

Taking deliberate action

2023
Equity, Diversity & Inclusion
Progress Report

FASKEN
Own tomorrow



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Moving the needle on our EDI goals

Message from our Firm Managing Partner

The development of an equitable, diverse and inclusive environment is a key part of the Firm's growth and its future. Our society is rich and diverse, and growing ever more complex. Navigating the legal landscape for clients in many sectors requires much more than legal knowledge. The Firm needs many voices, and many perspectives. They all need to feel at home.

Over the last couple of years, I've seen our EDI commitment go from an ad hoc set of policies and actions to a more intentional program based on data and a solid strategy. I have also seen the development of an EDI lens to our decision-making – thinking about how we affect others is now a key focus of management. We have focused on initiatives and programs that try to make a real difference and have tried to avoid performative gestures. In this work, as in all else, actions speak louder than words. I'm pleased with the conscious effort that we have made to move forward.

The success of our Spark Series is indicative of the interest that our people and our clients have in EDI topics. We have had over 1,000 (internal and external) people register for each event. Featuring top-level speakers and panels, it has delved into some complex, difficult, and important topics that are important to most personally, as well as professionally.

Our Reconciliation Plan is another area where we have made some progress. Many of our lawyers and business professionals have now taken The Path training. The opening of our new office in the Taza development on the Tsut'ina Nation's land is both symbolic and practical, hopefully providing the Firm with a better connection to Indigenous peoples and an opportunity to support the great economic opportunities that are ahead.

There are some challenges. As with any social change, there is inevitably some pushback. The US Supreme Court rulings and general political climate have fueled a culture war, and the pendulum can swing hard when it starts to move. And times are, generally, difficult.

I am confident that we have chosen the right approach. If we take a deliberate, intentional, and genuine approach to the development of a diverse, equitable and inclusive workplace, we should avoid the backlash and cynicism that can accompany performative words and rhetoric. I invite my colleagues and others to keep focusing on creating a workplace where we can all succeed, where we are all thoughtful about the impact of our actions and decisions on others – and where we can ensure the value of a diverse equitable and inclusive workplace.

I AM
**Peter
Feldberg**
(HE/HIM)

We are
FASKEN

We are making EDI part of the fabric of our firm

Message from our Chief Equity, Diversity and Inclusion Officer

Change takes time, effort, and patience. This last year has been a positive one for EDI at Fasken, as we have continued to embrace the need for change and acted on our commitments towards working and interacting more inclusively with our colleagues, clients, and with the communities we serve. There is a greater awareness of our different lived experiences and how these experiences may impact us, both outside in and inside the workplace. This understanding is leading us to show up and act in more inclusive ways. We are understanding that intention doesn't always matter; it is action and impact that counts.

So, what has changed? We are thinking more deeply about diversity and how it impacts our business, our relationships with clients, and most importantly how it impacts our relationships with each other. People are getting more comfortable with being uncomfortable, understanding that is where growth, learning and change happens.

In the work we are doing around reconciliation, we are talking about the roles we may have played historically and where we're going as a Firm.

We are continuing to look at our people process to ensure equity and identifying opportunities to be more inclusive. Collectively, Firm members have engaged in various learnings, including reconciliation, unconscious bias, microaggression and inclusive leader trainings. Through our Spark Series, we have explored different experiences and ideas, to help shape our understanding of each other and society.

It has also been great to see our efforts extend beyond Fasken. Clients have reached out to partner with us on EDI initiatives and many have engaged with us in events or attended our Spark Series. This demonstrates something incredibly positive: a broader commitment to this work, and an understanding that working together will get us there faster.

Ultimately, of course, there is still so much to do, but I remain inspired by many of my colleagues and their committed action to our EDI journey and to creating a culture that reflects the diversity of all our people. I am delighted to share this year's EDI progress report, where you will get a glimpse into our strategy, our commitments and the deliberate actions we are taking on our journey to be more diverse and inclusive.

I AM
**Sandeep
Tatla**
(SHE/HER)

We are
FASKEN





Holding ourselves accountable



We are dedicated to our mission

Our **2022 Progress Report** outlined our structured and integrated EDI strategy and our initial progress. This year's report demonstrates the deliberate actions we have taken and the progress we have made towards our aspiration.

We are dedicated to our mission

Our mission is to provide exceptional legal and strategic advice to our clients. We achieve this together as a team that is committed to:



Empowering and providing
a voice to all our people.

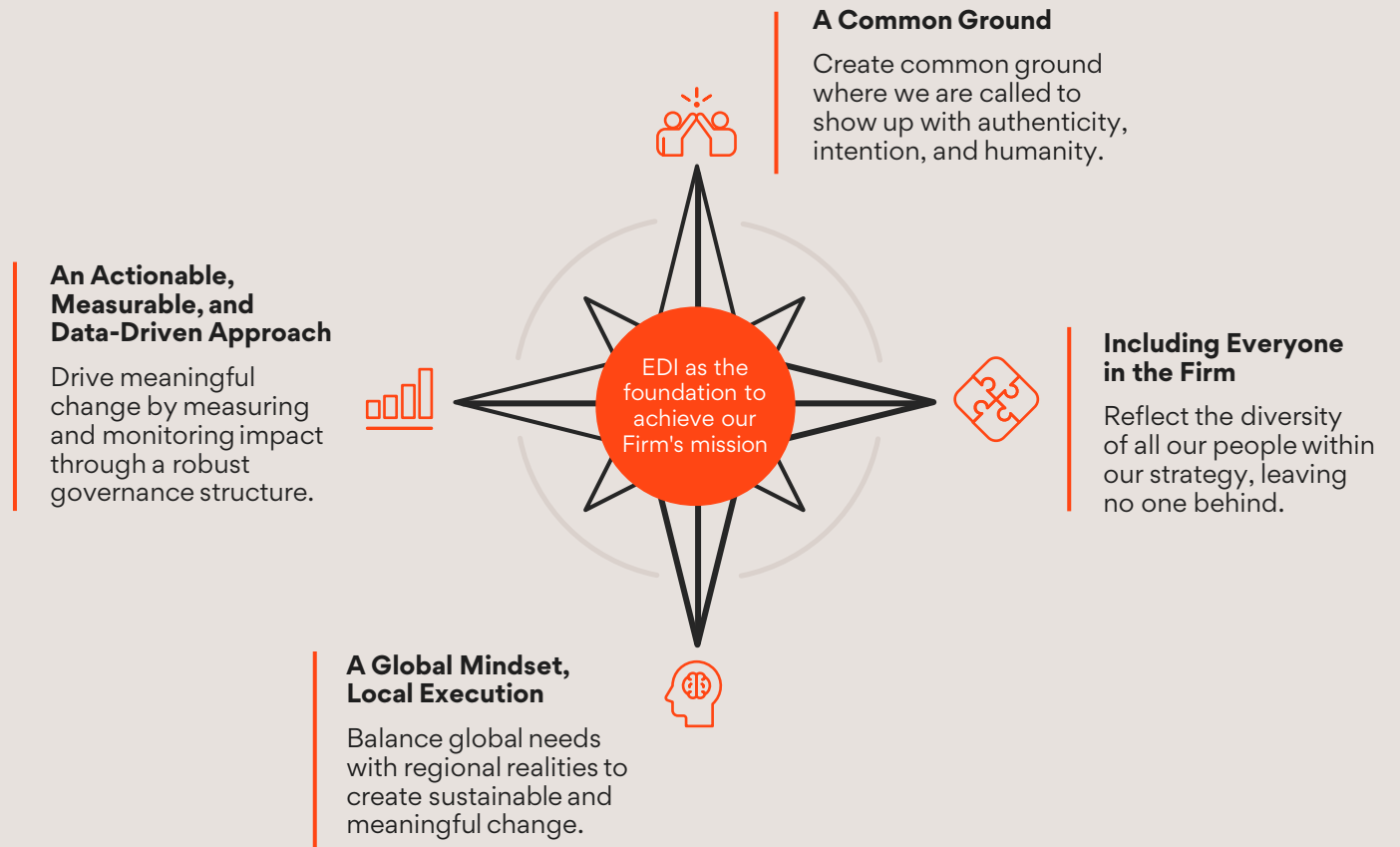


Ensuring equitable access and opportunity to advance and succeed at the Firm and in the profession.



Actively listening and engaging in efforts within the profession and in the communities we operate in, to address issues of inequity.

We believe fostering equity, diversity, and inclusion requires intentional action, ongoing learning, and constructive engagement to drive meaningful change. We are guided by the following principles:



We are forward thinking

Our aspiration

Our plan to achieve greater equity, diversity, and inclusion (EDI) means:

Our Partners and Leaders “Act”...

as owners of the EDI strategy and role models of inclusive leadership capabilities.

Our People “Can”...

drive EDI through their everyday actions and decisions; they feel confident speaking up and being their authentic selves.

Our Processes “Are”...

equitable for all – supporting all aspects of the talent lifecycle, enabling a listen-in and speak-up culture, and breaking down barriers.



Our Communities “Feel”...

we show up as EDI leaders with authenticity, cross-cultural competency, and action-backed commitments.

Our Clients “See”...

EDI leaders in the legal industry with a team that reflects the diversity of their communities and anticipates unique client needs.

Our Progress “Shows”...

a strong EDI infrastructure woven into the fabric of the Firm that drives the way we engage with our people, clients, and community.



We are forward thinking

To achieve our aspiration, we are embedding EDI throughout our operations. Our actions include:



Fostering inclusive leadership through a culture grounded in accountability.



Developing a diverse talent pipeline and advancing equity by leveraging partnerships and creating opportunities for career development.



Creating spaces to be honest where Firm members can feel comfortable speaking up, sharing their perspectives and being their authentic selves.

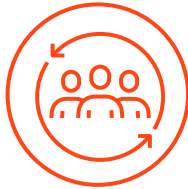
We are making progress



Making Progress on Our Commitments

Achieved Mansfield Certification 6.0 Plus and exceeded several goals of the BlackNorth Initiative Law Firm Pledge.

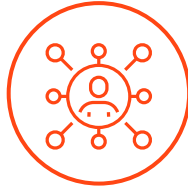
Learn more on
pages 12-13



Fostering Inclusive Leadership

Developed an inclusive leader and partner development roadmap to reinforce a culture of accountability that encourages inclusive behaviours, promotes cultural competency, and enables sustainable change.

Learn more on
page 15



Developing Diverse Talent

Strengthened existing collaborations with organizations, such as Google and ICON Talent Partners, to build a diverse talent pipeline, create development opportunities and increase engagement.

Learn more on
page 17



Creating Spaces to be Honest

Fostered spaces to share experiences with the expansion of our affinity networks and worked to normalize language and conversations on topics about EDI through *The Spark Series* where notable guests discussed topics such as anti-racism, antisemitism, and transphobia.

Learn more on
pages 19-21



Engaging in Truth and Reconciliation

Created an ongoing connection and opportunity to contribute to a local Indigenous community by opening a new Fasken office in Tsuut'ina Nation in Alberta and raised our collective understanding of truth with *The Path* training for all firm members.

Learn more on
pages 22-24



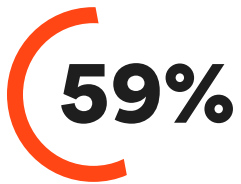
Investing in Partnerships to Advance Equity

Worked with existing and new community partners to support greater equity and inclusion in the communities we call home.

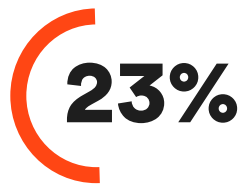
Learn more on
pages 27-29

We are making progress

Overall representation*



identify as women



identify as a visible minority



identify as members of the 2SLGBTQIA+ community



identify as having a disability



identify as Indigenous

Representation of women**

31%

of partnership board

36%

of management team

41%

of all lawyers

30%

of all partners

56%

of all associates

40%

of our promotions from associate to partner were women over the past three years

*The demographic data represents self-identification responses from our 2021 "I am Fasken" survey. The response rate was 78%.

** Representation as of October 31, 2023

We are making progress

To hold ourselves accountable and ensure that we are moving forward, we have partnered with organizations that drive accountability through encouraging transparency and measurement.



Mansfield Rule

The goal of *Mansfield Rule* is to enhance diversity of leaders in law by broadening the pool of candidates considered for leadership positions. As one of the first and only Canadian law firms to commit to the *Mansfield Rule Project* in 2017, we have steadily improved diversity in our leadership positions.

In 2023, Fasken successfully obtained the **Mansfield Rule 6.0 certification**. This certification indicates that Fasken considered at least **30%** diverse lawyers for leadership positions, including committee appointments, Senior Associate and Partner hirings, partner promotions and other leadership positions.

We also achieved the **Mansfield Certification Plus** status. This means that in addition to meeting or exceeding the baseline requirements, we successfully reached at least **30%** diversity representation in our current leadership roles and committees.

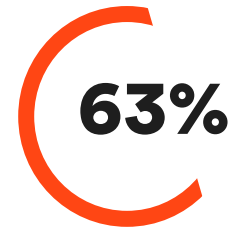
A glimpse into our results for underrepresented lawyers* across the key criteria of Mansfield 6.0



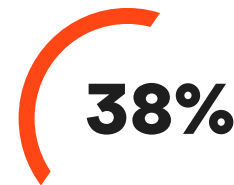
Lateral Partner Hires



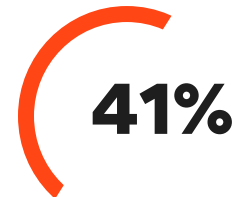
Lateral Associate Hires



Promotion to Equity Partner



Board of Directors



Practice Group Leaders (Firmwide and Regional)

* underrepresented lawyers include women, Indigenous peoples, visible minorities, people with disabilities, and 2SLGBTQIA+ community members.

We are making progress



The BlackNorth Initiative (BNI)

In 2020, we signed the BlackNorth Initiative Law Firm Pledge, committing to eight goals to challenge anti-Black systemic racism. Our progress on these goals include:

- Surpassed our target of **3%** of total donation and sponsorship investments in Black-led, Black-serving organizations.
- Exceeded the **5%** Black student recruitment target in both 2021 and 2022.
- Participated in monthly BlackNorth knowledge sharing initiatives.
- Continued our anti-racism education through a session on how to be an antiracist.
- Launched the Empower Network, an affinity network for our racialized legal professionals.
- Launched our Fasken Black Collective, a new name and formalized mission statement for our affinity network for our Black legal professionals.
- Continued to strengthen existing partnerships and develop new ones with Black organizations within and outside of the legal profession.



Broad-Based Black Economic Empowerment (B-BBEE) Certification

The South African Government's set of policies intended to involve previously disadvantaged communities in the mainstream economy, the B-BBEE certification assesses a company's efforts towards promoting economic transformation, empowerment, and increased participation of Black individuals in the economy. The rating is determined based on a scorecard with five elements (Ownership, Management control, Skills development, Enterprise and supplier development and Socio-economic development). EmpowerLogic, an accredited South African rating agency, has designated Fasken as a level-2 contributor to B-BBEE. We have also been named a "Value-Adding Supplier" according to the B-BBEE Codes of Good Practice.



Forbes 2023: Canada's Best Employer for Diversity

We have been named on Forbes and Statista's list of Canada's Best Employers for Diversity 2023. This honour highlights our commitment to equity, diversity, and inclusion, and reflects the work we are doing to create a culture where everyone can thrive. The annual ranking is based on a survey of 12,000+ Canadians. The evaluation was based on four different criteria: direct recommendations, indirect recommendations, diversity among top executives/board and diversity engagement indicators.

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Our commitments in action



We are raising the bar

An equitable and inclusive culture requires an ongoing willingness to learn, adapt how we think and act, and a recognition that accountability for EDI rests with each of us and starts with leadership.

In order to support this, we have adopted an integrated approach that both supports and empowers our leaders, partners and our broader teams. This approach includes building awareness and providing our people with ongoing opportunities to develop inclusive skills and behaviours.

- Integrating EDI into Board & executive committee meetings.
- Offering customized inclusive leadership training for practice groups and business teams to support partner and leader learning.
- Working with teams as they review their processes and policies to identify potential opportunities for greater inclusion.
- Engaging industry experts to speak to leaders and Firm members on best practices and relevant topics such as unconscious bias and career empowerment.
- Offering skill development workshops to promote inclusive team behaviours.

We are building an inclusive future

Advancing inclusion at Fasken and in the legal profession

We recognize that a more equitable and inclusive future rests on two key components – attracting a diverse pool of talented individuals and empowering our current talent to shape their careers in alignment with their aspirations.

To this end, we continue to:

- Support the growth of underrepresented talent within the Firm by creating professional development opportunities and,
- Partner with organizations to help develop and support underrepresented groups to join and thrive in the legal profession.

M E N U



We are building an inclusive future

Advancing inclusion at Fasken and in the legal profession

Partnering for a more inclusive future

The Google Mentorship is an innovative partnership between Google and Fasken. The partnership was initiated by Google as an opportunity for both organizations to support the development of racialized lawyers. Working closely with Google's in-house counsel we developed the year-long program, which matches Fasken associates, who identify as racialized, with a Google in-house counsel mentor. The program aims to provide associates with opportunities to build their knowledge and gain exposure to new experiences in order to feel empowered and supported in navigating their career. The program includes guidance for monthly mentor meetings, regular check-ins mentees, and a final wrap-up conference.

The outcomes from the program's first year were very positive, providing our associates with the opportunity to learn from and build relationships with counsel outside the Firm. This invaluable exposure to client expectations and relationships provided insights that could normally take years to learn. The program also provided an opportunity for members of Google's in-house team to further develop their inclusive leader competencies. This unique partnership advances diversity and inclusion in our organizations—and within the industry. We are excited to have kicked off our second cohort this Spring to continue this partnership of learning and development.



M E N U

“

The Google mentorship program was a great opportunity to deepen my knowledge and understanding of clients' needs and the inner workings of large organizations. The insights provided by my mentor will be beneficial to me as I move through my career.

”

**Guillaume
Saliah**

Partner

We are building an inclusive future

Partnering to build a more inclusive industry by helping to develop and support underrepresented groups



Fostering leadership and driving workplace diversity, **Ascend Canada** is the largest, non-profit Pan-Asian organization dedicated to the professional development of Pan-Asian business professionals in North America. We partner with Ascend Canada through membership and sponsorship.



Empowering Black women in the legal profession through support, mentorship, and advocacy, the **BFLN (Black Female Lawyers Network)** is building a powerful community of Black female lawyers, fostering career growth and inclusivity. We have partnered with BFLN for the first time this year through sponsoring a community engagement event.



Advancing South Asian representation and inclusivity in the legal sector, **SABA (South Asian Bar Association of Toronto)**, the largest diverse bar association in Canada, empowers South Asian legal professionals in the Greater Toronto Area through networking, professional development support, and advocacy. We sponsored SABA's annual gala.



Fostering advancement of Black talent, **BFL (Black Future Lawyers Program)** is an innovative collaboration between University of Toronto Law, Black Law Students' Association, and others for empowering Black legal professionals through education, resources, and mentorship. We support the BFL program through a joint partnership with fourteen leading Canadian firms.



Promoting inclusion and equality within the legal community through increased representation, networking, and community engagement, **BLSA (Black Law Students' Association of Canada)** is a national student-run organization that is dedicated to enhancing academic and professional opportunities for Black law students in Canada. We partner with BLSA through sponsorship for their annual conference.



Fostering inclusivity and advancement of Black talent in the tech sector, **BPTN (Black Professionals in Tech Network)** empowers and supports Black tech professionals through networking, resources, and opportunities for professional growth and advancement. We participated in and sponsored BPTN's annual summit BFUTR (/Be Future/), the largest-of-its-kind worldwide tech summit.



Advocating equity and representation in the legal profession, **CABL (Canadian Association of Black Lawyers)** empowers Black legal professionals across Canada through networking, mentorship, and professional development opportunities. We have partnered with CABL to design a customized program for first to third-year associates to provide Black lawyers with early career development and advancement opportunities.



Connecting lawyers and students nationwide, **PRISME** is a first-of-its-kind conference with the goal of increasing representation and equity for the 2SLGBTQIA+ communities. We both sponsored and attended the PRISME Conference.



Promoting diversity and fostering representation in the legal community, **FACL (Federation of Asian Canadian Lawyers)** supports and empowers Asian Canadian legal professionals through career programs and outreach initiatives. We partnered with FACL through sponsorship.



Empowering diverse talent through education, training, mentorship and career opportunities across underrepresented sectors, **ICON Talent Partners** support diverse students and professionals. In partnership with ICON, we developed a program that offers career development and a bursary for incoming Black and Indigenous first-year law students in Canada. We also sponsor the Advantage ICON Symposium, a curated event that exposes racialized students and young professionals to competitive career opportunities.

To learn more about additional partnerships [click here.](#)



We are creating spaces to be honest

We are committed to promoting a culture that ensures Firmwide inclusive behaviours, encourages authenticity at work, and enables honest and genuine conversations. Our affinity networks are one way we foster inclusion. Comprised of online and in-person communities that unite individuals who share common backgrounds, identities, or experiences, these groups provide opportunities to network and build a sense of belonging.

We are creating spaces to be honest

Creating community through our affinity networks

Empower Network

We launched the new Empower Network affinity network for all our racialized legal professionals. Besides deepening a sense of community and belonging at the Firm, these groups offer our diverse lawyers networking and learning opportunities, and they actively contribute to policy and process enhancement to further our EDI goals.

Fasken Black Collective

The collective's mission is to empower incoming and current Black lawyers at Fasken to lead exceptional careers through mentorship, sponsorship, networking and business development initiatives. They aim to foster safe spaces for their members, attract and retain talent and create strong bonds within and across the firm's offices, as well as within their broader communities.

Women's Networks

Our women's networks, (BC Women's Network, Force Féminine Fasken (F3), Alberta Women's Network, and Ontario Women's Network (OWN)) are instrumental in supporting women within our Firm, industry, and the communities we serve through offering a variety of formal and informal engagement, mentoring and professional development initiatives. These forums continue to promote and support networking, peer engagement, and leadership skills enhancement for improved retention and career advancement of our women lawyers.

Fasken Pride Network

The award-winning Fasken Pride Network has brought members and allies of the 2SLGBTQIA+ community together for a decade, fostering inclusion and understanding, and increasing representation and retention of 2SLGBTQIA+ lawyers and staff.



We are creating spaces to be honest



10 years of bringing people together for a better tomorrow

These days, starting an employee network may seem like a routine step, but our Fasken Pride Network has been leading the way to a more inclusive workplace for over 10 years! Founded in 2013, by our now Chair of our Partnership Board, Katherine Pollock, Fasken Pride is believed to be the first Pride Network of any major Canadian Law Firm.

The network has grown over the years but has stayed true to its purpose of making our Firm more inclusive and connecting with our clients and the community on issues of importance to the 2SLGBTQIA+ community. The network has woven itself into the fabric of the Firm with its annual Day of Pink celebration, Pride events, Firm initiatives, and community partnerships.

With the action of Pride Network members and support of the Firm, last year, we became the first official legal service providers for Pride Toronto and continue to support many other community organizations. This year marked our Firm's second time marching in the Toronto Pride parade and our first in Montreal Pride. The Fasken Pride Network has set an incredible example of the difference an affinity group can make to building an inclusive culture within our Firm.



The Fasken Pride Network is a true example of the importance and impact of affinity groups in building and supporting an inclusive culture.

Katherine Pollock

Partner, Chair, Partnership Board
and Chair EDI Committee



We are engaging in Reconciliation

At Fasken, we acknowledge the role of systems in the inequalities experienced by Indigenous Peoples in Canada. Recognizing the importance of understanding our collective history and its present-day impact, we have taken deliberate action to continually learn and unlearn, making the necessary and appropriate changes in our language, conduct, and decisions. We remain committed to deepening our understanding, expanding our initiatives, and strengthening our partnerships with Indigenous communities.

We are engaging in Reconciliation

Continuing our Reconciliation journey

In 2021, on Canada's first National Day for Truth and Reconciliation, we launched our [Reconciliation Plan](#) which centered around eight key inter-related goals with specific accountability metrics. Creating the Plan was the beginning of our commitment to action, and we have remained intentional about our progress.

To ensure progress in 2022, we convened a Reconciliation Implementation Committee which was tasked with creating distinct priorities to action in 2022 and 2023. Committee members dedicated time to gain a deeper understanding of Indigenous histories and issues, discuss actions and create action plans to support our goals.

Highlights of the steps taken towards our commitment include:



Acknowledgement

Researched and prepared regional land acknowledgement guides – to ensure authentic and respectful land acknowledgements of local Indigenous territories at Firm functions.



Pro Bono

Developed tailored pro bono legal services options for supporting Indigenous small business owners and entrepreneurs.



Recruit & Retain

Created the Indigenous Entrance Award in Law at the University of Alberta Faculty of Law.

Explored opportunities to increase recruitment of Indigenous talent and incorporating Indigenous inclusive practices into our recruiting.



Train

Launched *The Path: Your Journey Through Indigenous Canada* – a mandatory training program for all Canadian Firm members that provides an introduction to the history of Indigenous Peoples and their relationships with settlers, the British Crown and Canada.

Advanced our cultural competencies through communications and events in support of days of significance such as National Indigenous History Month, National Indigenous Peoples Day, and National Day for Truth and Reconciliation.



Implement & Report

Developed internal and external Reconciliation webpages to raise awareness and reinforce our intentionality and commitment.



We are engaging in Reconciliation

Meaningful action on our commitment to Reconciliation: A new office in Taza, a Tsuut'ina Nation development

In furtherance of Fasken's commitment to Reconciliation, we officially opened a new office on Tsuut'ina Nation lands in October 2023. Located 20 minutes southwest of downtown Calgary, this office is intended to facilitate important new connections between Indigenous and non-Indigenous peoples. The office provides an opportunity to advance our Indigenous cultural knowledge, including our understanding of the diversity of the histories, culture, laws, and practices of local Indigenous Peoples. The office also provides us a platform for relationship building with local leadership, community members, businesses, schools, police, artists, and other organizations.

This unique, on-reserve location is in the district known as Taza, which is planned to be the largest First Nations development project in North America. Fasken's new office is intended to provide a welcoming environment for us to meet with Indigenous groups and representatives in-person and will assist us in attracting, recruiting, and retaining Indigenous talent. We also believe the new location will be helpful to us in furthering our pro bono, advocacy, procurement, acknowledgement, and philanthropic Reconciliation objectives.





“

We have worked closely with Indigenous artists and the community to ensure that cultural protocols are followed and are grateful for the opportunity to form part of the economic fabric of Taza. The relationships we will make will be pivotal as we pursue our Reconciliation goals.

”

**Brenden
Hunter**

Partner and Co-Chair, Fasken
Reconciliation Implementation Committee



We are listening and learning

We launched *The Spark Series*, inviting notable guests to share their thoughts and experiences around EDI in the legal industry and beyond. The series explored topics not often raised or openly discussed in a corporate setting, creating an intentional space to normalize language and conversations about them.

We are listening and learning

Our 2023 Spark Series included sessions on:

How to be an Anti-Racist

We learned what it means to be anti-racist and how we, as members of the legal profession, can help recognize and address systemic racism.

Navigating Professional and Personal Obstacles

We explored the value of perseverance and learning from both positive and negative experiences and ways to rise to the challenges of a high-pressure job, while still maintaining authenticity.

Understanding and Taking Action Against Antisemitism

Our guests shone a light on the importance and significance of defining antisemitism and the challenges, roles and barriers faced by individuals, businesses, and governments in combating it.

Embracing Your True Self and Addressing Reconciliation

We learned about the importance of community and acceptance through the intersectionality of identity, mental health, and reconciliation as experienced by our guest speaker as a Cree two-spirit transgender gay man.

Truth Before Reconciliation

Our guest shared insights on the need for understanding the truth of our collective past in order to move forward towards reconciliation and how the power of storytelling can help create space for empathy and understanding,

These are challenging topics, but each of the speakers brought their knowledge, experiences, and humanity to the discussions. This enabled our audiences to gain greater awareness, empathy and understanding of their roles in taking action on these topics. We had great attendance from both Firm members and clients for these events and look forward to continuing our learning with the 2024 series.

Audience appreciation for *The Spark Series*:

"Thank you for bringing these tough issues to the forefront"

"An incredible speaker. Engaging, humble, blunt, kind and so informative."

"...blown away by the presentation – it will inform my interactions from now on"

"Very helpful and insightful into the issues. Appreciated the personal insights which made it very relatable."

"Difficult questions were asked with care, respect, and sensitivity. The speaker reflected with openness and understanding."

We are partnering for a better tomorrow

Advancing equity and inclusion in the community

We remain dedicated to fostering equity and inclusion not just within the Firm, but also within the communities where we live and work. We have partnered with organizations that are advocates in the community and we have taken action to support them to achieve their objectives. These efforts have enhanced our Firm culture, providing our members with the opportunity to engage in meaningful, impactful work with these community organizations.

We continue to:

- Strengthen existing partnerships and cultivate new ones with organizations that promote equity and inclusion in our communities.
- Offer pro bono services to our equity-serving community partners.
- Create opportunities for our Firm members to actively advance EDI in their communities through volunteer work, mentorship, and Board memberships.

MENU



We are partnering for a better tomorrow

Organizations we support include:



Promoting inclusivity in tech and encouraging the next generation of Black innovators, BBC empowers Black youth through inclusive coding programs and mentorship. We are the official legal services provider for BBC and continue to support them through financial endorsements.



Promoting Para sport excellence and fostering inclusion, the Canadian Paralympic Committee provides opportunities for Canadian athletes with disabilities to compete and reach the podium at the Paralympic Games. We are the official legal services provider for the Canadian Paralympic team. As part of belief in the power of amateur sport to unite and inspire, we are also the official legal services provider for Canadian Olympic team.



Bridging the gender gap in tech through innovative coding workshops, mentorships, and scholarships, Hackergal inspires and encourages girls across Canada to explore opportunities as coders. We provide sponsorship and pro bono legal services to Hackergal.



Focused on violence prevention and rehabilitation of gender-based violence survivors, NISAA empowers women through education, support, and advocacy for gender equality. We provide pro bono legal services to NISAA.



Empowering 2SLGBTQIA+ voices and advocating for equality and acceptance since 1981, Pride Toronto hosts one of the largest global events celebrating the 2SLGBTQIA+ community. We continue to be an event sponsor, as well as the official legal services provider for Pride Toronto.



URBAN SOCIETY FOR ABORIGINAL YOUTH

Enriching the lives of urban Indigenous youth in Calgary, USAY combines social innovation with traditional Indigenous cultures into unique programs that promote leadership and wellbeing. We partner and support USAY in their mission by participating in and supporting various events.

We are partnering for a better tomorrow

Advancing equity and inclusion in the community

Artist Proof Studio

Making a difference through art

Community partnerships are strongest when there is engagement and passion from all involved—and Fasken members in Johannesburg, South Africa are committed to one such partnership.

Passion for South African art is reflected not only in Fasken Johannesburg's in-house art collection, but also in our support of Artist Proof Studio (APS) in Johannesburg. APS is an innovative community printmaking centre of excellence that focuses on all aspects of professional printmaking, including creation, sales, training, and community engagement. In addition to sponsorship and community engagement, a Fasken Partner also sits on the Board of APS and provides advice on governance issues.



“Our partnership with APS strengthens both the development of local artists and our contribution and connection to the community. It provides opportunities for Fasken members to engage in this rich community through sponsorship of art students’ tuitions and connecting with artists to share expertise and advice on contracts and legal topics that affect their business.”

**Ashen
Jugoo**

Partner

We are
FASKEN

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Join us on our journey

We are here to connect

Reach out to learn more and partner with us on our journey to a more inclusive future.



**Sandeep
Tatla**

(SHE/HER)

Chief Equity, Diversity,
and Inclusion Officer
statla@fasken.com



**Katherine
Pollock**

(SHE/HER)

Chair, Equity, Diversity,
and Inclusion Committee
kpollcock@fasken.com



**Kevin
O'Callaghan**

(HE/HIM)

Co-Chair, Reconciliation Plan
Implementation Committee
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