



Law Society of Saskatchewan

2021 ANNUAL REPORT

Mission Statement

The Law Society serves the public interest and advances the administration of justice by regulating the competence and integrity of the practice of law in a flexible and innovative manner, ensuring the independence of the legal profession, and promoting access to justice.

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Foluke Laosebikan, Q.C.
President



President's Message

The year 2021 was busy for the Law Society. As in previous years, there were ongoing projects to advance, plans to finalize and execute, as well as initiatives to launch. Having lived through a full year of the COVID-19 pandemic, 2021 also held renewed optimism for seeing an end to the pandemic and a return to in-person meetings. However, as the year progressed, it became evident that the challenges of COVID-19 were not quite over. Thus, 2021 became the year of mastering the art of running hybrid meetings.

2021 was also the year to set new Strategic Plans for the Law Society. The Benchers however unanimously agreed early in the year to defer the setting of Strategic Plans for two important reasons. Firstly, upon review, it was agreed that each item on the existing plan remained relevant and that none of the items should be removed or de-emphasized. Secondly, many Benchers completed their terms in 2021 and the upcoming Benchers election would bring in new Board members and a new Board. It was deemed appropriate to make room for the input of the new Board in setting any new Strategic Plans. Accordingly, the 2019-2021 Plans were retained with one addition - member wellness.

The focus of the work of the Law Society in 2021 therefore remained: Expanded Approach to Competency; Trusted and Transparent Regulation; Innovative and Flexible Leadership; Increased Equity, Diversity and Inclusion (EDI); Increased Access to Legal Services; and the addition of Increased Focus on Member Wellness.

As in previous years, the Benchers worked with the Staff under the leadership of the Executive Director to produce notable results in advancing each strategic goal - setting, meeting and exceeding targets and tackling various challenges through the year. The launch of the (Practice Management) Assessment Tool, EDI Survey and, engagement in the *Truth and Reconciliation Through Treaty Implementation* Mapping Exercise, are a few of the important advances made in 2021. Participation in the Pipe Ceremony held in October 2021 to formally mark the Law Society's engagement with the Office of the Treaty Commissioner for the Mapping Exercise remains an enduringly impactful experience for me personally and professionally.

Overall, I am grateful to have served among the distinguished professionals - Benchers, Staff and the Executive Director of the Law Society - with whom I had the privilege of working. I am proud of all that was achieved and grateful for the relationships forged. I wish to express special appreciation to Tim Brown, Q.C., James Korpan, Q.C. and Gerald Tegart, Q.C. - the Executive Committee with whom I worked closely - whose invaluable support and friendship made 2021 a successful and an unforgettable year.

To the current Benchers, I have every confidence that with your contributions, commitment and co-operation with the competent Law Society Staff, 2022 will yield excellent fruits in the advancement of the work, goals and vision of the Law Society.



Tim Brown, Q.C.
Executive Director



Executive Director's Message

What a difference a year makes...

This time last year, I reported on the many system-wide changes made in 2020 to accommodate social distancing in a structure designed, built and, in many cases, mandated to occur in-person. It was a year of major change for the Law Society, the Profession and all justice institutions within society which serve the public and the administration of justice.

As we entered 2021, though COVID-19 remained a serious societal problem, actors within the justice system were now equipped with the tools and, more importantly, the competency with those tools to deliver a complete range of services to the public. Everyone, most notably the Profession itself, deserves significant praise for their ingenuity, vision, and dogged determination to find a new path forward.

There also seems to be wide agreement that many of the solutions conceived throughout the pandemic will result in durable improvements to the delivery of justice services generally. Bills 54 and 55, which will come into force on July 1, 2022, serve as examples. As a result of this new legislation, remote witnessing of documents is no longer a stopgap, emergency fix. Designed to work in conjunction with Practice Directives authored by the Law Society, these pieces of legislation will provide a permanent solution for the benefit of the public. So, too, will the innovative work done by our Courts and Administrative Tribunals in relation to virtual access to proceedings.

As an organization, we are grateful to have been involved with other justice stakeholders to help identify solutions and to share perspectives. We also believe that the spirit of collaboration among justice stakeholders and the increased recognition of our interdependence is also an enduring byproduct of the pandemic—a recognition that will ultimately benefit users of the system and the administration of justice.

Despite the ongoing impairments of the pandemic, which meant remote work and virtual Convocations for the first half of the year, we were able to achieve most of what we had planned to accomplish in 2021. This work resulted in significant progress towards our strategic goals and the ongoing development of initiatives and programming in pursuit of our shared public interest mission as a self-regulating profession.

The work and accomplishments of the Staff and Benchers of the Law Society in 2021 is proudly presented in this Annual Report. One thing that really stands out is the generous support we received from our members in relation to several surveys conducted throughout the year. We recognize that these surveys require time and attention, but they are critically important as is our work to understand the various perspectives of the public, in whose interest we regulate.

Not only does this type of inquiry provide another mechanism for symmetrical communication with key stakeholders, but it also provides valuable feedback, information, and data which is essential to defensible decision-making and to measure, where possible, regulatory outcomes to increase stakeholder confidence.

2021 was an election year. In addition, the terms of 2 of our 4 Public Representative Benchers came to an end. As a result, we bid farewell to 9 highly valued, highly knowledgeable Bencher colleagues. Their perspectives, expertise and friendship will be greatly missed.

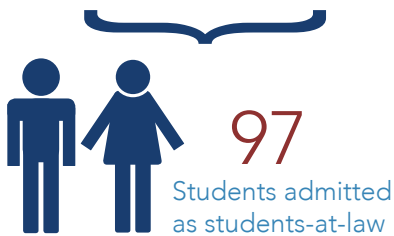
At the same time, the election and our Public Representative Bencher appointment process brought 10 new highly skilled Benchers to the table. Their dedication and contribution have been instant and exceptional.

In addition to our elected members, the Law Society relies on contributions from several non-elected members, members of the academy and other justice stakeholders on our committees, our Truth and Reconciliation Advisory Group and in the delivery of Continuing Professional Development programming. Not enough can be said about their very generous contributions of time, engagement, and expertise.

Finally, we owe a significant debt of gratitude to our President, Foluke Laosebikan, Q.C., James Korpan, Q.C. and Gerald Tegart, Q.C., my colleagues on the Law Society's Executive Committee. Collectively, their passion, energy and tireless commitment have greatly enriched the Law Society's mission to regulate legal services in the public interest.

Strategic Goals 2021 Summary

Articling in 2021



Expanded Approach to Competency

The Law Society applies a broad and evolving concept of competency and supports Saskatchewan firms, lawyers and legal service providers in acquiring and maintaining those competencies to provide innovative, efficient and quality legal services.

Preparing to enter the practice of law

A temporary reduction in the articling term (from 12 months to a minimum of 8 months) was implemented in 2020, in response to the COVID-19 pandemic. The purpose of the reduction was to help firms follow through on their commitments to existing articling students and to avoid a decrease in the number of incoming articling positions. This temporary reduction was extended to December 31, 2021, but more strict eligibility criteria was implemented for the reduction. Length of articling as a topic will form part of a future, larger conversation related to lawyer competence generally.

Developing skills for the future

As part of proactive firm regulation, the Law Society considered how trust accounts are currently operated and identified changes to strengthen and modernize audit processes. Trust Safety Education was identified as a key component of this program. Work on the education component was a primary focus in 2021 and continues into 2022.

Work on the redevelopment of seven Practice Management Modules for use in Saskatchewan is ongoing. These modules will provide education around trust accounting, reporting rules and requirements, and contain a quiz at the end of each module. This program will assist new firms in understanding their obligations before opening a trust account and further webinars will be created to provide members with continued education on trust accounting.

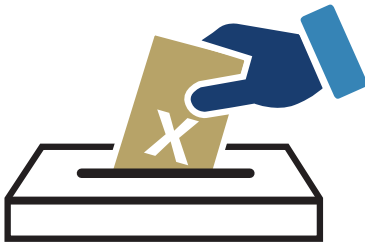
The Law Society continues to work to encourage and incentivize members to participate in education related to equity, diversity and inclusion, as well as cultural competency topics specifically referenced in the Truth and Reconciliation Commission's Calls to Action Report. These programs are offered for free and qualify for ethics hours under the Law Society Continuing Professional Development (CPD) policy.

Reinforcing core knowledge

The [Saskatchewan Limitations Manual](#) was updated and is available on our website at no cost. The new edition of the [Saskatchewan Queen's Bench Rules Annotated](#) was also completed and made available for purchase (both online and in hard copy).

Education for New Solo/Small Firms

The New Solo/Small Firm Program is a valuable resource for new solo practitioners and small firms as they begin their practice and is operated at no additional cost to practitioners. A [Practice Advisor](#) is typically appointed to conduct a review of all new solo practitioners or small firms within the first 3-6 months to assist the member with any practice management issues, advising practitioners of best practices, and providing general assistance with setting up a new practice.



2021 Bencher Election

25

members let their names stand for election

8

new Benchers were elected

9

Benchers were re-elected
(six by acclamation)

52.3%

of eligible members cast their votes

Trusted and Transparent Regulation

The Law Society of Saskatchewan is a trusted regulator of the practice of law because it makes timely, fair and informed decisions by consistent application of policy; and its stakeholders have a clear understanding of its mandate, core functions and strategic plan.

2021 Bencher Election

Twenty-five members let their names stand for [election](#). Eight new Benchers were elected, and nine Benchers were re-elected (six by acclamation). 52.3 percent of eligible members cast their votes. Additionally, two new Public Representative Benchers were appointed by the Lieutenant Governor in Council, following consultation with the Law Society.

Orientation of Benchers commenced in December 2021, focusing on the public interest mandate of the Law Society, strategic objectives and initiatives as well as an overview of Law Society operations. Effective governance training was also provided by Glenn Tecker, of Tecker International.

Adoption of Bencher Code of Conduct

To advance effective regulation, as well as public and stakeholder confidence in the Law Society, the Benchers adopted a Bencher Code of Conduct setting the standards of conduct expected of Benchers in carrying out their duties in the public interest. Additionally, the Law Society adopted a framework in the Rules to allow for the suspension or removal from office in cases where they fail, refuse, or are unable to fulfill their duties or their conduct renders them unfit to continue in office.

Improvements in the Adjudicative Process for Discipline

Greg Walen, Q.C. was appointed by the Benchers to serve as [Hearing Administrator](#) for the Law Society and began serving in this role in 2021. The objective of this position is to create a transparent, efficient and fair process. The creation of an outside Hearing Administrator position will significantly enhance the division between the Law Society administration and the management of the adjudicative process. Core duties include participating in the adjudicator selection process; acting as the primary case management official on all files; managing optional preliminary motions destined for adjudication by the Hearing Committee; and serving in a mediator role similar to that of a pre-trial judge to attempt to facilitate resolution of matters where possible (something that a Hearing Committee Chair could not do in the old case management process). Provision of oversight on the development of the role of the Hearing Administrator continues, including the approval of necessary Rule amendments and the creation of a Hearing Committee Code of Conduct.

Innovative and Flexible Leader of an Engaged and Forward-Thinking Membership

Through innovative and flexible regulation, the Law Society leads an engaged membership that is adaptive to change and provides innovative and effective legal services to the public.

Firm Regulation

The Law Society has been engaged in proactive firm regulation since 2020, with a goal to reduce complaints and claims, having the effect of better protecting the public we serve while enhancing the reputation of the profession. The initial steps to firm regulation including firm registration, appointment of Designated Representatives (DRs), and annual reporting were implemented throughout 2020. To facilitate the reporting process for all firms, including those without trust accounts, a new online Annual Report was developed and implemented in 2021.

The next phase of proactive firm regulation began in April 2021 with the initial launch of the online [Practice Management Assessment Tool](#) (Assessment Tool). Twenty-five volunteer law firms with varying demographics participated in the assessment process over the course of three months, and it was very well received by the participant firms.

Formal implementation of the assessment process began in November 2021 requiring all firms to complete the Assessment Tool at least once every 3 years. This is an opportunity for firms to complete a self-evaluation of their practice management systems, helping to identify areas of strength and any gaps in policies or procedures requiring further development. Specific resources addressing identified needs are made available to firms through their personalized Assessment Tool Report. The Law Society provides coaching, resources, and support to firms, as needed, in all areas of practice and risk management where they have self-identified a need for additional supports.

The aggregate data from the Assessment Tool is also reviewed and evaluated on an ongoing basis to identify potential trends and areas where the Law Society can provide additional supports and resources to the profession aimed at implementing controls to manage risk, enhance client services and promote infrastructure supporting ethical practice.

In addition, on April 1, 2021, the new Designated Representative Hub launched on the Law Society website and is a space for DRs and members to access information relevant to firms, including all updates sent to DRs, the Assessment Tool Workbooks, and other resources on demand.



Assessment Tool Feedback

"I found it to be very insightful...I certainly identified areas where we could improve, which to me is the most beneficial part of the process."

"Being forced to turn one's mind to specific areas and really drill down on what the procedures you use was very helpful, although a bit nerve racking."

"I think this is an excellent Tool and we will be using the questions and our answers in our practical manual and in implementing practices and procedures at the firm."

Increased Equity, Diversity and Inclusion in the Law Society and Legal Service Provision

The Law Society of Saskatchewan is led by a diverse staff and Board who promote and support diversity, inclusiveness and cultural competence amongst all Saskatchewan firms, lawyers and legal service providers.

Truth and Reconciliation

As part of its commitment to Truth and Reconciliation, the Law Society began a *Truth and Reconciliation Through Treaty Implementation* (TRTI) mapping exercise with the Office of the Treaty Commissioner, holding a Pipe Ceremony in October 2021 to begin the process in a good way. The TRTI is focused on walking together on a journey to create a new, shared future for our children and grandchildren by connecting the right people, pursuing a shared vision for success, inspiring action, measuring impact, and learning from our efforts. It involves four overlapping and continuous areas of work:

- (i) Shared understanding of our history
- (ii) Vibrant cultures and worldviews
- (iii) Systems that benefit us all
- (iv) Authentic relationships

Enhancing demographic data collection to better connect to the diversity of experience and perspective of the public we serve

A human rights-based approach to [demographic data collection](#) was adopted by the Law Society to understand baseline information on the diversity of members and to monitor this data over time in these areas: disability, first language, gender identity, indigeneity, sexual identity, and race/ethnic identity. This approach recognizes that data is key to identifying and understanding inequalities and establishing accurate measures is good practice for organizations that value diversity. The aggregate statistics drawn from this data helps the Law Society to better understand demographic trends in its membership and the legal profession, and to inform the development of programs and initiatives that advance equity, diversity, and inclusion in the legal profession and in the provision of legal services.

This new approach also resulted in enhancements to [searchability features](#) in the Find Legal Assistance Directory, including the ability to search by Gender Pronouns as self-identified by members.

Reducing barriers to entry, advancement and retention in the legal profession faced by equity-seeking groups

An Equity, Diversity and Inclusion [survey](#) was undertaken to understand member perspectives, personal experiences, including the impact of COVID-19, and to focus efforts to advance programs and initiatives that promote an inclusive legal profession so barriers can be reduced.

Overall, the survey found that a majority of members recognize there are equity, diversity and inclusion issues within Saskatchewan's legal profession from entry into practice to advancement during a law career and agree that the Law Society should take action to improve equity, diversity and inclusion within the profession.

Within the legal profession, equity, diversity, and inclusion efforts take on special significance as the profession has a particular role in upholding and advancing the rule of law and access to justice. The survey identified that a majority of members (7 out of 10) agree that the challenges faced by equity-seeking groups affect access to justice for Saskatchewan communities and the quality of legal services for the public.

The Law Society is using the results of the survey to advance actions on hiring, advancement, and mentorship as well as training, and will persist in these efforts over the long-term.

Following the 2021 Benchers election, an Election Barriers survey was disseminated to the membership to identify barriers facing members of equity-seeking groups to becoming Benchers of the Law Society. This data collection supports longer-term initiatives to increase Benchers candidate diversity and evolve the composition of the Law Society Board to reflect the diversity of experience and perspectives of the public we serve.

Executive Summary of Equity, Diversity and Inclusion Survey

Among all members, there is strong support for taking action to improve equity, diversity and inclusion. 7 in 10 agree that challenges facing equity-seeking members affect access to justice for Saskatchewan communities.



Equity-Seeking Members

48% of Law Society members who responded to the survey consider themselves to be part of an **equity-seeking group**.

Equity-seeking members are more likely to be:

- Women (73%)
- BIPOC (27%)
- 35-54 years of age (59%)

Non-equity-seeking members are more likely to be:

- White (88%)
- Men (65%)
- 55+ years of age (45%)




Recognition of EDI Issues

The **majority recognize** there are **equity, diversity and inclusion issues within Saskatchewan's legal profession** from entry into practice to advancement during a law career.

82% agree equity-seeking members experience **unconscious bias or discrimination**.

82% agree equity-seeking members **face more challenges during entry** into practice.

76% agree equity-seeking members face **challenges advancing** at a similar pace to colleagues.




Challenges Faced

Half (51%) have **witnessed or experienced a situation of discrimination** impacting a member's entry into practice and/or their career advancement.

73% of equity-seeking members have **experienced EDI challenges** in the following areas:

- **48% obtaining positions** in their preferred geographical location, practice area or environment,
- **43% building mentorship relationships**, and
- **57% advancing at a similar pace**.




Reasons for Challenges Faced

Commonly mentioned reasons for the challenges experienced by equity-seeking members include:

- taking time away to **care for children or family** members,
- **gender** identity,
- **racial/ethnic** identity,
- preferred **social activities**,
- age (**too young**), and
- family's **socioeconomic background**.

The most common reasons identified are a reflection of the profile of equity-seeking members who completed the survey (women, BIPOC, younger).



Equity, Diversity and Inclusion Actions

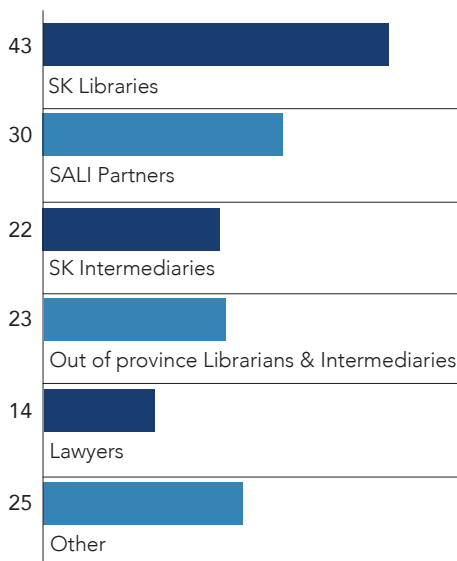
Among equity and non-equity-seeking members, there is **significant support for all EDI actions** tested, but support is highest for:

- Offering **EDI tools and resources to reduce** discriminatory hiring and advancement practices,
- Engaging equity-seeking groups in **conversations about the profession**,
- Promoting **mentorship opportunities** for members of equity-seeking groups, and
- Offering **equity, diversity, and inclusion training** for all lawyers.

2021 SALI Conference Series

Conference session	Number of registrants
Expanding Legal Information Access Through Saskatchewan's Libraries (March 2021)	87
Navigating Government Publications, Legislation, and Information (May 2021)	66
Guiding the Guiders: Introducing Saskatchewan's Legal Information Guidelines (June 2021)	67
Representing Yourself Legal Information Portal (Sept 2021)	25
It's in YOUR Court: Resolving Family Law Problems Out-of-Court (Oct 2021)	38

Breakdown of SALI newsletter subscribers.



Increased Access to Legal Services

The Law Society is committed to improving access to legal services in its regulatory structure, policies and initiatives and supports the provision of accessible legal services by Saskatchewan firms, lawyers, legal service providers and other legal organizations.

Better connecting lawyers and the public

The Law Society has relaunched its Find-A-Lawyer directory under a new name, [Find Legal Assistance](#). The tool helps potential clients locate lawyers in an area of practice, city, or preferred language. Consumers may search for limited scope or legal coaching services, and the Law Society introduced options to search by service and pricing and payment models while also expanding on information for the public. The directory attracts more than 20,000 visitors every year and the Law Society is working to make this service user-friendly and beneficial to both clients and lawyers through enhanced searchability. These strengthened options provide opportunity for lawyers and clients to better come together and focus on resolving legal problems.

Understanding and addressing unmet legal need

The Law Society provided funding and worked with CREATE Justice and the Centre for Forensic Behavioral Science, and Justice Studies to develop and disseminate a [Legal Needs Assessment survey](#) to community organizations and lawyers within the province.

Additionally, the Law Society commissioned from Statistics Canada a Saskatchewan specific report from the Canadian Legal Problems Survey. There were 1,581 respondents in Saskatchewan and 306 respondents (19%) indicated they had experienced at least one serious problem in the three years preceding the survey.

In 2021, the most commonly reported serious problems experienced by people living in Saskatchewan were problems related to a large purchase or service (19%), housing-related problems (18%), and problems related to receiving government assistance (17%). Notably, Indigenous people living in Saskatchewan, people who identified as lesbian, gay, bisexual, or another sexual orientation, and people who identified as having a disability were more likely to report experiencing serious problems.

When looking at specific impacts stemming from the most serious problem, women were significantly more likely than men to report experiencing at least one health impact (90% versus 79%). Specifically, extreme stress was more commonly reported by women (81%) than by men (67%). Indigenous people living in Saskatchewan were more likely than non-Indigenous people to say that they had to miss payments on bills or pay them late as a result of their most serious problem (38% versus 19%). Indigenous people were also significantly more likely to say that their most serious problem caused them social, family, or personal issues (52% compared with 37% of non-Indigenous people).

The Law Society will continue to commission and rely on data to address unmet need and improve access to legal services.

Increasing collaboration with stakeholders through community partnerships

As evidenced by data, legal needs are many and throughout 2021, the Law Society chaired the [Saskatchewan Access to Legal Information \(SALI\)](#) initiative to increase legal information access within Saskatchewan. As a critical component of access to justice, it is important for the public to find and access legal information. SALI presented a free virtual conference series designed to connect with information providers who work with the public and provide them with the skills and knowledge to provide timely and credible legal information and referrals. In response to feedback from conference attendees, SALI launched a quarterly [newsletter](#) to keep people informed about legal information resources in the province.

Future of Legal Services

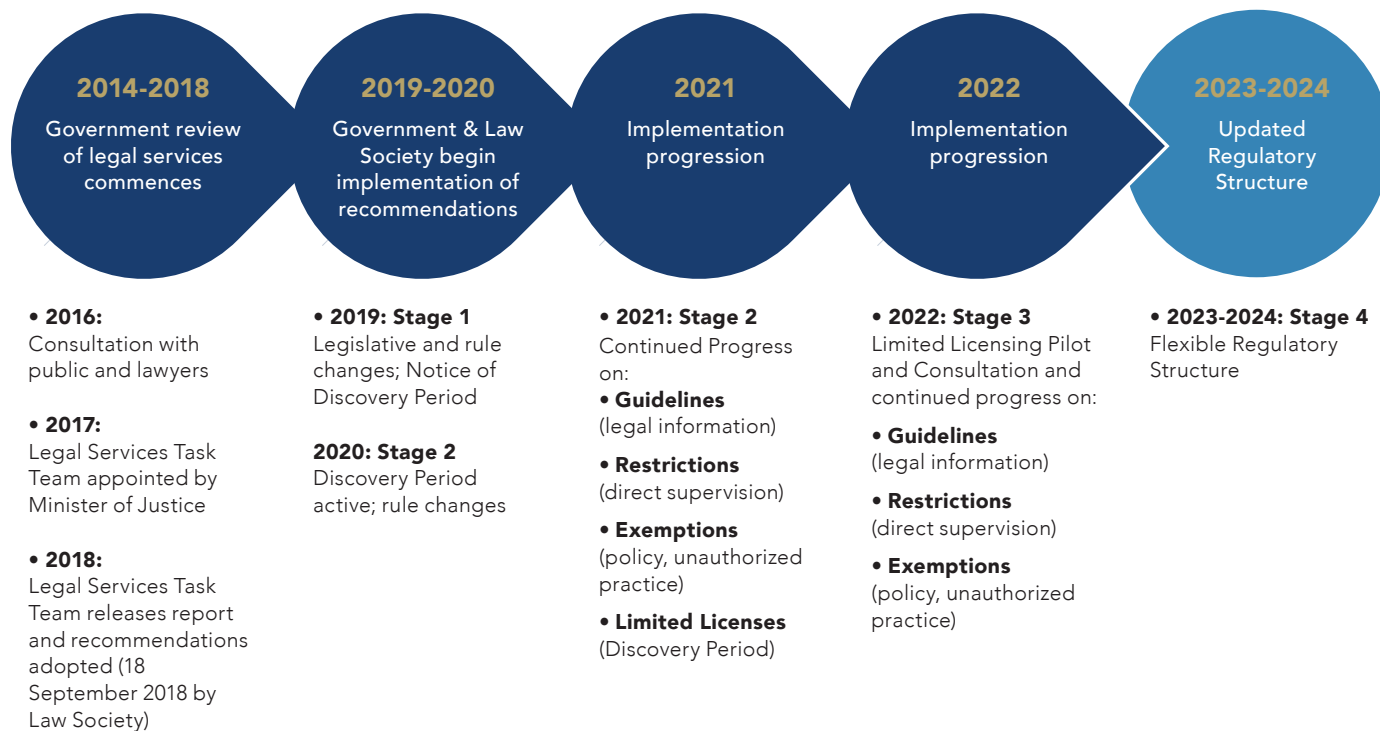
The nature of legal services is evolving and as the needs of the public become increasingly better understood, the Law Society is working with stakeholders to develop novel ways to address unmet legal needs and provide legal services to underserved segments of the public. The Law Society is continuing implementation of 13 recommendations from the [Legal Services Task Team Final Report](#), a joint project with the Ministry of Justice of Saskatchewan.

The recommendations focus on greater flexibility in the regulation and delivery of legal services including the development of initiatives pertaining to alternative legal service providers and implementation of a limited licensing framework. In 2021, guiding principles of these initiatives were elaborated by the Law Society:

1. serve the public interest, minimizing risk to the public;
2. promote access to legal services, recognizing different types of expertise and qualifications;
3. address areas of legal need;
4. adopt proportionality between licensing requirements, services, and risks; and
5. encourage innovation leading to an engaged membership that is adaptive to change and provides innovative and effective legal services to the public.

These principles guide the work of the Law Society as it advances staged implementation of the recommendations towards an updated regulatory structure for the practice of law in Saskatchewan, that can effectively and efficiently adapt to changes relevant to the delivery of legal services. This includes working to expand access to [regulated legal services](#), in a responsible and sustainable manner, balancing the need for ensuring public protection with enhancing access to legal services for underserved individuals.

Implementation of Legal Services Task Team Recommendations



INFORMED BY: Legal Needs Assessment, Canadian Legal Problems Survey, Discovery Period, Legal Information Guidelines Feedback Form and Workshops, Survey on Direct Supervision Requirements, Limited License Pilot and Consultation

During 2021, further progress was made in four key areas:**A. Adoption of Guidelines to support uptake of credible legal information**

The Law Society released [Legal Information Guidelines](#) to support the dissemination and uptake of credible legal information. The Guidelines identify types of legal information, credible sources of legal information, and how to use credible legal resources. The Guidelines were presented to stakeholders at workshops throughout 2021, with a collective 345 attendees. Insights and feedback from the workshops are being incorporated into an updated version of the Guidelines.

B. Review of Restrictions on direct supervision to remove regulatory barriers

A review of the current restrictions regarding staff supervised by lawyers was initiated in 2021 to [gather feedback](#) for proposed changes to the Code of Professional Conduct. The expansion of the scope of practice and degree of independence for [supervised staff](#) can enable lawyers to charge less for services provided by staff, thereby increasing access to legal services and consumer choice. Direct outreach and consultation with lawyers and paraprofessionals resulted in 324 completed surveys and 133 attendees at two events.

A majority of lawyer respondents (76%) identified that utilizing paraprofessionals helps deliver legal services at a lower cost to clients. There was majority support from paraprofessionals (75%) for expanded parameters and from lawyers (64%) for expanding the scope of the supervising lawyer's discretion in determining what tasks may be delegated based on their staff's qualifications. Amendments have been proposed to the Code of Conduct to allow greater flexibility for staff working under the supervision of a lawyer to provide delegated legal services.

C. Development of Policy regarding exemptions from the unauthorized practice of law to develop novel ways to address unmet legal needs

During 2021, the Law Society advanced a policy framework for exemptions allowing certain groups and individuals an exemption from unauthorized practice provisions. In the public interest, exemptees may provide limited legal services to carry out the functions delineated within the exemption without becoming a licensed lawyer.

D. Obtaining insights from the Discovery Period to inform Limited Licensing and diversified service delivery methods

During the two-year Discovery Period which ended in December 2021, 32 Notice Forms were received from alternative or non-lawyer service providers resulting in the identification of 15 legal services and five legal information services.

Insights gained from the [Discovery Period](#) were used to design a pilot process to advance limited licensing on a case-by-case basis as a way to increase access to legal services. At the end of 2021, parameters for a [Limited Licensing Pilot](#) were implemented and outreach began to provide information about the Pilot and invite participation.

Increased Focus on Member Wellness

Recognizing the important link between the health of the profession and the delivery of high quality legal services, the Law Society amended its strategic plan in 2021 to include increased focus on member wellness. The Law Society protects the public by promoting a culture of wellness in the profession through appropriate education, member resources and regulation.

National Well-Being Survey

Members of the Law Society of Saskatchewan participated in the [Federation of Law Societies' National Well-Being survey](#), which provided the opportunity for members to reflect and anonymously share their experience to enrich our understanding of the types of resources and support that might be offered to improve the health and wellness of our profession.

Continuing Education

The Law Society remains committed to offering [educational opportunities](#) to members regarding mental health and wellness.

Mental Health Week Campaign

The 70th annual Canadian Mental Health Association (CMHA) Mental Health week took place May 3-9, 2021, with the theme #GetReal about how you feel. The campaign acknowledges that it's hard to deal with our emotions when we are not sure about what we are feeling. The Law Society of Saskatchewan participated via social media and a [news](#) post, to lend its voice to the mental health awareness conversation.

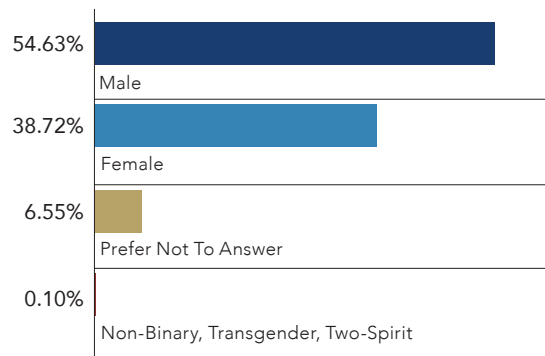


Membership Demographics – Active

As at December 31, 2021 there were 2,087 active practicing members residing in (1,871) and out of (216) Saskatchewan. Demographic data is reported for 2,061 members as 26 did not provide demographic information due to change in status/reinstatements in early 2022.

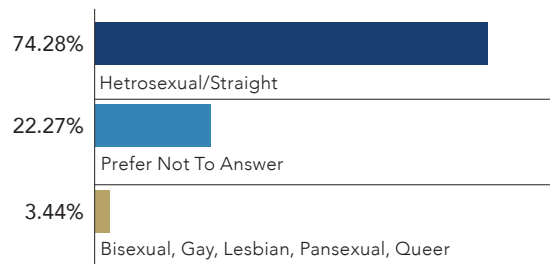
Gender Identity

(Active Practicing Members In and Out of Saskatchewan)



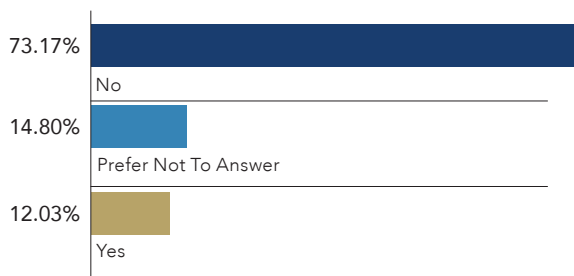
Sexual Identity

(Active Practicing Members In and Out of Saskatchewan)



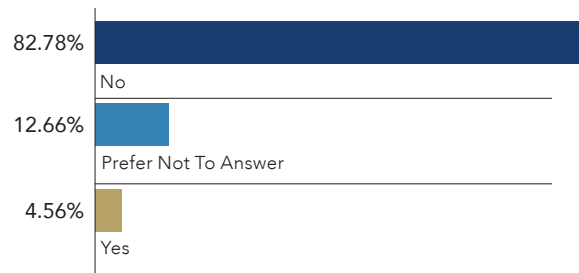
Race / Ethnicity

(Active Practicing Members In and Out of Saskatchewan)



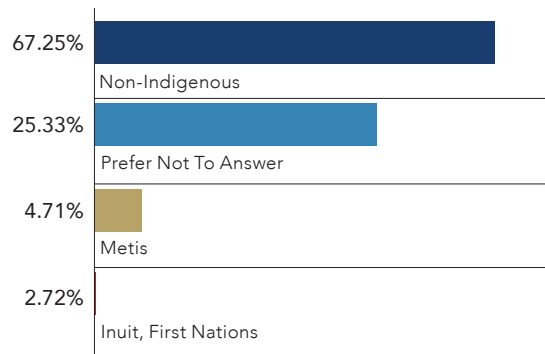
Disability

(Active Practicing Members In and Out of Saskatchewan)



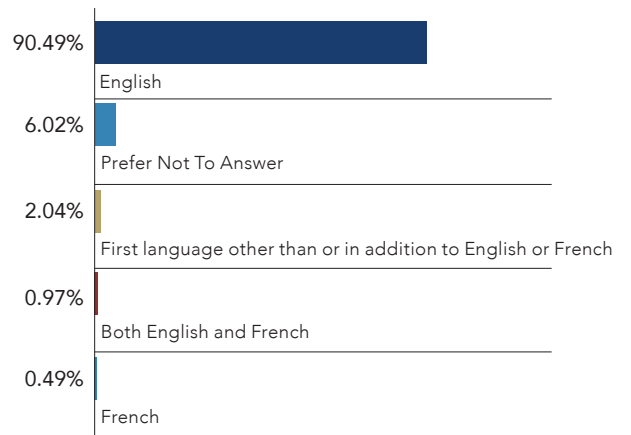
Indigeneity

(Active Practicing Members In and Out of Saskatchewan)



First Language

(Active Practicing Members In and Out of Saskatchewan)

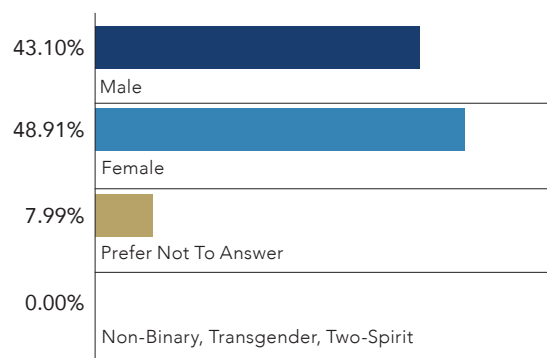


Membership Demographics – Inactive

As at December 31, 2021 there were 462 inactive members residing in and out of Saskatchewan. Demographic data is reported for 413 members as 49 did not provide demographic information due to non-renewal in early 2022.

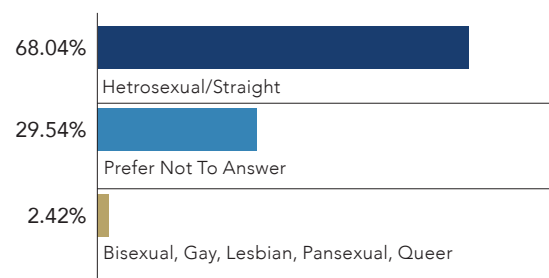
Gender Identity

(Inactive Members In and Out of Saskatchewan)



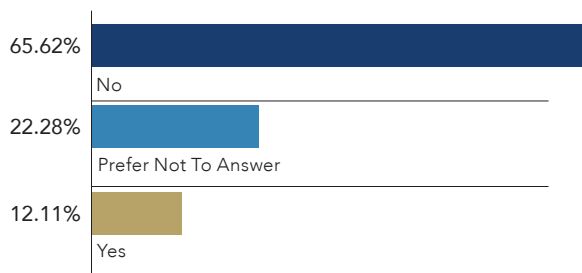
Sexual Identity

(Inactive Members In and Out of Saskatchewan)



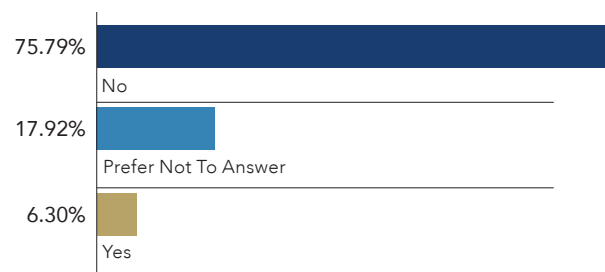
Race / Ethnicity

(Inactive Members In and Out of Saskatchewan)



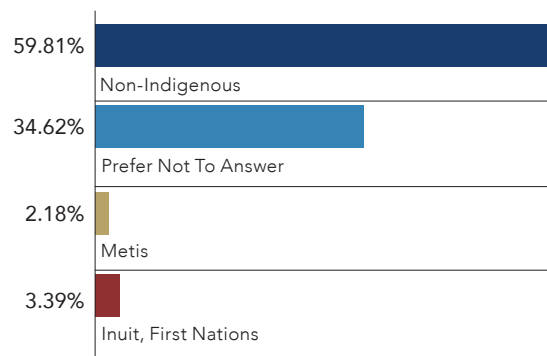
Disability

(Inactive Members In and Out of Saskatchewan)



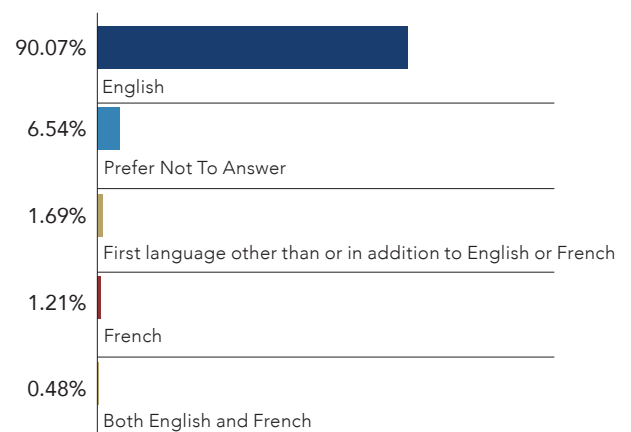
Indigeneity

(Inactive Members In and Out of Saskatchewan)



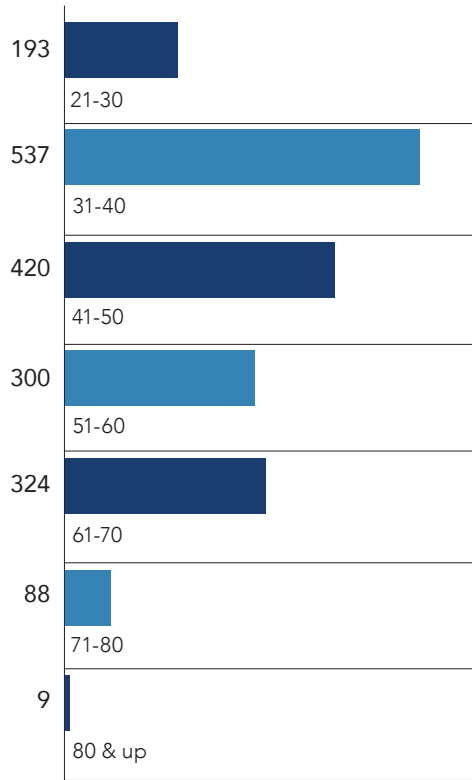
First Language

(Inactive Members In and Out of Saskatchewan)

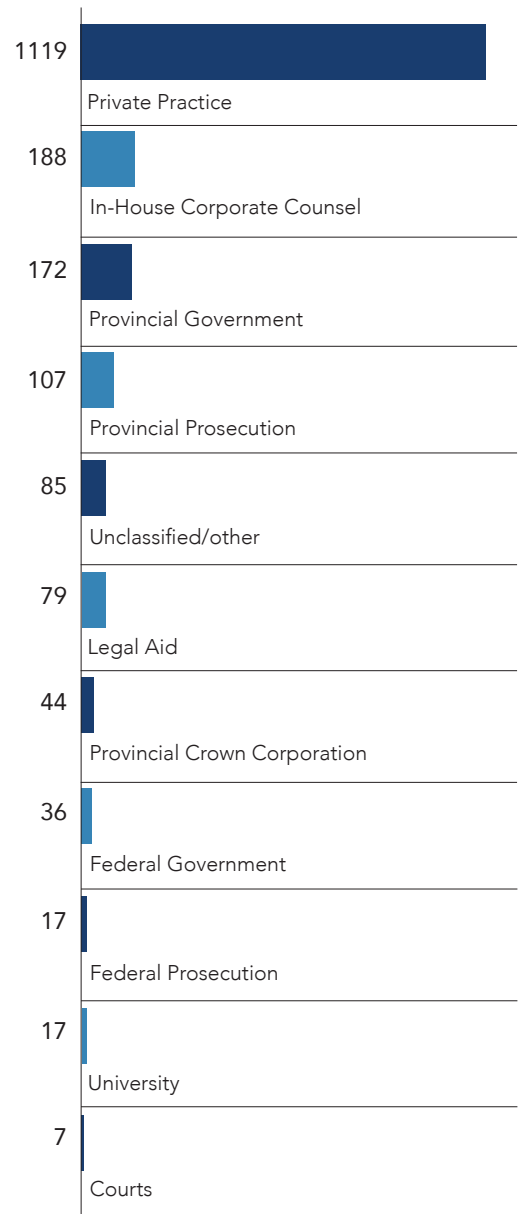


Membership Statistics

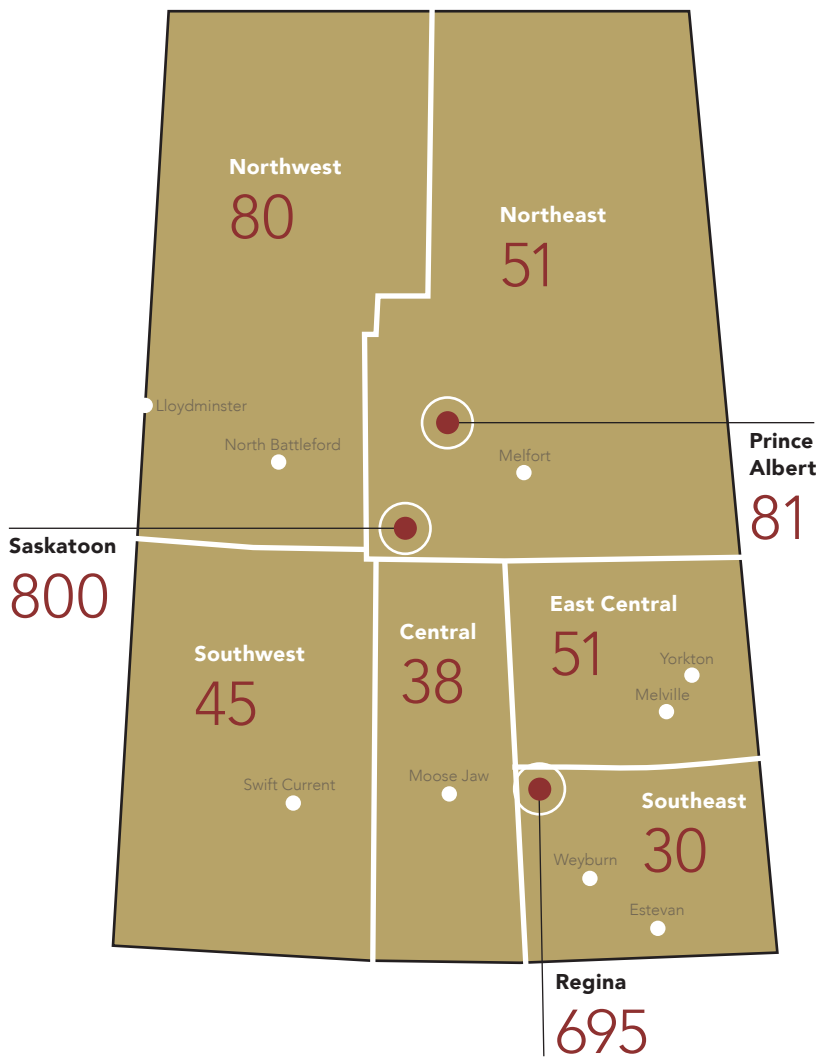
AGES - All Active Members (residing in SK):



Allocation of Practitioners in SK by Type of Practice



Geographic Location of Practicing Lawyers in Saskatchewan

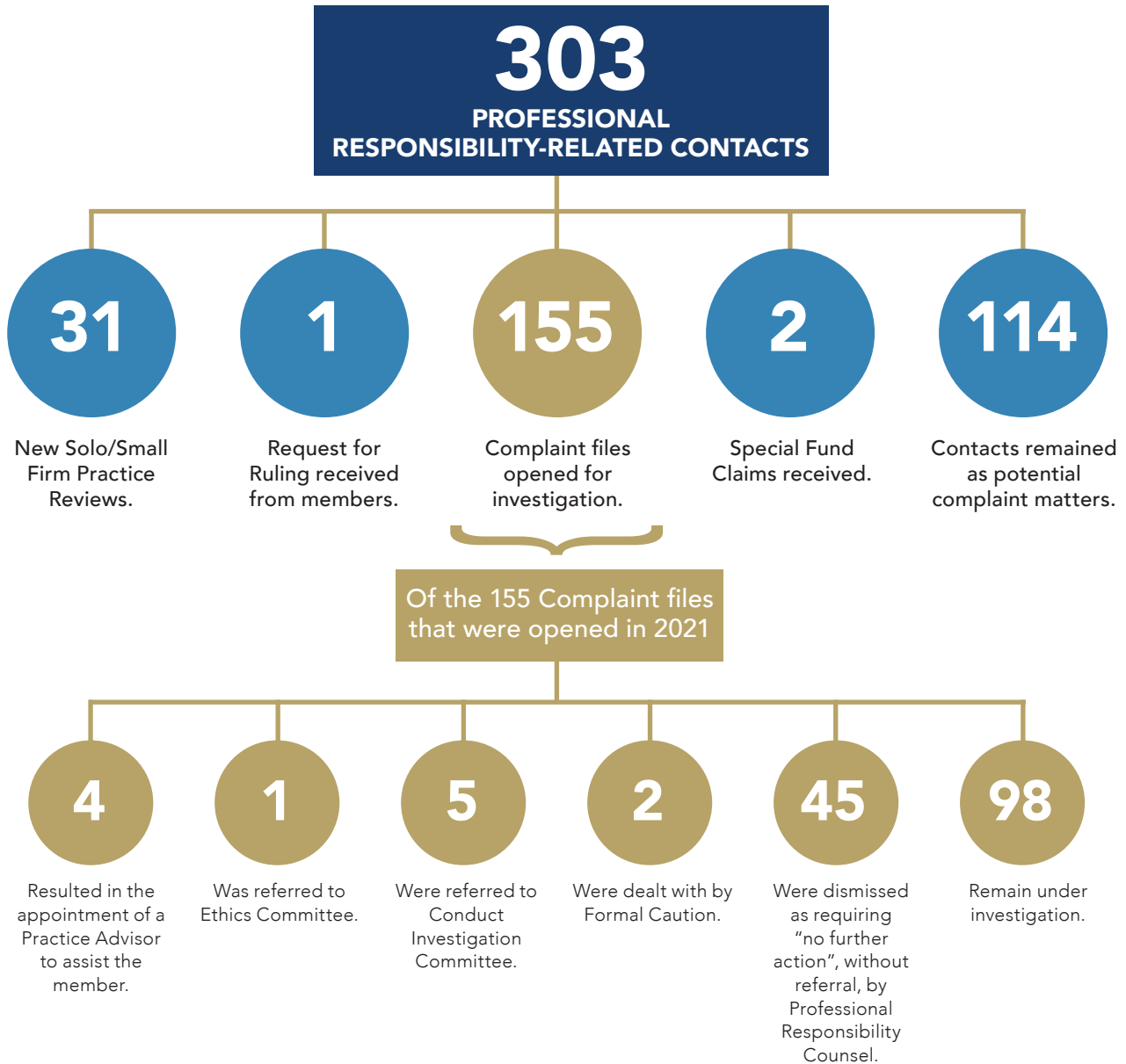


Number of Practitioners in Firm (Private Practice Only)	Number of Firms	Number of Practitioners
1	188	188
2	59	118
3	28	84
4	14	56
5	8	40
6	11	66
7	2	14
8	2	16
9	3	27
10	2	20
12	1	12
13	2	26
14	1	14
15	1	15
16	1	16
17	1	17
19	1	19
20	1	20
23	1	23
26	1	26
27	1	27
28	1	28
75	1	75
82	1	82
90	1	90
Total	333	1119

Professional Responsibility Statistics for 2021

Among the Law Society’s responsibilities are the investigation and determination of complaints regarding the conduct of lawyers practising in the province. Inquiries received about the conduct of lawyers are reviewed by the Professional Responsibility Counsel. We take all complaints seriously and attempt to deal with them as expeditiously as possible.

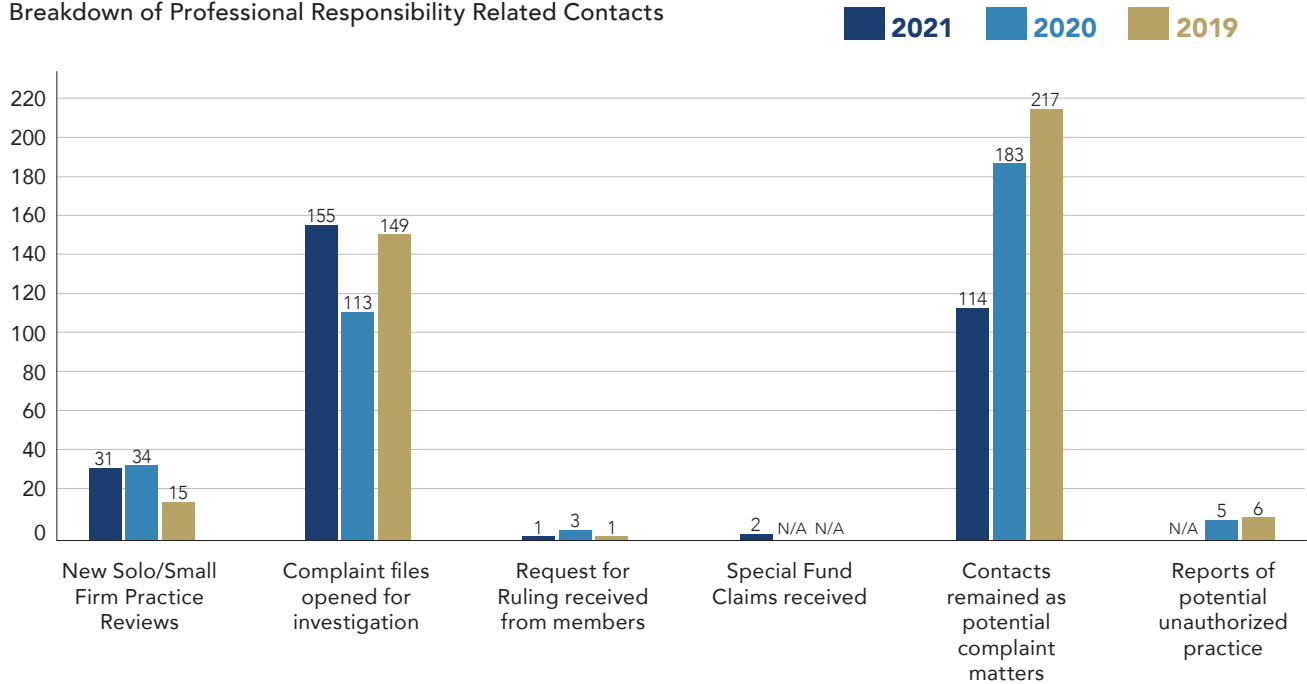
In 2021, the Law Society received



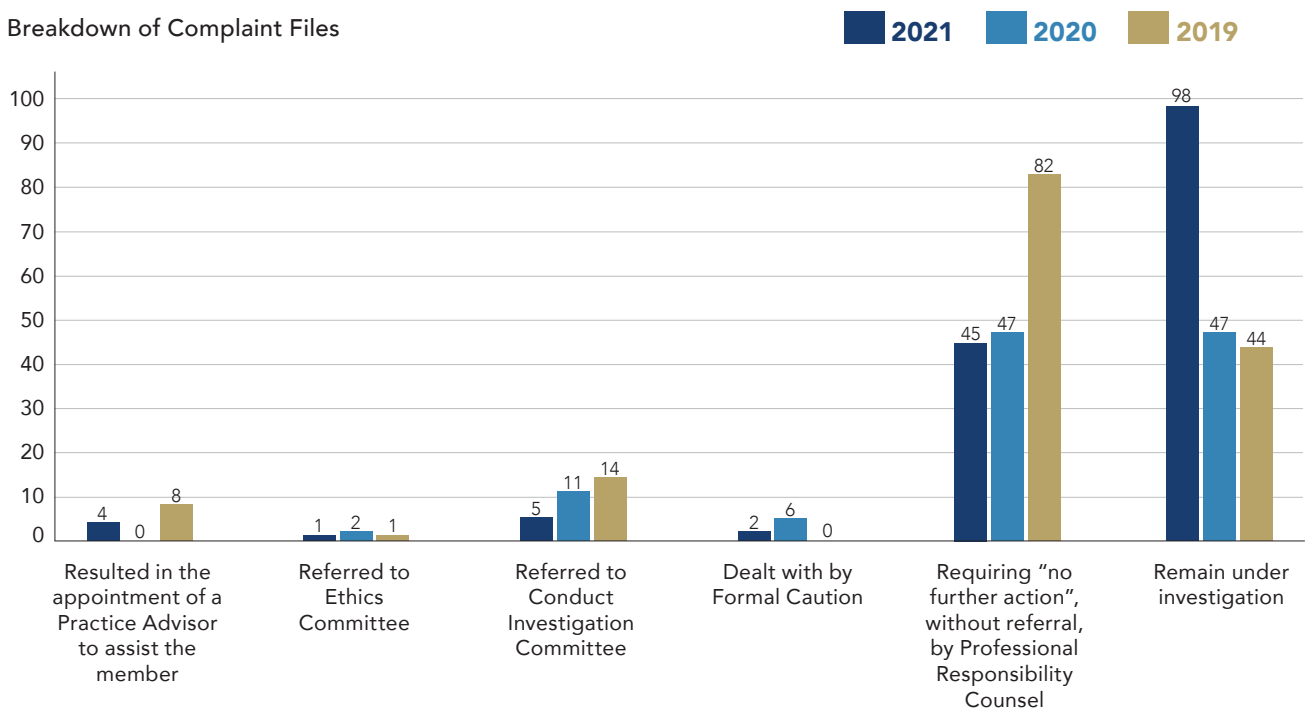
In addition, Professional Responsibility Counsel provide, on average, **200-250 Informal Ethics Opinions** to members each year.

Professional Responsibility Statistics for 2019-2021

Breakdown of Professional Responsibility Related Contacts

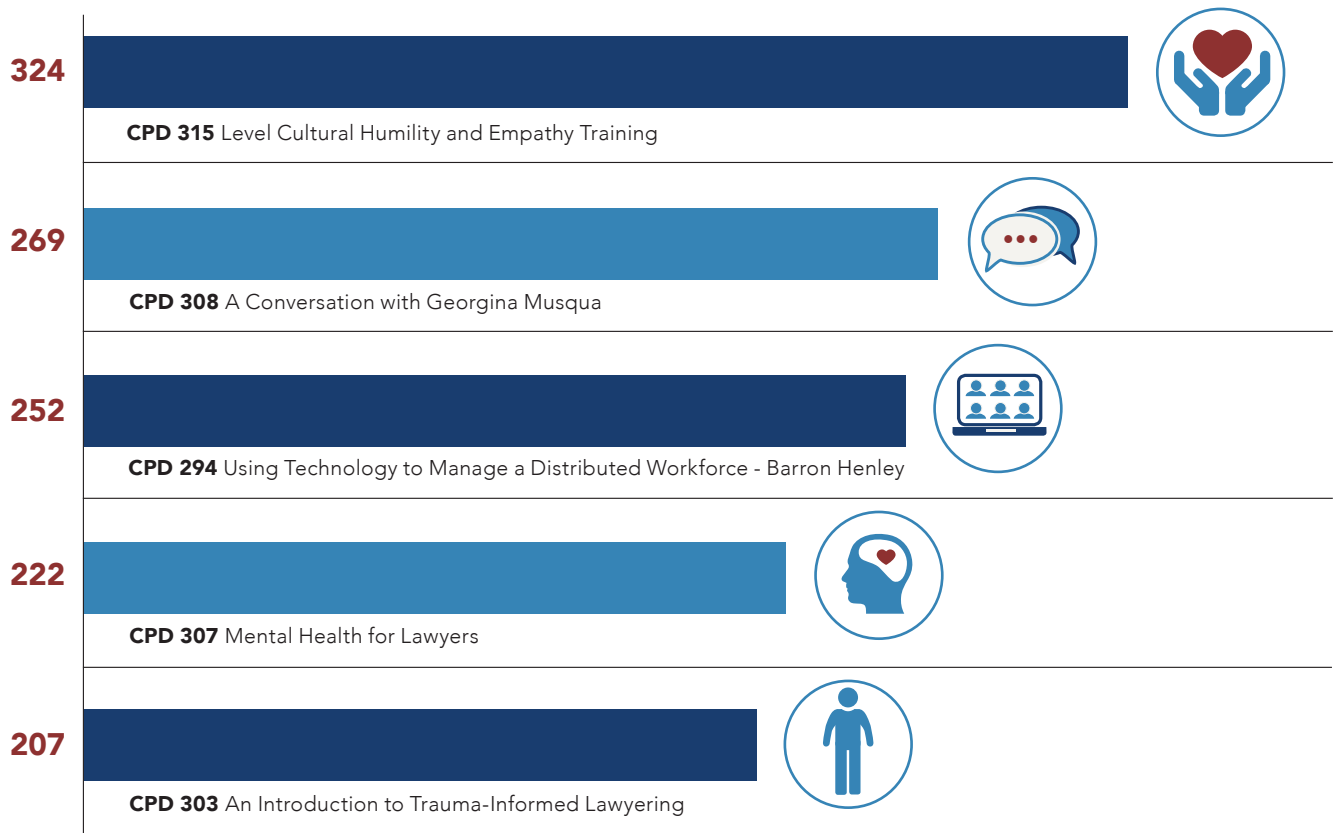


Breakdown of Complaint Files



Continuing Professional Development (CPD)

Most Attended CPD Sessions in 2021



CPD and Legal Resources



- Board Governance
- Family Law (Spousal Support / Family Law Property)
- Wills & Estates

CPD OnDemand

The Law Society now provides a unique solution to access CPD. In 2020, the Law Society launched a new platform housing all our recorded content in one easy place for an affordable price. A subscription to the platform also includes free registration to any upcoming live webinars and a \$75 discount to in-person live seminars throughout the duration of the subscription term. A regular subscription to the [CPD OnDemand](#) platform can be purchased for \$799 per calendar year. There were 158 subscribers in 2021.

Bite Size CPD Series

There isn't always time to sit down for an hour or a day to learn about legal topics. In July 2021, the Law Society launched a new, free video series called "[Bite Size CPD](#)" by Craig Zawada, Q.C. This series offers brief 5 to 10-minute videos about the future of the legal profession, technology, and other topics to assist lawyers in working more effectively. This free resource is part of a Law Society pilot project as we consider future professional development initiatives. We hope this series will help lawyers learn about the future of law and new practice tools during their breaks in the day.

LEGAL RESOURCES

2021 Stats



Total Case
Digests Published:

529 } CA: 171
QB: 308
PC: 50



TOP 5
Areas of Law
Asked About:

- Criminal
- Family
- Litigation
- General
- Wills & Estates



Total Member
Section Views:
182,731



Total Questions Asked:

1,295 } Members: 676
Public: 500
Other: 119

Total Question Time
28,073
minutes



2021 Saskatchewan Lawyers' Insurance Association Annual Report

Saskatchewan Lawyers' Insurance Association

Saskatchewan Lawyers' Insurance Association Inc. (SLIA) is a non-profit corporation and a wholly owned subsidiary of the Law Society of Saskatchewan. SLIA provides mandatory errors and omissions insurance to the members of the Law Society of Saskatchewan pursuant to *The Legal Profession Act, 1990*.

SLIA is a member of the Canadian Lawyers Insurance Association (CLIA). CLIA is a reciprocal insurance exchange, which offers mandatory liability insurance to lawyers licenced by law societies in 9 Canadian jurisdictions, and a voluntary excess insurance program. The SLIA program is run by in-house counsel and a claims coordinator who report to a board of directors composed of both Benchers and non-Benchers.

2021 Committee Members

James Morrison, Q.C. (Chair)

Andrea Argue, Q.C. (Vice-Chair)

Perry Erhardt, Q.C.

Monte Gorchinski

Patrick Kelly, Q.C.

Michael Milani, Q.C.

Tom Schonhoffer, Q.C.

Staff

· Dave McCashin

· Stephen McLellan

In October 2021 the Management of SLIA underwent a change. Brad Hunter, Q.C., who had been Director of Insurance since 2013 retired and Dave McCashin, who had been Legal Counsel with SLIA since January 2017, became Director of Insurance. Stephen McLellan, who previously was with SLIA from 2007 to 2013, returned as Legal Counsel.

SLIA has continued to maintain one of the lowest insurance levies across all Canadian jurisdictions and for the 2021-2022 policy period maintained the same insurance levy from the previous policy period.

The 2020-2021 policy period saw a slight decrease in the number of claims opened and a decrease in the severity of the claims to an average of \$48,000 per claim. As the frequency and severity of

claims has a direct impact on the amount of the levy, SLIA continues to stress the importance of loss prevention and continues to work to support its members to avoid or reduce claims.

By establishing local control of files within the limits of the group deductible, lawyers insured through SLIA are assured that:

- a) their files are being both assessed and litigated by local counsel;
- b) their interests are being represented as stakeholders on the advisory board of their insurer; and
- c) profits following any given claims years are retained locally for their benefit.

SLIA, together with the Law Society of Saskatchewan, fund the Practice Advisor Program, which in addition to complaint reviews and recommendations to members, also facilitates advisors to meet with each new solo practitioner and new small firm to provide assistance and recommendations to members in developing a low-risk practice. The Practice Advisor Program has been made available to any members who need help working through practice management issues. Members are encouraged to contact practice advisors with questions or concerns about practice standards or management issues. Under this confidential program, the practice advisor and member will work together to address the issue at no cost to the member and no formal report will be provided to the Law Society of Saskatchewan or SLIA.

SLIA also contributes to the Trusteeship program which provides oversight to members who do not have a succession plan in place. The Trusteeship program is a loss prevention measure which allows early detection of matters which could become potential claims and allows an opportunity to remedy those matters before they progress.

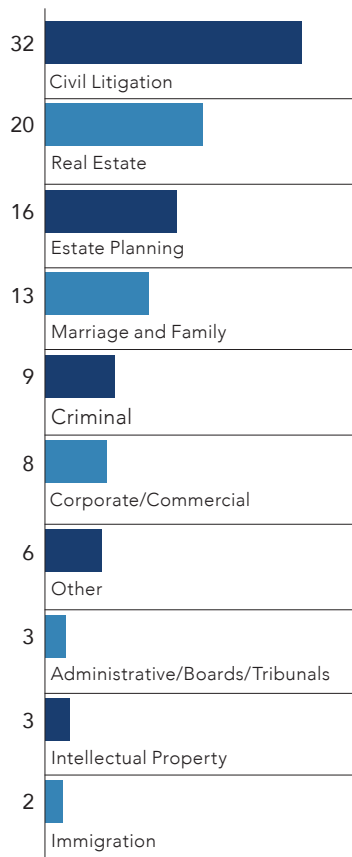
Access to mental health resources and assistance continues to be a priority for SLIA. Members are encouraged to make use of the free confidential assistance offered through Lawyers Concerned for Lawyers for personal counselling as well as online learning and resources through HomeWeb. Highlights of resources available are provided to members bi-monthly through SLIA News.

SLIA manages the Law Society Outside Directorship Liability Insurance Policy for members involved as a Director or Officer of an outside organization. This Policy covers various types of claims made by reason of such services.

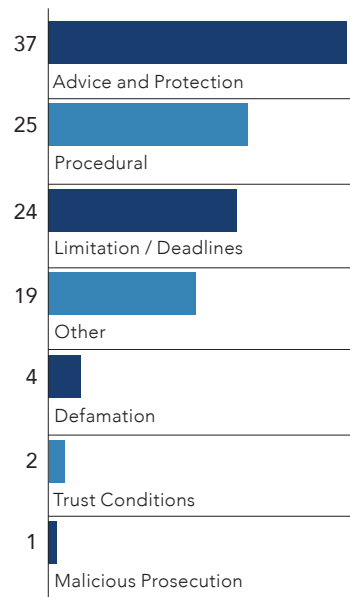
2021 SLIA Statistics

Stats from the 2020-2021 policy period include:

New Claims by Area of Practice:



New Claims by Error Category:



New Claims by Cause Category:



New Claims: 112

Insurance Assessment: \$926

Severity of the claims: \$48,000 per claim

2021 Benchers and Staff

The Law Society of Saskatchewan is governed by a Board (Benchers) of lawyers and public representatives who hold a Board meeting (Convocation) usually five or six times each year. The Benchers govern the Law Society by setting and enforcing standards for admissions, professional conduct, and quality of service. The staff of the Law Society administrative office, located in Regina, implement the objectives of *The Legal Profession Act, 1990* along with the Law Society Rules as directed by the Benchers.



Front row (L-R): Julie Sobowale, Pamela Kovacs, Jenna Bailey, Foluke Laosebikan, Q.C., Gerald Tegart, Q.C., Suzanne Jeanson, Leslie Belloc-Pinder, Q.C., Jody Martin
Middle row (L-R): Chinye Talabi, Monte Gorchinski, Kara-Dawn Jordan, Q.C., Pamela Harmon, Jill Drennan, Lynda Kushnir Pekrul, Andrea Johnston, Christine Johnston, Sydney Young, Michelle Owolagba, Barbara Mysko
Back row (L-R): Scott Moffat, Craig Zawada, Q.C., Timothy Huber, Ian Wagner, Martin Phillipson, James Korpan, Q.C., Tim Brown, Q.C., Jeff Baldwin, Valerie Payne

Executive

Foluke Laosebikan, Q.C.,
President

James Korpan, Q.C.,
Vice-President

Gerald Tegart, Q.C.,
Past President

Tim Brown, Q.C.,
Executive Director

Benchers

Andrea Argue, Q.C.

Jeff Baldwin

Leslie Belloc-Pinder, Q.C.

Jill Drennan

Monte Gorchinski

Glenn Hepp (to May 2021)

Suzanne Jeanson

Nolan Kondratoff

James Korpan, Q.C.

Lynda Kushnir Pekrul

William Lane

Foluke Laosebikan, Q.C.

Kaitlynn McArthur

Scott Moffat

John Morrall

James Morrison, Q.C.

Barbara Mysko

Crystal Norbeck, Q.C.

Martin Phillipson

Gerald Tegart, Q.C.

Ian Wagner

Craig Zawada, Q.C.

Professional Staff

Jenna Bailey
Professional Responsibility Counsel

Tim Brown, Q.C.
Executive Director

Ken Fox
Co-Director & Librarian, Legal Resources

Jakaeden Frizzell
Communications & Project Coordinator
(to August 2021)

Pamela Harmon, CPA, CA
Director of Finance and CFO

Timothy Huber
Deputy Executive Director - General
Counsel

Laurie Johnson
Director of Human Resources

Andrea Johnston
Director of Admissions & Education

Christine Johnston
Admissions & Education Counsel

Kara-Dawn Jordan, Q.C.
Director of Strategy & Governance

Stephanie Kievits, CPA, CA
Director of Trust Safety

Alan Kilpatrick
Co-Director & Librarian, Legal Resources

Pam Kovacs
Senior Policy Counsel

Jackie Lane
Professional Responsibility Counsel
(to April 2021)

Kiran Mand
Admissions & Education Counsel

Jody Martin
Director of Regulation

Stacey McPeck
Professional Responsibility Counsel
(to March 2021)

Michelle Owolagba
Professional Responsibility Counsel
(from May 2021)

Valerie Payne
Director of Professional Responsibility

Julie Sobowale
Director of Communications

Chinye Talabi
Communications & Project Coordinator
(from September 2021)

Paul Westgate
Project Director

Sydney Young
Associate Counsel, Admissions & Education

SLIA Staff List

Brad D. Hunter, Q.C.
Director of Insurance, SLIA
(to Sept 2021)

David McCashin
Director of Insurance, SLIA
(from Oct 2021)
SLIA Counsel (to Sept 2021)

Stephen McLellan
SLIA Counsel
(from Oct 2021)

Law Society of Saskatchewan

BENCHER COMMITTEE LIST 2021

Thank you to our volunteer Board, committee and advisory group members for their time, effort and dedication to the organization.

Audit

- Monte Gorchinski (Chair)
- Craig Zawada, Q.C.
- Leslie Belloc-Pinder, Q.C.

Staff:

- Tim Brown, Q.C.
- Kara-Dawn Jordan, Q.C.
- Pamela Harmon, CPA, CA (Staff Lead)

Competency

- Suzanne Jeanson (Chair)
- Martin Phillipson (Vice-Chair)
- Barbara Mysko (Vice-Chair)
- William Lane (Vice-Chair)
- Jeff Baldwin (Vice-Chair)
- Lynda Kushnir Pekrul (Vice-Chair)
- Craig Zawada, Q.C. (Vice-Chair)
- Idowu Adetogun

Staff:

- Andrea Johnston (Staff Lead)
- Jenna Bailey (Staff Lead)
- Christine Johnston
- Sydney Young
- Kiran Mand (*on maternity leave*)

Conduct Investigation

- Jeff Baldwin (Chair)
- Ian Wagner (Vice-Chair)
- Crystal Norbeck, Q.C. (Vice-Chair)
- Suzanne Jeanson (Vice-Chair)
- Monte Gorchinski
- Craig Zawada, Q.C.
- Evert Van Olst, Q.C.

Staff:

- Tim Huber (Staff Lead)
- Valerie Payne (Staff Lead)
- Jenna Bailey
- Michelle Owolagba

Discipline Policy

- Leslie Belloc-Pinder, Q.C. (Chair)
- Crystal Norbeck, Q.C. (Vice-Chair)
- James Morrison, Q.C. (Vice-Chair)
- Scott Moffat
- Monte Gorchinski
- Suzanne Jeanson
- William Lane
- Jeff Baldwin (*ex officio*)

Staff:

- Valerie Payne (Staff Lead)
- Tim Huber (Staff Lead)
- Jenna Bailey
- Michelle Owolagba

Ethics

- Scott Moffat (Chair)
- John Morrall (Vice-Chair)
- Jill Drennan (Vice-Chair)
- Ian Wagner
- Andrea Argue, Q.C.

Staff:

- Michelle Owolagba (Staff Lead)
- Jenna Bailey
- Valerie Payne

Executive

- Foluke Laosebikan, Q.C., President
- James Korpan, Q.C., Vice-President
- Gerald Tegart, Q.C., Past President
- Tim Brown, Q.C., Executive Director

Staff:

- Tim Huber
- Kara-Dawn Jordan, Q.C.

Equity and Access

- Barbara Mysko (Chair)
- Kaitlynn McArthur (Vice-Chair)
- Martin Phillipson (Vice-Chair)
- Jill Drennan
- John Morrall
- Gerald Tegart, Q.C.
- Dr. Stephen Yusuff
- Habibat Kasim

Staff:

- Kara-Dawn Jordan, Q.C. (Staff Lead)
- Julie Sobowale
- Pam Kovacs
- Sydney Young
- Kiran Mand (on maternity leave)

Firm Regulation

- Nolan Kondratoff (Chair)
- Erin Kleisinger, Q.C. (Vice-Chair)
- Leslie Belloc-Pinder, Q.C. (Vice-Chair)
- Andrea Argue, Q.C.
- Lynda Kushnir Pekrul
- James Morrison, Q.C.
- David Chow, Q.C.

Staff:

- Jody Martin (Staff Lead)
- Jenna Bailey

Future of Legal Services

- Gerald Tegart, Q.C. (Chair)
- Nolan Kondratoff (Vice-Chair)
- Craig Zawada, Q.C. (Vice-Chair)
- Martin Phillipson
- Suzanne Jeanson
- Kaitlynn McArthur
- Lynda Kushnir Pekrul
- William Lane

Staff:

- Tim Brown, Q.C.
- Tim Huber
- Kara-Dawn Jordan, Q.C.
- Kiran Mand (on maternity leave)
- Jody Martin (Staff Lead)
- Pam Kovacs
- Julie Sobowale

Governance

- Gerald Tegart, Q.C. (Chair)
- Lynda Kushnir Pékrol (Vice-Chair)
- Crystal Norbeck, Q.C.
- John Morrall
- Barbara Mysko
- Nolan Kondratoff
- Craig Zawada, Q.C.

Staff:

- Tim Brown, Q.C.
- Kara-Dawn Jordan, Q.C. (Staff Lead)
- Tim Huber

Insurance

- James Morrison, Q.C (Chair)
- Andrea Argue, Q.C. (Vice-Chair)
- Perry Erhardt, Q.C.
- Monte Gorchinski
- Patrick Kelly, Q.C.
- Michael Milani, Q.C.
- Tom Schonhoffer, Q.C.

Staff:

- Dave McCashin (SLIA Staff Lead) (Oct 1/21)
- Stephen McLellan (Oct 1, 2021)
- Tim Brown, Q.C.

Nominations Committee

- Ian Wagner, Chair
- Craig Zawada, Q.C.
- Lynda Kushnir Pékrol
- Kaitlynn McArthur
- Foluke Laosebikan, Q.C.

Staff:

- Tim Brown, Q.C.
- Tim Huber (Staff Lead)
- Kara-Dawn Jordan, Q.C.

Trust Safety

- Andrea Argue, Q.C. (Chair)
- Monte Gorchinski
- Nolan Kondratoff
- Scott Moffat

Staff:

- Jody Martin (Staff Lead)
- Stephanie Kievits, CPA, CA
- Pamela Harmon, CPA, CA
- Tim Brown, Q.C.
- Tim Huber

Truth & Reconciliation Advisory Group

- Sidney Fiddler (Elder and Co-Facilitator)
- Foluke Laosebikan, Q.C. (Facilitator)
- Mary Culbertson (Facilitator)
- Kaitlynn McArthur (Co-Facilitator)
- Cara-Faye Merasty (Co-Facilitator)
- Kathy Hodgson-Smith (Co-Facilitator)
- Eleanore Sunchild, Q.C. (Co-Facilitator)
- Dr. Jaime Lavalée (Co-Facilitator)
- Nordika Dussion (Co-Facilitator)
- Barbara Mysko (*ex officio* - Chair of Equity and Access Committee)

Staff:

- Kara-Dawn Jordan, Q.C.
- Pam Kovacs
- Jody Martin
- Riva Farrell-Racette
- Christine Johnston



Law Society
of Saskatchewan