

January 24, 2025

Sent via email

Natasha Tony

Brook Greenberg K.C.
President

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604.605.5394

Office Email
president@lsbc.org

Dear Natasha:

Re: 2025 Mandate for Bullying, Harassment, and Discrimination Task Force

Thank you for agreeing to accept the appointment as Chair of the Bullying, Harassment, and Discrimination Task Force.

The 2021-2025 Strategic Plan and the Terms of Reference (to be approved) along with the particular priorities outlined below should guide the Task Force in its work this year.

The Task Force is created with a two-year term to explore on a principled and evidenced based approach how the Law Society can better address the bullying, harassing, and discriminatory behaviour exhibited in the legal professions contrary to the *Code of Professional Conduct for BC*.

In order to fulfill its mandate during that term, I would appreciate if the Task Force could endeavour to:

1. meet early in 2025 to establish a work plan for both 2025 and 2026, which sets out, in general terms, the matters the Task Force expects to address, the outcomes the Task Force expects to achieve, and the time frames by which it intends to do so;
2. provide to the Executive Committee the Task Force's work plan by **March 21, 2025**;
3. utilizing an evidence based and intersectional approach, consider how the Law Society can best achieve the purposes of the recent amendments to the Model Code of Professional Conduct and *Code of Professional Conduct for BC* with respect to licensees' obligations in

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respect of bullying, harassment, and discrimination in the legal professions;

4. in particular, please consider whether there are additional or different regulatory approaches beyond the traditional discipline process that the Law Society should make available, including considering the advisability and viability of:
 - a) utilizing some form of environmental scans and goals for improved workplace metrics;
 - b) creating less adversarial alternative processes to address complaints or concerns about bullying, harassment, and discrimination, such as a specialized form of conduct review;
 - c) increasing support resources for those who have experienced bullying, harassment, and discrimination, such as a “navigator” to advise and assist with Law Society processes;
 - d) increasing dedicated support resources for articulated students, particularly articulated students who are members of under-represented, traditionally discriminated against, and currently discriminated against demographic groups; and
 - e) requiring mandatory professional training, including “bystander” training;
5. consult with other committees or task forces, including the Equity, Diversity and Inclusion Advisory Committee, and the Truth and Reconciliation Advisory Committee; and
6. deliver a recommendation report to the Executive Committee by **September 18, 2026**, to be reviewed and discussed by the Executive Committee, and then the full Benchers Table.

Please plan to meet with me and First Vice President Spraggs in June, July, or August of 2025 for an informal update as to the work of the Task Force for the year.

Yours truly,



Brook Greenberg K.C.
President, Law Society of BC