



Diversity at Osler: 2018 Year in Review

Celebrating and fostering diversity in the community

OSLER

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Douglas Rienzo
Chair, Osler Diversity Committee
Pensions and Benefits Partner

Message from Osler's Diversity Committee Chair

It is with great pride that we present Osler's annual report on our continuing efforts to promote and support diversity and inclusion in our workplace, our industry and our communities. In the pages that follow, you'll see evidence of our passion and commitment to making our firm and the communities we serve better places to live and work.

Over the past year, members of our firm engaged in a number of community-based initiatives, including providing support to those who can't afford legal services through Pro Bono Ontario, and working with the TRIEC Mentoring Partnership to help newcomers to Canada build their careers. We believe that our work in effecting change must extend beyond our firm and that we have a responsibility to support diversity initiatives that will have a meaningful impact in the broader community. You can read more about these and other community-based initiatives in our commitment to community spotlight found on pages 10-12.

One initiative that I'm particularly proud of is our new Osler Diversity Scholarship for second-year law students in Canada who have demonstrated leadership in promoting diversity and inclusion, whether at their school or in their community. The scholarship is open to all students, whether they identify as diverse or not, since we feel it is just as important to recognize the allies who work to promote diversity in all its forms as it is to recognize all those from diverse communities who work on these issues.

Late last year, we also welcomed Senator Murray Sinclair to the Toronto office, who spoke on the topic of "Canada's Indigenous Peoples – What Reconciliation Means for All Canadians." Senator Sinclair chaired the Truth and Reconciliation Commission of Canada, examining the painful legacy of Canada's residential schools. He spoke to us about the calls to action contained in the TRC Report, and he gave a personal and powerful presentation not only about Canada's past relationship with Indigenous peoples but about the way forward in mending that relationship. More than 350 people attended the session in person and via a live webcast. Clients and Osler personnel alike commented that it was one of the most compelling sessions we've ever held at the firm, and we thank Senator Sinclair for sharing his stories with us.

I am extremely inspired by and proud of all of the initiatives that our Diversity Committee developed over the past year, and I wish to thank all of the committee members and others throughout the firm who contributed to making our workplace and our communities welcoming and inclusive.



Douglas Rienzo
Pensions and Benefits
Partner and Chair, Osler
Diversity Committee



Message from Osler's National Managing Partner

Embracing diversity is a cornerstone of Osler's values. We take pride in offering a firm culture that allows all of our members to bring their full selves to work, and we respect and value the range of viewpoints and talents that a diverse workplace offers. By embracing difference, not only do we offer a better work environment, but we deliver better services to our clients. Diversity is a key factor in driving innovation, which enables us to find new solutions to complex problems and provide the highest quality offerings through a broad range of perspectives. Perhaps more importantly, embracing diversity is the right thing to do — supporting an inclusive and accepting society strengthens our communities and our workplaces and upholds the values that define what it means to live and work in our communities.

I am very proud of the work that our Diversity Committee and members of our firm have done to make a difference over the past year in reaching out to support our communities and providing assistance to those who need it the most. Throughout 2018 our community involvement has evolved, which included extensive support for Pro Bono Ontario's Free Legal Advice Hotline, as well as other important community-based initiatives.

While this annual report serves as a reminder of how much we have accomplished, it also indicates how much farther we can go. Our work on diversity is a work in progress, and can never truly be done until equality and inclusion are a reality and no longer a goal; we will continue to aspire to do better for the members of our firm and those in the communities we serve. We look forward to developing new initiatives that positively affect our industry and community members and to continue to grow as a firm.



Doug Bryce
National Managing
Partner

A handwritten signature in black ink, appearing to read 'Doug Bryce'.



Our diversity mandate

Our commitment to diversity is reflected in our policies and our practice. Our Diversity Mandate is to promote diversity within the firm, within the framework of the Osler culture of excellence and merit. In addition to this primary mandate, we also aim to promote diversity in support of our relationships with our clients and in the institutions and communities from which we recruit our talent. We strive to attract, retain and promote lawyers and staff who are the best at what they do and who reflect the diversity of the communities where we live and work.

We were one of the first law firms in Canada to establish a formal Diversity Committee and Diversity Mandate, and have established Legal Professional Resource Groups that develop and implement diversity initiatives that have an impact within and beyond our firm. Many of these initiatives are done in support of our clients and communities.

More details about our internal initiatives and external outreach can be found in the following pages.

“Since joining as a summer law student, I have witnessed Osler’s commitment to promoting diversity and inclusion in our offices and more broadly in our legal and business communities. The firm’s dedication to supporting a diverse team of lawyers and staff has built a culture of collegiality, respect and collaborative thinking. This dedication is reflected in Osler’s own policies and practices and in the numerous internal and external diversity initiatives that it supports. There is a shared belief that diversity strengthens the firm and the clients and communities that we serve. Osler is a firm that I am proud to work at.”



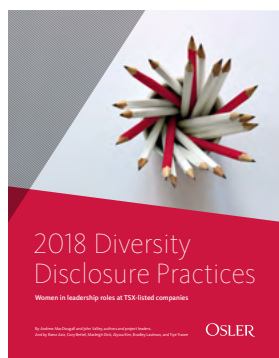
Barry Fong
Partner (Ottawa)

In support of our clients

Our clients know that embracing diversity builds stronger businesses. We see our clients’ diversity goals as an extension of our own, and we support their objectives through our external initiatives and internal actions.

Many of our diversity initiatives are implemented in conjunction with our clients and in support of diversity efforts within the industries where they work. This includes sponsoring community programs, getting involved in volunteer and pro bono activities, and hosting events such as our annual Toronto Pride celebration, which we have co-hosted with the Bank of Montreal for the past four years. We strive to keep clients updated on our progress, as fostering diversity and inclusion is an ongoing process.

CLIENT-FACING ACTIVITIES



2018 Diversity Disclosure Practices report

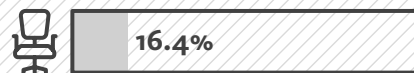
Osler produces an annual study of the corporate governance landscape in Canada that shines a spotlight on the gap of representation of women in leadership roles both at the executive level and the board level. The survey results published in our fourth annual report on gender diversity disclosure practices of TSX-listed companies show continued, but slow, progress in increasing diversity on Canadian boards, while at the executive officer level the results remain disappointing. Our report

also highlights notable developments over the past 12 months affecting gender diversity both in Canada and internationally, and offers some examples of best practices for improving gender diversity among boards and executive teams.

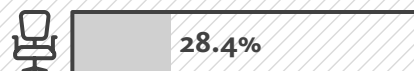
General Counsel Dashboard

As part of our service to our clients, we created a unique first-in-Canada reporting tool called the General Counsel Dashboard, which enables us to report on diversity and inclusion at Osler at the matter level and support our clients’ diversity objectives both strategically and in a measurable manner.

According to our 2018 Diversity Disclosure Practices report



Women now hold 16.4% of all board seats among all companies disclosing the number of women directors on their boards



and 28.4% of the board seats for S&P/TSX 60 companies;

for the same period in 2017, the corresponding percentages were 14.5% and 26%, respectively.

Board Diversity Policy Template

To support industry's and clients' diversity efforts, we offer a complimentary [Board Diversity Policy template](#). Developed with the Institute of Corporate Directors, this tool can be used as a starting point to assist boards in meeting their gender diversity disclosure requirements. It provides simple and standardized diversity policy language that companies can tailor to reflect their unique circumstances.

2018 Osler Demographic Survey

In the summer of 2018, we conducted our latest biennial demographic survey. The information gathered from our survey helps us to develop initiatives that best respond to the needs of our firm and our diverse client base. We conducted our first survey in 2012 and believe we were one of the first law firms in Canada to do so.

Workplace Harassment and #MeToo Webinar

In light of global conversations about workplace harassment, including sexual harassment and the #MeToo movement, it's increasingly important for employers to have a thorough awareness and understanding of the law, best practices and procedural requirements. In 2018, Osler offered a free webinar to explain how businesses of different scales and sizes can best prevent and respond to workplace harassment.



Spotlight – Commitment to community

Osler believes it has a role to play in promoting diversity and inclusion within the broader community. We support a wide range of initiatives through sponsorships, memberships and our ongoing commitment to pro bono work. Our dedication to promoting equality, inclusion and opportunity in the communities we serve reflects the core values of our firm.

Osler supported a number of organizations and events in 2018 to promote diversity and inclusion in law schools and in the communities where we work. Firm members also made themselves available to share perspectives and celebrate other organizations' efforts to further discussion on diversity and inclusion. Here are just a few examples of our community involvement.



HELPING PBO TO BRIDGE THE ACCESS TO JUSTICE GAP

Pro Bono Ontario is a charity that works to bridge the access to justice gap, connecting the many Ontarians who can't afford legal services with lawyers who want to give back to their communities.

In 2018, Osler was recognized for donating more hours to PBO's Free Legal Advice Hotline than any other large firm. Osler litigators have also helped to staff Pro Bono Ontario's in-person clinics, which provide free legal advice to litigants in the Ontario Superior Court and Small Claims Court who might otherwise not be able to afford access to the judicial system.

After PBO announced in 2018 that it would cease to operate its court-based Law Help Centres in Toronto and Ottawa due to a lack of stable funding, our firm members raised more than \$20,000 to support PBO through individual partner and associate donations and our firm matching program.

“Osler was one of the first firms in Canada to adopt a formal pro bono policy and it has maintained its commitment to access to justice ever since. Their contributions have been pivotal in our ability to help low-income Ontarians who have nowhere else to turn. We couldn't do our work without them. We are grateful to all the Osler lawyers who generously donate their time to help thousands of people.”



Lynn Burns, Executive Director, Pro Bono Ontario

MENTORING NEWCOMERS TO CANADA THROUGH TRIEC

Newcomers from outside Canada bring talent, innovation and international expertise to the Greater Toronto Area, but they need information and networks in order to succeed. Mentors help to bridge that gap. To help fill the need for mentors, Osler joined the Toronto Region Immigrant Employment Council's Mentoring Partnership, a program that connects recent immigrants with mentors in their professional field. By volunteering as mentors, participating Osler staff and legal professionals were able to connect with our communities, share knowledge and insight about the Canadian job market, and help others succeed.

“As a first-time mentor with TRIEC, I was enthusiastic about the opportunity to support and coach a brave new Canadian. The information and training sessions led by TRIEC were thorough and inspiring, and the result was a group of new Osler mentors embracing a challenge together. My mentee was engaged and committed to the partnership, and over the past few months of talking about our experiences and her future possibilities we have both grown and learned something new.”

- **Manager** at Osler

CREATING A NEW OSLER DIVERSITY SCHOLARSHIP

Osler's strong belief that diversity must be actively supported through an array of internal and external initiatives led to the establishment of our Diversity Scholarship Program in 2018. This program will provide up to two \$2,500 scholarships each year to law students who, like us, seek to promote diversity and inclusion. We created this scholarship to ensure that law student diversity leaders are recognized and celebrated for their efforts to promote diversity and inclusion within their law school, their community or the legal profession.

We want to uncover compelling stories about diversity leadership in either legal or non-legal contexts. Law students were encouraged to not only focus on initiatives undertaken at their law schools but to also reference work they may have done in the neighbourhoods where they grew up, in previous workplaces, or in charities where they volunteer.

We look forward to announcing the scholarship's inaugural winners!

ABORIGINAL LAW STUDENT SUMMER EMPLOYMENT PROGRAM

The purpose of this summer employment program is to allow law firms and the legal profession to gain greater insight into Aboriginal culture and issues. It also provides an opportunity for Aboriginal law students to obtain work experience in a legal setting and to foster ongoing relationships between Aboriginal students and practising lawyers. Osler's Calgary office participates in this program, which is facilitated by the Law Society of Alberta.

ENGAGING WITH COMMUNITY ORGANIZATIONS

In 2018, members of the Osler team engaged with organizations that are making an impact on the diversity and inclusion front.

Here are a few examples of our support:

- Osler was a Bronze sponsor at the 2018 Black Law Students' Association of Canada annual conference and attended its Career Fair held in Montréal.
- Partner Monica Biringer participated in the panel discussion "No one answer: An insider's look at women and advancement in other industries" at the Women in Academic Medicine Summit. The event aimed to share best practices on what other professions have done to increase the likelihood of women being successful as they grow in their careers.
- Partner May Cheng was a member of the organizing committee for the Diverse Champions for Diversity pitch event hosted by Thomson Reuters. She participated in the event along with partners Richard Wong and Ted Liu. The event gave 100 racially diverse lawyers the opportunity to pitch to 33 general or senior counsel from a wide range of industries.
- At the Canadian Institute's Diversity and Inclusion in Corporate Leadership Conference in June, Osler Career Development Officer Steven Cline participated in a panel discussion entitled "From the university to the boardroom: A holistic overview for building a more representative professional sector in Canada," which focused on providing an overview as to how the legal, medical, academic and financial services sectors are promoting diversity and inclusion practices to ensure these professions continue to attract and retain people from diverse populations.



BLSA Canada Career Fair

DONATIONS AND SPONSORSHIPS

#movethedial

Asian Canadian Law Students Conference

Black Law Students' Association
of Canada Conference

Canadian Association of Black Lawyers Conference

Catalyst Awards Gala

Dress for Success Toronto Bay Street Suit Challenge

Federation of Asian Canadian Lawyers

Jewish Law Students Association

Osgoode Black Law Students' Association

Osgoode Indigenous Students' Association

Osgoode OUTLaws

Osgoode Women's Network "OWN Your
Career" Event

South Asian Bar Association Toronto Gala

Start Proud's Out on Bay Street Conference

Women in Infrastructure

Young Women in Law Gala

MEMBERSHIPS

Catalyst

Federation of Asian Canadian Lawyers

Law Firm Diversity & Inclusion Network

Pride at Work Canada

Young Women in Law

Commitment to gender diversity

Osler's commitment to embracing gender diversity has taken many forms over decades, both internally and externally. Our history of strong and dynamic female leadership has been integral to shaping the firm we are today. Looking back almost 50 years, Osler was one of the first large corporate law firms in Canada to admit a woman to its partnership ranks, in 1968.

Osler's current leadership team includes Dale Ponder, who was appointed as the firm's National Co-Chair in 2017 after more than 16 years as Osler's National Managing Partner and Chief Executive. Sandra Abitan and Donna White are the Managing Partners of Osler's Montréal and Ottawa offices, respectively. Osler's Operations Committee consists of seven women and 13 men, and our Partnership Board includes four women and nine men.

Throughout 2018, we supported a number of initiatives — highlighted below — that promoted the advancement of women in leadership positions within our firm, the legal industry and our broader communities, including events hosted by the Osler Women Lawyers' Network (OWLN), a Legal Professional Resource Group created by and for members of the Osler community. Some of OWLN's events are highlighted on p. 25.

GENDER WORK ALLOCATION TOOL

In 2018, Osler introduced a new gender work allocation report for partners. The report provides partners with an individualized summary showing the number of associate hours spent on their various files over the past year, broken down by gender. The report also shows the gender breakdown of the associates in the partner's department and across the firm, so that the partners can see, for example, the percentage of hours spent on their files by women associates, and compare that to the percentage of women associates in their department and in the firm as a whole. Our hope is that this tool will help partners ensure that their work is being fairly allocated to both male and female associates.

The Osler Women Lawyers' Network was named "Best gender diversity initiative by a national firm (North America)" by the 2018 *Euromoney Legal Media Group Americas Women in Business Law Awards*.

“I made a mid-career move to Osler only after spending years doing due diligence in search of a firm that has a culture of equality and inclusion, and an underlying commitment to excellence. Most firms strive for excellence, but the culture can be toxic if you don’t fit the mould. Every day I go to work at Osler I feel valued and heard. I am proud to be a partner of a firm that places diversity and inclusion at the heart of its core values.”



May Cheng
Partner (Toronto)



WOMEN'S EVENTS

Networking event with keynote speaker Isabelle Brasseur

In February, our Montréal office hosted a women's networking event with a keynote address by Isabelle Brasseur, two-time Olympic medallist in pairs figure skating. Isabelle's visit coincided with both the 2018 Winter Olympic Games and Heart Month, which puts a spotlight on heart disease affecting Canadians. Isabelle talked about her journey, which included highlights that propelled her career and the challenges she had to overcome in her professional life and as a heart disease survivor.



International Women's Day

In March, we hosted International Women's Day events in our Toronto, Montréal and Calgary offices. Our Toronto office welcomed more than 150 female Osler members. Osler's Chief Client Officer Colleen Moorehead moderated a panel discussion that included panelists Tamara Finch, Managing Director and Head of Portfolio Management at the Ontario Teachers' Pension Plan; Michelle Khalili, Managing Director, Head of Global Equity Capital Markets Scotia Capital Inc.; Camilla Sutton, President and CEO of Women in Capital Markets; and Kristy Payne, Chief Communications Officer at Plan International Canada.



Our Montréal office held an internal breakfast to celebrate International Women's Day. Sandra Abitan, the Managing Partner of Osler's Montréal office, gave a heartfelt speech on women's achievements and acknowledged the challenges they continue to face in the quest for gender equality. Our Calgary office hosted an internal event attended by both male and female firm members. Osler partner Janice Buckingham spoke about the history, impact and successes of women at the firm to date. It was well attended and also a great lesson to many who were not familiar with our history.



Women's White Collar Defense Association

An Evening of Crypto and Champagne: This event included an informal panel where industry leaders Pat Chaukos, Deputy Director of OSC LaunchPad; Iliana Oris Valiente, Global Blockchain Innovation Lead at Accenture; and Meghan Spillane, Partner at Goodwin Procter LLP, Digital Currency + Blockchain Technology Practice provided key insights from the rapidly evolving field of cryptocurrency regulation. Topics included recent trends in the cryptocurrency market, cross-border regulation and enforcement proceedings.

Women in compliance seminar

Osler and Sionic Advisors teamed up to establish the Women in Compliance Networking Forum where senior women leaders in the financial services sector could connect with their peers and thought leaders to gain insights on significant, new and emerging topics of relevance to financial services compliance executives.

Shari Graydon media workshop

Shari Graydon, the Founder of Informed Opinion, hosted a full-day media workshop for Osler members on September 28. Key topics included writing compelling commentary and media interview skills.

**Canadian Corporate Counsel Association
Mentoring Program event**

Osler hosted this discussion and networking event for in-house counsel. Two Osler partners facilitated roundtable discussions on meeting the practice management and research needs of the legal department regarding software to protect privileged and confidential advice.

#movethedial Global Summit

Osler is a Founding Partner of #movethedial, an organization whose mission is to increase the participation and leadership of all women in tech. We were a sponsor of #movethedial's Global Summit, which was held in Toronto on November 7.



INDUSTRY RECOGNITION



Sandra Abitan, Managing Partner of our Montréal office, received the 2018 Leadership Award from the Association of Québec Women in Finance.



Sophie Amyot, a corporate associate in our Montréal office, was named “Lawyer of the Year” in the Corporate Law category at the Young Bar of Montréal Leaders of Tomorrow Gala.



In 2018, Joyce Bernasek, a partner in Osler’s Financial Services Practice Group, was elected to the Women in Capital Markets’ Board of Directors. WCM is a national not-for-profit organization that works to accelerate gender diversity across financial services.



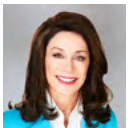
Osler IP partner May Cheng was featured in the Federation of Asian Canadian Lawyers Ontario’s 2018 Inclusive Leaders Showcase and was recognized as one of the Top 250 Woman in IP by Managing Intellectual Property magazine in 2018.



Maureen Killoran Q.C., Osler litigation partner and former Managing Partner of our Calgary office, was recognized as one of Benchmark Canada’s “Top 25 Women in Litigation” for the third straight year.



Natalie Munroe, Head of Osler Works – Transactional, won the 2018 Changing Lawyers “Outstanding Lawyer of the Year Award,” which recognizes lawyers who encourage the adoption of new technology or services and use groundbreaking processes to get ahead of market trends.



Dale Ponder, National Co-Chair of the firm, received a “Lifetime Achievement” award in connection with the Euromoney Legal Media Group Americas Women in Business Law Awards 2018, which were presented on June 7 in New York.

Dale also received a Law Alumni Award of Distinction from Western University’s law school in November 2018. The award recognizes her significant contribution to Western Law and to the alumni community.

Dale was also named “Canadian Legal Leader of the Year” at the Financial Times Innovative Lawyer Awards.

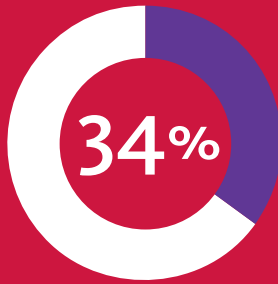


Rachel St. John, an associate in our Calgary office, was the only Canadian listed in the 2018 Global Data Review 40 Under 40, which presents the best of the up-and-coming generation of data lawyers.

REPRESENTATION OF WOMEN AT OSLER

as at December 31, 2018

WOMEN HOLD...



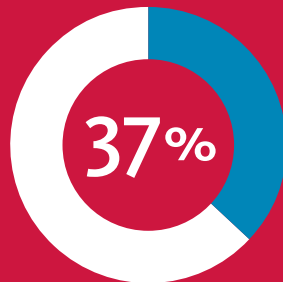
of positions on the operation and partnership committees

WOMEN HOLD...



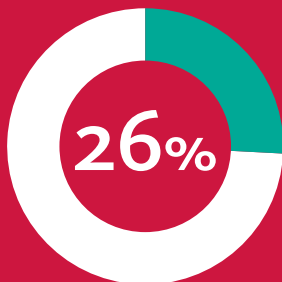
of chief executive positions

WOMEN REPRESENT...



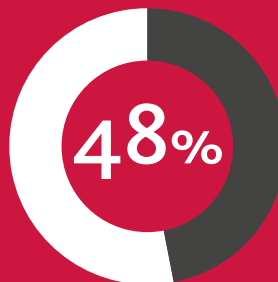
of all lawyers

WOMEN REPRESENT...



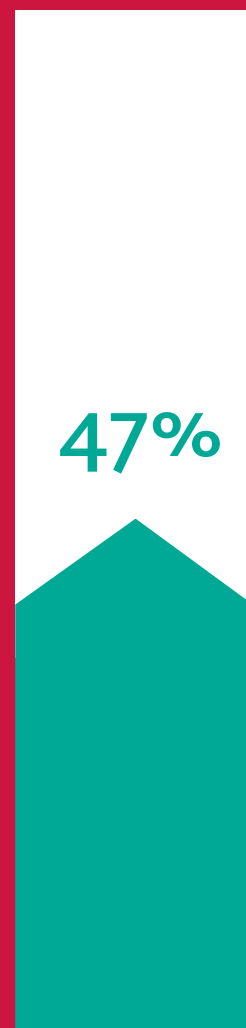
of all partners

WOMEN REPRESENT...



of all associates

Between 2014 and 2018,



of our new partners at Osler were women

Internal diversity initiatives

We are dedicated to creating innovative policies and opportunities that promote the continuous growth of diversity and inclusion within the firm. Our practices, procedures and employee programs are aimed at fostering a work culture that promotes equality and inclusion and ensures that all individuals who work at Osler are treated with dignity and respect.

POLICIES

Osler has the following policies in place to support an inclusive work environment, including our fundamental policy on diversity and inclusion which has been in effect since 2014.

- Diversity & Inclusion Policy
- Respect at Work Policy
- Accessibility Standards for Client Service and Integrated Accessibility Policy
- Gender Identity and Sexual Orientation Policy



Osler was named Best National Firm for Talent Management and earned the National Law Firm of the Year Award at the *Euromoney Legal Media Group's* inaugural Americas Rising Star Awards 2018.

EMPLOYEE BENEFITS AND PROGRAMS

Osler's employee benefits and programs are designed to support an inclusive workforce as well as promote balance between career and family demands. These programs include the following:

Pregnancy/Parental Leave Buddy Program for associates

This program provides guidance and support to both women and men before, during and after maternity or paternity leave to help them stay connected to Osler activities and assist in the transition back to full-time practice.

Parental Leave Benefits for associates

For birth mothers having more than one year of service who take parental leave immediately upon cessation of their pregnancy leaves, the firm will top up the lawyer's

benefits to 100% of her pre-leave base salary for up to four weeks during such parental leave. For non-birth parents of new children or parents of adopted children having more than one year of service who take parental/adoption leave, the firm provides the equivalent of the lawyer's salary for up to four weeks.

Alternate Track Policy

Osler's non-partnership career advancement track offers greater flexibility and work-life balance to our lawyers with family or other external commitments.

Maternity Leave Benefits for staff, management and paraprofessionals

For birth mothers having more than one year of service, the firm will top up the firm member to 100% of her pre-leave base salary for up to 17 weeks, depending on the role held at Osler.

“So far in my career at Osler, I have been extremely impressed by the firm's commitment to not just seeking out diversity, but to also fostering a culture of inclusion. Osler does this by embracing and celebrating the uniqueness of its people and their perspectives. In my short time at the firm, Osler has already supported me in my quest to seek out opportunities, events and initiatives that are important to me and my sense of identity.”



Kojo Hayward
Articling Student
(Toronto)

INTERNAL EVENTS

Throughout 2018, Osler hosted a number of events in support of diversity and inclusion.

DAY OF PINK

Osler lawyers and staff wore pink in recognition of the International Day of Pink against bullying, discrimination, homophobia, transphobia and transmisogyny. Whether it was a pink shirt, skirt, tie or even a pocket square, our team showed its support.



OSLER MENTAL HEALTH AWARENESS WEEK

Our week highlighting the importance of maintaining good mental health coincided with the Canadian Mental Health Association's annual campaign in May. A key highlight of the week was having guest speaker Orlando Da Silva share his inspiring story of resilience and striving for mental wellness during difficult times. In addition, learning sessions on yoga, mindfulness meditation and exercise were held at our various offices throughout the week.

OSLER DENIM DAYS



Ottawa Denim Day in support of Pride

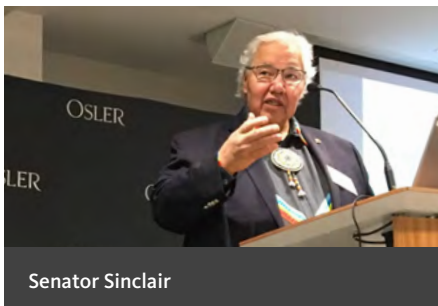
Osler Denim Days are firm-wide events where lawyers and staff can wear denim and support a local not-for-profit. In 2018, our Denim Days raised funds in recognition of Black History Month and Pride Week. We were able to support a number of worthwhile organizations, including the Black Law Students' Association of Canada, The 519 Community Centre in Toronto, the Ten Oaks Project in Ottawa, Interligne in Montréal and Calgary Outlink.



BLACK LAW STUDENTS
ASSOCIATION OF CANADA
L'ASSOCIATION DES ÉTUDIANTS NOIRS
DU DROIT DU CANADA



BROADENING OUR UNDERSTANDING OF INDIGENOUS ISSUES



Senator Sinclair

In November, Osler welcomed Senator Murray Sinclair, who gave a presentation on truth and reconciliation for lawyers and clients. Senator Sinclair served as the Chair of the Truth and Reconciliation Commission (TRC) from 2009 to 2015. Reconciliation with Canada's Indigenous peoples is not an act of simply apologizing for past wrongs, or a matter of benevolence or charity. It is a matter of respect and recognition, of building bridges and new relationships. Senator Sinclair discussed the findings of the TRC and shared reflections on the TRC's report and calls to action for lawyers.

Legal Professional Resource Groups

Our Diversity & Inclusion Policy has enabled the organic creation of Legal Professional Resource Groups (LPRGs) within the firm. Driven by legal professionals who bring their shared experiences and backgrounds to the table, these groups support colleagues through professional development, business development and social networking.

The following LPRGs are active at Osler: the Osler Women Lawyers Network (OWLNLN), the Osler Pride Network (OPN) and the Asia-Pacific Affinity Network (APAN).

ASIA-PACIFIC AFFINITY NETWORK

The Asia-Pacific Affinity Network was created by and for members of the Osler community. It supports employees with cultural, ethnic, professional and other links to the Asia-Pacific region, especially through professional development and networking opportunities.

For the fourth year, APAN hosted the Federation of Asian Canadian Lawyers’ annual Student Mentor-a-Thon. In March, Osler’s Toronto office welcomed more than 100 attendees to the event, which paired law students with lawyers from diverse backgrounds, and featured keynote speaker Julia Shin Doi, General Counsel and Secretary of the Board of Governors of Ryerson University.

APAN COMMITTEE MEMBERS



Eric Choi
Associate lead



Jasmyn Lee
Associate lead



Richard Wong
Partner support



Photos courtesy of Jerry (Goh Eun) Lee

OSLER PRIDE NETWORK

The Osler Pride Network (OPN) was created by and for Osler legal professionals who identify as lesbian, gay, bisexual or transgender, and their allies, to support professional development and offer networking opportunities. In 2018, OPN supported various initiatives within the firm, with law students and with our clients:

- In celebration of Pride Toronto 2018 and Pride Month, which kicked off on June 1, 2018, we held our annual Pride celebration (co-hosted with the Bank of Montreal) for all of our clients and legal professionals. Our guest speaker was Jeanette Stock, the co-founder of Venture Out, an organization that connects LGBTQ+ professionals in tech to career opportunities, role models, and each other. Jeanette and her team launched Canada’s first tech and entrepreneurship conference for LGBTQ+ students. In her speech, Jeannette called for more LGBTQ+ inclusion in tech and entrepreneurship, and encouraged businesses to embrace diversity.
- OPN supported a number of student-focused initiatives, including hosting its first Student Outreach and Networking Reception in July. Students from seven law schools joined OPN lawyers and allies at an evening reception hosted at the firm, which included a panel discussion and Q&A about Osler’s diversity and LGBTQ+ initiatives, student program and pro bono involvement.
- OPN continued its support of Start Proud, a student-run organization that facilitates the professional development of lesbian, gay, bisexual, transgender, queer and ally students as they transition from school to career. Osler sponsored Start Proud’s 2018 annual conference, Out on Bay Street, which was held in Toronto in September and participated in the conference’s Career Fair.

Osler BMO Pride Event



Osler BMO Pride Event



Osler BMO Pride Event



OPN COMMITTEE MEMBERS



Louis Tsilivis
Associate lead



Douglas Rienzo
Partner support



Osler
Pride
Network

OSLER WOMEN LAWYERS' NETWORK

The Osler Women Lawyers' Network was created by and for members of the Osler community to encourage and support the advancement of women through social and networking events, informal mentoring and coaching, pro bono and volunteer initiatives and business development opportunities. OWLN had a busy year in 2018, including the following activities:

- OWLN won “Best gender diversity initiative by a national firm (North America)” in connection with the *Euromoney Legal Media Group Americas Women in Business Law Awards 2018*. The seventh annual Women in Business Law Awards recognize the individuals, teams and firms setting a new standard in progressive work practices and leading the way in their field.
- Throughout 2018, OWLN facilitated mentoring and cross-departmental networking opportunities for female associates through its Peer-to-Peer Associate Mentorship Program.
- It also co-sponsored relationship-building events with the women’s networks/resource groups at key/strategic clients:
 - OWLN co-hosted the Investing with Impact event with the women’s groups at RBC and Blackrock. The event featured a panel discussion moderated by Janice Fukakusa, Chair of the Board of Canada Infrastructure Bank, which included Osler’s Chief Client Officer Colleen Moorehead.
 - OWLN co-hosted the Building Resilience event with CIBC’s Women’s Network, a learning and networking event that featured Garry Watanabe from Performance Coaching.
- In November, OWLN held our annual firm-wide women’s event that saw more than 125 partners, associates and students join alumnae and clients from across the country for an evening of inspiration and conversation. Brenda Lucki, Commissioner of the RCMP, was our guest speaker. We also introduced an Osler Marketplace to showcase successful Canadian female entrepreneurs.



OWLN COMMITTEE MEMBERS



Aislinn Reid
Associate lead



Joyce Bernasek
Partner support



2018 Diversity Committee members

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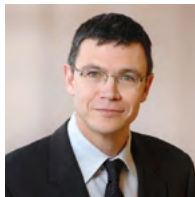
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**FOR MORE INFORMATION
ON DIVERSITY AT OSLER**

Visit osler.com/diversity or contact
Douglas Rienzo at drienzo@osler.com.

We welcome feedback on our initiatives.
We look forward to hearing from you.

About Osler, Hoskin & Harcourt LLP

Osler is a leading law firm with a singular focus – your business. From Toronto, Montréal, Calgary, Ottawa, Vancouver and New York, we advise our Canadian, U.S. and international clients on an array of domestic and cross-border legal issues. Our collaborative “one firm” approach draws on the expertise of over 400 lawyers to provide responsive, proactive and practical legal solutions driven by your business needs. For over 150 years, we’ve built a reputation for solving problems, removing obstacles, and providing the answers you need, when you need them. It’s law that works.

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