



2023 Year in Review

Diversity at Osler

Creating a vibrant workplace
and community out of our diversity

WELCOME

Message from Osler's Diversity Committee Chair

I am proud of the continued commitment at Osler to a workplace that can attract, embrace and nurture the diverse talent in our communities. Building a respectful and inclusive workplace where firm members are empowered to achieve their goals and contribute to the success of our clients and the well-being of our communities remains a core value for us as a firm.

Our internal and external facing initiatives continued to advance and expand in 2023 as we learn from our experiences and benefit from shared learning and input from firm members, clients and members of our communities. In addition to the support of firm leadership, we are fortunate to benefit from enthusiastic engagement across the firm, including from our newest members who enhance our firm culture through their participation in legal professional resource groups and regional diversity committees across our offices.

We remain focused on internal engagement, education and reflection, and mentorship opportunities and support for the next generation of professionals. The many areas in which we expanded our learning this year include a broader dialogue and understanding of disability inclusion, transgender inclusion and wellness of firm members. We continue to look for ways to contribute to the communities in which we work and live, including through pro bono activities, sponsorships and collaborations. We are honoured to be recognized as one of *Canada's Best Diversity Employers* for 2024.

I invite you to explore further in this year's report the many ways our people are making a difference at Osler, with our clients and in our communities. I am confident that with passionate and committed people across our offices, we will continue to build a truly diverse and inclusive firm where we can all learn, grow and thrive, today and in the future.



Shuli Rodal
(she/her)
Chair, Diversity Committee
Partner, Competition/Antitrust and Foreign Investment

WELCOME

Message from Osler's National Managing Partner

After three long years of COVID-impacted conditions, 2023 witnessed arguably the first true return to normalcy (of sorts!) since March of 2020. That has included a significant increase in our in-person collaboration, which has historically been one of the key ways in which we have aimed to foster a diverse, equitable and inclusive culture at the Firm. My hope is that trend will continue, and that we will see a real infusion of energy into several aspects of the Firm's business and operations, including the crucial project of making further progress around diversity and inclusion issues. Based on the following report, I hope you will agree that the early post-pandemic returns on the EDI front are very promising in that regard.

I'd like to thank all the members of the Osler community involved in supporting and advancing our efforts on the EDI journey in 2023, and most particularly Shuli Rodal (Chair of our Diversity Committee), Amy Sujae Lee (Senior Manager, Diversity and Inclusion) and the members of our Diversity Committee. The Firm is committed to improving upon its track record in managing and fostering change in this area, given the clear benefits both to our own organization and to the broader communities in which we operate.



Doug Bryce
(he/him)
National Managing Partner

WELCOME

Our Diversity Mandate

Diversity and inclusion are at the core of our firm, reflected in how we support our clients and the communities in which we work, live and recruit our talent, and most importantly in our longstanding commitment to building a workplace where talented people with diverse viewpoints, characteristics and backgrounds can come together to deliver the highest quality legal services.

We were one of the first law firms in Canada to establish a formal Diversity Committee and Diversity Mandate, which is to promote diversity in our firm, within the framework of our 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.

Our culture is one of mutual respect and collaboration; it values and celebrates diverse viewpoints and backgrounds. We believe our diversity in views, ideas and perspectives positively informs our services to clients and reinforces our commitment to each other, as we work to create internal programs and policies that promote an inclusive environment. We strive to attract, retain and promote lawyers and staff who are the best at what they do and who reflect the diversity of our communities.

Our commitment to diversity also reaches well beyond our firm. We are involved in a wide range of external initiatives to promote diversity and inclusion within the communities we serve, often in conjunction with our clients and in support of their goals.

Our approach to equity, diversity and inclusion (EDI) centres around three core values:

- **Intersectionality:** We acknowledge that members of our firm, our clients and our community members are at the intersection of social identities along multiple axes, including gender identity, race, culture, nationality, ethnic origin, colour, creed, sexual orientation, marital status, family status, disability, religion

and language, among others. We strive to recognize this reality in our efforts, initiatives, programs and events.

- **Intelligence:** We believe that equity, diversity and inclusion requires mutual understanding, which can be built through dialogue, learning and the development of competencies that are critical for each of us to work and thrive in a diverse workplace. That way we can understand and articulate our context, form impactful relationships, work effectively and engage with others in a fair, equitable, contextually rich and informed manner.
- **Integration:** We understand that a culture of inclusion and our commitment to equity need to be reflected in and integrated into all of our organizational processes for our efforts to create meaningful and sustainable progress. All of our firm members, regardless of seniority, position or function, are encouraged to be involved, learn, commit themselves and use equity, diversity and inclusion as a lens through which to review practices, make decisions and relate to one another.



WELCOME

Diversity Committee

Shuli Rodal

(she/her)

Chair, Diversity Committee
Partner, Competition/Antitrust
and Foreign Investment

Amy Sujae Lee

(she/her)

Senior Manager,
Diversity and Inclusion

TORONTO

Steven Cline

(he/him)

Career Development Officer

Jennifer Dolman

(she/her)

Partner, Litigation



Jennifer Jodha

(she/her)

Administrative Coordinator,
Diversity Committee

Matias Milet

(he/him)

Partner, Tax



Caroline Ross

(she/her)

Manager, Employee Relations
and Talent Management

MONTRÉAL



Myriam Leduc

(she/her)

Senior Manager,
Human Resources

Caroline Stephens

(she/her)

Associate, Real Estate

CALGARY

Jesse Baker

(he/him)

Associate, Litigation

Janice Buckingham

(she/her)

Partner, Corporate

VANCOUVER



Parm Ahuja-Robertson

(she/her)

Director, Talent
and Operations

Rei Jiloca

(he/him)

Paralegal, Tax

OTTAWA

Barry Fong

(he/him)

Partner, Intellectual Property

Clark Holden

(he/him)

Patent Agent,
Intellectual Property

WELCOME

Diversity at Osler

Diversity in our leadership

Our commitment to embracing diversity in our leadership is rooted in our history and integral to who we are as a firm. More than 50 years ago, Osler became one of the first corporate law firms in Canada to admit a woman, Bertha Wilson, to its partnership ranks. Wilson would represent many firsts in the legal profession, including becoming the first woman appointed to the Supreme Court of Canada. Her monumental career as a lawyer and in the judiciary has inspired many women who have followed in her steps.

Osler was also the first major law firm in Canada to be led by a women chief executive: Dale Ponder served as Osler's National Managing Partner from 2009 to 2016, and retired from the firm at the end of December 2021 as National Co-Chair.

Maureen Killoran, KC, succeeded Dale, taking over the role of National Co-Chair, effective January 1, 2022. Maureen, who practises out of both the Calgary and Vancouver offices, was formerly Office Managing Partner in Calgary from 2011 to 2017 and was the first woman to be named Managing Partner of a Calgary law firm. A trusted advisor to clients in Western Canada, Maureen is regarded as one of the nation's top litigators.

We have five Office Managing Partners, two of whom are outstanding women — Sandra Abitan in Montréal and Donna White in Ottawa. Many chief-level leadership positions (Chief Client Officer, Chief Marketing Officer, Chief Legal Talent Officer, Chief Human Resources Officer and General Counsel) are also held by women.

Many of the firm's departments and practice groups are led by exceptional women, including one national department that is among the firm's largest business lines: our National Litigation Department, led by Sonia Bjorkquist. Andraya Frith leads our Franchise and Distribution practice, Wendy Gross heads our Technology and Outsourcing practice, Jacqueline Code chairs the Research practice, Andrea Boctor chairs our Pensions and Benefits Group and Shuli Rodal, our Diversity

Committee Chair, leads our Competition/Antitrust and Foreign Investment practice. Laure Fouin is Co-Chair of our Digital Assets and Blockchain Group and Jennifer Fairfax chairs the Environmental Disputes, Investigations and Enforcement Group.

Jennifer Thompson is the Head of Osler Works – Disputes, which houses Osler's Discovery Management Services, along with many other innovative litigation solutions. Natalie Munroe is Chief of Osler Works – Transactional and Legal Operations, our internal incubator for innovation at the firm and Sandra Sbrocchi is Head of Osler Works – Transactional.

A number of our departments and practice groups are chaired by leaders of our legal professional resource groups. Richard Wong, who chairs the firm's Construction and Infrastructure Group, serves as the partner sponsor of Osler's Asia-Pacific Affinity Network. Chima Ubani, Co-Chair of our Venture Fund Formation Group, is one of the two partner sponsors of the Osler Black Professionals Network.

In 2022, we welcomed Amy Sujae Lee to the Osler team as Senior Manager, Diversity and Inclusion. Amy works closely with a broad range of key stakeholders within and outside the firm to refine, deliver and drive our equity, diversity and inclusion strategies and initiatives.

Diversity of our people*

Men

38%

Women

62%

2SLGBTQ+

10%

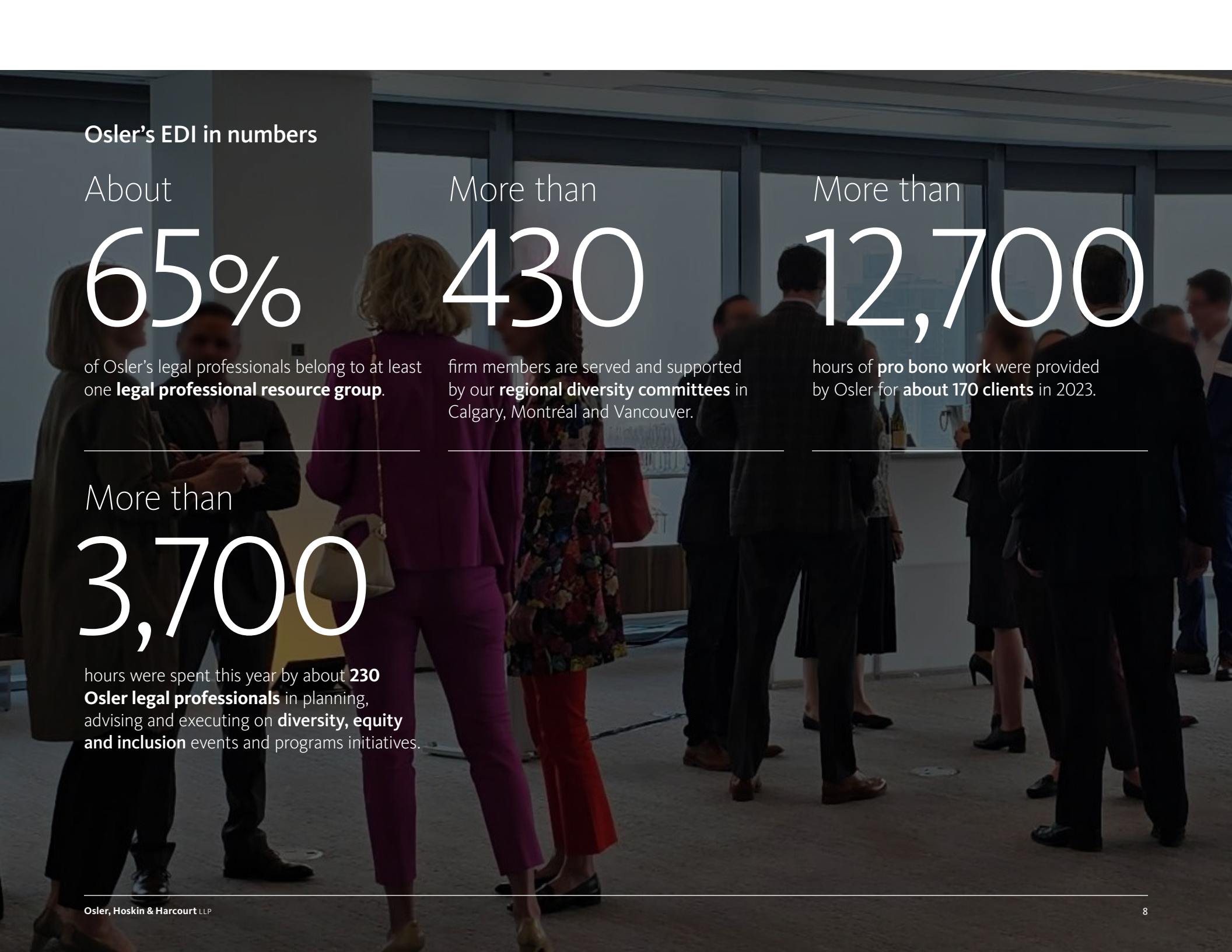
BIPOC Black, Indigenous
and People of Colour

24%

Persons with disabilities

10%

*Gender statistics are as of December 31, 2023. All other diversity statistics are taken from the results of Osler's voluntary biennial demographic survey taken in 2022, which had a 65% response rate.



Osler's EDI in numbers

About

65%

of Osler's legal professionals belong to at least one **legal professional resource group**.

More than

430

firm members are served and supported by our **regional diversity committees** in Calgary, Montréal and Vancouver.

More than

12,700

hours of **pro bono work** were provided by Osler for **about 170 clients** in 2023.

More than

3,700

hours were spent this year by about **230 Osler legal professionals** in planning, advising and executing on **diversity, equity and inclusion** events and programs initiatives.

Our commitment to gender diversity

Women held

56%

of **chief executive** positions in 2023.

Women occupied

31%

of positions on the **Partnership Board** in 2023.

Women made up

43%

of **new partners** between 2014 and 2023.



Women + Power Event, Calgary office

Our pledges

Commitment to the 30% Club

Osler is a long-time member of the 30% Club, a global campaign led by business chairpersons and CEOs taking action to increase gender diversity on boards and senior management teams. The aim is to achieve a minimum of 30% female representation on boards and executive leadership teams with the ultimate goal of reaching parity.

Our Partnership Board (equivalent to a company's board of directors) has set the mandate that at least 30% of its members be women and has implemented a guideline that women comprise at least 30% of the partners on our Compensation Committee. As of the end of 2023, 4 of the 13 members of the Partnership Board were women.

As of 2023, we have exceeded our goal of having at least 30% women partners in our partnership and our Vancouver office has reached gender parity among the partners.

BlackNorth Initiative Law Firm Pledge

Osler is a signatory to the BlackNorth Initiative Law Firm Pledge, which is an important step toward addressing anti-Black and other forms of structural racism in the legal profession. Under the pledge, we are committed to taking specific actions and meeting certain quantitative and qualitative goals designed to end anti-Black systemic racism and to create opportunities for those from underrepresented BIPOC communities. Osler is committed to achieving the goals set out in the Pledge and to effect meaningful change within our industry.

SUPPORTING CLIENTS

Podcasts, seminars and CPD programs for in-house teams

Osler ESG Explorer podcast

In the spring of 2022, Osler launched its first podcast, ESG Explorer. Alongside knowledgeable guests from the firm and across the business world, we discuss critical topics in the environmental, social and governance sphere, from evolving regulatory requirements and investor activism to the physical effects of climate change on business operations and more.

Discover the latest episode of the podcast.



Indigenous Law Insights

Osler's Regulatory, Indigenous and Environmental Group leads the monthly Indigenous Law Insights webinar series, providing updates on recent court decisions as well as legislative and policy developments. Topics explored include the Crown's duty to consult with Indigenous groups, consent-based decision making and Indigenous equity ownership funding opportunities.

Watch the latest webinar in the series.

Women in EHG Companies Leadership

Launched in late 2021, Osler's Women in Emerging and High Growth Companies Leadership webinar series features inspirational women leaders from the Canadian EHG community sharing their stories of success, the challenges encountered along the way and lessons learned from their careers.

Learn more about the series.

Board diversity: Is progress being made beyond gender?

Is corporate Canada making meaningful change when it comes to adding voices from members of visible minorities, Indigenous peoples and persons with disabilities? In partnership with the Board Diversity Network (BDN), Osler was pleased to host an engaging panel discussion that explored the results from Osler's 2023 *Diversity Disclosure Practices* report and discussed the path forward. BDN co-founder Lori-Ann Beausoleil moderated the panel with Andrew MacDougall, Osler partner and report author, and a diverse group of senior leaders, including Tracy Primeau, Dexter John and Dr. Wanda Costen, shared their experiences and explored areas where they see further improvements can be made.



Disability inclusion in the workplace

Over six million Canadians live with a disability. Promoting success for legal professionals starts with increasing our awareness of accessibility and fostering an inclusive workplace. In November, Osler invited Charles Lapierre for an insightful and engaging online seminar on disability inclusion in the workplace. Participants learned about the multifaceted nature of disabilities that people may experience (whether daily or from time to time), the equities at stake for people living with disabilities and best practices for organizations and legal teams wishing to create an empowering workplace for all.

Board Diversity Network panel discussion



SUPPORTING CLIENTS

EDI reports, tools and templates

General Counsel Dashboard

As part of our service to our clients, we offer the Osler General Counsel Dashboard, a unique reporting tool that enables us to report on gender diversity at Osler at the matter level to help support our clients' diversity objectives both strategically and in a measurable manner.

Diversity Disclosure Practices report

In 2023, we published our ninth annual *Diversity Disclosure Practices* report, offering an updated analysis of the representation of women, members of visible minorities, Indigenous peoples and persons with disabilities in leadership roles in corporate Canada. As in previous years, the report also provides detailed disclosure on TSX-listed companies to show year-over-year comparisons, as well as a sampling of best practices for increasing diversity and examples of companies going above and beyond in their disclosure.

Board Diversity Policy Template

To support industries' and clients' diversity efforts, we offer a complimentary Board Diversity Policy Template. Developed in conjunction with the Institute of Corporate Directors, this template helps organizations address gender diversity by adopting a written policy respecting the representation of women on the board. The policy can be customized to address the *Canada Business Corporations Act* disclosure requirements with respect to the representation on the board of Indigenous peoples, persons with disabilities and members of visible minorities, as well as other diversity characteristics.

Read the report to find out more on how Canadian public companies have hit important diversity thresholds this year.



Download your complimentary template.

SUPPORTING CLIENTS

Gathering and celebrating together

Osler Lunar New Year Festive Event

In February, we were delighted to host our inaugural Lunar New Year Festive Event to celebrate the Year of the Rabbit. Held in partnership with the Toronto Reel Asian International Film Festival, the event provided the opportunity to share traditional food, a boisterous lion dance and cultural reflection. Deanna Wong, Executive Director of Toronto Reel Asian International Film Festival, highlighted the Festival's Osler Best Feature Film Award in 2022, which was presented to Julie Ha and Eugene Yi's *Free Chol Soo Lee*, a moving and brilliantly constructed documentary that sheds light on a pivotal moment in American history and offers us all urgent lessons on how to navigate our fraught present.

Lunar New Year Event, Toronto office



Osler Pride reception

In June, Osler hosted clients and community members in the firm's Toronto office for our annual Pride reception. This year, our reception featured opening remarks from our Osler Pride Network and drag artists who celebrate the diversity of our gender expressions. We were especially thrilled to invite and hear from local drag artists, storytellers and educators Fay Slift and Fluffy Soufflé, who spoke about their work with Drag Performer Story Time, which supports 2SLGBTQ+ families and children and promotes inclusion through education.

Drag Performer Story Time at the Osler Pride reception, Toronto office



Osler Annual Women's Event

In November, Osler was pleased to invite all women, transgender, non-binary and other gender-diverse professionals for an evening of inspiring conversation with Dr. Shimi Kang, an award-winning doctor, researcher and expert on the neuroscience behind innovation, leadership and motivation, and bestselling author on a mission to help individuals thrive in our fast-paced, ever-changing world. Using principles of neuroscience and over 20 years of field experience, Dr. Kang shared science-based methodologies that help improve innovation, leadership, wellness and resilience. After the keynote, participants engaged in facilitated discussions to reflect on the keynote while enjoying cocktails and hors d'oeuvres.

Osler Annual Women's Event, Toronto office



SUPPORTING CLIENTS

Partnerships and sponsorships

National GC Network

Osler was proud to support National GC Network's 2023 Annual Conference. National GC Network is a support network for Indigenous, Black and other racialized lawyers. Osler's Lori Gauld, Director, Learning Initiatives, and Lauren Prisco, Senior Manager, Learning Initiatives, provided a workshop on DiSC, a behavioural assessment tool that helps individuals discover and utilize their communication and leadership styles.

Women General Counsel University

Osler is proud to partner with Women General Counsel Canada (WGCC) in support of their General Counsel University (WGPU), which launched in 2021. The WGPU program is committed to providing a curriculum for GCs at every stage of their career that will enhance their contribution to the C-suite and help them advance business at their organizations. Activities with WGCC in 2023 included

Vancouver event

In October 2023, the Osler Vancouver office welcomed WGCC members to a relaxed social and wine experience at the new office space in Bentall Four. The evening was a great opportunity to catch up with colleagues, make new connections and enjoy a unique interactive wine tasting. This experience was curated by the dynamic team at the 100% women-owned and -operated, This is Wine School, and featured wines made by or highly influenced by women.

Design Thinking Workshop with Gillian Scott and Jennifer Thompson

In November 2023, Gillian Scott and Jennifer Thompson hosted a program on Design Thinking for Legal Leaders. The session was designed to help those in GC or other legal department leadership roles to improve how legal services are

delivered and equip participants with the tools to both re-envision and improve the ways in which they work in order to contribute to stronger business outcomes. The session is part of WGCC's General Counsel University.

The Art of Leadership for Women

Osler was proud to be the national presenting sponsor of The Art of Leadership for Women in Toronto, Vancouver, Calgary and Ottawa. The Art of Leadership for Women is a conference that brings together women and those who champion women for one-day events with programming that focuses on trends and topics most critical for leaders.

Osler's women leaders — including Maureen Killoran, KC, National Co-Chair and partner, Litigation; Emily MacKinnon, partner, Litigation; Janice Buckingham, partner, Energy; Sonia Bjorkquist, partner, Litigation; Rosalind Hunter, partner, Corporate; Chanda Carr, Chief Client Officer; Natalie Munroe, Chief, Osler Works – Transactional and Legal Operations — made opening remarks and participated in executive panels to share their own experiences of leadership, mentorship and Osler's advancement of women and inclusion in the workplace.

Janice Buckingham speaks on a panel at The Art of Leadership for Women event in Calgary



DIVERSITY INITIATIVES

Listening in, speaking up, sharing insights

Biennial demographic and inclusion survey

Since 2012, we have conducted regular internal demographic surveys to take a snapshot of our workforce, broken down by gender, sexual orientation, racialized status and other characteristics, and establish a baseline against which to measure our progress. The survey also invites firm members to express how they experience the firm and its culture. Osler was one of the first law firms in Canada to undertake such a survey.

This year, we reviewed and analyzed our sixth biennial demographic and inclusion survey. The results of the survey help us to track and measure diversity within the firm and develop initiatives to advance our diversity and inclusion efforts as we continue to learn and grow. Our next biennial survey is scheduled to occur in 2024.

Advancement of Women Lawyers initiative

Our Partnership Board has determined that the advancement of a higher percentage of women into our partnership is a strategic priority for the firm, with the overall objective of greater gender parity. In support of this goal, we have committed significant resources to a multifaceted Advancement of Women Lawyers (AWL) program since 2020 that includes mentoring, coaching, gathering in community and sharing insights. This program helps to identify and dismantle obstacles that hinder inclusion and focuses on implementing targeted and tailored strategies to enable Osler to retain women lawyers, promote women associates to partner and advance women partners into leadership positions within the firm.

Since the inception of the program, 14 AWL participants have been admitted as partners. Our fourth year of the program concluded at the end of 2023.

Anonymous feedback and office hours

All firm members can submit anonymous feedback regarding the firm's efforts on diversity and inclusion directly to Amy Sujae Lee, Osler's Senior Manager, Diversity and Inclusion. Amy has the mandate to take appropriate action on this feedback to promote and maintain the firm's diverse, equitable and inclusive work environment.

As part of our effort to make the firm's diversity and inclusion efforts more accessible, Amy also holds weekly office hours open to all firm members for an introduction or a chat, as a forum to raise ideas, get involved or raise any concerns.





EDI library collection

The library at our Toronto office houses almost 30 volumes on a variety of EDI topics, including EDI strategies, unconscious bias, workplace equity, inclusive leadership, racial justice, disability inclusion, employee resource groups, men's allyship, inclusive culture, facilitation and group dynamic, queer and transgender identities and gender intelligence, as well as novels, non-fiction and advocacy work written by BIPOC authors and lived experience accounts from transgender youths, immigrants and refugees. The volumes can be delivered to all of our offices upon request.

Diversity@Osler

Our Intranet site has a dedicated page for equity, diversity and inclusion resources and updates at the firm. The site provides links to EDI policies and guidelines, an overview of significant milestones, ongoing initiatives and programs, independent learning resources and reading materials on a range of topics, including truth and reconciliation, anti-Black and anti-Asian racism, 2SLGBTQ+, critical race theory, disability inclusion, mental health and wellness, and religious observances, among others.

The site also archives regular EDI-related announcements and internal communications made at the firm, including a variety of campaigns to mark religious, cultural and other EDI-related observances, self-paced online learning opportunities and other important news updates.

DIVERSITY INITIATIVES

Continuous learning and development

Spotlight on transgender inclusion

Osler is committed to providing a work environment that promotes equality and ensures that all individuals are treated with respect and dignity. This year, we engaged in activities throughout the year to affirm our trans and non-binary colleagues' right to full participation and inclusion at the firm and our solidarity with them.

We started the year off with an internal firm-wide communication campaign on the International Transgender Day of Visibility, which outlined information regarding what it means to be trans or non-binary, why trans inclusion is important, an overview of our initiatives and policies, and suggestions on the ways we can support and be an ally.

Keynote speaker Chris Bergeron, Toronto office



In April, wearing pink in recognition of the International Day of Pink, Osler members shared how the firm's diversity and inclusion policies, programs and supports promote a respectful and inclusive work environment for people of all gender identities and sexual orientations. The International Day of Pink is a day-long campaign against bullying, discrimination, homophobia, transphobia and transmisogyny.

In May, we held a robust panel discussion and cocktail reception with clients at our Toronto office to recognize and reflect on the International Day Against Homophobia, Biphobia and Transphobia. We engaged in an intimate, heartfelt and honest dialogue about standing up against discrimination and violence.

In July, we invited Chris Bergeron, novelist and Vice President of Inclusive Creativity at Cossette, for a keynote on transgender inclusion for all firm members. Chris spoke about her experience of losing privilege as a white male and how we can all show up as better allies to our transgender colleagues, clients and community members. After Chris's keynote, our Legal Talent and Human Resources team members gathered for a follow-up workshop and debrief to reflect on the takeaways together.

Clients at our annual Toronto Pride reception met local drag storytellers and educators Fay Slift and Fluffy Soufflé, who spoke about their work in Drag Performer Story Time, which supports 2SLGBTQ+ families and children. In Vancouver, the Osler community gathered to watch a documentary film, *Small Town Pride*, which offers an intimate look at the joys and challenges of being queer in a small town and made a donation to Rainbow Refugee, a Vancouver-based community group that supports people seeking refugee protection because of persecution based on sexual orientation, gender identity, gender expression or HIV status. In Montréal, we made a donation to Fondation Émergence, a non-profit organization that fights homophobia and transphobia, and invited them to speak about their work at a reception. In Calgary, we marched in the Calgary

Pride Parade, sponsored the University of Alberta's Trans ID Clinic's fundraiser for a second year in a row and enjoyed a social gathering together.

We hosted 2SLGBTQ+ law firm hops and student outreach events in Toronto, Calgary, Vancouver and Montréal and held workshops for 2SLGBTQ+ law students. We also increased our support for firm members to attend a variety of 2SLGBTQ+ inclusion conferences.

In October, we launched in-depth gender diversity e-learning courses offered by TransFocus Consulting. The courses are available to all firm members and provide a deeper dive on transgender and non-binary identities as well as practical insights into how we may all respectfully interact with transgender individuals.

Throughout the year, we emphasized the existing policies, facilities and benefits available to our trans and non-binary colleagues. Our *Respect at Work Policy* sets out a zero-tolerance policy on workplace discrimination, harassment, sexual harassment and violence, including harassment based on gender identity, and sets out the roles and responsibilities of each firm member as well as the complaint, review and disciplinary processes involved.

Our *Gender Identity and Sexual Orientation Policy* affirms the rights of transgender individuals, including their right to (i) use washrooms and other gender-specific facilities that are in accordance with their gender identity and expression, (ii) choose work attire which is consistent with their gender identity and (iii) use and be referred to by the pronoun which reflects their gender identity, among other measures and protections.

We have gender-neutral washrooms in our Toronto, Vancouver, Calgary and Montréal offices. Effective April 2023, we also enhanced our reproductive health benefits to include fertility treatment options (e.g., in vitro fertilization) and to have them apply equally to those conceiving under a surrogacy arrangement.

We are proud of the work we have done, and are committed to continuing our learning and efforts in this important area.

An anti-oppressive overview of modern antisemitism

To mark International Holocaust Remembrance Day on January 27, 2023, the Osler community gathered together for a reflective and educational discussion on modern antisemitism. We were fortunate to be led by Sheba Birhanu, associate director of partnerships at the Centre for Israel and Jewish Affairs (CIJA), who gave an overview of the religious and cultural identities of Jewish people around the world, as well as the various forms and aspects of antisemitism throughout history and in present-day Canada.

Management training in mental health and wellness

Osler's human resources and legal talent professionals in leadership roles across the offices completed the Queen's/Lifeworks Workplace Mental Health Leadership™ Professional Development Certificate Program. Additionally, a group of senior management team members completed a training program called *The Working Mind* offered by the Canadian Mental Health Commission.

Unconscious bias training for recruitment teams

In late 2022 and early 2023, Osler licensed e-learning modules on identifying and disrupting bias in recruitment, provided by bci consulting. The e-learning modules are available to everyone and cover topics such as (1) foundations of inclusion and cultural competence, (2) addressing biases and blind spots in recruitment, (3) removing barriers in application review and (4) recruiting events through a cultural lens. Additionally, the Montréal office engaged a consultant to run a workshop on unconscious bias for its Students Committee and recruitment team.

Orientation sessions on equity, diversity and inclusion at Osler

All new students and associates receive extensive orientation and onboarding training, including a session on Osler's equity, diversity and inclusion mandate, goals, initiatives, programs and personnel.

DIVERSITY INITIATIVES

Building a community

Legal professional resource groups (LPRGs)

Our LPRGs are driven by legal professionals who bring their shared experiences and backgrounds to the table to assist colleagues by providing social networking, professional support and business development opportunities.

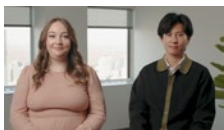
Currently, there are five LPRGs: the Asia-Pacific Affinity Network, the Osler Black Professionals Network, the Osler Pride Network, the Osler South Asian Network and the Osler Women Lawyers' Network.



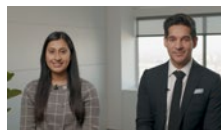
Osler
Asia-Pacific
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Network



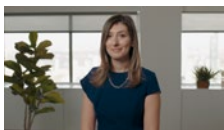
Osler
Black Professionals
Network



Osler
Pride
Network



Osler
South Asian
Network



Osler
Women
Lawyers'
Network



Asia-Pacific Affinity Network (APAN)

APAN supports employees with cultural, ethnic, professional and other links to the Asia-Pacific region through professional development and networking opportunities. APAN consists of about 50 members across all of our offices.

APAN's notable activities over this past year included:

- **Lunar New Year Festive Event:** On February 2, 2023, Osler was excited to partner with the Toronto Reel Asian International Film Festival to hold the inaugural Lunar New Year event with clients and community members. The event welcomed almost 200 attendees and celebrated the Year of the Rabbit. Our Calgary office also held an internal Lunar New Year celebration.
- **Asian Heritage Month celebrations:** In May, APAN and OSAN co-hosted Asian Heritage Month by sharing information about the rich and diverse cultures, traditions and contributions of Asian Canadians to our society and offering various cultural internal and external events for firm members.
- **Social events for members:** APAN members regularly get together for social events. This year, members enjoyed a hot pot social and a movie night. In September, APAN members also hosted and celebrated Mid-Autumn Festival with mooncakes in our Vancouver and Toronto offices.

- **FACL Ontario-APAN Speed Mentoring Event:** APAN collaborated with the Federation of Asian Canadian Lawyers (FACL) once again to hold its 10th annual Speed Mentoring Event in January. This event gives students the opportunity to expand their professional networks and to make valuable connections with prominent members of the legal profession. After a keynote welcome address by Amy Sujae Lee, Senior Manager, Diversity and Inclusion, nearly 160 participants enjoyed meaningful conversations and built mentorship connections with each other.
- **FACL annual conference and gala:** Members of APAN in Toronto and Vancouver attended the annual conference and gala event hosted by FACL Ontario and FACL BC to connect, exchange ideas, celebrate and build lasting relationships.

At this year's FACL Ontario Conference, Kuljit Bhogal, associate in our Privacy and Data Management Group, was a panelist on hot topics and trends in privacy and technology law, and Amy Sujae Lee, Senior Manager, Diversity and Inclusion, was a panelist on fostering retention and long-term inclusivity beyond short-term diversity measures.

- **FACL Western mentorship events:** Our Calgary office was a proud sponsor and host of FACL Western's mentorship events, including the FACL Western & SABA Calgary Mentorship Mixer, FACL Western Mentorship Kickoff and FACL Western Mentorship Dinner.

Lunar New Year Event, Toronto office



- **Fireside Chat with Alex Su hosted by FACL BC In-House Committee:** Osler was pleased to partner with FACL BC's In-House Committee to host a fireside chat with Alex Su, Head of Community at Ironclad, a prominent social media influencer and thought leader in the legal industry. Attendees enjoyed the opportunity to hear firsthand about Alex's unique journey, his vision about the future of law, including the impact of social media and AI on the business of law, and the ways that lawyers can drive EDI initiatives in their workplaces.
- **National Asian Pacific American Bar Association (NAPABA) Convention:** Each year, a number of APAN members attend the multi-day NAPABA Convention, which is an annual gathering of Asian American, Native Hawaiian and Pacific Islander attorneys, judges, law professors and law students who bring meaningful insights, networking opportunities and perspective to the legal community.
- **Community outreach:** APAN is a proud supporter, sponsor and partner of many local associations and not-for-profits, including the Korean Legal Clinic, Korean Canadian Lawyers' Association, Korean Canadian Scholarship Foundation and the Yee Hong Community Wellness Foundation's Dragon Ball Gala.
- **Spotlight on our people:** Richard Wong, partner and Chair, Construction and Infrastructure Group, and partner sponsor for APAN, gave an interview to *Canadian Lawyer* about growing his infrastructure practice and his leadership lessons along the way. [Read the full article by author Tim Wilbur posted by Canadian Lawyer on March 7, 2023.](#)

LEADS

Jasmyn Lee
(she/her)
Associate, Financial Services

Eric Choi
(he/him)
Partner, Real Estate

PARTNER SUPPORT

Richard Wong
(he/him)
Partner, Commercial



Osler Black Professionals Network (OBPN)

Osler Black Professionals Network (formerly Osler Black Lawyers' Network) was created to support the Black community by fostering the recruitment, retention and career advancement of Black employees at Osler and committing to community outreach and engagement, with a focus on legal practice and the law. OBPN continues to grow with nearly 30 members across all of our offices.

OBPN's notable activities over this past year included:

- **GRIOT: How storytellers preserve Black history and advocate for justice:** To kick off Black History Month, Osler invited Yejide Kilanko (author of *Daughters Who Walk This Path* and *A Good Name*) and Zalika Reid-Benta (author of *Frying Plantain* and *River Mumma*) for a panel discussion moderated by Leonicka Valcius, a literary agent at Transatlantic Agency and a returning 2L summer law student at Osler.

Under the organizing theme of a “griot” — a West African term meaning a historian, witness and storyteller who encodes social norms — the panel discussed their roles as storytellers, reflected on identity, authenticity and cultural representation in their telling of the Black diaspora, and explored how fiction can advocate for justice by facilitating an empathetic understanding and re-imagining of the human condition.

- **View from the bench: A conversation with Justice Marlyse Dumel of the Ontario Court of Justice:** OBPN's Rama Panford-Walsh, associate, Intellectual Property, and Abigail Omale, associate, Employment and Labour, invited Justice Marlyse Dumel of the Ontario Court of Justice for a conversation about her career and reflections on achieving equity, diversity, inclusion and justice in the legal profession.

Their discussion spanned many topics, including Justice Dumel’s path to the judiciary; her mentors, sponsors and supporters along the way; the importance of being intentional and strategic in one’s career decisions; finding balance between work and life; and prioritizing self-care. She also shared her thoughts on why diversity and representation are important in the legal profession and for the administration of justice, and provided tips on how to be a respectful ally.

- **Outreach to students:** OBPN members actively engage in the ongoing mentorship of Black law students and undergraduate students. Kiana Blake, associate in the Corporate Group and co-lead of OBPN, was invited to speak about her journey and life as a lawyer to secondary school students at Thornlea Secondary School, including those enrolled in the Black student mentorship program.
- **2023 BLSA Canada Conference:** Osler was a proud sponsor of BLSA Canada’s annual conference, held in Halifax. About 10 of Osler’s students, legal professionals and business professionals from across the offices attended the conference in person to speak to law students about navigating law school, networking and interviewing, while celebrating the depth, strength and resilience of Black legal talent in Canada.
- **In-person summer social:** OBPN organized its second annual summer social to create an opportunity to gather as a group in our eastern and western provinces. It was a great opportunity for the group to gather together across the offices, form lasting relationships and discuss plans for the future.
- **Monthly check-in:** OBPN members across all of the firm’s offices meet every month to check in with each other, build relationships and create a vibrant community. Members enjoy the sense of connection and support they get from others through these opportunities.
- **Partnership with Canadian Association of Black Lawyers (CABL):** Osler was a proud sponsor of the CABL Conference and Gala held in Toronto. Many of our students and lawyers enjoyed gathering together with other Black legal professionals at the event. OBPN members also attended the CABL x BLSA mentorship reception event across Canada to meet Black law students and to serve as mentors.

- **Black Female Lawyers’ Network (BFLN) Sistahs-in-Law Annual Retreat:** Osler was a proud sponsor of BFLN’s Sistahs-in-Law Annual Retreat and Fundraiser. A number of OBPN representatives attended the retreat to learn from and be in community with other Black women legal leaders.
- **Black on Bay: Celebrating success and learning to overcome challenges:** In June, OBPN members in Toronto enjoyed lunch and a panel discussion by senior Black business leaders on diversity, inclusion and success for Black talent. The event was hosted by the Albany Club as part of its Capitalism, Diversity and Inclusion Series.
- **2023 BFUTR Global Tech Summit:** In October, a number of our associates from across the offices attended the BFUTR Global Tech Summit hosted by Black Professionals in Tech Network (BPTN), the largest global tech gathering of choice for Black professionals, recruiters and allies. It was a great experience for OBPN members to build strong relations across our offices and create impactful relationships with Black technology and professional communities.
- **Spotlight on our people:** Hannah Goodridge, an articling student in our Vancouver office, was awarded the Raymond G. Herbert Award in Law. This prestigious award honours the best all-round graduating student at the Peter A. Allard School of Law at the University of British Columbia based on their academic achievement, athletic involvement, moral force of character and ability to work with and lead others.

LEADS

Kiana Blake
(she/her)
Associate, Corporate

Marie-Laure Saliah-Linteau
(she/her)
Associate, Litigation

PARTNER SUPPORT

Tobor Emakpor
(he/him)
Partner, Commercial

Chima Ubani
(he/him)
Partner, Emerging and High Growth Companies



Osler Pride Network (OPN)

OPN is a national network committed to supporting 2SLGBTQ+ professionals at Osler and in the community through networking, professional development, community engagement and mentorship initiatives. It is dedicated to encouraging the recruitment, career development and advancement of 2SLGBTQ+ professionals at Osler and beyond. With about 35 members across all of our offices, OPN is quickly growing.

OPN's notable activities over this past year included:

- **Firm hops and networking workshops with law students:** Osler was pleased to host 2SLGBTQ+ law students in our Vancouver, Calgary, Toronto and Montréal offices for firm hops. These events provided an opportunity for 2SLGBTQ+

Osler lawyers to connect with law students and speak about their experience at the firm and highlight some of our diversity and inclusion initiatives. OPN members also joined Steve Cline, Career Development Officer, in his session on networking to provide practical tips and suggestions for law students who are starting to build their professional networks.

- **International Transgender Day of Visibility campaign:** OPN and the Calgary Diversity Committee marked the International Transgender Day of Visibility on March 31 by preparing an internal communication about what it means to be a transgender person, why the International Transgender Day of Visibility is important, some of the unique issues that the trans

community in Canada disproportionately faces and an overview of some of Osler’s relevant initiatives and policies, as well as the ways people can support and be an ally to the trans community.

- **International Day of Pink campaign:** The International Day of Pink is a day-long campaign against bullying, discrimination, homophobia, transphobia and transmisogyny. Wearing pink in recognition of the campaign, Osler members shared how the firm’s diversity and inclusion policies, programs and supports promote a respectful and inclusive work environment for people of all gender identities and sexual orientations.
- **PRISME Conference:** Osler is proud to be a founding sponsor of PRISME Conference, Canada’s national 2SLGBTQ+ conference for lawyers and law students. Many lawyers and other members of OPN across our offices attended this year’s conference in Montréal to meet with and learn from other 2SLGBTQ+ legal professionals in the industry and to discuss EDI topics of interest.
- **Pride celebrations across our offices:** As mentioned above, many of our offices held thoughtful programming to celebrate Pride in their cities. In Toronto, we held our annual Pride reception with Fay and Fluffy and other local drag artists, and marched in the Toronto Pride Parade in solidarity. In Vancouver, firm members gathered to watch *Small Town Pride* and made a donation to Rainbow Refugee. In Montréal, we made a donation to Fondation Émergence

International Day of Pink, Calgary office



and invited them to speak about their work at a reception. In Calgary, we marched in the Calgary Pride Parade and enjoyed a social gathering together.

- **Start Proud/Out On Bay Street conference:** Osler was a proud sponsor of this year’s Start Proud/Out on Bay Street conference. OPN members enjoyed meeting and networking with other 2SLGBTQ+ professionals in Toronto at a variety of Start Proud events this year.
- **Snackies for Friends and other socials:** In the Toronto office, OPN hosts a regular “Snackies for Friends” social for all OPN members and allies to gather for an afternoon of connection and conversations with snacks and light refreshments. OPN also hosted several in-person social events throughout the offices, including a separate social event for women, transgender and non-binary members.
- **Spotlight on our people:** Min Oh, associate in the Corporate Group at our Toronto office and co-lead of OPN, provided instrumental guidance, insights and feedback to the transgender inclusion efforts at Osler this year. In his personal time, Min serves as a board member of The 519. The 519 is a City of Toronto agency and registered charity. It is Canada’s largest 2SLGBTQ+ serving organization and has an innovative model of service, space and leadership that is committed to the health, happiness and full participation of the 2SLGBTQ+ communities through promoting inclusion, understanding and respect.

LEAD

Simone Livshits
(she/her)
Associate, Litigation

Min Oh
(he/him)
Associate, Corporate

PARTNER SUPPORT

Elliot Smith
(he/him)
Partner, Commercial



Osler South Asian Network (OSAN)

OSAN is dedicated to the support and professional development of Osler legal professionals identifying as South Asian, Indo-Caribbean, Indo-African or from the South Asian diaspora and their allies, through social and networking events, business development opportunities and new recruitment initiatives. OSAN is made up of about 50 members across all of our offices.

OSAN's notable activities over this past year included:

- **Observing Ramadan رمضان:** In April, OSAN shared information regarding Ramadan, the Islamic month of fasting and spirituality, including tips on how to support colleagues who are observing Ramadan, common misconceptions regarding the religious practice and resources for further learning and information.
- **OSAN spring social:** In May, OSAN members got together in person and online for a hybrid all members' meeting of announcements and plans for the group. The social event concluded with members enjoying a game of Poetry for Neanderthals.
- **Partnership with the South Asian Bar Association (SABA):** Osler was a proud sponsor of SABA Calgary's Gala in April and SABA Toronto's Gala in July. OSAN members across our offices enjoyed an evening of networking and celebrating the achievements of the South Asian legal community. We were also a proud sponsor and host of the FACL Western & SABA Calgary Mentorship Mixer in May.

- **Mock OCI Interview:** In June, our Toronto office was pleased to host a Mock OCI interview with South Asian law students in the region. Students had an opportunity to practice two rounds of mock OCI interviews, receive real-time feedback and network with Osler’s South Asian-identifying lawyers and their allies afterwards. The event was highly successful, with attendees particularly appreciating the culturally sensitive and inclusive practice environment and networking opportunity.
- **Asian Heritage Month:** In May, APAN and OSAN co-hosted Asian Heritage Month by sharing information about the rich and diverse cultures, traditions and contributions of Asian Canadians to our society and offering various cultural internal and external events for firm members.
- **Diwali celebrations:** Our Vancouver and Calgary offices held an annual celebration of Diwali. Diwali, or Festival of Lights, is an important celebration in the Hindu, Jain and Sikh cultures and symbolizes the victory of light over darkness. Business and legal professionals were invited to learn about Diwali’s tradition and meaning and enjoy authentic food and music.
- **Canadian Muslim Lawyers Association Alberta mixer:** Our Calgary office was pleased to host the Canadian Muslim Lawyers Association (CMLA) Alberta mixer. CMLA is a non-profit association founded in 1998 dedicated to promoting the objectives of self-identifying Muslim members of the legal profession.

- **South-Asian Venture Capital Association of Canada (SAVCA):** Osler was pleased to partner with SAVCA throughout the year with leadership and guidance from Manveer Bisla, counsel, Emerging and High Growth Companies (EHG), Pavit Sethi, Senior Analyst, EHG, and Vivek Warrier, partner, Corporate.

Osler and SAVCA hosted *Connecting Visionaries* in Vancouver and Calgary, successful events which included a panel discussion, a networking reception and opportunities to share insights with tech enthusiasts united to fuel innovation and build meaningful connections. SAVCA aims to bring together investors, entrepreneurs, operators and service providers to support the South Asian tech community.

- **Spotlight on our people:** A number of our OSAN members are on the board at SABA. Lipi Mishra, co-lead of OSAN and associate in the Litigation Group at the Toronto office is a board member of SABA Toronto and sits on its Women’s Committee. Sameena Sarangi, partner in the Financial Services Group in our Calgary office, is a board member of SABA Calgary.

LEADS

Komil Joshi
(she/her)
Associate, Privacy and
Data Management

Lipi Mishra
(she/her)
Associate, Litigation

PARTNER/COUNSEL SUPPORT

Manveer Bisla
(he/him)
Counsel, Emerging and
High Growth Companies

Pooja Mihailovich
(she/her)
Partner, Tax



Osler Women Lawyers' Network (OWLN)

OWLN encourages and supports the advancement of women, transgender, non-binary and other gender-diverse individuals through social and networking events, informal mentoring and coaching, pro bono and volunteer initiatives, and business development opportunities. Over 300 members across all of our offices are part of OWLN.

OWLN's notable activities over this past year included:

- **International Women's Day:** On March 8, Osler celebrated International Women's Day (IWD) with a firm-wide hybrid event. In keeping with the 2023 theme for IWD "DigitALL: Innovation and technology for gender

equality," the Osler community invited Dr. Ariel Dalfen, MD, FRCPC, and Emily Kingdom, co-founders of BRIA, a company that provides a best-in-class virtual mental healthcare platform for women across reproductive life stages, for a special one-hour discussion. Dr. Dalfen was previously with Mount Sinai Hospital for more than 18 years as a psychiatrist and head of the perinatal mental health program and telemedicine program.

In Calgary, OWLN partnered with the YWCA to host a fitness class with clients in recognition of IWD. In Montréal, OWLN members got together for a brunch hosted by Office Managing Partner Sandra Abitan.

- **Soliciting and incorporating feedback from members:** OWLN conducted a survey of its members over the summer to solicit feedback on past programming and ideas for future initiatives. The members' feedback was actively incorporated into the programming ideas for the year, including a higher focus on in-person events over lunchtime, with meaningful content and purpose.
- **Developing executive committee guiding principles:** This year, OWLN also developed a written guiding principles document setting out its executive members' and regional office representatives' roles, responsibilities and succession plans.
- **Social events:** OWLN hosts numerous social events for its members throughout the year. This year, OWLN members enjoyed patio dinners, lunches and a paint-and-dinner event. These social events are great ways for OWLN members to gather in community, build relationships, engage in supportive and casual mentorship and exchange ideas.
- **Women's Book Club:** In our Toronto and Calgary offices, Osler hosted a Women's Book Club event with our women clients. In Toronto, we were thrilled to invite back Bryn Turnbull to speak about her new book *The Paris Deception*. In Calgary, the Women's Book Club event was held at the Fairmont Palliser for high tea with Jennifer Robson, the author of *Coronation Year*. Jennifer spoke about her book as well as her personal and professional life as an author of historical fiction.
- **Annual Women's Event:** Osler's Annual Women's Event in November invites Osler's women lawyers and senior administrative leaders across all offices, as well as our clients, for two days of conversation, celebration and networking.

In 2023, the programming included a dinner on the first evening, a brunch where our Partnership Board members and women associates exchanged ideas, questions and insights, and a client seminar, followed by break-out sessions, where people could reflect on the seminar's messages in small groups. It was a great opportunity for everyone to connect, support, celebrate and learn from each other.



Women's Book Club event, Calgary

- **Shoppers Run for Women:** Osler’s Calgary office participated in the Shoppers Run for Women fundraiser to support the Women’s Mental Health Clinic. The Clinic assists women experiencing mental health difficulties who are considering pregnancy, are pregnant or are within a year of postpartum. Nearly one in five women across Canada will experience issues related to their mental health during their reproductive stage of life, such as major depression or anxiety disorders. Indigenous women and recent immigrants are disproportionately affected by higher rates of postpartum depression. The Shoppers Run for Women fundraiser is the Clinic’s largest source of funding and we were grateful to have contributed to the effort.
- **The Shoebox Project for Women:** At the end of the year, Toronto and Calgary OWLN members gathered for a social and fundraiser event in support of the Shoebox Project for Women. The Shoebox Project for Women is an unaffiliated, non-religious, Canadian charity that supports women experiencing or at risk of homelessness, and that celebrates diversity, builds awareness, challenges stigma and promotes equity. The term “women” is used in an inclusive manner and the charity is mindful of the diverse and intersecting identities of the people it supports.
- **Spotlight on our people:** Janice Buckingham, partner and past co-lead in Osler’s Energy Practice Group, has been recognized with the Women in Law Leadership (WILL) Award for Leadership in the Profession (Private Practice). Her work as a founding member of Osler’s Calgary Diversity Committee has been instrumental in spearheading key equity, diversity and inclusion initiatives at the firm, in law schools in Alberta and throughout the legal community.

Co-founded by The Counsel Network and the Association of Women Lawyers in 2010, the WILL awards recognize contributions of women lawyers in Alberta across several categories, including in private practice.

LEADS

Hannah Kingdom
(she/her)
Associate, Litigation

Erin Rubin
(she/her)
Associate, Technology

PARTNER SUPPORT

Lynne Lacoursière
(she/her)
Partner, Corporate

DIVERSITY INITIATIVES

Regional diversity committees

Osler has regional Diversity Committees in Vancouver, Calgary and Montréal. We are excited to see the strengthened commitment and enthusiasm for local EDI initiatives and programs taking root across the country.

LEAD



Parm Ahuja-Robertson
(she/her)
Director, Talent
and Operations

LEADS

Jesse Baker
(he/him)
Associate, Litigation

Heather Maxted
(she/her)
Associate, Employment
and Labour

LEADS



Myriam Leduc
(she/her)
Senior Manager,
Human Resources

Marc Roy
(he/him)
Associate, Tax

PARTNER SUPPORT

Kim Maguire
(she/her)
Partner, Tax

PARTNER SUPPORT

Janice Buckingham
(she/her)
Partner, Energy

PARTNER SUPPORT

Kristian Brabander
(he/him)
Partner, Litigation

Vancouver



Calgary



Montréal



DIVERSITY INITIATIVES

Our commitment to truth and reconciliation

Our commitment to truth and reconciliation is a multifaceted effort to recognize, respect and uphold the diverse voices, experiences, perspectives and cultures of First Nations, Métis and Inuit Peoples. This year, we reflected on how we can all contribute to the process of reconciliation in our personal and professional lives, through various events, programs and initiatives.

- **Reflecting on the National Day for Truth and Reconciliation:** To mark the National Day for Truth and Reconciliation, Osler was pleased to welcome Anthony Johnson and Dr. James Makokis, an Indigenous and 2SLGBTQ+ couple, advocates and winners of The Amazing Race Canada, for an online seminar on Indigenous reconciliation and 2SLGBTQ+ inclusion in the legal profession and beyond.

Through engaging storytelling and personal anecdotes, Dr. Makokis and Anthony shared their insights about building meaningful relationships, moving toward reconciliation and dismantling barriers that perpetuate systemic oppression. Attendees developed a deeper understanding of the Truth and Reconciliation Commission (TRC), including the historical context that led to the establishment of the TRC and its significance in Canada's reconciliation process.

At our Montréal office, we were pleased to invite Maya Cousineau Mollen, an Innu poet and speaker, to mark the National Day of Truth and Reconciliation. Maya shared her poetry and her lived experience with the attendees.

The Osler community also wore orange shirts, gathering as a group in solidarity to share information regarding the history behind the day, the history of residential schools in Canada and some ways to reflect and engage, both inside and outside the firm.

- **Indigenous cultural competency training:** All legal professionals at our Calgary and Vancouver offices have undergone Indigenous cultural competency education.
- **Indigenous law student summer employment program:** Facilitated by the Law Society of Alberta, this employment program helps the legal profession gain deeper insight into Indigenous culture and issues while providing law firm work experience to Indigenous law students. Osler's Calgary office has participated in this program for a number of years to help foster ongoing relationships between Indigenous students and practising lawyers.
- **Indigenous Artists Awards:** The Osler, Hoskin & Harcourt LLP Indigenous Artists Awards are given to three Indigenous students and new graduates of Alberta University of the Arts (AUArts). The winners' artworks are auctioned off within the firm, with proceeds going to charities supporting Indigenous communities jointly selected by the award winners and Osler. This year, the auction supported The Lodgepole Centre at AUArts, the Awo Taan Healing Lodge Society Women's Emergency Shelter and the Stardale Women's Group.

- **Lessons from Chief Clarence Louie of the Osoyoos Indian Band:** Our Vancouver office hosted their first lawyer retreat at Sprit Ridge Resort, Osoyoos, situated on land owned by the Osoyoos Indian Band (OIB). Chief Clarence Louie has been the chief of OIB since 1985, and has received regional, national and international recognition for contributing to the economic success of his community by negotiating land claims, acquiring land, initiating taxation and building infrastructure. He is also the CEO of the Osoyoos Indian Band Development Corporation. In 2021, Chief Louie published *Rez Rules* in which he shares his life story, his views on First Nations economic development, culture, governance and activism, and his challenges to systemic racism and colonialism. We were privileged, moved and inspired by the opportunity to hear and learn from Chief Louie during the retreat.
- **Supporting Indigenous law student groups:** Osler is a long-time supporter of Osgoode Indigenous Students' Association and a proud founding sponsor of the Indigenous Law Students Governance's Textbook Drive, which provides financial assistance to purchase textbooks to incoming Indigenous law students at University of Ottawa Faculty of Law.
- **Interactive Indigenous beading workshop:** Beading is a sacred practice for many First Nations, Métis and Inuk people on Turtle Island, and beadwork is recognized as a source of law in many Indigenous cultures. On September 19, Toronto articling students participated in an Indigenous beading workshop to learn about the techniques of beading, bead their own badge reels and reflect on the cultural significance of beading as a practice. The students also enjoyed a traditional meal of game meat stew and three sisters Hominy corn and vegetable stew served with baked bannock, made with love by a local Indigenous catering company Dashmaawaan Bemaadzinjin (They Feed the People).
- **Attending Indigenous Bar Association Conference:** Osler students and representatives were thrilled to attend this year's Indigenous Bar Association Conference. It was a great opportunity to connect, learn, reflect and share ideas together.
- **Celebrating and reflecting on National Indigenous Peoples Day:** June 21 is National Indigenous Peoples Day, a day dedicated to celebrating Indigenous Peoples and their history, knowledge and culture. June is also National Indigenous History Month. The firm takes the occasion to recognize the diverse voices, experiences, perspectives and cultures of First Nations, Métis and Inuit Peoples; to acknowledge that Indigenous Peoples have occupied Turtle Island (what is now Canada and the United States) for thousands of years; and to reflect on how we can contribute to the process of reconciliation. A firm-wide communication offered a wide variety of ways to mark National Indigenous Peoples Day and National Indigenous History Month, including events, books, films and learning opportunities.
- **CBA Truth and Reconciliation Toolkit:** Launched in June 2021, the Truth and Reconciliation Toolkit is a web-based resource hub designed to equip lawyers and firms with practical tools to promote action and progress on the Truth and Reconciliation Commission's Calls to Action. Osler is proud to be a sponsor of the site.

Interactive Indigenous beading workshop, Toronto office



DIVERSITY INITIATIVES

Supporting our people

Our innovative practices, procedures and employee programs are aimed at fostering a work culture that promotes equality and inclusion. We are dedicated to ensuring that all individuals who work at Osler are treated with dignity and respect and can thrive both at the office and in their personal lives.

Employee benefits and programs

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

- **Pregnancy/Parental Leave Buddy Program for associates:** Associates of all genders receive guidance and support before, during and after pregnancy or parental leave to help them stay connected to Osler activities and assist in the transition back to full-time practice.
- **Pregnancy/Parental Leave Benefits for associates:** Effective January 1, 2024, Osler enhanced and expanded the financial support available to associates as they start or grow their families. Associates of any gender or parental role who welcome a new child into their family now have access to a uniform new parent benefit of up to 26 weeks (6 months) of salary top up, provided the new parent is collecting Employment Insurance benefits as part of a qualifying leave, to bond with and care for their newborn or newly adopted child.

- **Inclusive fertility benefits:** Effective April 2023, we enhanced our benefits to support reproductive health by increasing the financial support available and simplifying the process for claiming fertility treatments. The enhanced benefit, available to all eligible firm members and their dependents, extends beyond medication to include fertility treatment options (e.g., in vitro fertilization) and applies equally to those under a surrogacy arrangement.
- **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.

International Women's Day event with founders of BRIA, Toronto office



Mental health and wellness sessions

- **The Path to Well-being:** In April, Osler held a series of sessions for all firm members called *The Path to Well-being* with Dr. Cole Cohen, who shared his perspectives on the importance of maintaining personal mental health while also being tuned in to other people's well-being.
- **Creating a Personal Wellness Plan:** Osler's Career Development Officer, Steve Cline, has introduced a new Wellness Template. He also offered workshops called *Creating a Personal Wellness Plan* that encouraged participants to use the template to self-assess their current wellness situation and set goals that support their personal growth and development.
- **Using Music as Therapy:** In recognition of the Bell Let's Talk campaign, Osler hosted Justine Stehouwer from the Music Therapy Fund to help participants understand the science behind music therapy and highlight ways to use music and creativity for our health, relaxation and well-being. Bell Let's Talk is a campaign created by Bell Canada to raise awareness and combat the stigma surrounding mental illness in Canada.
- **The Joy of Missing Out:** Digital detox expert, Christina Crook, presented her talk, *The Joy of Missing Out*, which encouraged firm members to rethink how to use technology as a tool for well-being. The session was offered in May as a part of our programming for the Canadian Mental Health Association's Mental Health Week.
- **Wellness "Traps": Making Wellness Cheaper, Easier and More Attainable for Everyone:** Osler's Career Development Officer, Steve Cline, presented a workshop which encouraged participants to be thoughtful when deciding how to spend their time and money on wellness offerings. The session was offered in May as a part of our programming for the Canadian Mental Health Association's Mental Health Week.
- **Nutrition Myths and Realities:** One of Canada's leading nutritionists, Leslie Beck, delivered a talk called *Nutrition Myths and Realities* in October as we marked the Canadian Psychiatric Association and the Canadian Alliance on Mental Illness and Mental Health's Mental Illness Awareness Week. This session educated firm members on how to make thoughtful food choices that support their physical and mental health.
- **Mindful meditation sessions:** Many people use meditation as a way to give themselves a sense of calm and balance that can benefit both their emotional well-being and overall health. It can also be used for relaxation and as a way to cope with stress by refocusing attention on something calming and peaceful. From October to December, Osler offered periodic virtual half-hour meditation sessions to assist firm members in managing the impact of various end-of-year activities.



Health and wellness support

Everyone at Osler has access to a variety of resources and programs to help them maintain their physical health, preserve their personal well-being and receive the mental health support they need. Supports include health and self-care resources, a revised wellness/home office reimbursement program and multiple mental wellness programs.

Firm members have access to various resources, facilities and programs throughout the year

- TELUS Health (formerly LifeWorks) Employee and Family Assistance Program
- Mental Wellness Account (managed by Manulife), which provides a generous reimbursement annually for the services of psychologists, psychotherapists and support counsellors for employees and each of their eligible dependents
- virtual medical care and well-being programs for the Montréal office (and all associates at the firm) provided by Dialogue Integrated Healthcare
- extensive mental health and wellness resources on our Intranet
- frequent firm-wide webinars on various wellness-related topics (e.g., meditation, nutrition, chair yoga, financial health) with special recognition events surrounding Mental Health Week and Mental Illness Awareness Week
- a Wellness and Home Office Reimbursement program to support firm members' physical health, emotional health and ability to productively work from home

Career coaching and programming

Osler is proud to offer coaching and career advisory services to all of its lawyers. Osler's Career Development Officer, Steve Cline, helps our lawyers to self-reflect and set career goals that will help them further their personal and professional development. He offers one-on-one coaching in areas such as career development, progression planning, career transition, business development execution and work-life balance. A curriculum of career development and wellness workshops is also offered to our law students and lawyers, as well as staff, throughout the year.

Osler's Career Development Officer, Steve Cline



Supporting our future lawyers

As a firm, we are dedicated to increasing diversity in the legal profession. To do that, we must address various systemic barriers that prevent young people from entering law school. These are some of the scholarships, activities and programs we are proud to sponsor.

Scholarships and awards

- **Osler's Diversity Scholarship** was established in 2018 to recognize and celebrate two law students who, like us, seek to promote diversity and inclusion.
- **Osler, Hoskin & Harcourt LLP Award for Black or Indigenous Law Students at the University of Calgary Faculty of Law** is awarded annually to an Indigenous or Black undergraduate student entering the J.D. Program. The recipient also has the first right of refusal for a paid summer internship with Osler and/or its corporate partner, Inter Pipeline Ltd. With the support of the school, the focus of the award program is on removing barriers for Indigenous and Black students in applying to and participating in law school by providing financial and mentorship support.
- **Osler and OUTLaw 2SLGBTQI+ Diversity Scholarship at the University of Calgary Faculty of Law** is provided to a first-year law student who has demonstrated involvement with and made meaningful contributions to the 2SLGBTQI+ community.
- **Osler, Hoskin & Harcourt LLP Award at the Toronto Metropolitan University Lincoln Alexander School of Law** is an entrance award intended for a student who identifies as a member of a historically disadvantaged group as defined by the Ontario Human Rights Code and demonstrates financial need and high academic achievement.

- **Diverse Scholars Award at Western University Faculty of Law** is provided to a full-time second-year law student with strong academic achievement and a need for financial support, with preference to deserving students who self-identify as Black, Indigenous (First Nations, Inuit or Métis) or a member of a racialized group.
- **Osler, Hoskin & Harcourt LLP Entrance Scholarship at McGill University Faculty of Law** is an entrance scholarship program in honour of Frederick Phillips, B.A.'51, B.C.L.'56, who was the first Black lawyer admitted to the Barreau du Québec. The scholarship is awarded to one Black student entering the B.C.L./J.D. Program on the basis of academic achievement.
- **Osler, Hoskin & Harcourt LLP Scholarship at University of Montréal Faculty of Law** is awarded to two qualifying students who identify as Black, Indigenous or Persons of Colour (BIPOC).

Diversity, Equity and Inclusion Open House

On June 16, Osler held its second annual Diversity, Equity and Inclusion Open House. The event featured a panel discussion and Q&A session focused on exploring a legal career in a private practice setting as a student belonging to an equity-deserving group and seeking an employer that fosters inclusion and belonging. A number of lawyers, students and professionals from our student programs spoke about the firm's EDI milestones and initiatives, and provided an introduction to Osler's legal professional resource groups and innovation practice, and an overview of the firm's student programs. Participants also enjoyed networking with current students and others after the panel.

Partnership with Black Law Students' Association (BLSA) of Canada

Osler is proud to provide long-term support under a multi-year partnership agreement with BLSA Canada, and to partner with the organization on many of its events. Highlights of this partnership include:

- **BLSA Canada firm hops:** Osler was pleased to participate in firm hops hosted by BLSA Canada. It was a great opportunity to speak to Black law students and provide an overview of our student programs and our diversity and inclusion efforts, with a particular focus on how we support Black law students and lawyers.
- **BLSA Canada Instagram Takeover:** We were happy to collaborate with BLSA Canada to create a short video tour of our Toronto office, along with an overview of a day in the life of a summer student. The video was shared on BLSA Canada's Instagram handle as part of the BLSA Instagram Takeover campaign.
- **Networking workshop:** New for this year, OBPN members joined Steve Cline, Career Development Officer, to provide a workshop on networking for law students, including practical tips and suggestions as they start to build their professional networks.
- **Supporting local BLSA Chapters:** Osler has been a long-time supporter of Osgoode Hall Law School's BLSA Chapter. In our Ottawa office, associate and OBPN member Rama Panford-Walsh was invited to be a panelist at BLSA Ottawa's advocacy workshop, which gave students an opportunity to practise their oral advocacy skills in a mock courtroom setting and to learn practical litigation tips and tricks. We are proud to sponsor BLSA Chapters at the University of Calgary and the University of Alberta for students to travel and attend the BLSA Canada Conference.
- **Civil Law Symposium:** Our Montréal office was proud to be one of the sponsors for BLSA Canada's Civil Law Symposium for a second year.

Community outreach opportunities for Osler's summer law students

- **Summer Public Interest Advocacy Program (SPIAP):** Students participating in SPIAP spend the first part of the summer at the firm in Toronto and the latter part of the summer, paid by Osler, working for a firm-sponsored public interest group or other entity that is involved in advocating for issues affecting women, racialized groups, the 2SLGBTQ+ community or other diverse groups.
- **Three paid volunteer days:** Osler's summer students can spend three paid volunteer days giving back to an organization in their community that supports Osler's diversity and inclusion objectives.

OBPN members attending the BLSA Civil Law Symposium, Montréal



Removing barriers and diversifying the talent pipeline to law schools

- **JD Bridges Foundation:** Osler is proud to be a sponsor of JD Bridges Foundation, a Canadian non-profit organization that envisions a legal profession in Canada that is accessible, diverse and inclusive. The JD Bridges Foundation aims to bridge the gap for prospective Black applicants who have an interest in law, but may be deterred from applying to law school due to financial need.
- **Law School Prep Program (LSPP) at the University of Toronto Scarborough:** In August, Osler was pleased to host undergraduate students participating in the Law School Prep Program (LSPP) at the University of Toronto Scarborough campus for a lunch and learn with our lawyers and a brief firm tour. The LSPP is a summer program for third-, fourth- and final-year undergraduate students, including those who identify as BIPOC (Black/Brown, Indigenous and other People of Colour), to explore their passion for law and prepare for the LSAT.
- **BLSA Canada Pre-Law Expo:** Osler was a proud sponsor of this year's BLSA Canada Pre-Law Expo which provides Black undergraduate students who are interested in pursuing law an opportunity to meet with law schools, get tips on preparing the application, network with law students, lawyers and others working in law, and get advice and mentorship.
- **Black Future Lawyers:** Osler is one of 14 large Canadian law firms that have collectively committed \$1.75 million to the ground-breaking Black Future Lawyers (BFL) program over the next 10 years. BFL was founded as a collaboration between the University of Toronto's Faculty of Law, its Black Law Students' Association, members of the U of T Law Black alumni community and the broader legal profession. It's part of a suite of initiatives at the Faculty of Law to encourage students at the high school and post-secondary levels to actively think about applying to law school and learn about the career options a law degree can provide.

Law School Prep Program (LSPP), Toronto office



Avenue: Black Undergraduate Law Internship Program

Launched in 2021, Avenue is an industry-wide internship program designed to help Black undergraduate students gain hands-on experience in the legal industry. Osler is proud to be a founding member of the program and actively participates in its development. This year, Osler led and served on a number of governance committees for the internship program, including the Recruitment Committee, the New Employers Committee and the committee overseeing the expansion of the Avenue Internship Program.

Osler was very fortunate to have three excellent Avenue Interns join us for the summer: Pelumi Adeosun, Madison Milanczak and Frankline George. They enjoyed an enriching work and social summer experience which involved orientation sessions with the summer law students; a meet and greet with lawyers from every practice group at the firm; lunches and socials with members of the Osler Black Professionals Network and Diversity Committee; and working with lawyers in several practice groups on a wide range of billable and non-billable projects.

On August 1, Osler hosted an end-of-program reception to celebrate and reflect on the accomplishments of students who participated in the Avenue Internship Program across the country this year and thank the partnering organizations. We were delighted to invite Peter Thurton, retired legal counsel at Enbridge, to unpack his leadership journey and offer advice for the students, followed by a social reception.

“Not many people — especially from marginalized communities — get to experience what it’s like to work at a law firm before even starting law school. I think it’s vital to get more Black students into these spaces, so an opportunity like the Avenue internship is a game-changer. The work we got to do at Osler was thought-provoking, and reaffirms my intent to go into law. It gave me valuable insight into the various practice areas, what different types of lawyers do and how high-stakes cases come together in real time.”

Madison Milanczak

“The legal profession can look intimidating from the outside, and a lot of students — especially those from equity-deserving groups — can be quick to count themselves out from an industry like this. But everybody at Osler was very welcoming, open and helpful. On my first day, all my fears were quickly dispelled.

When I came across the Avenue program, I thought, ‘This is exactly the internship I’ve been looking for.’ Giving students like me an opportunity to work at a top law firm helps to level the playing field and really empowers aspiring Black law students. This experience has given me a much more realistic picture of what being a practising lawyer would actually look like, and the research and writing skills I’ve built this summer will be so helpful as I complete my undergraduate studies and apply to law school.”

Pelumi Adeosun

“The Avenue internship was a great opportunity for me. Working at a large, corporate law firm exposes you to so many different areas of law, and at Osler especially, we were able to help out with the kind of work that we found most interesting.

But the main benefit was just that the people who work here are super nice and very welcoming. Whatever we were working on, there was always someone there to help us and encourage us to develop our understanding of the practical aspects of law, from the summer students to the partners. It was great to supplement the theoretical knowledge we’ll get in law school with the hands-on experience we had this summer.”

Frankline George

COMMUNITY

Commitment to our communities

Pro bono activities

Our dedication to diversity and inclusion extends well beyond the walls of our offices. Our lawyers offer pro bono support to charitable and community organizations, and individuals in need.

Osler provided more than **12,700** hours of pro bono work for about 170 clients in 2023. We work to help the most vulnerable in our communities and to contribute to long-term progress on diversity and other social causes.

We were proud to be selected as one of *Canadian Lawyer* magazine's 5-Star Pro Bono Firms, with the distinction of being a law firm with the most pro bono hours. This special report recognizes Canada's law firms that demonstrate pro bono infrastructure at an institutional level.

Our lawyers' pro bono hours count as billable time toward their annual target, with no upper limit.

Some of our notable pro bono highlights from 2023 are

- **Kids Help Phone:** Kids Help Phone (KHP) is a Canadian non-profit organization that offers 24/7 professional counselling services, information and referrals to children and youth dealing with a wide array of life challenges. KHP's services are free, anonymous and confidential. Osler has a longstanding relationship with KHP, including at the Supreme Court of Canada acting as an intervenor on their behalf as well as on complex corporate needs as a valued client of the firm for many years.
- **Helping against eviction of homeless encampment in Montréal:** Osler partner Éric Préfontaine and lawyers Marie-Laure Saliah-Linteau and Emily Lynch acted for the Mobile Legal Clinic and obtained an injunction against the Québec Transport Ministry, to prevent and delay the eviction of homeless people living in an encampment located under an expressway. The eviction under winter conditions would have created serious risks for the campers. The injunction delayed the eviction for several months, allowing community organizations and authorities to find permanent housing for most of the campers.
- **Helping Syrian refugee sponsorship group navigate claim process:** Osler partner Kai Sheffield has been recognized by Catholic Crosscultural Services in Toronto for his pro bono work in helping to obtain refugee status for a Syrian family seeking to come to Canada to avoid further persecution by the authorities. While the outcome of the family's application is still pending, the organization expressed gratitude to Kai: "He immediately looked at our applications and directed us to a different strategy and wrote an incredible narrative to help us. Kai worked diligently ... I couldn't believe the devotion and the time that he gave. It was a very long and difficult process, but Kai led the way. I am so grateful to Kai — I know we wouldn't have had a chance of getting the correct application in if we hadn't had the benefit of his work." Kai encourages other lawyers to get involved.

- **Helping young mothers and children in Toronto:** Abiona Centre For Infant & Early Mental Health in Toronto provides housing, education and mental health services to more than 2,500 vulnerable pregnant and parenting young mothers and their children every year. Previously known as the Massey Centre for Women and Humewood House, Abiona Centre is the result of two organizations that came together in July 2021 to better serve women and children in need. Osler's Community Law team provided the non-profit with the assistance needed for the amalgamation.
- **Canadian Legal Support for Ukrainians:** Osler is working with Pro Bono Ontario (PBO) to answer calls made to a free telephone hotline for those displaced by Russia's invasion of Ukraine. The goal is to provide centralized intake and referrals to Ukrainians affected by the ongoing war. Osler is proud to contribute pro bono legal services to this and other PBO programs to help disadvantaged individuals gain access to justice.
- **Income Security Advocacy Centre and PBO — CERB project:** Osler is working with the Income Security Advocacy Centre and PBO to assist individuals who are alleged to have been overpaid COVID-19-related income support. Between March 2020 and May 2022, the federal government provided income support through various programs designed to assist individuals whose income was adversely affected by the pandemic. Where the Canada Revenue Agency (CRA) has alleged that an individual was paid benefits to which they were not entitled, the individual must challenge that decision via a judicial review in Federal Court. Osler is assisting approximately a dozen people by acting for them in Federal Court on a pro bono basis. These people would otherwise have to represent themselves. We expect that there will be more such cases in the coming year.
- **Obtaining relief for taxpayers from financial loss:** Base Finance operated for 30 years under the guise of a mortgage investment business. However, from at least 2006, it simply used new investors' money to pay "interest" and principal to existing investors. More than 300 investors lost \$137 million. Osler's Gerald Grenon and Theo Stathakos argued on behalf of the investors with the hope that the CRA will acknowledge investors as victims of fraud and recognize the losses they suffered.

Learn more about our pro bono work.

Allyship and collaboration

Osler works alongside other leading Canadian law firms and community organizations to share experiences, ideas and best practices, encourage and hold each other accountable, and enhance our progress toward our equity, diversity and inclusion objectives. These are some of our notable partnerships with external organizations:

- **Law Firm Diversity and Inclusion Network:** The Law Firm Diversity and Inclusion Network (LFDIN) is a group of Canadian law firms who have agreed to work together to promote diversity and encourage a culture of inclusion in our firms and the broader legal profession. Osler is an original signatory to LFDIN's Statement of Principles. As an LFDIN member, Osler coordinates its efforts and shares best practices with Legal Leaders for Diversity (LLD), a group of Canadian general counsels who have declared their commitment to creating a more inclusive legal profession and supporting diversity initiatives within each of their organizations.
- **Catalyst:** Founded in 1962, Catalyst is a global non-profit organization that helps build workplaces that work for women and drives change through pre-eminent thought leadership, actionable solutions and a galvanized community of multinational corporations to accelerate and advance women into leadership. Osler is proud to be a long-time supporter of Catalyst.
- **Pride at Work Canada/Fierté au travail Canada:** Through dialogue, education and thought leadership, Pride at Work Canada/Fierté au travail Canada empowers Canadian employers to build workplaces that celebrate all employees regardless of gender expression, gender identity and sexual orientation. Osler is a proud sponsor of Pride at Work Canada/Fierté au travail Canada and shares the organization's vision of a Canada where every individual can achieve their full potential at work.

- **Canadian Association of 2SLGBTQ+ Lawyers (CALL/ACAL):** Osler is proud to be one of the founding sponsors of CALL/ACAL, a national association of 2SLGBTQ+ legal professionals dedicated to developing an inclusive, innovative and representative bar in every jurisdiction across Canada. CALL/ACAL cultivates spaces for communities to network, share information and best practices, mentor and be mentored, celebrate excellence and mobilize with partners to lead reform of the legal profession and advance 2SLGBTQ+ rights in Canada and globally.
- **Toronto Region Immigrant Employment Council's Mentoring Partnership:** Newcomers to Canada bring talent, innovation and international expertise with them, but they need information and networks in order to succeed. Osler participates in the Toronto Region Immigrant Employment Council's (TRIEC) Mentoring Partnership program, which connects recent immigrants with volunteer mentors in their professional fields. Participating Osler staff and legal professionals connect with their communities, share their knowledge and insight about the Canadian job market and help recent immigrants succeed in their new settings. To date, Osler has had more than 63 mentor-mentee pairings.
- **Cause We Care:** Osler was proud to be a Corporate Champion of the Cause We Care Holiday Care Package Campaign. Members of our Vancouver office helped put together care packages filled with warm clothing, grocery gift cards, small gifts and nutritious food items to be delivered to 1,200 low-income single-mother-led families this holiday season. The Cause We Care Foundation is a Vancouver-based registered public foundation that raises money to assist frontline organizations that support local single mothers and their children in need. We were proud to show our support and make the season much brighter for this particularly vulnerable group.
- **Türkiye and Syria appeal and Pakistan floods:** There have been several recent large-scale natural disasters around the world that have caused thousands of deaths, dislodged communities and created ongoing health concerns. On February 6, a 7.8 magnitude earthquake with several significant aftershocks occurred in Türkiye and Syria. This was very difficult to watch on the news as more than 36,000 people died and thousands more were displaced.

Cause We Care Holiday Care Package Campaign, Vancouver

Community support

We encourage all firm members to volunteer with groups working to effect change and advance equality. These are the organizations, campaigns and causes that we are proud to have supported this year together as a firm:

- **Young Women in Law Charity Gala:** In October, articling students from Osler's Toronto office were honoured to attend the 12th Annual Young Women in Law Charity Gala, which was a wonderful opportunity to network with other young professionals in support of a worthy cause. The donation recipient of this year's Gala was Canadian Women for Women in Afghanistan, a not-for-profit that raises awareness and funds in support of its various programs including investment in literacy and technology.



Pakistan experienced monsoon rainfall that caused floods, flash floods and landslides. Around 33 million people, including approximately 16 million children, were affected by what has been described as a “climate-induced humanitarian crisis of epic proportion.” Major rivers were breached and their banks and dams overflowed, destroying homes, farms and critical infrastructure, including roads, bridges, schools, hospitals and public health facilities.

The Osler community gathered together to provide an outpouring of support to help. Donations to the Canadian Red Cross were made to support preparedness, immediate and ongoing relief efforts, and other critical humanitarian activities in these regions.

- **Middle East crisis:** The Hamas terrorist attacks in Israel and the resulting war and humanitarian crisis in Gaza have impacted many members of the firm and our communities. In response, the firm supported a matching donation campaign.
- **Women+Power:** Osler is pleased to support Women+Power, a community developed for women of all levels of experience who work in or with Alberta’s power industry, as well as their allies. Women+Power is working to address the challenges that result in, and from, the underrepresentation of women in the industry by providing opportunities for members to connect with, support, inspire and empower women to achieve their full potential, both professionally and personally.
- **Toronto Reel Asian International Film Festival:** Toronto Reel Asian International Film Festival is a unique showcase of contemporary cinema from Asia and the Asian diaspora. Reel Asian provides a public forum for diverse community storytelling by Asian media artists and assists with breaking down barriers on and off screen. Osler is proud to sponsor the Best Feature Film Award at the Festival.
- **The Terry Fox Run:** The annual Terry Fox Run has become a fall tradition in Canada, with more than 650 communities, big and small, urban and rural, English and French, fundraising for cancer research. The Run gives communities the chance to come together to celebrate the impact they can have as a force for good. The Osler team is proud to have participated in this year’s fundraiser.
- **United Way:** Our offices run an annual national United Way fundraising campaign. We’re proud to support the United Way’s essential work in improving the lives and well-being of underprivileged groups in our local communities.
- **Daily Bread Food Bank:** Daily Bread Food Bank is a registered charity with a mission to end hunger in our communities. Daily Bread provides food and support to over 200 food programs across Toronto, works toward long-term solutions to hunger and poverty and runs innovative programs to support people on low incomes. Daily Bread Law Firm Challenge is Daily Bread’s largest employee drive through the holiday season and has raised more than \$4 million over the years. Each year, the articling students at our Toronto office organize this holiday donation drive along with other participating law firms on behalf of Toronto’s legal community, with all proceeds going to Daily Bread.
- **Movember:** Each year, the Osler community comes together to raise awareness and funds for Movember, a leading charity that aims to change the face of men’s health. The organization funds a variety of projects all over the world that focus on three of the biggest health issues for men: mental health and suicide prevention, prostate cancer and testicular cancer.
- **Give a Day and Give a Night to World AIDS:** Family physician Dr. Jane Philpott founded Give a Day to World AIDS in 2004, when she challenged her colleagues at Markham Stouffville Hospital to donate a day’s pay to fight HIV. Since 2006, under the leadership of Technology partner Michael Fekete, Osler lawyers and staff have donated one day’s income in support of the fight against HIV/AIDS in sub-Saharan Africa. Funds are directed to The Stephen Lewis Foundation for distribution to grassroots programs in Africa. Additionally, articling students in the Toronto office organize the Give a Night campaign in support of the Give a Day Campaign.

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 500 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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