



## B. EXPANSION OF EXISTING INDIGENOUS INITIATIVES AND PROGRAMS FIRM WIDE

### Increase access to justice and advocate for reconciliation within the legal profession

Our goal is to ensure that our lawyers, students and staff increase access to justice and advocate for reconciliation within the legal profession. We will take the following steps to achieve this goal and measure our progress:

- Build cultural competency by ensuring our employees and counsel are aware of the availability of culturally appropriate justice forums, and pursue court advocacy opportunities for Indigenous litigants.
- Connect with Indigenous advocacy groups to reach those needing legal assistance and develop an approach to prioritize our pro bono activity in support of Indigenous people.
- Conduct litigation involving Indigenous communities in accordance with principles of reconciliation, including being mindful of unique Indigenous cultural and social concerns.
- Advise the Court or other counsel of Indigenous laws or cultural considerations where appropriate.
- Communicate your RRP to staff and clients to engage them in reconciliation initiatives, and give regular RRP progress updates to all staff and encourage their participation. We will post our RRP on our website in a dedicated area for all activities and initiatives of the IRC including updates on what we are doing.
- We will offer to work with companies on pro bono basis to draft RRP and strive to find organizations to work with, to encourage their development and implementation of a RRP and our experience in completing our RRP.

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