

**IDEA(s) in Practice:**  
Tools to enhance Inclusion, Diversity,  
Equity, and Accessibility in law firms

**FALL 2022 PLENARY**

Federation of Ontario Law Associations

Juliet Chang Knapton

November 11, 2022

# AGENDA

- Introduction and Foundations
  - Attitude
  - Knowledge
  - Skills
  - Terminology is not the hill to die on
- Discussion & Small Groups
  - Welcoming in Context
  - SAEs
  - Who should have a seat at the table?
- Q& A
- Wrap Up

# ATTITUDE

## Respect. Dignity. Visibility.

- Why value lived experience?
- What is the impact of lived experience?
- How does it change what we do?

# KNOWLEDGE

**Respect. Dignity. Visibility.**

- History
- Current issues
- Impact of ("invisible") systemic discrimination
  - Health
  - Economy
  - Society

# SKILLS

**Respect. Dignity. Visibility.**

- Education makes a difference
- Think consciously (*Daniel Kahneman, Thinking Fast and Slow*)
  - Fast brain
  - Slow brain
- Identify exclusion
- Know how to take action

# SKILLS

Harvard University: Project Implicit

Take a Test

Gender-Career IAT

<https://implicit.harvard.edu/implicit/aboutus.html>

# WHY WE DO NOT LIVE AND DIE BY TERMINOLOGY

A few things to note: capitalization, order, pronunciation

Some (currently) helpful terminology:

- EDI, DEI, IDEA
- Allyship, Anti-racist
- Racialized
- IBPOC, BIPOC
- Asian, South Asian, Southeast Asian
- Indigenous, reconciliation, TRC 94 Calls To Action
- Intersectionality
- SAEs (Subtle Acts of Exclusion), Micro-aggressions
- Micro-affirmations
- Gender, Gender-identity, Misgendering
- LGBTQ2SI+
- Pronouns, Honourifics
- Ableism, People with Disabilities, People with Hearing Loss

# TOOL I: WELCOMING IN CONTEXT

- Indigenous affirmation, land acknowledgement  
-why, what and who
- Pronunciation
- Pronouns
- Honourific/Prefix
- Significant events/ timing/ holidays/ calendars



# THE GENDERBREAD PERSON

This is a friendly infographic that visually represents four components of human identity. The terms associated with each category are ever evolving. Here are just a few:



## ASSIGNED SEX

The biological classification of a person as female, male or intersex. It is usually assigned at birth based on a visual assessment of external anatomy.



## GENDER IDENTITY

A person's internal and individual experience of gender. It is not necessarily visible to others and it may or may not align with what society expects based on assigned sex.



## GENDER EXPRESSION

The way gender is presented and communicated to the world through clothing, speech, body language, hairstyle, voice and/or the emphasis or de-emphasis of body characteristics and behaviours.



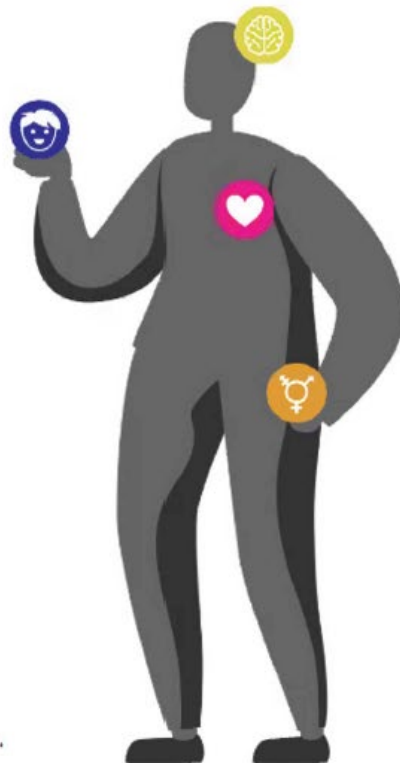
## ATTRACTION

Often referred to as a sexual orientation, attraction describes a person's potential for emotional, spiritual, intellectual, intimate, romantic and/or sexual interest in other people and may form the basis for aspects of one's identity and/or behaviour.



## UMBRELLA TERMS

Many terms related to LGBTQI2S identities fall into more than one category.



Egale

Canadian Bar Association

\*USED WITH THANKS TO THE CANADIAN BAR ASSOCIATION AND EGALE



**COURT OF APPEAL FOR ONTARIO**  
**Counsel Slip and Hearing Information Form**

Please send the completed form to [coa.e-file@ontario.ca](mailto:coa.e-file@ontario.ca). For single judge motions, moving parties must submit this form at the same time as they file their notice of motion. Responding parties must submit their form 24 hours before the hearing (excluding weekends and holidays). For panel motions and appeals, all parties must submit this form at least 10 business days before the hearing. Parties to panel motions and appeals are encouraged to collaborate and submit one form on behalf of all parties.

**CASE INFORMATION**

<b>Court of Appeal File Number (if applicable):</b>	
<b>Court of Appeal Motion Number (if applicable):</b>	
<b>Case Name:</b>	
<b>Date of Hearing:</b>	
<b>In criminal appeals, is the appellant on a release pending appeal?</b>	<input type="checkbox"/> No. <input type="checkbox"/> Yes. Write out the wording of the surrender condition below:

**COUNSEL SLIP<sup>1</sup>**

**NOTE:** When providing your name, if you wish, you may include your **prefix (Mr./Ms./Mx., etc.)** at the beginning of your name and/or your **pronouns (he/him, she/her, they/them, etc.)** in brackets after your name, as well as **the phonetic pronunciation of your name** and/or a link to an audio recording of your name (e.g., a NameBadge from [name-coach.com](http://name-coach.com)).

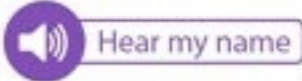
For Appellant(s)/Moving Party(ies):

<b>Name of Person Appearing (including prefix, pronouns and/or name pronunciation, if you wish – see note above)</b>	<b>Name of Party</b>	<b>Appearing in person<sup>2</sup></b>	<b>If appearing in person, please answer this question:</b>	<b>Email Address and Phone Number</b>

<sup>1</sup> Please include all counsel representing a party at the hearing, even if they are not making oral submissions, and all self-represented litigants.

<sup>2</sup> Pursuant to the Court of Appeal for Ontario's [Protocol for In-Person Hearings During the COVID-19 Pandemic](#), in-person attendance is ordinarily limited to individuals making oral submissions and a maximum of two additional individuals per party. If you have an accessibility-related accommodation request in relation to in-person attendance, please contact the Court's Accessibility Coordinator at [coa.registrar@ontario.ca](mailto:coa.registrar@ontario.ca).

**For Appellant(s)/Moving Party(ies):**

Name of Person Appearing (including prefix, pronouns and/or name pronunciation, if you wish – see note above)	Name of Party	Appearing in person <sup>2</sup> or remotely?	If appearing in person, please answer this question:	Email Address and Phone Number (where you can be reached during the appeal/motion, if necessary)
<p>Mx. Juliet Knapton (she/her/elle/lu)</p> 		<input type="checkbox"/> In Person <input type="checkbox"/> Remotely	I am unable to wear a mask due to a medical or other exemption: <input type="checkbox"/> Yes <input type="checkbox"/> No	
		<input type="checkbox"/> In Person <input type="checkbox"/> Remotely	I am unable to wear a mask due to a medical or other exemption: <input type="checkbox"/> Yes <input type="checkbox"/> No	

**For Respondent(s)/Responding Party(ies):**

Name of Person Appearing (including prefix, pronouns and/or name pronunciation, if you wish – see note above)	Name of Party	Appearing in person or remotely?	If appearing in person, please answer this question:	Email Address and Phone Number (where you can be reached during the appeal/motion, if necessary)
		<input checked="" type="checkbox"/> In Person <input type="checkbox"/> Remotely	I am unable to wear a mask due to a medical or other exemption: <input type="checkbox"/> Yes <input type="checkbox"/> No	
		<input type="checkbox"/> In Person <input type="checkbox"/> Remotely	I am unable to wear a mask due to a medical or other exemption:	

## **TOOL II: SUBTLE ACTS OF EXCLUSION (SAES)**

- What are they?
- What do we do as the actor?
- What do we do as the recipient?
- What do we do as the bystander?
- How do we avoid the minefield?

## TOOL II: SUBTLE ACTS OF EXCLUSION (SAES)

- The Look:
- <https://www.youtube.com/watch?v=aC7IbdD1hq0>

## **TOOL III: WHO SHOULD HAVE A SEAT AT THE TABLE?**

- What is merit?
- What is inclusive design?
- What is inclusive language?
- Why include diversity of thoughts?

**THANK YOU, MERCI, M'GWITCH**

This is a journey.

Feel welcome to contact me at:

[juliet.knapton@uottawa.ca](mailto:juliet.knapton@uottawa.ca)