
- She is of Ashkenazi Jewish descent; or
- She has a genetic mutation (e.g., BRCA gene mutation) that is associated with ovarian cancer.

Know your family history and speak with your doctor about your risk for ovarian cancer.

The following factors reduce the risk of ovarian cancer:

- Use of oral contraceptives;
- Full-term pregnancy;
- Tubal ligation; or
- Removal of the ovaries and/or fallopian tubes.

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## Women Lawyers Forum (WLF) – Kamloops Update

By Rachel Lammers, Morelli Chertkow

The WLF-Kamloops continues to engage our members in various networking and charitable events. In recent years, we have enjoyed connecting with the students at Thompson Rivers University, and have hosted a welcome event to the first year law students each fall.

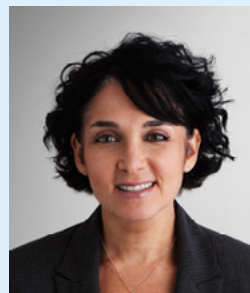
This past fall was no exception, and we were pleased to meet the ladies from the incoming law class at our potluck dinner held once again at Michelle Stanford's residence on October 22, 2015. We had another opportunity to spend time with our student friends at a pub night on January 14, 2016.

We have scheduled our AGM for June 3, 2016 which will be graciously hosted at the home of Stella Frame, a judge with the Provincial Court of BC.

## Recent Appointments and Recognition of CBABC WLF

### Influential Women in Business Awards - Business in Vancouver

On March 8, 2016 **Michelle Pockey**, a partner with Fasken Martineau's Vancouver office, was a winner of the 2016 Influential Women in Business Award.



Michelle co-founded the Professional Women's Network in 1997, is fiercely dedicated to seeing women take their rightful place in the world, including the economy, and she's a promoter of women-led interests. Michelle, who has practised as a lawyer for 20 years specializing in environmental law and corporate responsibility, is currently facing the biggest challenge of her life as she lives with a form of advanced cancer. Our thoughts and prayers are with Michelle and we hope that each new day brings her renewed strength and courage in her fight against cancer.







## Recent Appointments and Recognition of CBABC WLF *cont.*

### Managing Partner at Bull Housser

**Janet Grove**, a partner in the Technology, Health Care and Business Law Groups at Bull Housser, was made managing partner of the firm in February 2016. In this role Janet will be responsible for managing the business of the firm and providing strategic planning and direction. Way to go Janet!

### CBA National WLF Newsletter

CBA National WLF Newsletter - The Common Room is available at [www.cba.org/Sections/Women-Lawyers-Forum/Articles](http://www.cba.org/Sections/Women-Lawyers-Forum/Articles)

The CBA National WLF is seeking articles for its newsletters. If you would like to contribute, please contact [news@cba.org](mailto:news@cba.org).

### Get Connected!

Forum membership is open to CBA members only. For membership information call the BC Branch of the Canadian Bar Association at (604) 687-3404, toll free in BC at 1 (888) 687-3404, or visit [www.cba.org/Sections/Women-Lawyers-Forum](http://www.cba.org/Sections/Women-Lawyers-Forum) for a Section enrolment form.

We hope you will make the Forum!

### Write Us

Are you interested in writing an article for the WLF BC Newsletter or do you have any comments or feedback? If so, please contact the CBABC WLF Marketing and Communications Committee Co-Chairs: Carol M. Cash and Simi Dosanj.



L to R: Tracy Kolwich, Yeji Eom, Carol Cash and Melanie Magnusson

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Ovarian cancer is difficult to detect and can be easily overlooked because its symptoms can signal a variety of conditions. The most common symptoms are:

- Bloating;
- Difficulty eating;
- Abdominal discomfort; or
- Change in urinary habits.

Catching these symptoms does not necessarily lead to early detection. Speak with your doctor if you notice new symptoms that persist for three or more weeks. If your doctor suspects ovarian cancer, see a gynecological oncologist.

Ovarian Cancer Canada would like to express our deepest gratitude to all of the women lawyers with the CBABC WLF who have given of their time and their resources over the past two years.

On April 20, 2016, at the Fairmont Pacific Rim in Vancouver, Ovarian Cancer Canada held its annual "Love Her" event featuring an evening of fashion, comedy, cocktails, auctions and music. Over 400 people attended to help raise approximately \$200,000 for Ovarian Cancer Canada's continued efforts to eradicate this awful disease. We hope that you will join us next year for another fabulous evening of entertainment for a very good cause.

Ovarian Cancer Canada is a non-profit organization that relies on donations from individuals and corporations, grants and fundraising event. It does not receive any government funding. If you are interested in becoming a donor, volunteer or scheduling an education session contact Tracy Kolwich, Director, Western Region for Ovarian Cancer Canada at [tkolwich@ovariancanada.org](mailto:tkolwich@ovariancanada.org) or 604-676-3428.



The Annual "Love Her" Fashion Show



Ovarian Cancer Canada  
Cancer de l'ovaire Canada

