



# Susannah S. Alleyne

## SUSANNAH S. ALLEYNE

is the Senior Manager of Inclusion, Diversity, Equity, and Accessibility (IDEA) at Lenczner Slaght.

Susannah is responsible for working collaboratively with all members of the firm's leadership team to recommend, develop, and implement initiatives, practices, and programs that will advance the firm's IDEA strategy and action plan while aligning with the firm's values.

Prior to joining the firm, Susannah served as the Law Society of Alberta's first Equity, Diversity and Inclusion counsel in its 116-year history and the first known Black Equity Ombudsperson. In these roles, she applied an EDI lens to various projects and worked to create a more inclusive legal profession, supporting individuals facing discrimination or harassment in the workplace. An experienced panelist, guest lecturer and facilitator, Susannah frequently speaks on a variety of IDEA issues including allyship, anti-racism, intentional inclusivity, and centering equity in the workplace. With a core belief that legal service providers should reflect the communities they serve, she brings her passion for finding common ground and executing innovative ideas to her work, every day.

Susannah is also the founding and former President of the first Alberta Chapter of the Canadian Association of Black Lawyers. She has co-chaired and sat on several Canadian Bar Association committees, and has volunteered with the Women in Law Leadership and the Association of Women Lawyers Calgary. Additionally, she is a mentor with the Black Law Students' Association Mentorship Program at the University of Calgary and a member of the law school's Black Student Equitable Admissions Process Sub-Committee.

Susannah has completed extensive professional development in areas including intergenerational trauma, trauma-informed lawyering, unconscious bias, anti-racism, policing in diverse communities, Microsoft's Inclusion Journey, moderating bias-focused sessions with LeanIn, and strategies for combating burnout through the FUEL UP method.

Susannah earned her Certified In-House Counsel – Canada (CIC.C) designation after completing the Business Leadership Program for In-House Counsel in 2025 at the University of Toronto's Rotman School of Management, offered in

### Education

Osgoode Hall Law School (2013) JD  
 Humber College (2010) Honours  
 Diploma, Office Administration – Law Firm Profile  
 University of Toronto (2009) HBA (with Distinction)  
 Rotman School of Management, University of Toronto (2025) Certified In-House Counsel – Canada (CIC.C)  
 Anima Leadership (2025) Certificate in Deep Diversity: Creating Inclusive Organizations  
 StandUp Teams (2024) Certificate in Respectful Workplace Training  
 UBC Extended Learning (2023) Organizational Equity and Inclusion Course  
 UBC Extended Learning (2022) Anti-Racism Strategies for the Workplace Course  
 Mental Health Commission of Canada & Mental Health First Aid Canada (2022) Certificate in Mental Health First Aid  
 Association of Alberta Sexual Assault Services (2022) Certificate in First Responder to Sexual Assault and Abuse  
 Tidal Equality (2021) Certificate in Equity Sequence  
 Legal Education Society of Alberta (2019) Certificate in Mediation of Family & Divorce Conflicts  
 Alberta Family Wellness Initiative, Palix Foundation (2019) Certificate in Brain Story

### Bar Admissions

Ontario (2014)  
 Alberta (2014)

### Contact

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partnership with the Canadian Corporate Counsel Association.

In 2023, Susannah was recognized as one of Calgary's Top 40 Under 40 in Avenue Magazine and one of the Black People Making History in Calgary by the Calgary Region Immigrant Employment Council. In 2022, she received the Tomorrow's Leader Award from Women in Law Leadership Alberta.

Susannah obtained her JD from Osgoode Hall Law School in 2013, where she was actively involved in the student and local community, serving as the Black Law Students' Association's Academic Advisor and receiving the Legal & Literary Society Student Honour Award. Following law school, after being called to the Ontario and Alberta Bars in 2014, she practiced exclusively in family law as a litigator in Calgary until 2021.

### RECOGNITION

- ▶ Black People Making History in Calgary (2023)  
Calgary Region Immigrant Employment Council (CRIEC)
- ▶ Tomorrow's Leader Award (2022)  
Women in Law Leadership (WILL)
- ▶ Top 40 Under 40 Calgary (2023)  
Avenue Magazine

### SELECT PUBLICATIONS AND PRESENTATIONS

- ▶ **Equity, Diversity, and Inclusion for Litigators** – Susannah Alleyne was invited to co-chair The Advocates' Society's program titled, *Equity, Diversity, and Inclusion for Litigators*. Susannah will lead a discussion focusing on different aspects of EDI, advocacy, and the legal profession.
- ▶ **Why IDEA in Law Matters: Culture, Belonging, and Wellbeing in the Legal Profession** – Susannah Alleyne was invited to speak as a guest lecturer on the course, *Mental Health and the Legal Profession*, at the University of Calgary Law School. Susannah explored the critical role inclusion, diversity, equity, and accessibility play in fostering mental health, belonging, and psychological safety. The session further considered how systemic narratives and cultural expectations can affect conformity and belonging in the legal profession.
- ▶ **Leading Across Differences** – Susannah Alleyne was invited to be a co-lecturer in the course, *Leading Across Differences*, at the University of Toronto Rotman Commerce. Susannah led a thought-provoking and experiential session exploring human relations, why IDEA is instrumental in the legal field and how to develop strategies for leadership and inclusion.
- ▶ **Beyond the Recruit Panel** – Susannah Alleyne was invited to speak at the *Beyond the Recruit* panel, hosted by the Black Law Students' Association of Osgoode Hall Law School. Susannah shared insights on her legal career, the importance of mentorship, and alternative legal pathways.

- **Leading Across Differences** – Susannah Alleyne was invited to be a co-lecturer on the course, *Leading Across Differences*, at the University of Toronto Rotman Commerce. Susannah led a thought-provoking and experiential session exploring how the ability to navigate differences within and across organizations is a critical leadership competency.
- **Canadian Association of Black Lawyer's Conference** – Susannah Alleyne was invited to share her expertise on a keynote at the Canadian Association of Black Lawyer's Conference. Susannah discussed how personal narratives can advance EDI in the legal profession by drawing on her experience as a former litigator, her IDEA leadership, and her storytelling skills.
- **CBC's The Current: A Conversation on DEI** – Susannah S. Alleyne was invited to speak on CBC's program, *The Current*, to discuss the future of equity, diversity, and inclusion in the legal profession. She shared her insights on the importance of institutional values, the need for authentic and sustained efforts, and the role of leadership in fostering inclusive environments.
- **The 13th Annual Young Women in Law Charity Gala** – Susannah S. Alleyne led an insightful conversation on retention and longevity for women in law at the *13th Annual Young Women in Law Charity Gala*.
- **Call Forward Series: Promoting Equity and Allyship in Legal Workplaces** – Susannah S. Alleyne was invited to present at the Ontario Bar Association program titled *Call Forward Series: Promoting Equity and Allyship in Legal Workplaces*. Susannah shared advice on how to build capacity as an ally and offered valuable insights on creating an inclusive environment within legal workplaces.
- **Black Women in Law: Off the Record** – Susannah S. Alleyne was invited to present at *Black Women in Law: Off the Record*, an event organized by the Black Law Students Association (BLSA) of Osgoode Hall Law School. Susannah shared her insights on navigating the legal profession as a Black woman, exploring topics such as dating and relationships in law, balancing motherhood and career, the importance of mentorship and sponsorship, and building meaningful friendships and support networks.
- **Fireside Chat on Mental Health** – Susannah S. Alleyne spoke at a Fireside Chat on Mental Health, organized by the University of Toronto Faculty of Law's Black Law Students' Association (BLSA). Susannah discussed the challenges of transitioning from law school to legal practice and the impact on mental health and wellness. Susannah also explored the growing awareness of Inclusion, Diversity, Equity, and Accessibility (IDEA) in the legal profession, the complexities of belonging and perfectionism, and strategies for staying motivated and resilient in a high-pressure career. She also highlighted Lenczner Slaght's leadership in advancing IDEA initiatives in the legal space.

#### SELECT NEWS ARTICLES

- **Lenczner Slaght's Susannah Alleyne Talks New Inclusion, Diversity, Equity, and Accessibility Role** – Interviewed by Law Times, our Senior Manager of Inclusion, Diversity, Equity, and Accessibility (IDEA), Susannah S. Alleyne discusses her commitment to developing impactful and sustainable IDEA practices aligned with our firm values.

- **Lenczner Slaght Welcomes Inclusion, Diversity, Equity, & Accessibility Leader** – We are proud to take another step forward in our commitment to advancing inclusion, diversity, equity, and accessibility (IDEA) at our firm and in the legal profession with the addition of our new Senior Manager of IDEA, Susannah S. Alleyne.

#### PROFESSIONAL ACTIVITIES

- Canadian Association of Black Lawyers
- Canadian Bar Association