

Law Society Truth and Reconciliation Initiatives Summary (Updated April 2024)

Introduction/Background/Context

TREND 1 : GOVERNANCE AND STRATEGIC PRIORITIES

1. *Does your law society have its own (bencher and/or volunteer) advisory committee for Indigenous issues? If so, please outline when it was established and its role/mandate in relation to your reconciliation work. Please also provide a brief description of the committee composition.*

Thirteen law societies reported having an internal advisory committee dedicated to examining Indigenous issues and/or guiding their law society's response to the Truth and Reconciliation Commission of Canada's Calls to Action. Below are the names of the committees in each jurisdiction and when they were established.

Law Society	Committee Name	Date Established
British Columbia	Truth and Reconciliation Advisory Committee	2016
Alberta	Indigenous Advisory Committee	2018
Saskatchewan	Truth and Reconciliation Advisory Group	2018
Manitoba	Indigenous Advisory Committee	2021
Ontario	<ul style="list-style-type: none"> • Equity and Indigenous Affairs Committee (bencher committee) • Indigenous Advisory Group (advisory body) 	Unknown 2016
Barreau du Quebec	<ul style="list-style-type: none"> • Groupe d'experts sur le droit en regard des peuples autochtones • Comite sur le systeme de justice au Nunavik • Comite sur le systeme de justice sur la Cote-Nord 	2004 2017 2019
New Brunswick	Truth and Reconciliation Committee	2016
Nova Scotia	Truth and Reconciliation Commission Working Group	2018
Newfoundland and Labrador	Indigenous Education and Action Committee	2016

Prince Edward Island	TRC Call to Action Committee	2016
Yukon	TRC Advisory Committee	2021
Northwest Territories	Reconciliation and the Law Society Committee	2021
Nunavut	TRC Standing Committee	2017

There is variation in the mandates of the committees. In some cases, the committees have expansive mandates intended to guide their law society’s overall approach to fostering truth and reconciliation, advance its goals, and/or address issues affecting Indigenous peoples in their jurisdictions. In other cases, they are focussed on specific issues and/or areas within the law society’s mandate (e.g., education of legal professionals and/or admissions).

There is also variation in the composition of the committees. While most law societies indicated that a majority of their committee members were Indigenous, some also included non-Indigenous persons with experience with, or knowledge of, the relevant issues. The Indigenous members may be lawyers, lay benchers, community members and/or traditional knowledge keepers.

2. Has your law society made amendments to its strategic plan or priorities in recognition of the need for advancing reconciliation since the release of the 2015 Truth and Reconciliation Commission Calls to Action? If yes, please describe.

Eleven law societies indicated that they have specifically identified advancing truth and reconciliation as part of their strategic planning and priorities, and another is in the process of finalizing its strategic plan with this objective in mind.

As anticipated, there is regional variation in the themes, focus areas, and priorities identified by each law society. All aim to respond to the Truth and Reconciliation Commission’s Calls to Action, at a minimum, and many take a broader interpretation of what that means for their organizations. Below are examples of strategic plans located on law society websites:

- [Law Society of British Columbia](#)
- [Law Society of Alberta](#)
- [Law Society of Saskatchewan](#)
- [Law Society of Manitoba](#)
- [Law Society of Newfoundland and Labrador](#)
- [Nova Scotia Barristers’ Society](#)

Some law societies also developed frameworks, action plans, and/or policies as a roadmap for how to fulfill their commitment. For example:

- [Law Society of Ontario - Indigenous Framework](#) (2018)
- [Law Society of New Brunswick – Council Policy 23](#) (2019 - “Pathway to Reconciliation”). A corresponding action plan has also been approved.
- [Law society of Prince Edward Island - Call to Action Policy](#) (2020)

Several law societies provide a public statement of commitment to fostering truth and reconciliation and/or a land acknowledgment on their websites, along with relevant educational resources for the profession and the public.

3. Has your law society sought to hire or increase the number of Indigenous employees?

One law society has designated positions for Indigenous legal counsel. Five law societies explicitly stated that they have hired or are seeking to hire Indigenous employees (counsel or otherwise). Others indicated that they are committed to promoting equity and diversity and that their hiring processes encourage members of equity-seeking communities, including Indigenous candidates, to apply.

The smaller jurisdictions reported having few employees (e.g., two to four) and little turnover, which can create challenges for increasing staff generally speaking.

4. Has your law society changed internal hiring practices, policies or law society rules to reflect your commitment? If yes, please describe.

Most law societies reported responses here that were similar to the preceding question (i.e., a general commitment to promoting equity and diversity, including in their hiring practices).

Some law societies made specific reference to changes (either implemented or contemplated) that relate to their hiring practices. For example:

- The **Law Society of Alberta** introduced its Respectful Workplace Model Policy in 2019
- The **Law Society of Nunavut** makes it its standard practice to hire Inuit staff, and have increased the number of documents available in Inuktitut for the public.
- The **Law Society of Northwest Territories** is reviewing its hiring practices as part of its Strategic Plan.
- The **Nova Scotia Barristers’ Society** is using BIPOC (Black, Indigenous, People of Colour) firms to assist with recruitment and ensuring hiring panels have diverse representation.
- The **Law Society of Manitoba** revised its policies in 2020 to give particular regard to Indigenous candidates, whether as elected or appointed benchers or as lay benchers.

5. *Has your law society made changes to its regulatory policies or processes to be more inclusive of the needs and/or realities of Indigenous members of the public or bar?*

There was significant variation in the types of initiatives highlighted in the responses to this question, and several answers were repeated in relation to questions posed later in the survey. The summary below highlights initiatives not repeated in other sections of the survey.

Several law societies reported making changes and/or examining the need for change to their regulatory policies and/or processes. While this is not an exhaustive list of initiatives, there were a few that stood out¹ in response to this question:

- The **Law Society of British Columbia** recently approved [recommendations](#) put forward by the *Indigenous Engagement in Regulatory Matter Task Force*, which call for wide-scale change to being more responsive to members of Indigenous communities, particularly in the complaints/discipline process.
- The **Law Society of Manitoba** modified their complaints process to accommodate cultural and other issues (e.g., oral submissions over the phone that staff could transcribe into writing on behalf of Indigenous complainants)
- The **Law Society of Northwest Territories** submitted a legislative proposal to amend the *Legal Profession Act* in early 2023. The new Act would reflect a commitment to truth and reconciliation, including calls for Indigenous appointments to the Executive Committee.
- The **Nova Scotia Barristers' Society** policies now require any new or amended policies or standards to be reviewed by their Equity and Access Office staff and all equity committees, including the TRC Working Group, for potential equity issues. They also take "Gladue" into consideration as part of decision-making on admission applications.
- The **Barreau du Quebec** has set up a system of designated trustees to handle requests for information or investigation by Indigenous members of the public into lawyers' behavior. These designated trustees are specifically trained to understand Indigenous realities.

The **Law Society of Ontario** highlighted a number of initiatives it has undertaken as part of its regulatory response to fostering truth and reconciliation. For example:

- Developed a [Guide for Lawyers Working with Indigenous Peoples](#) in 2018 in collaboration with the Advocates' Society and the Indigenous Bar Association. The first [supplement](#) to that Guide was completed in June 2022
- Established a First Nations, Inuit, and Metis (FNIM) team to handle complaints from indigenous complainants and act as a resource for staff and management. Correspondingly, they developed a [special protocol](#) for receiving/responding to complaints from Indigenous peoples.

¹ Please note that these initiatives may not be publicly available

- (Ongoing) Recommend Indigenous lawyers and paralegal for appointment to external committees
- (Ongoing) Appoint Indigenous adjudicators at the Tribunal.
- (Ongoing) Showcase the work of Indigenous lawyers and paralegals through Law Society awards and honours

6. *Has your law society taken other steps to foster inclusivity towards, or collaboration with, Indigenous peoples in its governance structure since 2015?*

There was a range of responses to this question. One theme that emerged was changes to the composition of bench tables, with more Indigenous representation in several jurisdictions.

Correspondingly, many law societies emphasized supporting and promoting greater inclusivity in the appointment of benchers and appointments to committees generally speaking, which included actively ensuring notices of vacancies are placed in, or communicated to, Indigenous communities.

TREND 2 : INTERNAL (STAFF AND LEADERSHIP) TRAINING AND EDUCATION

1. *Since 2015, has your law society provided cultural awareness/sensitivity training to staff and leadership in relation to Indigenous Peoples? Please describe the types of education and/or training that have been offered and the frequency of the training.*

Thirteen law societies reported providing training and education for their staff and/or benchers. There is variation in the format and content of the training. In some cases, law societies have made the programs designed for legal professionals available to (or required of) their staff.

Other examples of the types of education or training offered were:

- The Canadian Bar Association's *The Path*
- Book discussions
- Blanket exercises
- Articles/reading lists (both voluntary and mandatory, depending on the law society)
- Cultural awareness or general EDI training
- Anti-racism training
- Group viewing of documentaries on specific subjects
- Observing Orange Shirt Day and National Truth and Reconciliation Day
- Training on how to be trauma-informed
- Indigenous language speaking classes
- Courses available through universities (e.g. Yukon First Nation 101 course through the Yukon University)
- Lunch and learn events on specific topics

- Indigenous law camp and on-the-land training for senior management and benchers
- Presentations on treaties and other TRC related issues

The frequency of this training varied by law society. Some examples were characterized as “one-off” events, while in other cases education and training was offered on a regular basis.

In some jurisdictions, resources are available on an ongoing basis to staff and the public, for example the **Law Society of Alberta** has a dedicated page on [Indigenous cultural competency resources](#) on its website.

In some jurisdictions, training is required for staff, while in other jurisdictions its voluntary (but highly encouraged). For example, the **Law Society of British Columbia** developed an Indigenous Cultural Awareness program that must be completed by all lawyers in the province as well as law society staff. It is also required of new staff as a condition of their employment. More on the mandatory vs. voluntary nature of training is outlined below.

2. Since 2015, has your law society provided specialized training for staff who work directly with Indigenous Peoples or licensees? If so, please describe the nature of the training, how often it occurs, and what supports/resources are made available to staff.

Only a few law societies reported offering specialized training for particular staff. Where specialized training is offered, it is primarily directed at employees who work with Indigenous licensees or members of the public, and/or within discipline or admissions departments.

The nature of the training varied. No law society indicated how frequently specialized training occurs.

3. What areas or departments within your law society are a priority when it comes to receiving this specialized training education or training?

Most law societies reported truth and reconciliation as a priority for their organization as a whole, and as such, training is offered equally to staff. In some cases, law societies identified particular teams or departments that receive additional training, for example:

- Professional Conduct/Discipline
- Intake/Early Intervention
- Admissions and Education
- Equity and Access
- Benchers/Senior Management
- Communications

4. *Is the education or training that has been offered to staff and/or leadership mandatory?*

In most cases, the training offered to staff is voluntary but highly encouraged (or set out as an expectation).

The following law societies have mandated some form of training for staff (or their leadership):

- Law Society of British Columbia
- Law Society of Manitoba
- Law Society of New Brunswick
- Law Society of Northwest Territories
- Barreau du Quebec
- Law Society of Ontario (for new adjudicators)

5. *Have you encountered obstacles in providing training or education? Please describe.*

Few law societies reported experiencing obstacles in providing training to staff. In most cases law societies reported that training was well received. Where obstacles were reported, they involved:

- Accessibility challenges
- Time or scheduling challenges
- Concerns about over-extending Indigenous knowledge keepers or other community-based resources

TREND 3 : EDUCATION AND/OR SUPPORT FOR LEGAL PROFESSIONALS

1. *Does your law society require legal professionals to undertake continuing legal education in direct response to Call to Action 27?*

- If not, is your law society currently considering mandating such education?*
- If not, is your law society currently encouraging its licensees to take such education?*

As of 2023, five law societies require their members (or have signalled plans to require their members) to complete mandatory continuing professional development programs in response to Call to Action 27:

- [Law Society of British Columbia](#)
- [Law Society of Alberta](#)
- [Law Society of Manitoba](#)

- [Nova Scotia Barristers' Society](#)
- [Law Society of Northwest Territories](#)

Most of these law societies reported that their members must complete a modified version of the Canadian Bar Association's course, [The Path](#) (meaning that the course combines the original Path content with module(s) specific to their jurisdiction). However, the Law Society of British Columbia, which was first to announce a requirement, worked with external curriculum developers to create their own course.

Six other law societies are either considering, or in the process of developing, a mandatory course for their jurisdictions. One of these law societies is taking a slightly different approach by developing mandatory training only for members who work in a specific region with a significant Indigenous population. Many of these law societies reported that while they have not required any education, they have tried to encourage their membership to pursue relevant courses by making them free and/or accrediting them for professional development hours.

Of the remaining law societies, two did not specify whether they are considering a shift to mandating education, while the third does not envision a requirement at this time. That said, relevant education is currently available to members in all of these jurisdictions, and they are encouraged to pursue such courses as part of their continuing professional development.

2. If your law society either encourages or requires legal professionals to undertake continuing legal education in direct response to Call to Action 27, do you specify that these educational activities should or must include the specific elements mentioned in Call to Action 27?

In most cases, whether required or encouraged, law societies offer courses that directly relate to the knowledge and skills outlined in Call to Action 27. There is a diverse range of programming offered across the country (some of which precedes the release of the Truth and Reconciliation Commission's report). While not all programming and resources available to legal professionals cover issues raised in the Call to Action, many cover at least some of the key elements.

3. Does your law society have a mentorship program in place to support Indigenous practitioners? If so, please describe.

Seven law societies reported having mentorship programs in place, of which four are specifically aimed at facilitating opportunities for Indigenous practitioners. For example, the Law Society of Alberta has had its [Indigenous Mentorship Program](#) in place since 2020 for both practitioners and students.

Two law societies have either planned or are exploring ways to effectively offer mentorship to Indigenous practitioners.

The remaining law societies do not currently have mentorship programs in place, but one reported being involved in the mentorship program offered by its local law school, and another has held annual networking events since 2015 that have been successful in helping connect Indigenous practitioners and articling students with mentors (formal or informal).

4. Please describe what other supports, initiatives or engagement your law society offers to Indigenous practitioners, if any.

Most law societies reported that they offer a range of supports to all of their licensees, including Indigenous practitioners. Some indicated that they are exploring ways to make their existing resources more responsive to the needs of Indigenous practitioners.

The **Law Society of Alberta** highlighted some specific ways in which they support their Indigenous practitioners

- A designated [Indigenous Initiatives Counsel](#) is available to Indigenous practitioners who wish to consult about questions or ideas relating to Indigenous initiatives or reconciliation.
- A Truth and Reconciliation [resource library](#) is available and offers information/guidance on a variety of issues and areas of law.

The **Law Society of Ontario** reported that, in addition to the supports it offers to all its members, Indigenous practitioners can contact the Indigenous Advisory Group (IAG) for support and assistance. In addition, the law society's Special Advisor, Indigenous Initiatives, offers support and assistance to Indigenous licensing candidates.

The **Barreau du Quebec** reported that they launched the [Panorama Project](#) aimed at improving ethnocultural diversity and inclusion in the profession. It brings together thirty firms that are committed to increasing the presence of, and promoting the retention of, racialized and Indigenous lawyers in the profession. It states as a goal making firms better aware of the issues facing racialized and Indigenous lawyers, and the best practices that could be implemented.

The **Law Society of Nunavut** highlighted that its most important initiative currently is how to incorporate Inuit approaches to admission, and how to ensure the Inuit bar is included in this review. More on this initiative is outline in Trend 4 below.

5. Does your law society offer educational resources, programs or learning opportunities (beyond CLE) for non-Indigenous practitioners who wish to further their own knowledge, awareness and commitment to truth and reconciliation?

Most law societies reported examples of continuing professional development programming in response to this question. A few noted that they are exploring other offerings that may be

appropriate for their membership, such as the development of on-the-land programs and resource libraries.

Currently, five law societies reported offering free resource libraries on their websites for practitioners and/or members of the public. They are:

- Law Society of Alberta
- Law Society Newfoundland and Labrador
- Nova Scotia Barristers' Society
- Barreau du Quebec
- Law Society of Ontario

In addition, the Law Society of Ontario reported that it offers free Indigenous learning programs as part of its [Equity Legal Education Series](#) to commemorate Indigenous peoples, raise awareness about Reconciliation, Indigenous legal issues, and Indigenous cultures and legal traditions. It also developed a [certified specialist designation](#) in Indigenous Legal Issues in 2016.

Trend 4 : Education, Initiatives or Support for Indigenous Law Students

1. Has your law society amended its bar admission course programming or materials since 2015 to reflect the TRC Calls to Action? If so, please describe briefly the changes that have been made.

The majority of law societies reported that their bar admission programs have been amended to address Call to Action 27.

The Canadian Centre for Professional Legal Education (CPLED), whose program is used by the law societies in **Alberta, Manitoba, Saskatchewan, Nova Scotia**, and **Nunavut**, has modified its materials to align with the TRC Calls to Action. CPLED is offered via the [Practice Readiness Education Program](#) (PREP) and students must complete an Indigenous Law, Cultures and People foundation module in Phase one and represent an Indigenous client in a simulated matter in the virtual law firm phase of the program.

In addition to completing CPLED's requirements, since 2018, students seeking admission to the **Law Society of Saskatchewan** have been required to complete the University of Alberta's *Indigenous Canada* (online course) and submit a certificate of completion. The **Nova Scotia Barristers' Society** similarly requires additional education for all articulated clerks, namely the completion of a mandatory one-day seminar on a range of topics (including issues specific to Indigenous peoples).

The bar admission program developed by the **Law Society of British Columbia** has been amended to include content specific to Call to Action 27, and has also been supplemented by other educational opportunities for students. The **Law Society of Yukon** relies on the LSBC

program and has updated its Yukon Statutes Examination to reflect content specific to the territory's First Nations and their settlement agreements.

While the **Law Society of Nunavut** currently relies on CPLED, it is now exploring a Nunavut-specific approach to licensing, which could result in a Nunavut-made bar admission course. A comprehensive review of the law society's bar admission program was recommended by its *Taskforce on the Revision of the Nunavut Statutes Examination* whose 2023 [report](#) raised several issues relating to the [student-at-law bar admission process](#). In response to the report, the law society has made changes to the Nunavut Statutes Examination in 2022 (which is currently required in addition to the CPLED program) and established an Articling and Bar Admissions Committee to review and support the bar admissions process going forward. The program review contemplates the direct input of the Nunavut bar.

The **Law Society of New Brunswick** undertook a [development project](#) in 2020/21 to review and improve its bar admission program. Its current program supports Call to Action 27 in several ways, both in terms of substantive knowledge as well as a seven-day intensive skills training relating to complex cases involving First Nations rights and perspectives. It also requires participation in a mandatory, year long, blended learning *Sustainable Practice Course* which covers a range of issues, including an online lesson dedicated to Indigenous Awareness and practice skills (e.g., emotional intelligence, trauma-informed approaches, unconscious bias, etc.).

The **Law Society of Newfoundland and Labrador** incorporated an Indigenous Cultural Competency section into its bar admission course to reflect the TRC Calls to Action. The programming varies slightly from year to year and includes different learning opportunities (e.g., documentaries, lectures from Indigenous leaders, cultural sensitivity training, blanket ceremonies, interactive seminars involving case briefings on Indigenous stories, reflective assignments, etc.).

Since 2018, the **Barreau du Quebec** has required its licensing candidates to complete a three-hour online course entitled "*Droits, Réalités Autochtones et Compétences Culturelles pour les Avocats*".²

The **Law Society of Ontario** has modified its bar admission program to include a new chapter on Indigenous and TRC-related matters in both the paralegal and lawyer licensing examination materials (introduced in 2022-2023 licensing year). It also developed additional Indigenous legal competencies for these examinations in consultation with the Indigenous Advisory Group, the testing for which commenced in 2022-2023.

Two of the three remaining law societies contemplate (or have begun) reviewing their bar admission programs.

² Translated into English this course is called "Law, Indigenous Realities and Cultural Competency for Lawyers"

2. Does your law society offer mentorship opportunities to Indigenous licensing candidates?

Currently, eight law societies report having mentorship programs in place for all of their licensing candidates, of which four have targeted programs for Indigenous law students.

Of the remaining law societies that did not report having a mentorship program (either generally or specific to Indigenous students), two are considering the creation of such a program and one has been holding annual events since 2015 to bring Indigenous practitioners and articling students together, which has resulted in mentorship relationships.

3. Does your law society offer dedicated financial or other support to Indigenous licensing candidates?

Five law societies reported offering some form of dedicated financial assistance for Indigenous students seeking licensure. For three, this came in the form of dedicated scholarships for a set number of Indigenous students. The other two reported waiving the bar admission fees for Indigenous students, and one plans to create a dedicated scholarship in 2023-24.

The majority of responses highlighted that their financial support programs were in place for all licensing students. Provincial/territorial law foundations were also referenced as possible sources for additional funding for Indigenous students.

4. Please describe any other initiatives or bar admission program changes that your law society has made to support Indigenous licensing candidates since 2015.

There were a range of answers to this question in the survey. The **Law Society of Alberta** flagged it has an [Indigenous Summer Student Program](#).

Initiatives highlighted by other law societies included:

- Incorporating Indigenous traditions into the Call to Bar ceremony (e.g., smudges, the inclusion of Elders, etc.)
- Reviewing the good character assessment process for Indigenous licensing candidates to ensure it is transparent and does not create barriers to entry.
- Tutoring and/or personalized mentoring services
- Developing information sheets, resources and supports for Indigenous students
- Distributing surveys periodically to understand the specific issues or challenges facing Indigenous students and practitioners in the profession.

5. *Has your law society engaged with, or identified opportunities for collaboration with, your local law school, Indigenous students and/or Indigenous student associations?*

Several law societies reported collaborating with their local law schools, Indigenous communities, and local Indigenous law student associations. The nature of these engagement activities varies. Some examples included:

- Participating in career fairs held at the local university
- Funding student attendance at the Indigenous Bar Association annual conference
- Hosting networking events and/or continuing professional development events in collaboration with Indigenous student associations
- Hiring Indigenous summer students to participate in projects aimed at encouraging Indigenous youth to pursue law
- Working with local communities, law schools and legal organizations to develop initiatives aimed at the recruitment and retention of Indigenous lawyers
- Exploring the future development of territory-specific law courses
- Supporting local law school initiatives in this area

Trend 5: Relationship-building and Community Outreach

1. *Does your law society engage with Indigenous advocacy or legal groups, such as the Indigenous Bar Association?*

The answers to this question varied. Nine law societies indicated that they engage with different Indigenous advocacy or legal groups. Three of those law societies reported that their engagement activities are done through partnerships with external committees or organizations, or facilitated through their Indigenous advisory committee. The remaining five indicated that they engaged with one or more of the following groups:

- The Indigenous Bar Association
- Aboriginal Lawyers Forum
- Aboriginal Law Section of a provincial Bar Association
- Local Courts
- Local Indigenous communities

2. *Does your law society have a relationship with local Indigenous community(ies)? If so, please describe the steps taken to establish the relationship as well as its nature.*

The majority of law societies answered 'yes' to this question. The responses highlight engagement activities with a variety of Indigenous groups, including:

- The Indigenous Bar Association
- Local Indigenous communities and/or leaders
- Local chapters of the Assembly of First Nations and Metis Nation
- Local chapters of Indigenous law student organizations
- Indigenous members of the bar
- Indigenous advocacy organizations

The reports highlight some differences in who is conducting the engagement. In some cases, the leadership of the law societies have taken on these activities, whereas in others, the connection to communities was largely facilitated through the members of Indigenous advisory committees.

3. Has your law society engaged or reached out to Indigenous communities and informed those communities about resources available to them? If yes, please describe that outreach.

The majority of law societies responded 'yes' to this question. The nature and purpose of the engagement varied by jurisdiction. The reported engagement activities included:

- Engaging local communities to explain the role of lawyers, the law society and its services
- Developing materials and/or delivering presentations regarding the complaints and discipline process for local communities
- Providing resources and information regarding the Day School Class Action, Residential School Settlement, and the Sixties Scoop settlement
- General outreach regarding the law society's committee to the Truth and Reconciliation Commission and corresponding initiatives
- General outreach concerning law society initiatives and programs
- Engagement on a Rural Wills project
- Hosting justice forums regarding Indigenous-specific justice programs and services aimed at addressing challenging facing Indigenous people in the criminal justice system.

4. Since 2015, has your law society held special events to commemorate Indigenous peoples (e.g. National Indigenous Peoples Day)? If so, please describe the events' frequency (e.g. annually) and their nature (at a high level). Are these events free to attend and open to the public? If more than 10 events have taken place since 2015, please highlight 10 of your most recent examples.

The majority of law societies responded 'yes' to this question. Most reported acknowledging, commemorating and/or holding special events on National Indigenous Peoples Day (June 21) and the National Day for Truth and Reconciliation/Orange Shirt Day (September 30). Some examples of the types of activities organized around these days included:

- Screening of documentaries
- Book discussions
- Catered lunch and learn sessions or webinars
- Special communiques to the profession and/or staff about the importance of these days and where to find relevant learning resources
- Dedicated continuing professional development programming
- Official closing of law society offices