

would also be necessary. A reading list was compiled and Committee members were informed about the Indigenous Cultural Competency workshop facilitated by the Quality of Life Secretariat and how to enroll for a 2-day workshop. Committee members agreed to do what they could to consult with stakeholders and then report back at Committee meetings. The Committee also discussed generating programming for Inuit youth to inform them on how to join the legal profession, developing a plan to support those who express an interest in the legal profession, and determining the best next steps that would support law students in the University of Saskatchewan law program at the Nunavut Arctic College.

(ii) January 14, 2019

At the second meeting on January 14, 2019, the Committee appointed Jonathan Park as the Chair. The Vice-Chair role remains vacant. At this meeting, the Committee decided that we should look at the work that other law societies around the country have done in looking into this question and a request was made to obtain the survey that the Law Society of Ontario (LSO) used when consulting with Aboriginal members of that law society. The Committee agreed that a survey used in Ontario would need to be modified to recognize the uniqueness of Inuit culture distinct from other First Nations and Metis people groups. The Nunavut-specific survey would then assist the Committee in developing an action plan to address the issue of how to encourage and support Inuit representation and participation in the legal profession. A master list of resources was compiled by Rachel Kohut, the student staff member with the Law Society at the time, outlining useful resources that the Committee should consult in developing cultural competency and sensitivity while undertaking to achieve the Committee's goals. Many resources on the list also assist the Committee in learning about barriers that have already been identified through the hard work of other Commissions (such as the Truth and Reconciliation Commission and the Qikiqtani Truth Commission.) More reading suggestions were added by member Gloria Song, who has been an invaluable resource to this committee.

(iii) April 17, 2019

An informal meeting of committee members was held on April 17, 2019 where we developed a more detailed action plan as to how the committee proceeds. The survey used to consult Aboriginal members of the Law Society of Ontario was reviewed and discussed. As hypothesized, the survey will require a significant amount of tailoring to ensure that it is culturally appropriate and sensitive. Members in attendance prioritized what literature should be reviewed as we proceed with developing our action plan. To provide focus to the Committee's literature review and consultations, Gloria Song proposed that we keep the following questions at the forefront:

1. How can we increase Inuit participation in the professional work force generally, and;
2. How do Inuit feel about and experience the legal system? In doing so, the Committee can develop an action plan that is sensitive to the colonial experience of the Inuit and how to decolonize our approach to increasing Inuit representation in the legal profession.

Anne Crawford briefed members in attendance at the informal meeting of the legal skills program that ran in the past. This program engaged with youth and members of the general public who were interested in pursuing a legal career and facilitated two day workshops in the communities to present an introduction to legal skills. Anne recommended that this program be revived and

reported that 60% of those who attended these skill programs enrolled in law studies. Members in attendance also discussed how the LSN supports Inuit law students and members to foster and encourage their professional development and engagement with the legal profession. Members in attendance were of the view that the Committee could develop a proposed guideline and structure for mentorship relationships to ensure that system fosters a culture of collegiality and support for mentees. The LSN could organize events to create the space for mentors and mentees to connect regularly.

(iv) May 13, 2019

The final meeting of the committee for the 2018-2019 year was on May 13, 2019, where the next steps for the coming year were formalized. To achieve the mandate of the Committee to develop an action plan, further reading and consultation remains necessary. The Committee reviewed commentary from committee members regarding the LSO's survey used during their consultation of the Aboriginal Bar in Ontario. Good critical feedback was shared with the Committee from several members to help us develop a Nunavut-specific survey, particularly with regards to ensuring anonymity of survey participants and with ensuring that survey participants were informed that their subjective experience and perspective is essential in establishing an evidence-based policy that takes their views into account. The Committee re-affirmed the necessity of approaching major employers of lawyers in Nunavut (Public Prosecution Service of Canada, Government of Nunavut, and Legal Services Board) to find out whether they have any policies designed to increase Inuit representation in the legal profession and to support Inuit members' participation in the legal profession and their professional development.

The Committee would greatly appreciate the time and support of any members who are willing to join us in achieving our mandate.

B. RECOMMENDATIONS

The Committee recommends the following action steps that can be taken in the 2019-2020 year by the Law Society. The Committee is prepared to accept the responsibility of coordinating and implementing these recommendations if they are approved by the Executive and the membership of the Law Society:

- 1) That the LSN enter into discussions with the University of Saskatchewan Law Program with the goal of ensuring that on-campus resources and support persons are available to assist students with locating job opportunities and developing career plans.
- 2) Further, that the LSN commit to actively seeking funding options (externally or internally) to assist the University of Saskatchewan Law program to implement this support system.
- 3) Further, that the LSN commit to develop a Legal Skills workshop that can be run in the three regional centres (Iqaluit, Rankin Inlet, and Cambridge Bay) with financial and accommodation supports for Nunavummiut in smaller communities to travel to and attend these workshops.
- 4) Further that the LSN commit to seeking sustainable funding sources to have this program run on a regular basis.
- 5) Further, that the LSN seek to develop a partnership with the Legal Services Board of Nunavut to facilitate these Legal Skills workshops.

- 6) Further, that the LSN explore the revival of the Akitsiraq Society to advocate for the continued and sustained funding for a law program based in Nunavut.

C. ACTION PLAN 2019-2020

The action plan for the Committee in the coming 2019-2020 year is as follows:

- 1) Complete literature review of the list of resources
- 2) Consult Inuit orgs to determine the most culturally sensitive manner to consult with Inuit on this question.
- 3) Ask major employers (PPSC, GN, LSB) whether they have developed Inuit Employment Action Plans and whether they would disclose those plans and supporting policies to the committee.
- 4) Complete a final draft of a survey to distribute to Inuit membership and former members who have since resigned.
- 5) Organize events designed to bring stakeholders together to provide the Committee with their perspectives on how the Committee can most effectively achieve its mandate.
- 6) Develop a programming plan along with a proposed budget to assist in obtaining sustainable funding for a Legal Skills Workshop as proposed in recommendation 3 of this Report.