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To: Members of the Law Society of Nunavut

From: Gloria Song & Victoria Perrie, Law Society of Nunavut Co-Representatives, Access to

Justice File

Re: Report for the 2021 – 2022 Annual General Meeting on the Law Society of Nunavut's

Access to Justice activities

Date: June 6, 2022

We are pleased to provide an update on the Law Society of Nunavut's activities on access to justice, along with our future plans.

1. New Access to Justice Co-Representative

Victoria Perrie joined this year as the Law Society of Nunavut's Co-Representative, and she is a very welcome addition, as her contributions, perspective, and enthusiasm have already been immensely valuable.

2. Prevention of Sexual Harassment and Harassment in the Workplace

We are pleased at the ongoing work that has been done on this access to justice project funded by Justice Canada to promote public legal education (PLE) about addressing sexual harassment and other forms of harassment and gender-based violence in the workplace. Given the continued challenges posed by the pandemic, activities were limited to developing PLE materials and workshops within Iqaluit. Two workshops were rolled out last year targeting the Francophone community and the Chamber of Commerce of Iqaluit. A professional development session on rights and accommodations in the workplace is scheduled to take place this month before the Annual General Meeting for Law Society members.

Two sectors were identified by the LSN as priority groups that may be particularly vulnerable to workplace harassment and discrimination to target for project activities: (1) newcomers (including immigrants and Nunavummiut from remote communities); and (2) Persons living with Disabilities. In collaboration with the Government of Nunavut's Iqaluit Airport Operations,

I 'Association des francophones du Nunavut, le Carrefour Nunavut and le Réseau santé en français au Nunavut, the LSN has been developing posters in English, French and Inuktitut that are targeted at newcomers. To begin with, these posters will be set up at the baggage claim area and several other strategic locations in Iqaluit to provide relevant information to newcomers especially on the prevention of harassment. The LSN will explore further opportunities to publicize the key messages in both the Kivalliq and Kitikmeot regional airports.

In addition to this, more PLE tools are being developed with the help of an immigration law expert. The LSN has also been collaborating with the Nunavummi Disabilities Makinnasuaqtiit Society and Nunavut Legal Aid in developing PLE materials and workshops that will address barriers to employment and the duty to accommodate. A podcast series on access to justice is also being developed as part of this work.

Next Steps:

- 1. Development of public legal education tools targeted to newcomers
- 2. Workshops on barriers to employment and duty to accommodate in collaboration with Nunavummi Disabilities Makinnasuaqtiit Society and Nunavut Legal Aid
- 3. Development of public legal education materials on the duty to accommodate in the workplace
- 4. Community workshops starting fall 2022
 - a. Lawyer visit in Igaluit June 14-15
- 5. Youth-focused activities to raise awareness about rights and responsibilities in relation to alcohol and cannabis consumption planned for Fall 2022

3. Access to Justice for Family Violence in Nunavut

The Law Society of Nunavut was pleased to partner with Qulliit Nunavut Status of Women Council and Pauktuutit Inuit Women of Canada to host a special event on December 6, 2021, the National Day of Remembrance and Action on Violence Against Women and Girls on Monday evening. This event included a march, speakers about breaking the silence on family violence, performances by Inuksuk Drum Dancers, and the <u>launch of a second video</u> featuring the story from a survivor of family violence.

As a culminating event, in collaboration with the Pauktuutit Inuit Women of Canada, the LSN gathered with various representatives of government and nongovernment sectors for a roundtable discussion together on March 24, 2022. The *Final Report on Research and Awareness Campaign* was launched during this event. It also enabled those who have been working together on the advocacy to share updates, discover synergies, and discuss recommendations to further maintain the momentum. An article was also published on March 7, 2022 in the Nunavut News on the topic of breaking the silence on family violence, as part of International Women's Day.

4. Liaising at the national level with other access-to-justice players

Throughout the year, we represented the Law Society of Nunavut at national level meetings and roundtables on access to justice, including the Federation of Law Societies of Canada's Access to Justice Exchange group, the Annual Summit of the national Action Committee on Access to Justice in Civil and Family Matters, and the National Action Committee's Thought Leadership Table on Access to Justice in Northern and Remote Communities. This year, many of the discussions focused on access to justice in the context of the COVID-19 pandemic. As usual, these discussions provided opportunities to learn about access to justice issues and innovations in other Canadian jurisdictions, while also promoting Nunavut's own work in this area.

Gloria and Victoria were invited by former Chief Justice of the Supreme Court of Canada Beverley McLachlin to write a guest article on Nunavut for her access to justice blog on the Lawyer's Daily. While they wrote in their personal capacities rather than as formal representatives of the Law Society of Nunavut, they were pleased to highlight some of the work that the Law Society of Nunavut has done to improve access to justice, while outlining further work to be done.

Next Steps:

While we serve as the Law Society's Access to Justice co-representatives, access to
justice is an issue that concerns all legal professionals in Nunavut. If any members have
ideas on access to justice initiatives or wish to participate in some of these existing
discussions, please do not hesitate to reach out to us, as we would be delighted to hear
from you.