



# Committed to Diversity



## Investing in Our People

Fasken Martineau is committed to a diverse and welcoming workplace. We maintain an inclusive firm culture and support and promote diversity and inclusiveness so that all staff know that they are valued and welcomed.

We create collegial and supportive teams and provide opportunities for everyone to contribute. In each of our offices and across our firm, we are invested in our people.

Our Diversity and Inclusiveness Committee, consisting of Board-level staff, meets regularly and is responsible for developing our diversity policies and procedures. We believe that training is crucial to drive real change.

Each office across the firm hosts an Annual Global Diversity Day to increase awareness, celebrate the firm's diverse workforce and build upon the value, commitment and contribution of all our firm members and the various groups in society that we represent. Diversity Day activities include educational projects that challenge our staff members' thoughts and beliefs surrounding diversity, cultural performances and lunches featuring diverse samplings of food.

The firm's Partners' Compensation Policy provides that a professional's actions, activities, commitment to, and promotion and support of, the firm's diversity policies are all factors to be considered in the firm's annual compensation allocation process.

## Commitment to the Community

As a leader in the global business community, we demonstrate our commitment to diversity not only in the policies and practices that we follow within our firm, but also in our actions within the diverse communities in which we operate. Many of our team members are actively involved in organizations that promote diversity and inclusiveness within the legal and business community. We also work with our clients, not-for-profit associations and institutions across the world to encourage diversity awareness.

# Promoting Diversity

Fasken Martineau has committed to identifying and adopting principles and best practices that promote the retention and advancement of women in the private practice of law and specifically to achieving goals in key core areas: flexible work arrangements, networking and business development, and mentoring and leadership skills development for women.

We support numerous diversity initiatives in each of the countries that we operate in. These include:

## CANADA

- Our **Women's Networking Initiative** sponsored award-winning journalist, author, documentary filmmaker and human rights activist Sally Armstrong in her participation in the Canadian Lawyers Abroad Project, Marital Rape in Africa.
- We are the Founding Sponsor of **Young Women in Law**, an organization formed to promote and support young women in the legal profession. Four of our lawyers previously served on its Board of Directors.
- One of our lawyers received a World of Difference 100 Award from **The International Alliance for Women** in recognition of her role as a founder and National Chair of the **Professional Women's Network**.
- Our internal FMTV network in Toronto is used to announce and promote relevant cultural, religious, holiday and other celebrations such as **Black History Month, Asian Heritage Month, Jewish Heritage Month** and **Italian Heritage Month**.
- We are a member of the **DuPont Primary Law Firm Network** and accordingly are a participant and supporter of:
  - The **DuPont Minority Counsel Network (MCN)** and **Minority Counsel Conference (MCC)**. The MCN seeks to promote and support lawyers of colour in the legal profession. The annual MCC brings together lawyers and other professionals of colour in a forum that provides an opportunity for individuals to network, build relationships, develop career enhancing skills and be empowered.
  - In partnership with CABL, we have created the **Lucie and Thornton Blackburn Scholarship**, available to first year students attending Canadian law schools. It is designed as a "needs based" scholarship and aimed at students from equity-seeking groups.
  - CABL held an event celebrating 17 black lawyers who had achieved partnership in Bay Street law firms – three of the feted individuals are partners of our firm. A subsequent event was recently held at our firm - the **Black Partners on Bay Street Network** hosted a reception and panel discussion focused on client development, business development and achieving partnership. We are also sponsor of CABL's Annual Awards Gala and its Annual Golf Tournament.
- We participate in, and actively support, the **Law Society of Upper Canada's** precedent-setting think tank designed to retain and advance women lawyers in private practice. The five-year pilot project, called the "**Justicia Think Tank**," was the first of its kind in Canada. It is one of nine recommendations identified by the Law Society's Working Group on the Retention of Women in Private Practice. We are participating in similar projects with the law societies of British Columbia, Alberta and Québec.
- Fasken Martineau has a long-standing connection with the **Canadian Association of Black Lawyers (CABL)**. One of our partners is a former President and a co-chair of Fasken Martineau's Diversity and Inclusiveness Committee is one of the two first Life Members of CABL.
  - We provide ongoing sponsorship of the **Black Law Students' Association of Canada's** annual conference.
  - Our lawyers participate in career fairs such as the **Out on Bay Street Career Exhibition** and the **Urban Financial Services Coalition (Toronto Chapter) Diversity Career Expo** to attract a diverse team.
  - Fasken Martineau has been a sponsor and an active participant in the **Call to Action** program in Canada, which promotes, among others, the interests of women, gays, lesbians and minorities in the practice of law.



- We have assisted in the establishment of the **Canadian Aboriginal and Minority Supplier Council** and are an active member and supporter of this organization which is dedicated to the economic empowerment of Aboriginal and minority companies through the promotion and facilitation of supplier diversity, business development and capacity building.
- We are a founding signatory of the **Law Firm Diversity and Inclusion Network's Statement of Principles**. The Law Firm Diversity and Inclusion Network (LFDIN) is a group of Canadian law firms which have agreed to work together to promote diversity and encourage a culture of inclusion in our firms and the broader legal profession.
- We founded two women's committees in the Québec region in 2012: **Women in Business**, composed of female partners and **Feminine Force Fasken Martineau (F3)**, composed of associates. Both committees have complementary objectives:
  - o Encourage lawyers to actively participate in female and philanthropic organizations in the business community and serve on boards of directors.
  - o Contribute to business associations and charities with a female vocation, such as:
    - The YWCA Montréal
    - The Association of Québec Women in Finance (AFFQ)
    - Le Chaînon
    - La Fondation du Centre des Femmes de Montréal
    - The Network of Women in Business in Québec
  - o Promote women within the firm to ensure their participation in important mandates.
  - o Encourage women to promote the firm to our clients while contributing to business development.
  - o Organize networking events that promote the success of our female professionals within the firm and in the Québec region, both in the business and legal communities.
  - o Organize training activities to enhance female leadership skills.
- Our long-standing partnership with *Premières en Affaires* magazine allows us to highlight the firm's female lawyers and the women in our network, reflecting Fasken Martineau's support, commitment and promotion of business women in the community.
- We are a national partner of **Pride at Work Canada**, an organization that encourages businesses to support authenticity at a corporate level and create workplaces where lesbian, gay, bisexual and trans identified (LGBT) employees will be more able to be themselves and, ultimately, to be more productive. We share Pride at Work Canada's commitment to diversity in the workplace.
- Fasken Martineau actively participates in and supports the Law Firm Mentoring Program of **Law in Action Within Schools (LAWS)**, an innovative partnership between the University of Toronto Faculty of Law, Osgoode Hall Law School at York University and the Toronto District School Board. LAWS offers educational programming to inner city high school students who face barriers to academic success and postsecondary education. Through the Law Firm Mentoring Program, Fasken Martineau partners with a designated Toronto high school. Senior high school students are paired with mentor lawyers at the firm, who meet monthly in facilitated group sessions designed to build students' skills and knowledge and provide time to meet one on one with mentors.
- We are a proud sponsor of the **Merit Award Bursary Program**, which provides bursaries to senior high school students as an incentive to stay in school, recognizing those who demonstrate a commitment to their school work, extracurricular activities and communities. Since 1996, the Merit Awards have been instrumental in assisting over 1100 Toronto high school students continue their education. One of our lawyers is president of the program.
- We support the **Ontario Justice Education Network (OJEN)**. One of our lawyers participated in the 2013 OJEN Law Day High School Symposium, teaching two courses at Central Technical School in Toronto.
- Fasken Martineau is a corporate member of **WEConnect Canada** and supports its efforts to increase supplier diversity, recognizing that women owned business enterprises are strong and valuable partners. One of our lawyers is on WEConnect Canada's board of directors.



## FRANCE

- We are an active member of, and co-sponsored, the **Canadian Women's Group's** annual reception in Paris. Held at the Canadian Ambassador's Residence, this event benefits L'Arche, a non-profit organization that cares for people with intellectual disabilities.
- Our Paris Office is an official signatory to the **French Diversity Charter**, a written commitment to improve the degree to which our workforce reflects the diversity of French society.

## SOUTH AFRICA

- Our Johannesburg office has been rated as a level-4 contributor to **Broad-Based Black Economic Empowerment (B-BBEE)** by Empowerdex, with a recognition level of 100%. B-BBEE is the South African Government's set of policies intended to bring about the involvement or participation of previously disadvantaged communities into the mainstream economy. Fasken Martineau is also a Value-Adding Supplier in terms of the B-BBEE Codes of Good Practice, which means that our clients may use 125% of the value of our fees towards the preferential procurement element of their scorecard.
- Diversity in South Africa receives recognition annually on 24 September when South Africans celebrate **Heritage Day**. Diversity initiatives at our Johannesburg office on Heritage Day introduce our staff to the traditions, food and clothing of the different cultures in South Africa. Our induction program includes visits to places with historic and traditional South African significance.
- We have a **diverse staff complement** in Johannesburg. 47% of our staff are from previously disadvantaged groups (Africans, Indians, and multiracial). We also employ staff from other African countries.
- The Johannesburg office provides a number of **bursaries for school learners and university students** from previously disadvantaged backgrounds who are then introduced to the firm during vacation programs.
- The firm's women mining lawyers are members of **Women in Mining South Africa (WiMSA)**, a volunteer not-for-profit organization. Its objective is to provide a forum to facilitate growth and participation of women in the mining industry of South Africa. WiMSA aims to provide support and guidance for personal growth, leadership and career development through building relationships. The group provides opportunities for women already working in the industry to seek personal mentoring and networking opportunities at its various bi-monthly functions. Fasken Martineau has hosted seminars for the WiMSA members.



## UNITED KINGDOM

- Fasken Martineau was recently voted 'International Firm of the Year' at the 5th **UK Diversity Legal Awards**, the only industry awards which focus solely on recognizing and promoting equality, diversity and inclusion across the legal profession. The firm was ranked in multiple categories, earning top five positions in five of the six key areas reviewed by the judges, including:

- o #1 - All participating firms
- o #1 - International firms
- o #1 - Ethnic minority associates for all participating firms
- o #1 - Ethnic minority trainees for all participating firms
- o #2 - Ethnic minority partners for all participating firms
- o #3 - Female associates for all participating firms
- o #5 - Female trainees for all participating firms

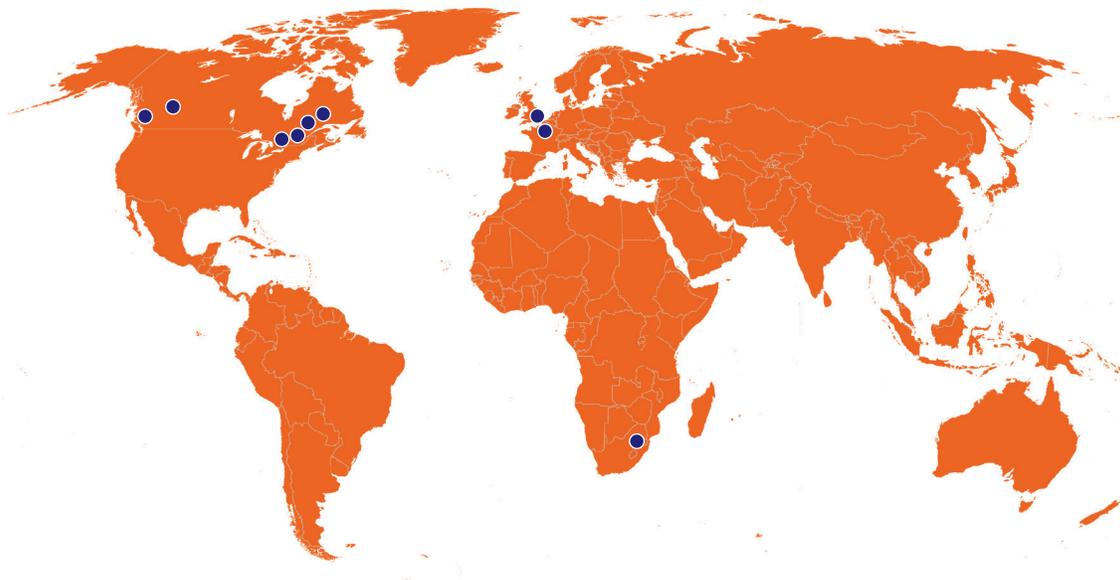


- Fasken Martineau works closely with **International Lawyers for Africa**, an organization that contributes to the development of legal skills and expertise of African lawyers. We provide three months of training and work experience to lawyers from over 20 African countries.
- We are a member of **PRIME**, a pioneering initiative by the UK's leading law firms to encourage greater diversity in the legal profession. We work with PRIME to offer work experience and continuing support to young people aged 13-17 from disadvantaged backgrounds.
- Our UK office engages in an annual joint **summer student program** with UniCredit Bank. The four-week program introduces sixth form students (in their final two years of secondary education) from some of the most disadvantaged areas in London to working in finance and the law.
- We work closely with the **Black Solicitors Network** by hosting events, offering our support and taking part in their annual diversity survey. The Network represents and promotes the interests of the UK's existing and aspiring black solicitors.
- Fasken Martineau has signed the Law Society's **Diversity and Inclusion Charter**. The Charter is a public commitment by legal practices to promote the values of diversity, equality and inclusion throughout their business.



# Our Locations

Fasken Martineau is a leading international business law and litigation firm. Tracing our roots back to the mid-1800s, our firm was founded through the merger of three regional Canadian icons in 2000. Today we have nine offices with 770 lawyers across Canada and in the UK, France and South Africa. We operate in English and French in civil law and common law jurisdictions worldwide.



## VANCOUVER

2900-550 Burrard Street  
Vancouver, British Columbia  
Canada V6C 0A3  
Tel: +1 604 631 3131  
Fax: +1 604 631 3232  
Toll-Free: 1 866 635 3131  
vancouver@fasken.com

## CALGARY

3400 First Canadian Centre  
350-7th Avenue SW  
Calgary, Alberta  
Canada T2P 3N9  
Tel: +1 403 261 5350  
Fax: +1 403 261 5351  
Toll-Free: 1 877 336 5350  
calgary@fasken.com

## TORONTO

333 Bay Street, Suite 2400  
Bay Adelaide Centre, Box 20  
Toronto, Ontario  
Canada M5H 2T6  
Tel: +1 416 366 8381  
Fax: +1 416 364 7813  
Toll-Free: 1 800 268 8424  
toronto@fasken.com

## OTTAWA

55 Metcalfe Street, Suite 1300  
Ottawa, Ontario  
Canada K1P 6L5  
Tel: +1 613 236 3882  
Fax: +1 613 230 6423  
Toll-Free: 1 877 609 5685  
ottawa@fasken.com

## MONTRÉAL

Stock Exchange Tower  
P.O. Box 242, Suite 3700  
800 Victoria Square  
Montréal, Québec  
Canada H4Z 1E9  
Tel: +1 514 397 7400  
Fax: +1 514 397 7600  
Toll-Free: 1 800 361 6266  
montreal@fasken.com

## QUÉBEC CITY

140, Grande Allée Est, Suite 800  
Québec City, Québec  
Canada G1R 5M8  
Tel: +1 418 640 2000  
Fax: +1 418 647 2455  
Toll-Free: 1 800 463 2827  
quebec@fasken.com

## LONDON

17 Hanover Square  
London, England  
W1S 1HU  
Tel: +44 20 7917 8500  
Fax: +44 20 7917 8555  
london@fasken.com

## PARIS

32 avenue de l'Opéra  
Paris, France 75002  
Tel: +33 1 44 94 96 98  
Fax: +33 1 44 94 96 99  
paris@fasken.com

## JOHANNESBURG

Inanda Greens, Building 2  
54 Wierda Road West  
Sandton  
Johannesburg 2196  
South Africa  
Tel: +27 11 586 6000  
Fax: +27 11 586 6104/5  
johannesburg@fasken.com

**FASKEN  
MARTINEAU**

