

VIA FAX TO: 613-236-7233

August 16, 2013

Mr. Gerald Tremblay
National Committee of Accreditation
c/o Federation of Law Societies of Canada
World Exchange Plaza
45 O'Connor Street
Suite 1810
Ottawa, Ontario, K1P 1A4

Dear Mr. Tremblay:

We welcome the opportunity to provide this submission on behalf of Legal Leaders for Diversity ("LLD"). LLD is an organization of over 70 general counsel from Canadian corporations across Canada. We are responding to Trinity Western University's application for an assessment of whether its proposed common law program meets the Federation's national requirements. The LLD is dedicated to encouraging diversity and inclusion in our own businesses and co-operating to foster these values throughout the legal profession and the larger Canadian business community.¹

The LLD supports the role of the Federation in determining whether new law degree programs meet national standards for entry to law society licensing programs across Canada and commends the Special Advisory Committee for its consultation with interested members of the public on this matter.

We understand that Trinity Western University would request that its students sign a covenant which would, among other things, require them to abstain "from sexual intimacy that violates the sacredness of marriage between a man and a woman" and if "a student, in the opinion of the University, is unable, refuses or fails to live up to their commitment, the University reserves the right to discipline, dismiss, or refuse a student's re-admission to the University."² The LLD's view is that, such an open exclusion of gay, lesbian and bi-sexual law students is discriminatory. Furthermore, the establishment of a law school that would reduce the opportunity for entry for gay, lesbian and bi-sexual students would impose a quota system on these students, which is unacceptable.

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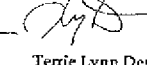
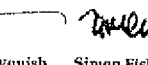

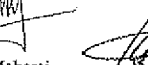

¹ See Mission Statement, Diversity Renewal, Legal Leaders for Diversity, online: <http://legalleadersfordiversity.com/about-us/>.

² See the Student Handbook (Sept. 2011 - Sept. 2012), Trinity Western University, online: <http://twu.ca/studenthandbook/university-policies/student-accountability-process.html>.

As part of the LLD's ongoing commitment to diversity in the workplace we launched "Be an Advocate" initiatives, a key priority of which is to hire from a diverse pool.³ A quota system for any law school would not be aligned with the LLD's core values and, we respectfully submit, the Federation's Vision Statement of "acting in the public interest by strengthening Canada's system of governance of an independent legal profession, reinforcing public confidence in it and making it a leading example for justice systems around the world."⁴

In light of the foregoing, we urge the Federation to carefully consider whether Trinity Western University's application and, in particular, the covenant it intends to impose on its students, violates the spirit of the legal profession and Canadian law, including the protections afforded by the *Canadian Charter of Rights and Freedoms* and human rights legislation in all provinces and territories.

Yours truly,
Executive Committee, Legal Leaders for Diversity

 Melissa Kennedy General Counsel Ontario Teachers' Pension Plan	 Kenneth Fredeen General Counsel Deloitte Canada	 Terrie Lynn Devonish General Counsel AON Canada	 Simon Fish General Counsel BMO Financial Group	 Av Maharaj General Counsel Kellogg Canada Inc	 David Allgood General Counsel RBC Financial Group	 Dorothy Quann General Counsel Xerox Canada
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³ See Be an Advocate Initiatives, Legal Leaders for Diversity, online: <http://legalleadersfordiversity.com/about-us/>.

⁴ See Our Vision Statement, Federation of Law Societies of Canada, online: <http://www.flsc.ca/en/our-mission/>.