
Management Position - Inclusion, Diversity, Equity & Accessibility (IDEA)

Widely recognized as Canada's leading litigation practice, we have successfully represented clients' interests in some of the most complex, high-profile cases in Canadian legal history. Focusing exclusively on litigation and advocacy, we practice across dozens of legal areas and industries and represent our clients where it counts – on our feet in all levels of the courts and before every kind of tribunal. Our subject-matter expertise and extensive courtroom experience is consistently recognized by clients, peers, and senior members of the legal profession in leading legal publications, including Chambers Canada and Lexpert. We offer the opportunity to work alongside and learn from some of Canada's most highly regarded litigators and business professionals. Learn more at litigate.com.

Lenczner Slaght is currently seeking a management level professional specializing in **Inclusion, Diversity, Equity & Accessibility (IDEA)**.

ROLE DESCRIPTION

Over the last several years Lenczner Slaght has developed several concrete initiatives to advance Inclusion, Diversity, Equity and Accessibility (IDEA) internally and within the profession (such as resume anonymization and [ReferToHer™](#)). Most recently, IDEA has been identified as a key priority in the firm's strategic plan and to meet that priority, Lenczner Slaght, has undergone an extensive review and analysis of its policies and programs and conducted group and individual consultations, to develop an IDEA strategy, governance model and action plan. The goal of this work is to create a foundation for workplace diversity and inclusion, embed these values further into the fabric of the organization, and position the firm as an employer of choice and a leader amongst its peers. The newly created management level position (see "Other Information" section below for details on the title), will not only be a key member of the business team, but will also play an integral role in helping the firm achieve this goal.

Reporting directly to the Director, Human Resources, this role will also serve as co-chair of the IDEA Committee and will report to the IDEA Partner on committee related initiatives. The successful candidate will not only work closely with the IDEA Partner but will work collaboratively with all members of the firm's leadership team to oversee existing IDEA initiatives while recommending, developing, and implementing new initiatives, practices and programs that will support the firm's IDEA strategy and action plan while aligning with the firm's values.

ROLES & RESPONSIBILITIES

- Researches, develops, recommends, executes, monitors and tracks IDEA initiatives to support the firm's IDEA strategy, action plan and goals. Regularly report on these outcomes to support ongoing monitoring of the firm's progress.
- Co-chairs the firm's IDEA committee with the IDEA Partner and takes the lead on committee related initiatives such as:
 - Updating and maintaining annual firm holidays and observances calendar.
 - Planning events and education sessions aligned to the holidays and observances calendar, and beyond.
 - Developing and circulating guides and resources to support firm members in advancing IDEA.
- Participates in the firm's IDEA leadership committee.
- Keep abreast of trends, developments, relevant legislation, and best practices in the market, through attendance at conferences and webinars.

- Partners closely with the Director, Human Resources, to develop a plan to implement firm demographic surveys and the collection of other diversity metrics to identify areas of strength and areas where we can improve our IDEA engagement and representation. Develops internal and external reporting of this data.
- Partners with Human Resources and Legal Talent to support recruitment and engagement strategies that attract, develop, and retain employees from diverse backgrounds and to ensure equity and inclusion is integrated into all employee programs and processes.
- Leads the development and launch of Affinity Groups. This includes establishing Affinity Group goals, helping Affinity Groups operationalize their groups, identifying measures of success and providing learning opportunities for the Affinity Groups.
- Consults with Human Resources on the development and implementation of appropriate actions for accommodation and other employment considerations consistent with IDEA best practices.
- Partners with Marketing and Business Development on internal and external communications regarding IDEA efforts and programs to ensure that IDEA objectives and achievements are integrated into external marketing, client communications and reporting.
- Serves as a resource for the firm's Joint Health and Safety Committee and Human Resources team to ensure physical spaces are inclusive. May be asked to support AODA compliance, reporting and communications as it pertains to IDEA related matters.
- Initiates and encourages dialogue about IDEA issues facing firm members.
- In coordination with Legal Talent and Human Resources, explores and recommends firm involvement in external diversity efforts such as scholarship programs, sponsorship of affinity organizations, sponsorship of events etc.
- Acts as a subject matter expert on IDEA projects and initiatives.
- In coordination with the Pro Bono Team, explores and recommends firm involvement in pro bono initiatives.
- Develops and/or acquires training and development to support IDEA goals.
- Acts as a representative of the firm by joining and actively participating in external IDEA/EDI groups and associations, including but not limited to the Law Firm Diversity and Inclusion Network. Proactively build relationships and strategic partnerships with other key stakeholders in the legal IDEA community.

EDUCATION & EXPERIENCE

- Post-secondary degree or diploma in social sciences, project management, public policy, human services, business administration, or a related discipline with equivalent combination of education and related work experience is required.
- Minimum 5-7 years' experience developing and successfully implementing IDEA programs, policies, procedures, and initiatives is required.
- Exposure to and experience working in the legal industry through a law degree or equivalent work experience, is an asset.

KEY SKILLS & CHARACTERISTICS

- Strong knowledge of best practices in IDEA and relevant legislation.
- Experience designing and delivering IDEA programming and executing IDEA projects.
- Experience in the legal industry or other professional services is an asset.
- Skilled at engaging in matters that require sensitivity and empathy across a diverse community, excellent judgment, tact, and discretion.

- Strong collaboration and teamwork skills, including demonstrated ability to lead and participate in consultative decision making that enables diverse viewpoints and approaches.
- Strong verbal and written communication skills with an ability to write reports, internal communications, presentations and create learning materials to support programs.
- Takes initiative, works proactively, coordinates, and manages projects with multiple stakeholders in a complex fast paced environment.
- Demonstrated experience influencing positive change in the field of IDEA.

OTHER INFORMATION

Reporting Details: Reporting directly to the Director, Human Resources. This role will also report to, and work closely with, the IDEA Partner on all IDEA committee initiatives.

Work Arrangement: Hybrid work arrangement in place with a minimum requirement of 3 days in the office. Please note this arrangement is in accordance with the firm's current Hybrid Work Policy, which may be amended at any time at the sole discretion of the firm.

Other: Given the scope of this role, the successful candidate's experience will be used to commensurate with compensation and the level assigned to the job title.

WHAT DIFFERENTIATES US?

We're expert litigators. Our experience is why people turn to us in the most difficult situations. We have done tens of thousands of cases, thousands of hearings, and hundreds of trials and arbitrations for our clients. Litigation is our passion and focus.

We're bold innovators. As deep thinkers and problem solvers, every person at our firm can envision, plan and execute big ideas. If it hasn't been done before, we aren't afraid to be the first. See our award-winning programs: [ReferToHer™](#), [Commercialist.com](#), and [Data-Driven Decisions](#).

We're team players. We are a firm with deep values, centered around our commitment to excellence and winning. We promote supportive, collaborative working relationships. We know the power of our people and we intend to harness that for the benefit of our firm, our clients, and our industry.

We're future focused. To remain number one, we recruit and develop top talent – this includes lawyers and non-lawyer alike. We attract the best clients and work on the best cases. We live our values. We professionalize our business. And we implement big, bold ideas. In short, we're prepared for the future and committed to success.

We're diverse thinkers. We are committed to equity, diversity and inclusion because our varied perspectives, backgrounds, identities, and cultures are our greatest assets – it enhances our collaboration, problem-solving, and litigation strategy. That's what gives us an edge with our clients.

We're award winners. We're driven to be number one for our clients and for ourselves. We have been recognized by Lexpert as the #1 firm in Toronto for Litigation for 22 consecutive years and are ranked top-tier by world-renown directory, Chambers Canada. We strive for excellence in everything we do.

HOW TO APPLY

Qualified candidates are asked to submit their cover letter and resume to Isabelle Naraine (Director, Human Resources) [here](#).

Lenczner Slaght invites applications from all qualified candidates. We encourage applications from candidates with diverse backgrounds. We are committed to advancing inclusion, diversity, equity and accessibility in the workplace. Accommodation will be provided in all parts of the recruitment and hiring process. Please direct all questions, including requests for accommodation, to [Human Resources](#).