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JUSTICIA
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The Justicia Project: Enabling Professional Excellence

The Justicia Project is the Law Society of Upper Canada's new, innovative initiative designed to support the retention and advancement of women lawyers in private practice. The first of its kind in Canada, the three-year pilot project is a core component of the Law Society's multi-faceted initiative called, "The Retention of Women in Private Practice."

The project involves a group of law firms committed to sharing best practices and adopting programs to support women lawyers within their firms. Justicia participants recognize the value of women lawyers in their firms and the importance of balance, flexibility, mentorship, leadership, and strong business management practices and skills.

They see the project as a proactive and practical way of structuring their firm's environment to attract and retain the best and the brightest law students, licensing candidates and lawyers. Since more than half of lawyers called to the bar in Ontario are women, law firms, clients and practitioners recognize the importance of taking into account what women lawyers want and need.

More than 50 medium and large law firms have pledged their support to the Justicia Project since it was launched in October 2008. Each firm has committed to participate in the project for three years, from 2009 to 2011. All participants have signed written commitments to achieve ambitious goals in the following core areas:

- **Maternity and parental leave policies and flexible work arrangements** – Law firms agree to review their existing written policies on maternity, parental and adoption leave, and flexible work arrangements, and aim to have written policies in place by the end of 2011.

- **Networking and business development** – Participating firms will share information about any business development and networking opportunities they have that are specifically tailored for women – and develop initiatives based on women's needs and interests.
- **Mentoring and leadership skills development for women** – The Law Society and participating law firms will work together in 2011 to develop and implement various models of mentoring and leadership skills development that reflect what women need and want – and develop strategies to enhance women's participation in the leadership of the firm.
- **Monitoring progress** – Law firms have also committed to assessing progress by maintaining data about gender trends within their firm.

The Justicia Project makes good business sense, as increasing numbers of clients are seeking out law firms that actively promote diversity within the workplace.

Through Justicia, the Law Society and participating law firms hope to create a shift in our legal culture and lead the way for innovative, systemic change that works for the profession and the public.

You can find more information about the Justicia Project and other initiatives to retain and advance women in private practice on the Law Society's website. Look for the Retention of Women in Private Practice link on our main page at www.lsuc.on.ca.

Participating firms in the Justicia Project

Aird & Berlis LLP	Fogler, Rubinoff LLP	Lewis Downey Tornosky Lassaline & Timpano Professional Corporation	Perley-Robertson, Hill & McDougall LLP
Beard Winter LLP	Fraser Milner Casgrain LLP	Mathews, Dinsdale & Clark LLP	Ridout & Maybee LLP
Blake, Cassels & Graydon LLP	Gardiner Roberts LLP	McCarthy Tétrault LLP	Ross & McBride LLP
Blaney McMurtry LLP	Gibson & Adams LLP	McInnes Cooper (out of province)	Sack Goldblatt Mitchell LLP
Borden Ladner Gervais LLP	Goodmans LLP	McMillan LLP	Shibley Righton LLP
Cassels Brock & Blackwell LLP	Gowling Lafleur Henderson LLP	Miller Maki LLP	Siskinds LLP
Crawford McKenzie McLean Anderson & Duncan LLP	Hacker Gignac Rice	Miller Thomson LLP	SmithValeriotte Law Firm LLP
Davis LLP	Heenan Blaikie LLP	Minden Gross LLP	Stikeman Elliott LLP
Dietrich Law Office	Koskie Minsky LLP	Nelligan O'Brien Payne LLP	Thomson, Rogers
Dutton Brock LLP	Lacroix Forest LLP	O'Connor MacLeod Hanna LLP	Torkin Manes Cohen Arbus LLP
Epstein Cole LLP	Lang Michener LLP	Osler, Hoskin & Harcourt LLP	Torys LLP
Evans, Philp LLP	Lenczner Slaght Royce Smith Griffin LLP	Paliare Roland Rosenberg Rothstein LLP	Weaver, Simmons LLP
Fasken Martineau DuMoulin LLP	Lerners LLP		Weiler, Maloney, Nelson WeirFoulds LLP
Ferguson Barristers LLP			

This list reflects participating firms as of February 2009. For an updated list, please check the Law Society website at www.lsuc.on.ca.