



CANADIAN ASSOCIATION OF BLACK LAWYERS
NOTICE OF ANNUAL AND SPECIAL MEETING OF MEMBERS

NOTICE IS HEREBY GIVEN that the Annual General and Special Meeting of the members of the Canadian Association of Black Lawyers ("CABL") will be held on Thursday, June 22, 2023, at 6:00 p.m. (Eastern Standard Time) for the following purposes:

1. To receive the financial statements for the fiscal year ended December 31, 2022;
2. To elect directors;
3. To consent to the transaction of such other business as may properly come before the meeting or any adjournment thereof including, without limitation, the continuance of the Corporation under the *Canada Not-for-profit Corporations Act*.

THIS MEETING WILL BE HELD REMOTELY AND IN PERSON – PRE-REGISTRATION IS REQUIRED

OPTION 1
IN-PERSON ATTENDANCE

Please **RSVP** with your name and email to: executive.director@cabl.ca

LOCATION:

Gowling WLG
100 King St W Suite 1600, Toronto, ON M5X 1G5

OPTION 2
ONLINE ATTENDANCE

Register here:

<https://us02web.zoom.us/meeting/register/tZAuf-Gpqz0rGNA3wEDu93QctHf0-Hx1114X>

After registering, you will receive a confirmation email containing information about joining the meeting. Should you not receive the email confirmation, please check your "spam" or "junk" folders; or contact the CABL Secretary at secretary@cabl.ca.

Former Members shall be entitled to bring their membership into good standing by paying the required membership fee online **by no later than June 19, 2023**. You may also register for membership online on our website at www.cabl.ca.

Meeting materials attached;

- Directors reports (Submitted to date)
- Chapter reports (submitted to date)
- Audited Financial Statements and all outstanding Director and Chapter reports are to be distributed prior to June 22, 2023.

Should you have any questions, please contact secretary@cabl.ca. We look forward to seeing you.

DATED at Toronto, this 1st day of June 2023.
CABL Board of Directors



ELECTIONS

Attached is the election procedure for the 2023 CABL AGM which identifies the Board positions which are available.

DECLARATIONS/NOMINATIONS

Declarations of Candidacy/Nominations for the Available Positions should be sent to CABL's Secretary via email at secretary@cabl.ca on **June 12, 2023**, in advance of the AGM where possible.

Any member in good standing for two (2) of the last three (3) years may declare their candidacy for any of the open positions or nominate another member, in good standing, for a position.

Such nomination shall include the candidate's desired board position and a brief biography, which will be circulated to the membership on **June 19, 2023**.

VOTING

Voting shall take place using Simply Voting which is an electronic voting system. Only those who have confirmed attendance in-person or on video will receive a unique voting link. Voting will take place electronically from June 19 to June 22 11:59 AM EST. Those elected will be announced at the AGM meeting by the Chair on June 22, 2023. To facilitate electronic voting, nominations will **NOT** be accepted from the floor at the AGM.

AVAILABLE POSITIONS

The following board members shall be elected at the 2023 Annual General Meeting. The terms of office are indicated below:

The following are the duties and responsibilities of every member of the Board:

- Attend and be prepared for Board meetings to discuss key issues, and provide strategic guidance and governance on topics brought to the Board of Directors
- Approve annual budgets and audit reports, as set out for the organization, and monitor the finances to ensure it supports this budget.
- Engage in discussions on the performance of the Board.
- Participate in the process of governance (including corporate and financial governance) and fundraising initiatives within the organization.
- Vote on policy, contracts and other recommendations received from or by the Board of Directors.
- Strive to meet all legal and fiduciary responsibilities.
- Contribute to the development of the organization's reputation as a leader in the Canadian legal community.
- Sometimes, participate in fundraising or unique events hosted by the organization or by others in the community in support of it.

PRESIDENT - Two (2) year term

The president is the executive officer of CABL and in this capacity shall preside overboard meetings and serve as chairperson of the executive committee.

- Be the chief executive officer of the association;
- Preside at meetings of the board and membership meetings;
- Appoint the chairperson and members of each committee, where such is not set out in the by-laws;

- Appoint such special assistants and/or consultants as he or she may deem necessary and appropriate. Special assistants and/or consultants shall serve without compensation.
- Serve, ex officio, as a member of all committees; and
- Report on their assigned duties to the board.

VICE-PRESIDENT - One (1) year term remaining

Working with the board of directors and other senior executives of the organization, the Vice President plans, develops, and enforces policies and objectives for CABL to ensure it maintains its values and meets established goals.

- a. Perform such duties as the president and the board may assign and as otherwise provided herein;
- b. Oversee and coordinate the activities and reports of their designated areas;
- c. Assist in the development of programs, and act as project manager on such programs;
- d. Ensure the implementation and consistent application of policies as established by the board;
- e. Maintain a liaison with other organizations that perform related activities;
- f. Maintain records and provide reports related to their activities;
- g. Research and make recommendations to the board regarding future activities, developments and alterations or modifications to existing programs; and
- h. Report on their assigned duties to the board.

TREASURER – Two (2) year term

The Treasurer oversees all financial transactions and fundraising efforts going in or out of CABL. Their primary duties include budget planning, financial reporting, record-keeping, and managing incoming and outgoing funds.

- Receive and supervise the safekeeping and expenditure of the funds and investments of the association;
- Confer with and supervise the president and administrative staff of the association as to the methods and procedures used in the receipt, collection and safekeeping of all funds, and the procedures for disbursements;
- Report on the financial condition of the association at all meetings of the board and at other times when called upon by the president
- Make the financial books and records of the association available for examination and audit by independent accountants;
- Generally, oversee the finances of the association;
- Serve as the chairperson of the finance committee; and
- Report on their assigned duties to the board.

DIRECTOR OF PROFESSIONAL DEVELOPMENT – Two (2) year term

The Director of Professional Development develops and coordinates CABL’s annual conference as well as national professional development events.

- Plan and supervise the annual conference;
- Present an annual budget to the treasurer;
- Organize various professional development activities with the assistance of the director of fundraising;
- Serve on the conference committee;
- Establish and maintain a mentorship network for the members of the association;
- Report on his/her assigned duties to the board.

DIRECTOR OF FUNDRAISING – One (1) year term remaining

The Director of Fundraising provides leadership to the Board in the areas of fundraising strategy and budgets to achieve annual fundraising goals. This role is responsible for providing expertise in the areas of fund campaigns, grant writing, subsidies, and sponsorships. With a thorough understanding of fundraising, they also establish the Fundraising Committee and its members. Working closely with the President, this senior leadership role will guide and coach the team to ensure the organization meets its annual fundraising goals.

- Attend and be prepared for Board meetings to discuss key issues, and provide strategic guidance and governance on fundraising topics to the Board of Directors
- Provide guidance and coaching to the Fundraising Committee in developing and implementing the annual fundraising strategy to pursue funding from both prospective and established donors, sponsors, and agencies that are aligned with the organization's mission.
- Prepare the annual fundraising budgets for approval by the Board of Directors.
- Engage in discussions on the performance of fundraising initiatives.
- Participate in the process of financial governance and fundraising initiatives within the organization.
- Approve policy, contracts and other recommendations received from the Board of Directors.
- Develop the Terms of Reference of the Fundraising Committee for Board approval and ensure that committee members fully understand them.
- Establish the Fundraising Committee by populating it with qualified and passionate individuals.
- Coach the Fundraising Committee and its members to carry out specific initiatives set out by the Board of Directors that support the organization in meeting its annual fundraising goals.
- Participate in fundraising or unique events hosted by the organization or by others in the community in support of the organization.

DIRECTOR OF MEMBERSHIP - Two (2) Year Term

- Serve as chairperson of the membership committee;
- Maintain an up-to-date membership list;
- Keep the roster of membership of the association and issue membership cards;
- Organize various membership drives to increase the number of members of the organization;
- Co-ordinate with the vice president such events as to increase the exposure of the association;
- Co-ordinate the payment of dues with the treasurer;
- Remit all membership fees to the treasurer;
- Report on their assigned duties to the board.

DIRECTOR OF COMMUNICATIONS – Two (2) Year Term

- Distributes communications to the membership;
- Creates newsletter and e-magazine; duties include creating content, editing, and sourcing articles;
- Maintains social media websites; e.g., LinkedIn, Facebook etc.
- Report on their assigned duties to the board.
- Director of fundraising
- Serve as a member of the finance committee;
- Keep track of funding sources;
- Develop and implement fundraising strategies;
- Assist in the planning of events;
- Collect with the treasurer, funds from various events and other sources;

- Remit all monies collected from fundraising activities to the treasurer;
- Report on his/her assigned duties to the board.

DIRECTOR OF MENTORSHIP - Two (2) Year Term

- Develop the CABL mentorship program, including continuing to build and grow the program, keeping track of all the mentor-mentee pairings, and creating innovative new program content.
- Curating mentors and program content, executing the best mentor/mentee pairings, and inspiring mentors & mentees to be active in their conversations and building their relationship.
- Day-to-day communication with mentors and mentees regarding new discussion topics, feedback surveys, and answering any questions or problems they may be experiencing throughout the duration of the program

CONTINUING BOARD MEMBERS

The following are the board members who will continue to serve for the second year in their respective 2-year terms:

- **Secretary:** Ebby Chukwuonwe
- **Chair YLD/Social:** Committee Chantelle Dallas
- **Community Liaison:** Kristian Ferreira

APPOINTED BOARD POSITIONS

The following board positions are appointed by virtue of the CABL By-laws:

- **Chapter Presidents (currently: Alberta, BC, Ottawa, Quebec)**
- **BLSA CANADA President** – *this is an ex officio board position with no voting rights*

CABL COMMITTEES

We invite members to participate in any of the committees in which they have an interest. Please contact the Board member responsible for the committee for additional information. In all committees, we wish to ensure regional and linguistic representation.

- a. **Advocacy and Litigation Committee:** Currently led by the Vice-President, Rosemarie Davis

The Advocacy and Litigation Committee's mandate is to advise the Board on issues within the larger legal or general Black community on which CABL should take a position. This committee will also make recommendations to the Board with respect to intervening in ongoing litigation across Canada in cases related to racism, inequality, and justice reform within Canada.

- b. **Annual Gala Committee** Currently led by the Ottawa Chapter President, Antoine Collins

The mandate of this committee is to plan CABL's Annual Gala. This Committee is usually comprised of volunteer members, with a core group composition of local members in the city in which the gala is to be located.

Now included in this committee's responsibilities are the tasks previously carried out by the Awards Committee. They will nominate CABL members for awards across the country, propose names for nomination to the Board, and approach candidates to determine if they would like to be considered for nomination for the respective awards. The committee will also ensure that nomination forms are completed and submitted.

- c. **Fundraising Committee:** Currently led by the Director of Fundraising, Thelma Zindoga

Comprised of members from across the country, this committee is committed to the long-term sustainability of CABL, through undertaking fundraising initiatives and campaigns. Under the Director of Fundraising, this committee will prepare grant and sponsorship applications and presentations to external partners.

- d. **Mentorship Committee:** Currently led by the Director of Mentorship, Bethany McKoy

Comprised of representatives from each chapter and led by the Director of Mentorship, this committee will focus on capacity and pipeline building to expand, nationalize and institutionalize CABL's mentorship program with programming that is focused on: i) Law Students; (ii) New and Foreign Trained Lawyers; and (iii) Career advancement.

- e. **Membership Committee:** Currently led by the Director of Membership, Omar Ha-Redeye

Working in collaboration with other committees such as the Mentorship and Professional Development committees, this committee is committed to increasing membership, determining what initiatives are desired by the members and increasing the benefits to CABL members.

- f. **Professional Development & Conference Committee:** Currently led by the Director of Professional Development & Conference Committee, Tracey-Ann Dobson-Hamilton

The role of this Committee is to plan professional development events for CABL members and the Annual Conference in collaboration with the Gala Committee as one of CABL's annual flagship events.



g. **Social Committee/ Young Lawyers Division (YLD):** Currently led by Social Committee/Young Lawyers Division Director, Chantelle Dallas

The Social Committee plans social events for members across the country. Working in collaboration with our Young Lawyer's Division, this committee is particularly focused on networking events for young professionals and students to introduce them to more senior members of the bar.

h. **Strategic Planning Committee:** Currently led by the Vice-President, Rosemarie Davis

This committee works hard to develop and implement the strategic vision of CABL as determined from time to time by member feedback, following priorities set by the Executive and the Board.

i. **Executive Committee:** Currently led by the President, Raphael Tachie

This committee provides a rapid response on urgent issues and the operation of CABL as an organization.

j. **Partnerships & Community Liaison Committee:** Currently led by Community Liaison Director, Kristian Ferreira

This committee establishes partnership proposal evaluations, monitoring procedures, and evaluates new strategic partnership proposals in a timely manner.

k. **Treasury Committee / Financial Governance:** Currently led by Treasurer, Sam Teclé

This committee examines the expenditure, administration, and expense policy of CABL and its chapters. They review, approve, or reject funding requests and present them to the Board.

l. **Communications Committee:** Currently led by Director of Communications, Kyle Elliott

This committee develops, updates, and monitors CABL's website, communications policies, social networking accounts, and electronic discussion groups, as well as recommending new ways for CABL to communicate with its members and other interested parties through alternative media.

m. **Governance Committee:** Currently led by President, Raphael Tachie

This committee is responsible for 4 key things: board nominations, elections, board evaluations, and training.

n. **Data Governance Committee:** Currently led by Secretary, Ebby Chukwuonwe

This committee directs the management of CABL's data, protecting its integrity, accuracy, and distribution, and makes recommendations on data best practices.



**CANADIAN ASSOCIATION OF BLACK LAWYERS
ANNUAL REPORTS**

<u>TABLE OF CONTENTS</u>	<u>Page</u>
<u>MEMBERSHIP REPORT</u>	1
<u>COMMUNICATIONS REPORT</u>	2
<u>PROFESSIONAL DEVELOPMENT REPORT</u>	5
<u>OTTAWA CHAPTER REPORT</u>	8



Canadian Association of
Black Lawyers (CABL)
20 Toronto Street
Suite 300
Toronto, ON M5C 2B8

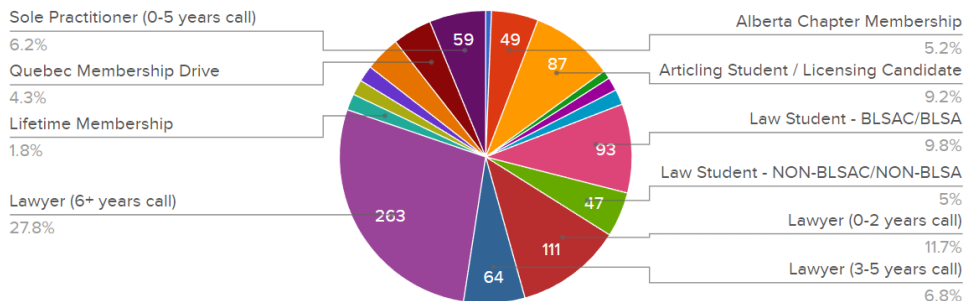
2023 Membership Report

Membership Numbers

We currently have 395 paying members, up from 301 in 2022. This increase can be attributed largely to returning members who have renewed their accounts after allowing it to lapse during the pandemic.

Lapsed memberships continue to be a challenge, and there are still large numbers of historic members who have not renewed their memberships.

Continued areas for growth include further outreach to law schools, new lawyers, and potential members outside of Ontario who historically have not had a relationship with CABL.



Student Outreach

CABL has continue to make some efforts to reach out to the student bodies at several law schools, especially with the growth of chapters across Canada. Interest in CABL was high during these engagements, and many students indicated they were unaware that they could register and participate in CABL.

Communications

Throughout the year, Communications is responsible for supporting the internal and external communications of the Canadian Association of Black Lawyers. The purpose of the Communications portfolio is to communicate with members – and relevant partners – about the Association's priorities and activities; to ensure CABL communications are consistent and aligned with the policies and best practices established by the Board; to strengthen member knowledge and expertise; to support the Board in achievement of its objectives; to promote the Association in the community; and to generally further the mission of the Association.

The Association keeps members informed in a variety of ways. On a bi-weekly basis, Members receive the CABL Newsletter by email. Members and the public can follow CABL on Facebook, Twitter, LinkedIn and Instagram for timely announcements on the Association, members in the news, reminders about their membership, links to special articles, and information about events.

Looking back on the past year

Social Media

In the past year, CABL continued to grow its social media efforts on Facebook, Twitter, LinkedIn and Instagram. Our audience showed growth across all platforms:

- **Facebook** followers grew from **1,511 to 1,568** (6/16/2022-5/25/2023)
<https://m.facebook.com/people/Canadian-Association-of-Black-Lawyers/100069074088585/>
- **Twitter** followers grew from **2,444 to 2,480** (6/16/2022 – 5/25/2023)
[@cablnational](https://twitter.com/cablnational)
- **LinkedIn** – CABL maintains a LinkedIn Page and a LinkedIn Group
 - Page followers grew from **1655 to 2700** (6/17/2022 - 5/25/2023)
<https://www.linkedin.com/company/canadian-association-of-black-lawyers/>
 - Group members grew from **420 to 431** (6/16/2022 - 5/25/2023)
<https://www.linkedin.com/groups/3951435/>
- **Instagram** followers have grown from **733 to 927** (6/16/2022 - 5/25/2023)
<https://www.instagram.com/cablnational/>
- **Youtube**
<https://youtube.com/@CABLnational>

CABL Newsletter

CABL continues to rely on the MailChimp platform to deliver the CABL newsletter to members on a bi-weekly basis. Currently, the CABL newsletter has **2,105** subscribers (up from **1,863** subscribers in June

Annual Communications Report

May 25, 2023



2022) and the list continues to grow. In 2019, Mailchimp reported that the average email marketing open rate across all industries was 21.33%. The average CABL newsletter open rate is 40.46%.

Website

In 2022, the Association set out to redesign its Website in order to revamp and modernize the existing website. CABL's new website will better show the world who we are and what we offer, while improving the user experience for members. We expect this new website will be more visually appealing and hope it will be more efficient in delivering information to help motivate people to participate in CABL initiatives. Members can expect the CABL website to be unveiled in the near future.

Communications Strategy

Recognizing the importance of improving its communications strategy, the Association retained the services of a communications consultant, Kirk & Co. to support this endeavour. Working closely with the Director of Communications the consultant was tasked with several key responsibilities. First, they were tasked with providing recommendations on establishing a strong communication structure and governance framework between the national organization and the local chapters, ensuring effective coordination and collaboration. In addition, the consultant supported a comprehensive review and redesign of the e-newsletter, aimed at optimizing its effectiveness, efficiency and user-friendliness for members. Finally, Kirk & Co. was also tasked with developing communication templates to maintain consistency in the look of communication products and social media posts across national platforms and chapters.

Priorities moving forward

1. Continue to implement the recommendations provided by Kirk & Co. concerning the governance framework, coordination and collaboration between the CABL chapters and national organization.
2. Employ new communication templates to provide a level of consistency in the look of communication products and social media platforms.
3. Identify tools (i.e. an automated social media platform) that can be of assistance in optimizing CABL's communications reach to help increase awareness of the work of the Association.
4. Ensure deadlines for newsletter submissions and/or social media postings are well-publicized for members and community partners.

PROFESSIONAL DEVELOPMENT COMMITTEE

YEAR IN REVIEW

(2022-2023)

PD COMMITTEE COMPOSITION

Tracey-Ann Dobson-Hamilton was installed as Director of Professional Development at the Annual General Meeting held on March 4, 2021. The other members of the 2022- 2023 PD Committee are: Patricia DeGuire, Maureen Bennett-Henry, Ayana Hutchinson, Andrea Levans, Rachel Simms-Sealy and Desron Harry.

EVENTS

(I) Past Events

1. Speed Mentoring - July 7, 2022

The Speed Mentoring event occurred via Zoom with 22 mentees in attendance. We offered our mentees the wisdom of mentors from various practice areas and professional backgrounds, and provinces. The mentors were:

1.	Ismael Boily	Real Estate Law
2.	Yassin Gagnon-Djalo	Litigation
3.	Kathy Martin	Financial Services
4.	Genna Evelyn	Immigration and Refugee Law
5.	Mervyn Allen	Commercial Real estate
6.	Paul Scotland	Criminal Defence/Adjudicator
7.	Ryan Brothers	Public Sector and policy
8.	Abigail Browne	IP and civil Litigation
9.	Terrie-Lynne Devonish	Corporate Counsel
10.	Vivene Salmon	Financial Services, Securities
11.	Paulette Nnorom	Lawyer Coach
12.	Faithe Holder	P3/Infrastructure, Construction, real Estate
13.	Monique Brand	Department of Justice
14.	Ola Oshodi	Business Law
15.	Nandi Deterville	Immigration
16.	Shashu Clacken	Management Consulting & Strategic Transformation
17.	Isabelle Cadotte	Wills, estates and trusts

2. Federal Judicial Fireside Chat - September 22, 2022

We collaborated with the Indigenous Bar Association and the Canadian Association of Refugee Lawyers to host four (4) federal judges for an event entitled “*Journeys to the Bench*”. The judges who shared were The Honourable Shirzad S. Ahmed, The Honourable Paul Favel, The Honourable Lobat Sadrehashemi, and The Honourable Avvy Yao-Yao Go. They shared about their journeys to becoming a judge, their experiences in the appointment process, and what it is like to serve on the bench. The goal of the webinar was to foster more Indigenous and/or racialized lawyers applying for judicial appointments to the Federal Court and beyond.

3. Annual Conference – November 4, 2022

For our 11th conference, we had our first hybrid conference (in-person and Zoom) at the Canada Aviation and Space Museum, in Ottawa, Ontario. The Conference theme was “*Sustaining the Momentum; Cementing the Change*” to acknowledge the fact that the COVID-19 pandemic and George Floyd’s murder, exposed the inequalities faced by the Black communities but subsequently created new opportunities for significant change. While there has been significant change, we could not lose sight of the fact that lots of work remain to be done, and so our sessions focused on sustaining the momentum that we have achieved over the last two years and ensuring the changes become permanent. The conference was accredited by the Law Society of Ontario for 4 hours and 15 minutes of Professionalism Content and 4 hours and 40 minutes of EDI Professionalism Content.

Our keynote speaker was Dr. Vidal Chavannes, Director, Strategy, Research and Organizational Performance from the Durham Regional Police Service (sponsored by Torys LLP). The various panels covered the following: sessions geared towards topics of interest based on the year of call (senior lawyers - 10+ years[the role of General Counsels]), mid - career lawyers - 6-9 years[story-telling for influence], and young lawyers - 0-5 years [building authentic relationships]); employment law issues related to return to work post-pandemic; anti-black racism within the child welfare system; navigating the criminal justice system as a black lawyer; how to protect our mental health: keeping sane while working in white institutions (sponsored by Gowling WLG); technology developments (algorithmic racism – AI in the Criminal Justice Industrial Complex); the versatility of the legal training; and judicial insight on how we continue to diversify the Bar and Bench to ensure those changes are permanent

For the conference, CABL had Sponsors, Partners, and Allies as follows:

- Platinum Sponsor – McCarthy Tétrault;
- Gold Sponsor – Dentons;
- Silver Sponsor – Torys LLP; Blakes;
- Bronze Sponsor (Students) – Davies; Hicks Morley Hamilton Stewart Storie LLP; Turnpenney Milne LLP; Koskie Minsky; Borden Ladner Gervais (BLG); County of Carleton Law Association (CCLA); Ontario Bar Association (OBA); LMS Lawyers LLP;
- Panel Sponsors – Cassels; Dentons; Fasken; Gowling WLG;
- Promotion – ZSA;
- Partners in Professional Development – Cassels;
- Allies in Professional Development – McCarthy Tétrault, Norton Rose Fulbright; the Law Society of Ontario; and
- Keynote Speaker Sponsor – Torys LLP.

4. Black History Month - February 28, 2023 *(In Partnership with the Law Society of Ontario (LSO) and the Ontario Association of Black Paralegals (OABP))*

CABL jointly hosted the Black History Month event with LSO and the Ontario OABP under the theme “*Celebrating Black Excellence in the Legal Profession*”. The event was virtual. We spent the evening celebrating the fact that many members of the Black legal profession have obtained great success in their respective fields across Canada, and we heard from three (3) of those accomplished professionals.

The panel consisted of **Gassim Bangoura** (Senior Director of Legal Affairs and Assistant Corporate Secretary, Birks Group Inc., - Quebec), **Patricia DeGuire** (Chief Commissioner, Ontario Human Rights Commission – Ontario), and **Justice Andrew Majawa**, Judge, British Columbia Supreme Court – British

Columbia) with **Ayana Carla Hutchinson** (General Counsel, Family and Children’s Services of Frontenac, Lennox, and Addington – Ontario) serving as the moderator.

We had greetings from the following persons on behalf of their associations: Jacqueline Horvat (LSO’s Treasurer), Erin Kleisinger K.C. (Council member from Saskatchewan and Federation Second Vice-President, Council of the Federation of Law Societies of Canada,) and Deborah Moriah (OABP’s President).

We had 1,100 persons in attendance. The event was accredited by the Law Society of Ontario for 1 hour and 45 minutes of EDI Professionalism Content. Overall, we had very positive feedback.

(II) Future Events

- 1. Speed Mentoring - July 13, 2023** (Zoom)
- 2. Annual Conference – October 12 and 13, 2023** (Ontario Bar Association (OBA), Toronto, ON)
(Hybrid)

Acknowledgments

The PD committee thanks the support of the CABL board who has assisted in many ways, and its own members who have all worked tirelessly to make the events successful.

Recommendation:

The PD Committee should narrow its focus on the number of events held annually, to ensure that there is capacity to continue to provide programming that is content-rich and valuable to our members.

Yours truly,

Tracey-Ann Dobson-Hamilton
Director, Professional Development
May 11, 2023

CABL Ottawa

OTTAWA (NATIONAL CAPITAL REGION REPORT)		
Thursday, June 15, 2023	6:30 p.m.	Zoom
President	Antoine Collins	
Vice President	Jacqueline Beckles	
Secretary	Ludmilla Jarda	
Treasurer	Wudassie Tamrat	
Director of Professional Development	Garrick Apollon	
Director of Membership and Community Outreach	Lanise Hayes	
Directors At Large	Michael Smith Alexander Ikejiani Karen Kernisant Allison Lendor	
2022		
<p>What a year!!! 2022 for CABL Ottawa was amazing, most of our time was spent planning the 2022 Annual Gala and preparing the Black Judges Book, both a huge success.</p> <p>The Gala was organized as a masquerade ball and it invited attendees to engage in a reflective thought experiment through its “Beyond the Mask” theme. We focused on how thoughts of masks today often evoke the popular sci-fi or fantasy worlds of superheroes and villains fighting one another while masking their true identities. Although fantastical, these modern images still embody the ancient symbolism of mask-wearing – the purpose of which is concealment, the hiding (or substitution) of identity and background of the person wearing it.</p> <p>For centuries, Black communities in Canada have been obliged to wear a variety of masks. Consider, for example, that within Canadian education systems, the</p>		

CABL Ottawa

teaching of Black history often centers narrowly on stories of underground railroads, of racism and oppression of Black communities in the American south, or occasionally in parts of Canada, like in Halifax where the community of Africville was demolished. While this education reflects the lived experiences of certain Black communities in Canada, it frequently ignores the accomplishments and ongoing development of those same communities. This kind of history-telling masks the unique lived-experience of being Black in Canada, in all its remarkable complexity and diversity.

Black communities in Canada have also often been forced to resist attempts to impose upon us the wearing of new masks – even by some who claim to support us. Sadly, this still happens, even in the development of performative justice and diversity and inclusion initiatives which fail to include the voices and lived experiences of Black people themselves.

First Edition of our portrait book of *“Canada’s Black Judges and Justices, Past Present and Beyond.”* celebrates the legacy of the 65 Black Judges and Justices (at the time of the Gala) who have been appointed to the judiciary from across the country. This book also provides a valuable historical record, which reinforces our strong belief that the Canadian judiciary should fully reflect and benefit from the diversity of Canada. As you know, in recent years, awareness has grown about the under-representation of visible minorities in the legal profession, including Black and Indigenous Judges. CABL is pleased with the recent appointments of The Honourable Justice Mahmud Jamal in 2021, The Honourable Justice Michelle O’Bonsawin in 2022– the first visible minorities to serve as Justices on the Supreme Court of Canada. and of course, Chief Justice Michael Tulloch as the First Black Chief Justice of Ontario.

Despite these historic appointments, our justice system still lacks diversity. Although over 22 percent of Canada’s population is non-white, only a handful of Indigenous, Black and other visible minority Judges currently preside on the courts in which most of the country’s judicial work takes place. For example, very few Indigenous Judges serve on the Federal Court of Canada – a body which has also had only one Black Justice appointed to it, Chief Justice Alexander Isaac, in 1991. The same holds true for all levels of the federally and provincially appointed courts.

While celebrating the tremendous accomplishments and contributions of Canada’s Black Judges and Justices, the book therefore also acknowledges that considerable work remains to be done to improve diversity within the judiciary. Let us continue this journey together.

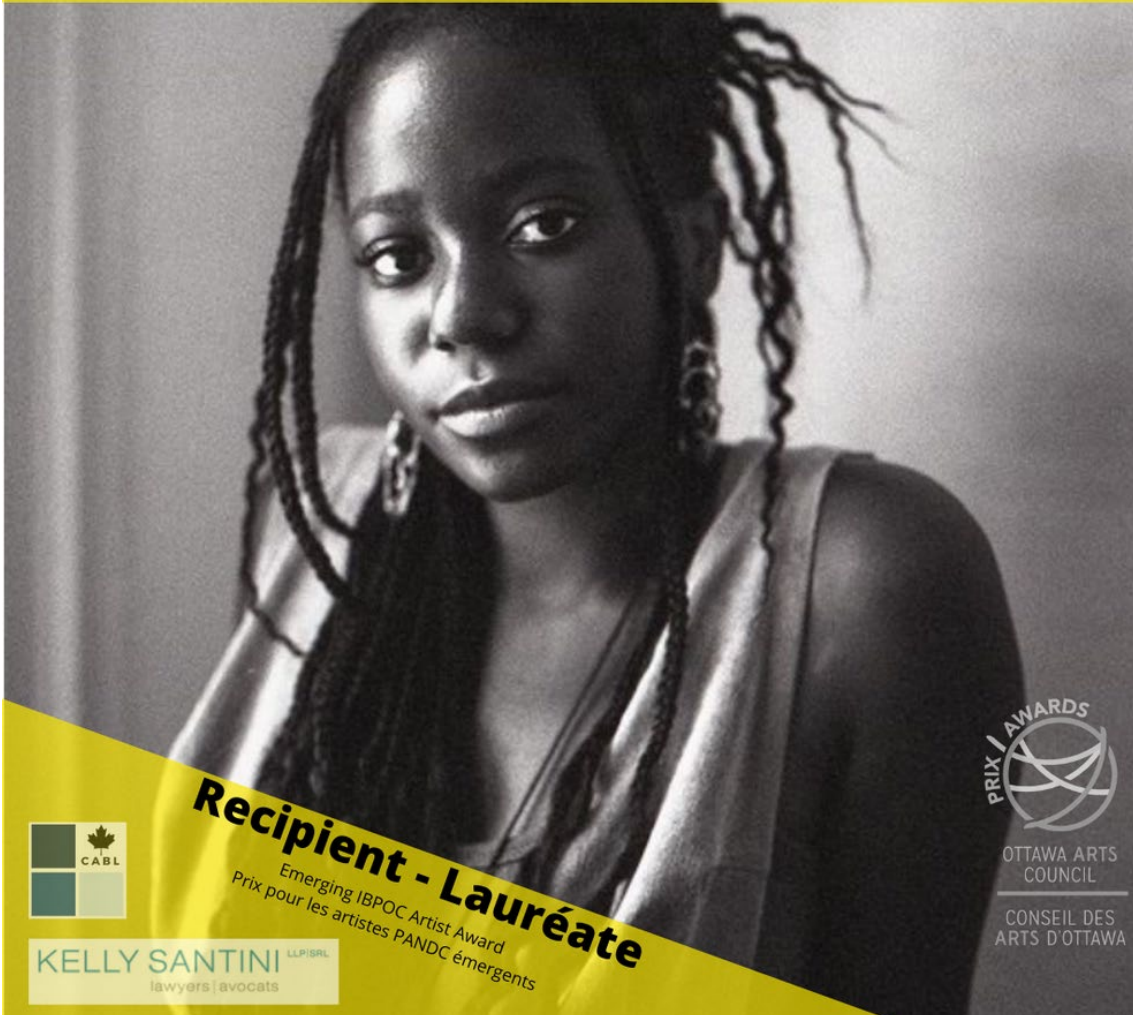
2022 Emerging IBPOC Artist Award Winner Laurena Fineus

CABL Ottawa

Laurena Finéus is a Haitian visual artist, educator and art administrator specialising in painting. She was born and raised in Gatineau, Québec, and is currently based between Ottawa and Toronto, Ontario. In her practice, Finéus has been concerned with representations of Haiti, relationality within its diaspora, and its growing archives across the globe through an array of figurative and painterly imagined landscapes. These elements are juxtaposed with personal memories of her life in so-called Canada. Finéus' strategies include the collapsing of history in order to question history production and its mechanisms. The teachings of Haitian scholar Michel Rolph-Trouillot in *Silencing the Past* (1995) informs her understanding of visual narration in her practice.

Passionate about black Canadian history and empowering her community through art, Finéus has previously facilitated a range of bilingual workshops for the Ottawa Art Gallery, Arts Network Ottawa, la Majeur Haute Spécialisation en Arts and l'Association Canadienne-française de l'Ontario.

Laurena Finéus



2022 Emerging IBPOC Artist Award Finalist Aedan Corey

CABL Ottawa



2023

As lawyers who are problem-solvers, we apply our knowledge and skills to supporting our clients, rebuilding our community and economy, and ensuring access to justice. I am confident that CABL Ottawa will continue to strive to provide quality programming and community outreach as we continue to grow our membership, and we are exploring ways to better serve everyone in the community. Here are a few of the initiatives we hope to launch and/or continue:

- CABL Ottawa partnership with the *Inside Out Film Festival* (We want to show that we are committed to promoting principles of diversity and inclusion within our membership and community at large)
- CABL Ottawa partnership with the Ottawa Arts Council – Ottawa Arts Council Indigenous/Black/People-of-Colour (IBPoC) Emerging Artist Award (This great initiative will celebrate the achievement of the IBPoC presence in Ottawa, and showcase our organization as one committed to raising the profile of marginalized artists in our community)
- Our Mentor/Sponsorship program
- CABL Ottawa Talks – Webinar Series a partnership with REACH Canada
- Quarterly Newsletter
- CABL Ottawa Elections

I am hopeful that we can count on your participation and support within the coming year as we build a stronger profile for our organization here in the NCR. Also remember that we are always looking for new ideas and future leaders. We would love to hear your ideas on what more CABL can do for you and how we can better serve the legal and broader community.

CABL Ottawa