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The First Annual

A CALL TO ACTION CANADA
Diversity in the Legal Profession

Conference - Toronto 2009
Tuesday, April 28, 2009

An Invitation to Corporate Counsel
to Embrace and Promote Inclusiveness

Canadian in-house counsel are invited to participate in this conference, which is inspired by the "Call to Action" initiative in the United States, and to sign on to the Canadian Call to Action mission statement, pledging their commitment to actively promote diversity in the legal profession.

For more information go to www.acalltoactioncanada.com
Contact: Peter Calluori 416-795-9747

BE INFORMED · BE INSPIRED · BE CHALLENGED ·
· MAKE A DIFFERENCE ·



A CALL TO ACTION CANADA
supports...

The Canadian Museum For
Human Rights and a significant
donation will be made from the
attendance proceeds of the
conference.

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Conference Location: The University Club of Toronto, 380 University Avenue, Toronto, ON Canada, M5H 2M9

The U.S. Call to Action Initiative

In 1999, almost 500 U.S. corporations signed a statement in principle to demonstrate their commitment to increasing diversity within the legal profession.

In 2004, Roderick Palmore, now Executive Vice-President, General Counsel and Secretary of General Mills, was frustrated with the lack of progress and the continuing under-representation of women and minorities in the profession. He drafted the "Call to Action" mission statement and enlisted the help of a select group of senior corporate legal officers to push forward an action plan. Signatories to this "Call to Action" were asked to make a commitment to diversity in their own departments, actively look for opportunities to work with law firms that distinguished themselves on diversity issues and end or limit relationships with law firms whose track record showed a lack of interest.

Over 100 senior legal officers from some of the largest corporations have signed on to the "Call to Action". The signatories hosted an inaugural Summit in April 2008 in Arizona and invited the managing partners of 150 of the largest law firms in the United States. The purpose was to review best practices, benchmarks and standards and to devise an action plan. The Summit led to an action plan, tangible goals and the establishment of four working groups.

For more information on the U.S. initiative, please go to www.clocalltoaction.com

A Call to Action Canada: Diversity in the Legal Profession

A small group of committed individuals in Canada, led by Joy Casey of Aurora Holdings Co. Ltd., is bringing the "Call to Action" initiative to Canada. This initial one day conference is intended to start the process for Canadian corporate counsel to confirm their commitment to promoting diversity in the legal profession, develop an action plan, establish working groups and set the stage for a Canadian Summit directed to law firms.

The following mission statement for Canadian corporate counsel has been adapted from the U.S. Version.

As Corporate Legal Officers, we affirm our commitment to diversity in the legal profession. Our action is based on the need to enhance opportunity in the legal profession for women and minorities and our recognition that the legal and business interests of our clients require legal representation that reflects the diversity of our employees, customers and the communities where we do business. In furtherance of this commitment, this is intended to be a "Call to Action" for the profession generally, in particular for our law departments and for the law firms with which our companies do business.

In an effort to realize a truly diverse profession and to promote diversity and inclusion in law firms, we commit to taking action consistent with the Call to Action. To that end, we pledge that we will make decisions regarding which law firms represent our companies based in significant part on the diversity performance of the firms.

We intend to look for enhanced opportunities for those firms which positively distinguish themselves in this area. We intend to look for opportunities to direct work to firms which are controlled by, or have a substantial number of, partners who are women or minorities. We further intend to end or limit our relationships with firms whose performance consistently evidences a lack of meaningful interest in being diverse and inclusive.

For more information or to sign on to this mission statement, please go to: www.acalltoactioncanada.com

A Call to Action Canada: Diversity in the Legal Profession

Conference Program

Conference Chairs



Joy Casey
General Counsel
Aurora Holdings Co. Ltd.



Nicky Huq
Huq and Kuegle

Speakers include:

Jane Allen	Partner and Chief Diversity Officer, Deloitte Canada
Joy Casey	Vice-President and General Counsel, Aurora Holdings Co. Ltd.
Brandon M. Fitzgerald	Vice President & Gen, Counsel, Minority Corporate Counsel Association Washington, D.C.
Jeffery Hewitt	General Counsel, Chippewas of Rama Mnjikaning First Nation President, Indigenous Bar Association
Nicky Huq	Principal, Huq and Kuegle
Hinton J. Lucas Jr.	Vice President and Assistant General Counsel, DuPont U.S.
William Proudman	Founding Partner, White Men as Full Diversity Partners
Anne Weisberg	Director, Deloitte U.S.'s Talent Organization & co-author of "Mass Career Customization"

Conference Outline

8:30 - 9:00	Registration and continental breakfast
9:00 - 9:30	Opening remarks from the Chairs
9:30 - 12:00	The U.S. Experience
12:00 - 1:15	Lunch and keynote speaker
1:15 - 4:00	The Canadian Perspective
4:00 - 4:45	Open discussion and organization of working groups
4:45 - 5:00	Closing remarks from the Chairs
5:00 - 6:00	Networking reception

Participants at the conference will:

- **GAIN** a better understanding of the challenges and benefits of ensuring a diverse work force
- **LEARN** about the business case for diversity and inclusiveness in a rapidly changing business environment
- **LEARN** more about the progress of, and systemic barriers for, women and minorities in the profession
- **HEAR** about creative strategies for referring work to, and partnering with, women and minority-owned firms
- **UNDERSTAND** methods for assessing progress, measuring results and rewarding firms which distinguish themselves
- **PARTICIPATE** in developing an effective action plan for moving forward.

Registration & Fees

Regular Registration fee

\$1,569.75 (\$1,495.00 + \$74.75 GST)

Register and pay before March 31, 2009

\$1,307.25 (\$1,245.00 + \$62.25 GST)

Additional discounts of \$100 for members of the listed organizations

*(to a maximum discount of \$300 per person)

* Discount price available for members of:

	Member	Request Info
Canadian Corporate Counsel Association	()	()
Association of Corporate Counsel	()	()
Canadian Association of Black Lawyers	()	()
South Asian Bar Association	()	()
Federation of Asian Canadian Lawyers	()	()
Indigenous Bar Association	()	()
Sexual Orientation and Gender Identity Conference	()	()
Other Organizations - please enquire		

To Register, complete the form and return with payment to:

A Call to Action Canada, Suite 801. P.O. Box 45,
20 Adelaide Street East, Toronto, Ontario M5C 2T6

Cheques should be made payable to:
Network>Direct Conferencing Inc.
GST NO. 833124423

or go to: www.acalltoactioncanada.com

REFUND POLICY

Refunds, less \$250.00 cancellation fee, available until April 15, 2009. Delegate substitutions possible at any time. Please advise as soon as possible by fax or email of name and organization of substituted attendee.

Conference Location:

The University Club of Toronto
380 University Avenue
Toronto, Ontario
M5H 2M9

Name: _____

Company: _____

Address: _____

City: _____ Prov: _____ Postal: _____

Phone: _____ Fax: _____

Email: _____

Payment: enclosed to follow

Contact me:

Conference Facilitator:

Network >Direct Conferencing Inc.
Suite 1801, One Yonge Street
Toronto, Ontario
M5E 1W7

Attention: Peter Calluori T: 416-795-9747
email: info@acalltoactioncanada.com