



Women's Law Association of Ontario had a very busy winter and spring! Members have participated in everything from Festive Dinners, Luncheons and Curling Bonspiels, to welcoming new Justices and saying goodbye to those retiring. Please see articles below for details of the fun, interesting and exciting events that took place through the earlier part of this year.

WLAO has a very full plate this fall with the upcoming President's Award Night, LSUC's New Lawyer Experience, WLAO/Advocates' Luncheons, and WLAO/OBAP Wellness Group seminars planned. WLAO is also trying to open new avenues for members to communicate programming ideas, and any issues of concern to members, so please make use of the "[Contact Us](#)" form on the website, or write to us at the address below. Please visit the **WLAO website** regularly for updated information about the latest happenings @ www.wlao.on.ca

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And much more...

The Women's Law Association of Ontario (WLAO) is...

- § An association of lawyers, law students and members of the judiciary across Ontario;
- § Founded in 1919, the WLAO is the oldest legal association in Ontario, and the largest association of its kind;
- § An active volunteer-driven association with Executive in Toronto and Chapters in both London and Ottawa;
- § A collegial forum where professional and social interests meet.

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Message from the 2002 President – Elissa Gamus

Welcome to the 83rd year of Women's Law Association of Ontario/Association des femmes juristes de l'Ontario!

The time has come to **focus** on what we, as an organization, can do for our members and what our members do for the law profession. Past President, Susan Switch, described her time as President as a time for reflection. I hope the next two years prove not only reflective but visionary.

I am in agreement with Susan and wish to continue to emphasize that an important goal of this organization is to be **representative of ALL women in the legal profession**. Generally speaking, though there are many issues that still face women lawyers today, women of Aboriginal, francophone and equity seeking groups face even greater challenges. It is important that ALL women lawyers be treated equally to their male counterparts. We can all learn from each other's similarities as well as differences.

Being a member of WLAO provides you with the many benefits:

1. Networking opportunities
2. Social network
3. Lobbying efforts
4. Educational opportunities
5. Recognition of contribution of its' members
6. Leadership training
7. Wellness information and assistance
8. Recording of the history and progress of women in the Ontario Legal system.
9. Provision of a province-wide presence for women lawyers
10. Provide opportunities for outreach to junior and senior women lawyers, and have both learn from the benefit of interaction through mentoring programs.
11. Promote equity and diversity within the legal field and especially within the Ontario legal system.

This fall, we will start a new year of Women's Law with the recognition of two women lawyers who have made a large contribution to the profession. **Our President's Award winners for 2002 are Avvy Yao-Yao Go and Linda Silver Dranoff.** *Continued on Page 3*

Our Mission Statement:

The Women's Law Association of Ontario seeks to advance the interests of women in the legal profession and society through professional Achievement, success in practice, progressive law reform and equitable policies.

****Members****

It is extremely important that you contact the wlao office with your email address and/or fax number ASAP. WLAO is often invited to participate in "last-minute" activities, and the best means of communicating information in a timely fashion is through email. We have also moved to an email format for the Newsletter for both cost-effectiveness and efficiency.

WLAO Executive Meetings

WLAO wishes to thank the following firms for hosting our Executive Meetings; Bogoroch and Associates, and MacDonald and Partners. The upcoming meetings for Executive are scheduled (tentatively) for September 10, October 9, November 7 and December 4, 2002. If you wish to contribute to these meetings, please submit information to Elissa Gamus at least one week prior to the meeting date – egamus@lsuc.on.ca.

WLAO Winter Festive Dinner

WLAO celebrated the start of its 83rd year with its Annual Festive Dinner on January 31, 2002 at the Ontario Club. The Honourable Justice Eleanore Cronk of the Court of Appeal for Ontario was the keynote speaker. Justice Cronk shared her frank personal view of her professional life as a lawyer, bench and now judge in her address entitled *Life Experiences*. She also shared with us her views on the growth and change of women in the legal profession over the years.

Justice Cronk was called to the Bar in 1977 when the face of its members, particularly in the area of civil litigation, was disproportionately male. By excelling as a litigator and becoming a partner in a large Toronto law firm, she proved not only that women can successfully work side by side with their male counterparts, but do so despite commonly held attitudes to the contrary. Justice Cronk later left her large firm setting, moving on to become a founding partner at a boutique law firm. She also found the time and energy to run for, be elected and serve as a Law Society Bench. A point reiterated in her talk was that women lawyers need to learn to position themselves and establish credibility. As numbers in the profession rise, women are increasingly doing just that and continue to excel at networking and marketing themselves.

Despite significant progress, Justice Cronk's view is that the practice of law is unrelenting, especially on women lawyers. In candidly describing her own experiences, WLAO members and guests were given a privileged glimpse into her professional and personal life. Despite obstacles, it was clear that she approached these challenges with vigor and enthusiasm. Many of the stories were poignant and at the same time, refreshingly comical. Her Honour frankly stated that at times she found it difficult to balance her personal and professional lives, something that most lawyers face on a daily basis. She acknowledged having to cancel certain personal commitments because of her professional obligations. Justice Cronk's also noted that it was her experience that men and women lawyers handle problems differently; differently but just as effectively. As well as learning from each other and male colleagues, women need to look to mentors, both female and male, for substantive as well as practice management skills. Notwithstanding the long hours and sometimes numbing pressures, she encouraged women lawyers to go beyond their practice alone, and become involved in professional volunteer organizations (as she did) with the Advocates Society, Bar Association and the Law Society. Her work has now led her to an appointment with Ontario's highest court, and she described the shift from litigator to adjudicator as invigorating.

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Special Membership Initiatives:

WLAO has been actively pursuing partnerships/sponsorships with Law Firms and individual lawyers. To effectively promote WLAO and improve the quality, and quantity, of events run directly by WLAO, the Executive are offering the following promotions for those who would like to sponsor, or become a "sustaining member". Sponsorships are rated as Platinum or Gold, and there are now "Group" memberships available. These new categories are effective September 1, 2002.

Platinum

Sustaining members - 1 year renewable. The cost for this membership will be \$1500.00 per year. Sponsors will receive 10% off the President's Award dinner and Annual Festive Dinner for their WLAO Members and Guests, recognition at event, publication of their business card in the Newsletter and on the website, and free third and fourth yearly memberships.

Gold

Contribution of \$750.00 toward a specific event sponsorship. Benefits include 10% discount for their WLAO Members and guests of the sponsor at the specific event. Sponsors will receive recognition in all event publications, at the event, and in the WLAO Newsletter, once the event is reviewed.

Group

A group membership will apply for a firm or group of practitioners with a minimum of five new members. For each group of five new memberships, the firm/group of practitioners will receive one free membership. 10 new members receive 2 free memberships, etc. A further benefit of a 10% discount for members and guests on one event of their choice. Also, members need not be from the same firm. If new members are not from the same firm the cost of the free membership will be divided pro-rata.

Upcoming Events for 2002-2003

WLAO Annual President's Award Night and Annual General Meeting scheduled for Thursday, September 26th, 2002 at the Albany Club- this year's recipients will be Avvy Yao-Yao Go and Linda Silver Dranoff.

WLAO and Advocates' Society Luncheon Series

- Capturing Your Time with Kelly McKinnon - October 17th, 2002
- Take Charge of Your Career with In house Counsel TBA - Dec. 4th, 2002
- Practice Building with Wendy Matheson - March 6th, 2003
- How to have a Baby and Keep Your Practice with Roslyn Levine DOJ and Jane Caskey (TBC) - April 25th, 2003

LSUC New Lawyer Program

November 7 & 8, 2002 from 9:00am to 3:45pm, 2 days

WLAO and OBAP Women's Wellness and Balance Group

- October 18, 2002 – Caring for Aging Parents
- January 16, 2003 – Nutrition and Healthy Eating with Patricia Kelly of New Realities Centre
- April 9, 2003 - Balance Work/Life Pressures Panel Discussion with lawyers who have tried creative solutions

Canadian Association of Women Entrepreneurs and Executives (CAWEE) Breakfast Meetings - September 12, October 10, November 14, December 12, 2002

An Evening in Tribute to Madam Justice Claire L'Heureux-Dubé - Wednesday, September 25th, 2002

Art Gallery of Ontario "Art of Jazz" – TBA

Further details about all the events listed can be found on page 4 of on our website www.wlao.on.ca

Message from the President cont'd from page 1

Linda Silver Dranoff - As a family law lawyer, writer, activist for law reform, speaker and media commentator, Linda Silver Dranoff has for 28 years spent her professional and volunteer life working to improve the status of Canadian women within the law, and in particular, has contributed to the significant expansion of women's rights in family law.

Avvy Yao-Yao Go - An activist and litigator, Avvy Go is best known for her work confronting issues of racism in Canada's immigration and refugee policy and policing. Avvy advocates for human rights reform, employment equity and anti-racism initiatives at all levels of government and internationally. She has led the way in race based litigation Charter challenges. Currently, Avvy is co-counsel in a ground breaking class action suit seeking redress for the Chinese community for the effects of the *Chinese Head Tax and Exclusion Act* on its members.

We welcome all members, their friends and colleagues to attend this event. The registration form is included with this newsletter.

We continue to **work on behalf of women lawyers across the province** in many different through associations with many different committees and organizations including:

1. Ontario Bar Association Governing Council
2. Council of Ontario Legal Associations
3. Law Society Equity Advisory Group/Groupe Consultatif sur l'équité
4. Chief Justice of Ontario Committee on Professionalism
5. LINK – Lawyers Assistance Program
6. OBAP – Ontario Bar Assistance Program

We also **provide assistance** through monetary contributions to:

1. LINK
2. OBAP
3. Osgoode Law School - WLAO Helen Kinnear Awards

WLAO now has chapters in Ottawa and London. I wish to personally thank London and Ottawa for reaching out to women lawyers in their areas to provide them with opportunities to learn from and network with their peers.

We are also willing to assist any member who wants to start a chapter in her area. Please contact me if you wish to do so.

I urge you to **join WLAO or renew your membership**. We are now offering **different packages** to those women lawyers who join the organization... be they sole practitioners or from a small or large firm. Please review the package information listed in the **Special Membership Initiatives** section. If you require further information, please contact our Membership coordinators Suzette Blom or Najma Jamaldin through the addresses on the WLAO Executive page on the website, or write to them c/o the WLAO address listed in this newsletter.

The executive members are always interested in hearing from members and non-members about issues of concern. We want to meet the needs of our membership and women lawyers-at-large. Please contact us with any comments, concerns or suggestions.

If you have any ideas for new projects or issues that WLAO can and should address, please contact one of the executive in your area.

Elissa Gamus
2002 President

Tales from The Tundra

Greetings from North of Sixty! I have been in my new home since May 2002. What a contrast! Last year I spent the May long weekend planting perennials in my Toronto garden, and this year my holiday was spent watching snowmobile races on the frozen sea at the Omingmak Frolics in Cambridge Bay, Nunavut. The weekend ended with a raging blizzard that closed the airport for two days.

Don't get the wrong impression. Spring is definitely on its way. The temperature is moving upward toward 0 degrees centigrade. The snow is melting and patches of mud can be seen all over town. I try to maneuver carefully so that I don't slip on the ice and break one of my middle-aged legs. It is perpetually light now, and sometimes it is difficult to sleep. Some people cover their windows with something that looks like tin foil, to block out the light, but so far I haven't felt the need to do this. The view from the windows of my apartment is so spectacular that it would be a shame to cover it. I look out onto the tundra which stretches to the horizon. Sometimes there are pink sunsets and the sun, which is a ball of gold, literally "drops" to the place where the tundra appears to meet the sky. Apparently there are musk oxen and caribou out there somewhere, but so far I have only seen the occasional Arctic hare hopping by. *Continued on page 4*

WLAO First Annual Deb Snead Memorial Curling Bonspeil

March 20th found WLAO members on the ice at the [Boulevard Club](#) in Toronto, for the First Annual Deb Snead Memorial Curling Bonspeil. The day was quite warm outside the Club, so it was refreshing to take to the ice and send a few "rocks" sliding down the rink with precision and speed... Well, although a few found the precision, most of were content with the power of "speed"! In the wake of the Winter Olympics, and Canada's third place finish, members were hyped to try their hands at this incredibly popular winter sport. Elisabeth Sachs brought her daughters Marin and Lauren to lend a "youthful" zeal to the outing, as did Lori Lalonde and her daughter Kimberly. The less experienced (read that "no experience") members of one team were fortunate to have Wendy Cole's mom Judy on hand for tips and quick lessons, as were members of Rita Bambers team. Others who participated were Andrea Rutty, Suzette Blom and her daughter Erica, Deborah Neilson, and Stephen deLaat. After a few hours curling, members retired to the lounge for the Medal Presentation, refreshments and the prize draw.

Thanks to Jerri Randall for his expert advice, and to the [Art Gallery of Ontario](#) and [Mayfield Golf Club](#) for their donations to our prize table

The How and Why's of Financial Planning with Grant Manning

On February 13th, WLAO members could be found enjoying a delicious lunch in the very elegant Canoe Restaurant, overlooking Lake Ontario. Members were given this opportunity through the auspices of Financial Planner, Grant Manning of Investment Planning Council of Canada (IPCC). Grant prepared members for the upcoming tax season with very timely information about the how, whys, and wherefores of "Manning Your Money". The presentation was a humorous, yet comprehensive overview of the common mistakes investors make, especially in handling their retirement savings. The key to gaining wealth is a financial plan geared specifically to your personal needs, circumstances and financial abilities. Investments should be considered with "long-term" interests in mind; if you want to get into "playing the market" – do so with discretionary funds you won't rely on in your retirement. Much thanks to Grant Manning for finding time during his busiest period to spend a few hours educating WLAO members about where they should, and should not, invest their dollars. If members, or their family and friends, are interested in learning more about Financial Planning, Grant can be reached at 905-273-6459. IPCC is the country's fastest growing independent financial planning organisation. Through a national network,

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LINK (Lawyers Assistance Program)

WLAO is an active supporter of the Lawyers Assistance Program, known as LINK, and has representation on its Board of Directors. Sponsored financially by all members of the Law Society, LINK provides free, absolutely confidential, professional help to lawyers and law students facing difficult personal, family and business issues. Available 7 days a week, 24 hours a day, LINK's services include crisis intervention, referral to community services and counseling. LINK's psychologists, social workers and counselors can address issues of particular concern to women including child and elder care; addictions and abuse; stress, anxiety and burnout; work and career balance. Peer to peer support from lawyers who "have been there" is also available through LINK's partnership with the Ontario Bar Assistance Program (OBAP). WLAO is very involved at the Board level, currently dealing with the tendering of LINK's professional assistance contract to ensure a continued level of service excellence.

To access LINK's confidential services or for more information, call toll free 1 - 866-261-6704 or for service in French, 1 - 866-261-6718

Note: LINK does not subscribe to caller ID, nor is any identifying information about users released.

Winter Festive Cont'd from Page 2

Justice Cronk concluded her remarks with the following suggestions:

- * Approach competence and practice as a life long learning experience. Teach and learn from others. Share your experiences with them as they do with you and learn from them.
- * Reach out to professional organizations and make friends within these organizations.
- * Get a mentor.* Lift while you climb. Do not pull the ladder up before others can use it. Your obligation is to help others.
- * Retain your perspective and sense of humor – you'll need it.

WLAO strongly endorses these views; its programs and events are geared to support their implementation.

Early in her career, Justice Harriet Sachs (a colleague, fellow Bencher and friend) said she was "surrounded by uncommon women and they were the exception". Justice Cronk believes we should, as a collective of women lawyers, aspire to be a collection of common women so that we, as a group of uncommon exceptional women, become so pervasive that we become common. Be the rule rather than the exception.

We appreciate the honesty and guidance that Justice Cronk so generously shared at our Annual Festive Dinner and for making it a thoroughly enjoyable and thought provoking evening.

Thank you to Civello, Catherine Wood, Images That Suit, and Art Gallery of Ontario for the wonderful prizes they donated to aid in the success of our event.

Tales of the Tundra *cont'd from page3*

Cambridge Bay is a community of approximately 1400 persons on the south end of Victoria Island. Except for a brief period in the summer, when the ice melts in the bay, it is accessible only by plane. (There is a seat sale this weekend and yesterday there was a line up out the door of the only travel agent in town!) Many of the residents speak a dialect of Inuktitut called Inuinaktun.

I am the family law lawyer at the Kitikmeot Law Centre, run by the Legal Services Board of Nunavut. I joined Scott Barron, who has practiced criminal law here for almost four years. I am the first family lawyer in the Kitikmeot region. In the past, if clients needed counsel, they had to fly for an hour to another community such as Yellowknife. Many simply didn't have representation.

The Nunavut Court of Justice comes to Cambridge Bay about every 6 weeks for a few days. Most of the docket consists of criminal cases with the occasional family matter, although I am assuming there will be a few more family matters now. Nunavut has 2 resident judges and others come in occasionally from other provinces. In April 2002, Justice Foisey, retired from the Alberta Court of Appeal, was presiding in a court held in the banquet room of the Arctic Islands Lodge. Monday we are expecting Justice Menzies from Manitoba. An upcoming highlight for me will be the taking of my oath in preparation for being called to the Nunavut Bar, when court commences. I will be wearing my robes, which luckily I remembered to bring with me!

I really am enjoying my experience in the North, and find myself learning so much. The Arctic is magnificent, very different from anywhere I have ever been before, and Nunavut is a political scientist's dream jurisdiction! Aspects of the Land Claims Agreement surround one on a daily basis.

From a personal perspective, my day to day life here has changed in a number of ways. At first I struggled with my parka, boots, mitts and hat, but now they are just a part of my life. The first few nights I was here it was -35 degrees centigrade, and the lock on the door to my apartment froze. I wrestled with the lock for more than 20 minutes, terrified that I was getting frostbite! Now I take things in stride and NEVER go out without a can of de-icing fluid in my pocket. However, I don't know whether I will ever get completely used to living without a daily newspaper, or a local hairdresser! And, the next time they have a seat sale, I think I will probably be in that huge line-up for a weekend at the West Edmonton Mall! *Look for updates from Susan in future Newsletters.*

WLAO and The Advocates' Society Luncheon Series

As part of our ongoing Women's Luncheon Series, WLAO and the Advocates' Society were pleased to co-host several seminars this past season. These included **Mentoring for Women Lawyers**, and **Emotional Intelligence**.

The Mentoring for Women Lawyers program had over 45 registrants. Two well known Toronto litigators, Sheila Block (Torys) and Linda Rothstein, (Roland, Palairé, Rothstein) shared their insights and experiences on mentoring in general, mentoring for women lawyers in particular, how to be a good mentor and conversely, how to get effective mentoring. Both Ms. Block and Ms. Rothstein started their careers at a time when there were, effectively, no senior female litigator role models. They canvassed the particular challenges confronting women lawyers seeking and providing mentorship in this context, advising that women can obtain mentoring from a variety of sources, including colleagues at other firms, seniors in the profession and colleagues in the Court system. Equally, they stressed seeking and being flexible in getting and providing mentorship, particularly for women lawyers who still confront the competing demands of billable hours and childcare. Ms. Block's and Ms. Rothstein's remarks provoked much discussion, and their comments were much appreciated.

The host for **Emotional Intelligence** was Janice Rock. Janice is a certified EQ Coach who consults with Affinity Place and their online EQ Leadership program, Performance Plus Rx, located at www.affinityplace.com. Simply put, Emotional Intelligence is our ability to be aware of, make sense of, and make use of our emotional competencies to guide our thinking and actions with both ourselves and others. It enhances the capacity and quality of our reasoning, makes better use of our emotional energy and creates stronger fundamental relationships.

Every response you give to another person involves your intellect and your emotions. The intellect composes the message, and the emotions provide animation and grace. Emotion is to the message what music is to the lyric - without the tune, would anyone ever remember the lyric?

The skill to combine intellect and emotion in this dramatic and powerful fashion is Emotional Intelligence, and it possesses the power to elevate even the common exchanges of everyday encounters from the base level of me-and-you to the sublimity of I-and-thou!
---Howard Hopkins, English Professor---

For a more complete version of Janice Rock's presentation, please visit the WLAO website www.wlao.on.ca

Cooking With Style

On a damp evening in February 2002, WLAO held its first "Cooking with Style" at Loblaws Upstairs in North Toronto. This was a wonderful opportunity for members to get together in a purely social manner, meet new people, develop a sense of team work and challenge their palates. Working in small groups under the guidance of a patient professional chef, we created marvelous exotic appetizer taste sensations, including sushi, quesadillas, salad rolls and other tasty nibbles with an "easy on time and budget" approach. Even for those among us (we know who we are) for whom the boiled egg is a major culinary feat, some very simple tricks were learned in a supportive and fun atmosphere. Good food, wine, great conversation – what more could you want!?! WLAO hopes to offer this experience again in 2003 and welcomes suggestions for venues and course selections.

South Asian Heritage Month

On May 5th 1838, a ship called the *Fatel Razack* landed in Trinidad bringing the first large group of South Asians to the Americas. Since that time the South Asian diaspora has grown considerably. Throughout the 20th century, Canada and more specifically, Ontario has benefited from the settlement of South Asians coming from places such as India, Pakistan, Sri Lanka, Bangladesh, Guyana, Trinidad, Grenada, Surinam, Uganda, Kenya, Tanzania, South Africa, Mauritius, Malaysia, Fiji, and Singapore.

In recognition of the contributions of the South Asian community to the cultural, social and economic development of Ontario, the province recently enacted the *South Asian Heritage Act, 2001*. The *Act* proclaims May as South Asian Heritage Month and designates May 5th as South Asian Arrival Day. This legislation celebrates South Asian culture and heritage, officially recognizing the contributions that South Asians have made, and continue to make to the many aspects of culture, commerce and public service in Ontario.

On Thursday, May 2, 2002, the South Asian Lawyers' Association hosted a dinner at the Metro Toronto Convention Centre to celebrate the inaugural South Asian Heritage Month. Sandhya Kohli, one of our Executive members, attended the event on behalf of the Women's Law Association of Ontario.

CBC's Suhana Meharchand hosted the event. Speakers and honorees included Ontario's Deputy Premier, Elizabeth Witmer and current Law Society of Upper Canada Treasurer, Vern Krishna.

The occasion was, by all accounts, an interesting evening, with many opportunities to interact with colleagues and members of the community.

WLAO is pleased to continue its association with OBAP and Wellness and Balance Group.

Those who attended the programs for 2001-2002 found them to be very informative, and were very complimentary. Each of the speakers brought her own knowledge, talents and wisdom.

Benefits of Yoga

Our first luncheon was about the benefits of Yoga. One of our colleagues, Jeannine Woodall, extolled the benefits of a good exercise program, including yoga. Yoga, Jeannine emphasized, not only helps the body but also the mind. In the midst of a hectic day the breathing techniques that you learn from Yoga can help relax and focus you on the tasks at hand.

"How to Get Where and What You Want: Coaching Yourself to a New Level"

Our second presentation was by noted Life and Executive Coach, and Psychotherapist Catherine Wood, B. Comm. MA. Catherine provided attendees with excellent ideas on how to stay healthy, keep on track and bring more focus into their lives. If you would like to contact Catherine Wood, please do so at cwood@axxent.ca.

Effective Teamwork

Our next presenter was Tammy Balitsky (formerly Muskat). As a mediator with the Toronto Small Claims Court, Tammy has worked with the family law system for many years, and shared with us, her extensive experience with the development and motivation of "teams" in the workplace. Her comprehensive discussion included tips on how to set up a productive, profitable, and efficient team, as well as the resolution of team conflict. Everyone benefits when the team is in sync on all levels. Tammy has a masters' in education and a bachelor's in social work and is currently a Masters candidate for the social work program in September 2002.

Healthy Mind...Healthy Body

Our final presenter was Pamela MacInnis, a registered Massage Therapist and Midwifery Student. Utilizing partners drawn from the attendees at the luncheon, Pamela showed us some wonderful massage techniques and spoke to us about how to keep a healthy body and mind, and relieve stress through alternative remedies.

Upcoming Events for 2003-2003

Thursday, September 26th, 2002 – WLAO Annual President's Award Night and Annual General Meeting

The 2002 WLAO President's Award Night will take place on September 26th at The Albany Club. All WLAO members are invited to attend this Annual Event, which will begin at 6:00pm for cocktails, 7:00pm for dinner. The 2001 recipient was Professor Constance Backhouse, for her work with Women's Equity Issues, and Human Rights Issues. This year there will be two recipients of the WLAO President's Award - Avvy Yao-Yao Go and Linda Silver Dranoff. Both of these extraordinary women have contributed in many, many ways to the advancement of women in law, and WLAO is delighted to provide a platform to honour their efforts and recognise the contributions they have made over their careers. A registration form is enclosed or visit our website www.wlao.on.ca.

Wednesday, August 21st, 2002 – First Annual WLAO Deb Snead Memorial Golf Social.

Please join us on August 21st, 2002 for the 1st Annual WLAO Deb Snead Memorial Golf Social. The Golf Tournament has been renamed in honour of Deb Snead, Program Coordinator for WLAO, who passed away last year. Come take a break from your busy schedule and join other WLAO members and their guests, for a day of fun in the sun, and an opportunity to meet and network with other WLAO members. This year we are trying a new format called the nine-hole, 2-ball; which offers beginners a terrific opportunity to try the game of golf, and experienced players the chance to "show-off" their skills! **Mayfield Golf Club**, 12552 Torbram Rd. Caledon, East, Ontario, L0N 1E0 Phone: 905-843-1626 The Golf begins at 1:30pm, so golfers are expected to arrive by 1:00pm. Cost will be \$70 per player, which includes nine-holes of golf, a light dinner, and prizes for all participants. Anyone wishing to have a lesson before they play can do so "clinic-style", with the resident Pro for an additional cost of \$10. Anyone wishing to rent clubs or motorized carts, must do so one week prior, by calling the Club-house at the number listed above.

Many thanks to Bogoroch and Associates for their Sponsorship of this event – www.bogoroch.com

Womens' Law Association and Advocates' Society Luncheon Series 2002-2003: WLAO and Advocates will continue their successful luncheon initiatives, covering topics ranging from capturing your time (effective docketing) to client development, to civility and advocacy for women litigators. The 2001-2002 series touched on key themes including Mentoring, Rainmaking, and Emotional IQ. We look forward to seeing you at a luncheon soon!

Capturing Your Time with Kelly McKinnon - October 17th, 2002

Take Charge of Your Career with In house Counsel TBA - Dec. 4th, 2002

Practice Building with Wendy Matheson - March 6th, 2003

How to have a Baby and Keep Your Practice with Roslyn Levine DOJ and Jane Caskey (TBC) - April 25th, 2003

LSUC New Lawyer Program

November 7 & 8, 2002 from 9:00am to 3:45pm, 2 days

Attention all Recent Calls and those soon-to-be called; Directors and Managers of Professional Development; Heads of specialty practice areas; and those Lawyers interested in promoting the professional development and competence of their associates! This program has been specially designed for lawyers in their early years of practice. You will not want to miss the opportunity to attend or send a team of lawyers to "The New Lawyer Experience," a unique two-day program being offered by the Professional Development and Competence Department (LSUC) for the very first time. Whether you are: a sole practitioner, part of a small firm, or a member of a large firm, you will leave this affordable program with the tools to start your practice off right!

Order information:

2002 and 2001 calls

\$95.00 + \$6.65 GST = \$101.65 Order #: P#87901

2000 and 1999 calls

\$175.00 + \$12.25 GST = \$187.25 Order #: P#88101

all other years

\$295.00 + \$20.65 GST = \$315.65 Order #: P#83901

This program is approved for the LPIC CLE Premium Credit.

The program is being offered through the Law Society of Upper Canada at Osgoode Hall, 130 Queen St. W., Toronto

For further information please contact Junalin Gavina or Sandrine Buono @ 416-947-3374

WLAO and OBAP Women's Wellness and Balance Group

The upcoming programs for 2002-2003 are:

October 18, 2002 – Caring for Aging Parents

January 16, 2003 – Nutrition and Healthy Eating with Patricia Kelly of New Realities Centre

April 9, 2003 - Balance Work/Life Pressures Panel Discussion with lawyers who have tried creative solutions

WLAO will send you further details via email once events are confirmed, or check the WLAO website www.wlao.on.ca. Luncheons generally last one hour. Please mark your calendars on the above noted dates - 12:30pm.

The Canadian Association of Women Entrepreneurs and Executives (CAWEE) monthly breakfast get-togethers attract professional, executive and entrepreneurial women from all over the Greater Toronto Area. These business socials take place the second Thursday of every month at Movenpik Marche in BCE Place from 7:30 a.m. to 9:00 a.m. This event offers opportunities to increase your contact base, gather information on potential suppliers and clients, share ideas, and discuss the competitive environment. Participants can take the floor for 2-3 minutes to talk about their businesses or throw out a topic for discussion. A full roster of attendees is included in the low cost of \$10 for members and \$20 for non-members.

Upcoming 2002 Dates: September 12, October 10, November 14, December 12. To register, please visit www.cawee.net.

Join us for a wander through the Art Gallery of Ontario and listen to some wonderful music as you do so! Details will follow on the website once the fall schedule has been finalized at the AGO.

An Evening in Tribute to Madam Justice Claire L'Heureux-Dubé - Wednesday, September 25th, 2002,

On Wednesday, September 25th, 2002 the Faculty of Law at the University of Ottawa, in cooperation with a group of Ottawa judges, lawyers, and the Women's Law Association of Ontario, will hold an "Evening in Tribute to Madam Justice Claire L'Heureux-Dubé." The dinner will be held at Tabaret Chapel, University of Ottawa, at 6:00 p.m. For information or tickets please contact: Laurie Joe 613-596-1641.

Swearing-In of Justice Bain, June 27, 2002

On June 27, 2002, lawyer Catherine Anne Bain was sworn in as our newest judge in the Ontario Superior Court of Justice in the recently restored historic Welland Court House. The event was well attended with many members of the Judiciary, well-wishing colleagues of various Law Associations throughout the Niagara Peninsula and proud guests of Justice Bain.

I was honoured to represent the Women's Law Association of Ontario and with others, spoke of the pride we felt at the distinction bestowed on Justice Bain. Distinguished speakers noted the many assets and qualities that Justice Bain brings to the Bench, particularly her community involvement with the St. Catharines Rotary Club and United Way.

Justice Bain graduated from Queen's University with a Bachelor of Arts (Honours) in 1976 and a Bachelor of Legal Letters in 1979. She began her career articling at Sullivan, Mahoney in St. Catharines Ontario where she continued as an associate on her Call to the Bar in 1981. She then became a partner of the firm, one of the largest in the Niagara Region. Justice Bain brings a wealth of expertise in corporate commercial law with an emphasis on banking, insolvency and construction litigation.

Most importantly, Justice Bain encouraged others. By her example of hard work in the community and in legal practice, she demonstrated what people can achieve through dedication and focus. She represented men and women with integrity and diligence and this was recognized when she was named St. Catharines Citizen of the Year in 1999. Justice Bain shows us the rewards of achieving balance in our personal and professional lives.

The judicial system and its members, as important and essential elements of our society, must reflect the gender and ethnic composition of Canadians. Justice Ann Bain lends a strong voice for women in the profession, those aspiring to join and shows where we can advance in the legal field. As women and lawyers, we congratulate Justice Bain and wish her continued success as she serves her community and the profession at a new level.

Submitted by guest writer Bobbie A. Walker, WLAO Member

News from the Chapters

The **London** Bar turned out in force on May 2, 2002 at the University of Western Ontario's beautiful Spencer Hall to honour Justice Eileen Gillese on her appointment to the Ontario Court of appeal. Vice President Elisabeth Sachs brought greetings from the Executive and was made to feel especially welcome by a large contingent of members from the Lerner firm, particularly Nancy Pollard.

Co-sponsored by the **London Chapter** of WLAO and the Middlesex Law Association, the evening's festivities were preceded by a reception attended by over 150 lawyers and judges from, London, Toronto and surrounding counties. The sumptuous dinner featured speeches and "light roasting" from local judges and counsel.

Speakers universally bemoaned Justice Gillese's departure from London, highlighting her distinguished career as a teacher, author, former Dean of Law, Chair of the Pension and Financial Services Commissions and judge, but most importantly their admiration of her as a friend, mentor and colleague. Along with best wishes, Justice Gillese was presented with two bound volumes of her judgments, remarkable for their elegance and scholarship, and a tribute to her prodigious talent. Congratulations to WLAO's London Chapter on a successful and enjoyable evening.

The Women's Law Association, **Ottawa Chapter**, did something a little different for this year's spring event. On Tuesday, May 14th we held our first ever literary night with a book reading at Pickwicks' Pub. Our guest for the evening was celebrated author Dr. A.B. McKillop, Ph.D, who wrote [The Spinster and the Prophet: Florence Deeks, H. G. Wells, and the History of the Purloined Past](#). Dr. McKillop's book won many accolades in 2001 including the Crime Writers of Canada Albert Ellis Award for "Best True Crime", the University of British Columbia Medal for Biography, and the City of Toronto Book Award. This book retells the fascinating story of the legal fight by Florence Deeks, a Toronto woman of modest means, to prove that H. G. Wells plagiarized her work in his best-selling book [The Outline of History](#). Although Deeks lost her legal battle (despite fighting all the way to the Privy Council) Dr. McKillop offered plenty of evidence to suggest that her work was heavily relied upon by H. G. Wells. The evening was a great success, with delicious food, a relaxed atmosphere, and a very interesting discussion period involving not only the actual legal issues, but also the effect society's attitudes towards women had on the outcome of the case.

International Women's Day, March 6, 2002

On March 6, WLAO co-sponsored the International Women's Day 2002 Celebration with LEAF, the feminist Legal Analysis Section of the OBA, and the Famous Five Foundation. President Elissa Gamus, V-P Elisabeth Sachs and a number of the Executive participated at the well-attended program. Held at the Law Society's Convocation Hall, the celebration included moving opening remarks by Justice Rosalie Abella (introduced by Helene Puccini, Vice Chair of the Equity and Aboriginal Issues Committee) and a screening of the film *In the Face of Justice* followed by a lively reception. Justice Abella, using often-humorous personal anecdotes, reminded the audience of how far women have progressed in the legal profession, but that much remains to be done in the search for equality and full societal participation by women throughout the world. Mary Eberts, one of the 'stars' of the film, provided as always thought provoking closing remarks.

In the Face of Justice, produced by another 'star' Diane Higgs, will be featured in schools across Canada. It includes, along with Justice Abella and Mary Eberts, Professors Constance Backhouse, Mary Jane Mossman and Richard Devlin, Jan Kainer, Carissima Mathen, and Sherene Razack. WLAO is proud to have been an integral part of this event and of our members who helped bring it and this film to fruition.

Financial Seminar at the Canoe *cont'd from page 4*

IPCC clients have access to a complete suite of financial services including convenient, competitively priced investments, savings, insurance, tax and estate planning products. An important aspect of IPCC – those who work with IPCC are under no obligation to sell proprietary products – so the diversification of their products is guaranteed.

Our thanks also to Sutton Place Hotel for their very generous donation of a weekend stay at their downtown hotel. The grateful recipient of the voucher was our very own Past President Susan Switch. Susan recently moved to Nunavut to practice family law, and is looking forward to visiting Toronto in the fall – thanks to the Sutton Place Hotel she has a very luxurious place to stay when she returns.

Continuing thanks to our friends at "Images That Suit"... Several of our members received vouchers for a free "Image" consultation, and a substantial discount for fashion purchases. Please look for an article from Images founder Gail Friedlander in the future Newsletters.

Reports from Committees

WLAO members participate in many different committees within the law community. Each Newsletter, we will attempt to let members know what is happening with individual committees. If you, as a WLAO member, participate in committee work which you think would be of general interest to other members, please let us know and we'll post information on this page.

LINK – Lawyers

WLAO is an active supporter of the Lawyers Assistance Program, known as LINK, and has representation on its Board of Directors. Sponsored financially by all members of the Law Society, LINK provides free, absolutely confidential, professional help to lawyers and law students facing difficult personal, family and business issues. Available 7 days a week, 24 hours a day, LINK's services include crisis intervention, referral to community services and counseling. LINK's psychologists, social workers and counselors can address issues of particular concern to women including child and elder care; addictions and abuse; stress, anxiety and burnout; work and career balance. Peer to peer support from lawyers who "have been there" is also available through LINK's partnership with the Ontario Bar Assistance Program (OBAP). WLAO is very involved at the Board level, currently dealing with the tendering of LINK's professional assistance contract to ensure a continued level of service excellence.

To access LINK's confidential services or for more information, call toll free 1 - 866-261-6704 or for service in French, 1 - 866-261-6718

Note: LINK does not subscribe to caller ID, nor is any identifying information about users released.

EAG – Equity Advisory Group

One of the several committees and organizations of which the Women's Law Association is a member is the Equity Advisory Group of the Law Society of Upper Canada. EAG operates as an advisory group to the Equity and Aboriginal Issues Committee of the Law Society. EAG assists in the development of policy options for the promotion of equity and diversity in the legal profession by identifying and advising the Equity and Aboriginal Issues Committee on issues relating to equity both within the legal profession and relating to those seeking access to the profession. EAG currently is involved in the recent issues arising from the Task Force on the Continuum of Legal Education.

COLA

No report is currently available.

OBA

No report is currently available.

Chief Justice of Ontario's Advisory Committee on Professionalism

The Committee met on August 1, 2002 to discuss legal organisations within Ontario sponsoring/endorsing programs on Professionalism.

Toronto Executive (Provincial)

- Elissa Gamus – President
- Elisabeth Sachs – Vice President
- Susan Switch – Past President
- E. Corinne Korzen – Treasurer
- Linda Wolanski – Program Coordinator
- Suzette Blom – Membership Coordinator
- Najma Jamaladin – Membership Coordinator
- Vacant – Secretary
- Jane Caskey – Newsletter Editor
- Sandhya Kohli – Archivist
- Karen Or – Networking Initiative Coordinator
- Barbara Hendrickson – Trust Fund Coordinator
- Martha Drassinower – Member at Large
- Caterina Galati – Member at Large
- Linda Bianchi – Member at Large
- Lori Mattis – Member at Large
- Natalija Popovich – Member at Large
- Aimee Draper – Member at Large
- Katherine Shadbolt – Ottawa Representative
- Nancy Pollard – London Representative
- Patty deLaat – Project Coordinator

London Chapter Executive

- Maura Helsdon – Chair (On leave)
- Nancy Pollard – Vice Chair (Acting Chair)
- Denise Bolohan – Secretary
- Deborah Sturdevant - Treasurer

Ottawa Chapter Executive

- Kathleen Fawcett – Chair
- Barbara Nicholls – Treasurer
- Nathalie Richard – Secretary
- Helen McLachlen – Membership Coordinator
- Katherine Shadbolt – Toronto Liaison
- Mary Jo Egan – Member at Large
- Laurie Joe – Member at Large
- Martha Green – Member at Large
- Steffi Ortiz – Member at Large
- Patricia Rowe – Member at Large
- Adriana Mello – Member at Large
- Michelle Boudreau – Member at Large
- Margaret Truesdale – Member at Large

One Last Note: WLAO would like to ask your assistance in “renaming” the Newsletter. Times are changing, and WLAO would like to stay in synch with what is new and innovative. A small prize will be awarded to the top three entries. Just drop a note to Patty deLaat, our Project Coordinator at wlaocogeco.ca.