



UNIFORM LAW CONFERENCE OF CANADA

CONFÉRENCE POUR L'HARMONISATION DES LOIS AU CANADA

Diversity and Inclusion Committee

August 12, 2026

Winnipeg, Manitoba



The Uniform Law Conference of Canada (ULCC) was created in 1918 recognizing that the participation of provincial governments was required to develop uniform legislation. Today, lawyers from across the country work on ULCC projects and criminal law reform. The ULCC is geographically diverse. It operates in both English and French and takes into account both the common law and civil law legal systems that are in place in Canada.

The ULCC is committed to cultivating an inclusive, respectful and welcoming environment. The ULCC believes diversity supports creativity and innovation, which are essential to the successful fulfillment of its law reform mandate and leads to products that are responsive to everyone. Accordingly, the ULCC promotes, encourages and nurtures diversity among its members and leaders. The ULCC actively reaches out to members of the legal profession to ensure diverse participation in its working groups. Working groups are encouraged to consider broad consultations in order to solicit a wide range of views and perspectives. The ULCC also encourages those responsible for the composition of delegations to consider diversity, among other factors, when choosing delegates.

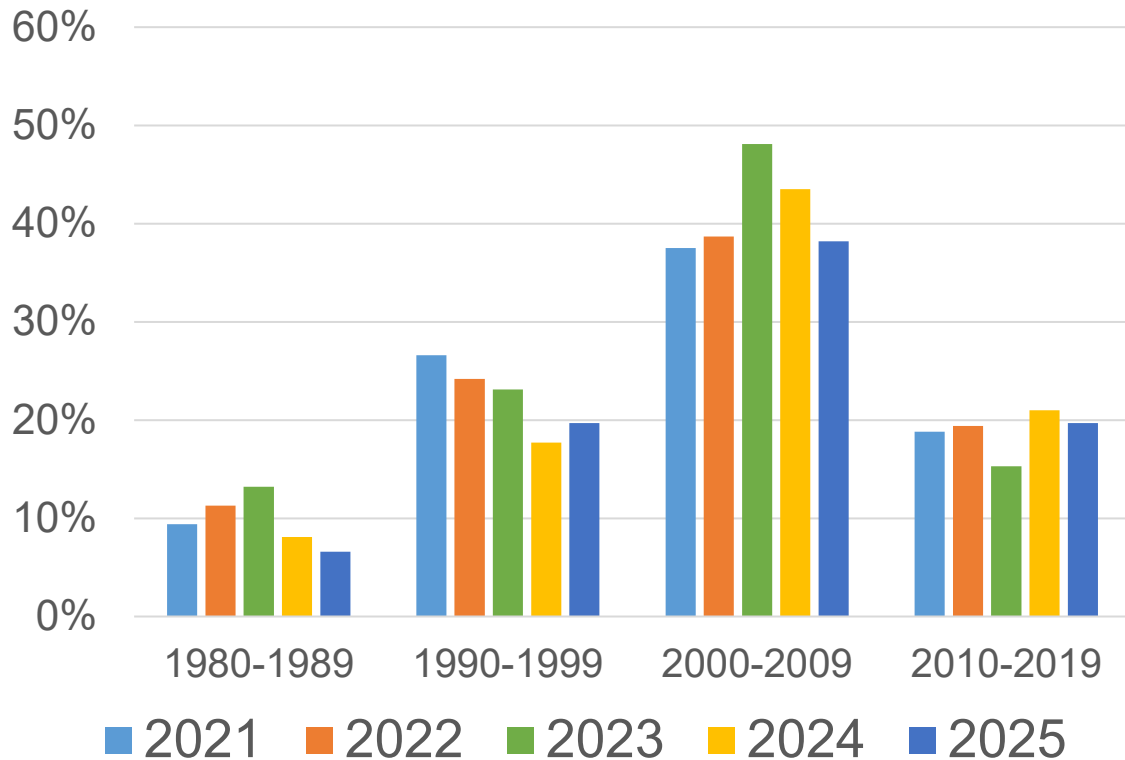
August 10, 2020

CANCELLED

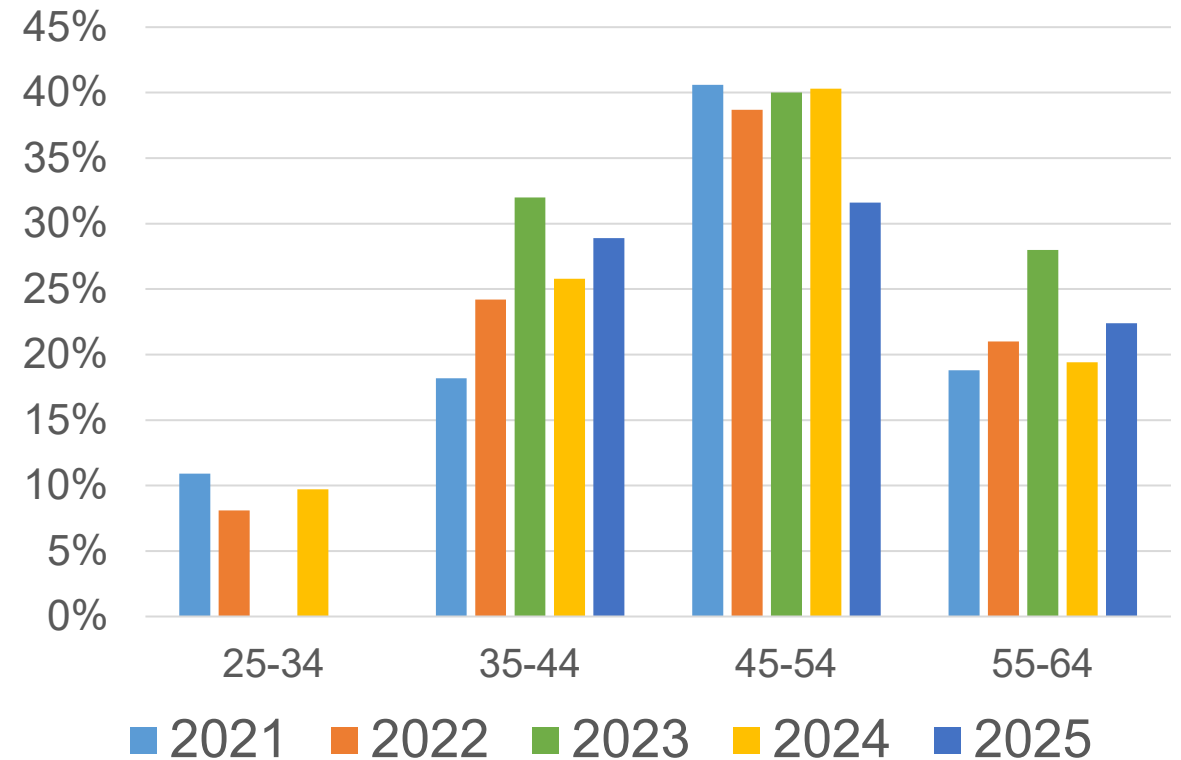
The **ULCC Member Survey 2025** was developed and conducted by the Newfoundland and Labrador Statistics Agency (NLSA) in partnership with the Uniform Law Conference of Canada's (ULCC) Diversity and Inclusion Committee. The survey's purpose was to acquire a better understanding of the diversity of the ULCC's membership in order to cultivate an inclusive, respectful and welcoming environment supporting creativity and innovation.

2025 Survey Highlights

Year of Call to the Bar

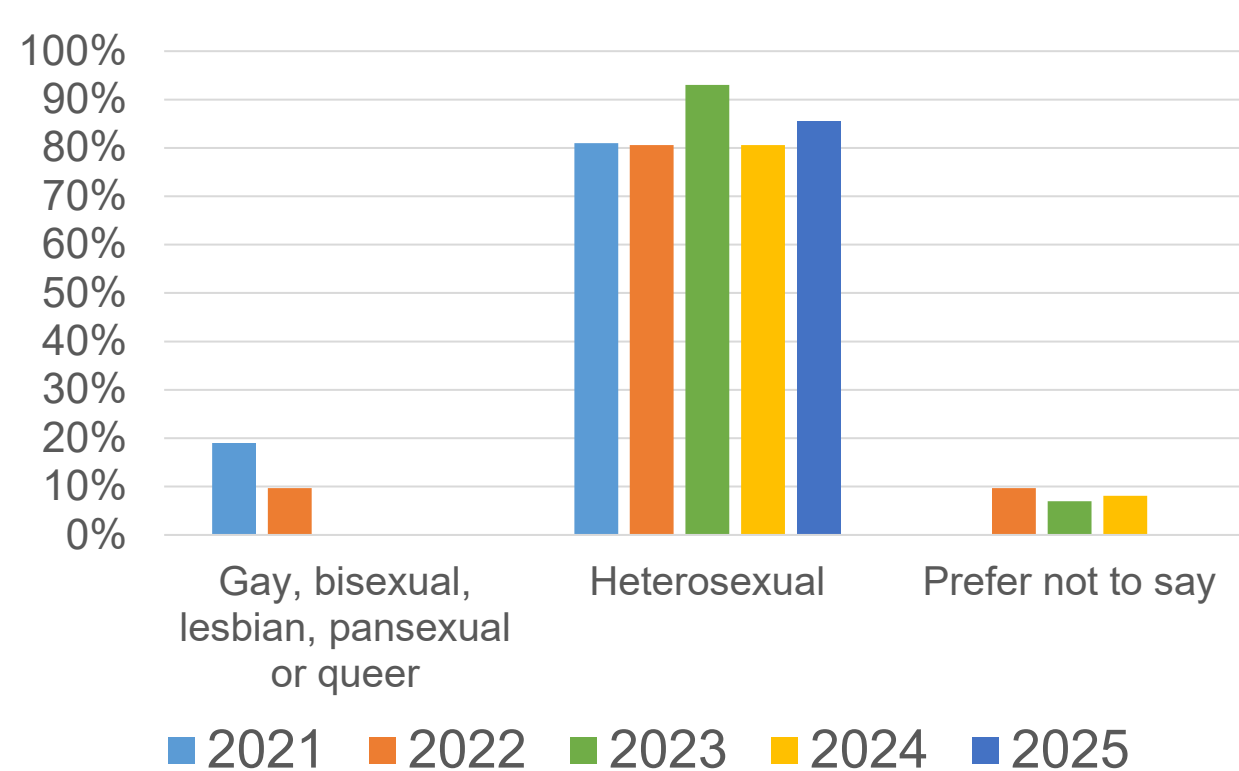


Age

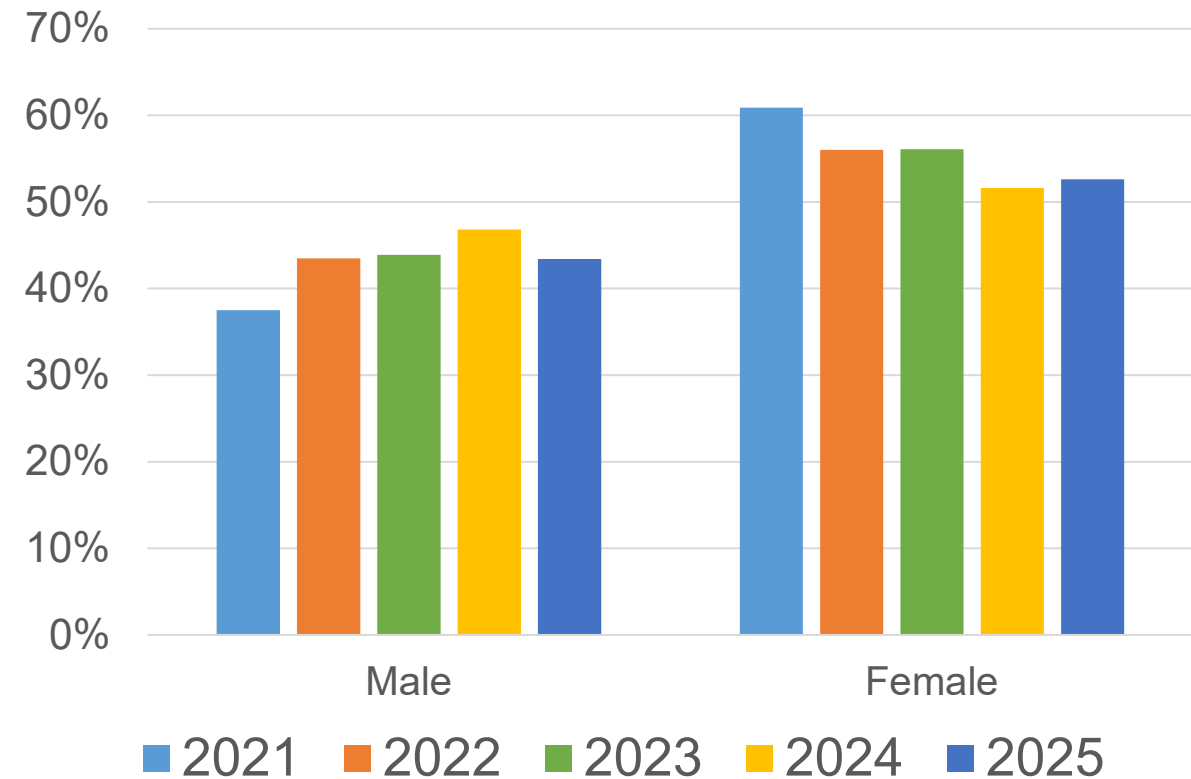


2025 Survey Highlights

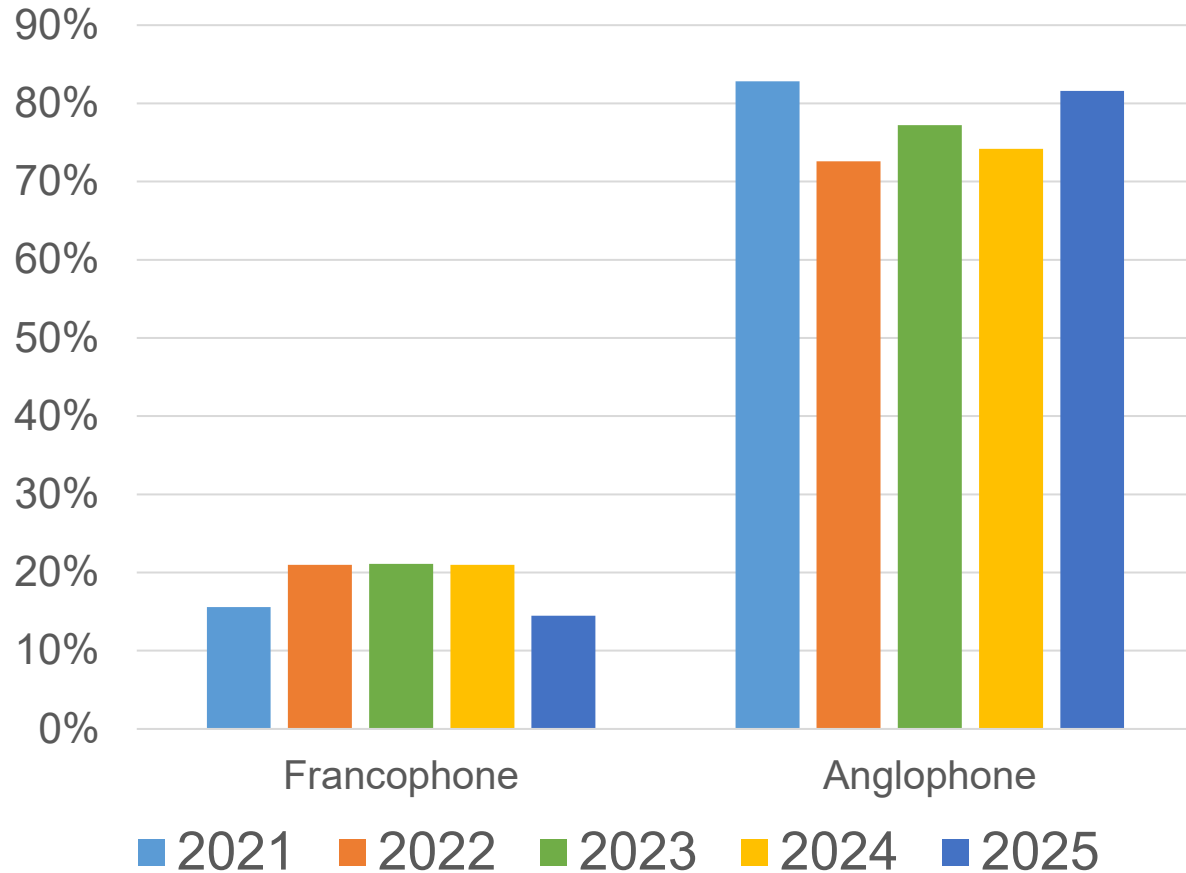
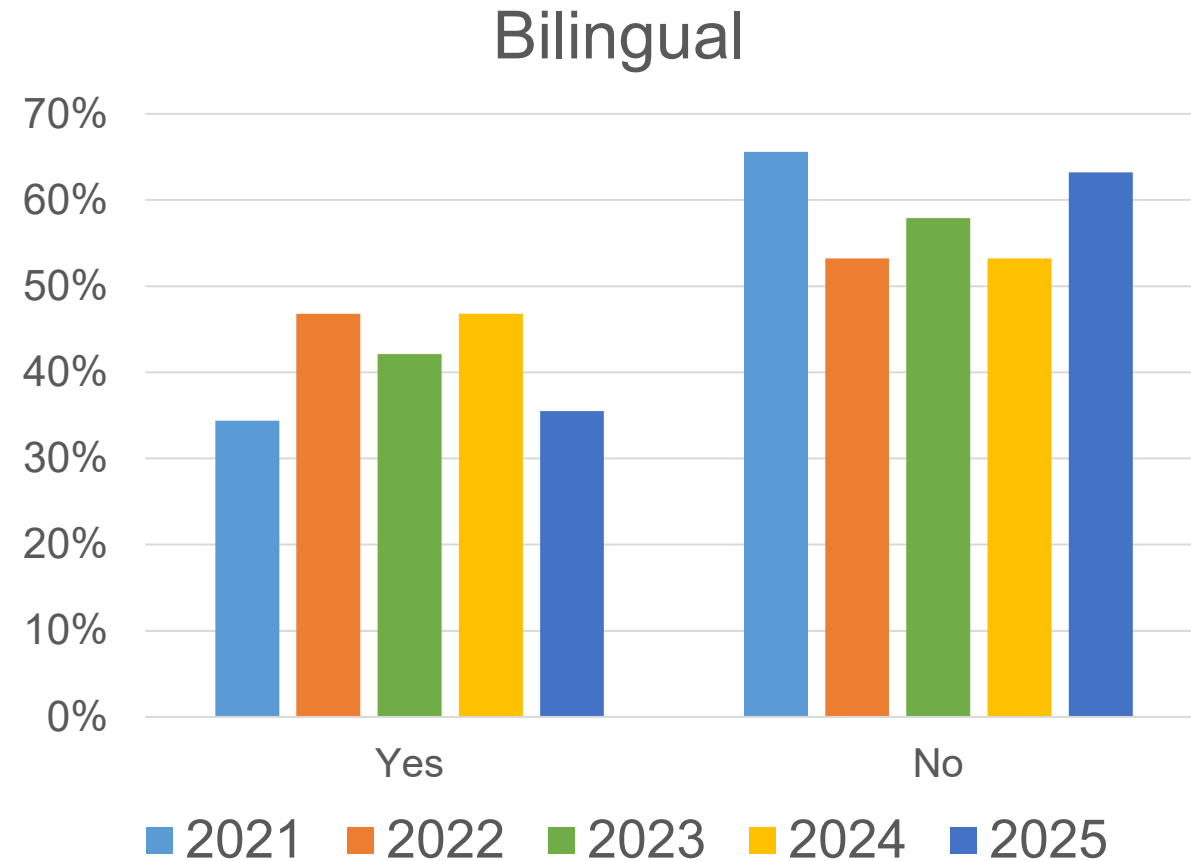
Sexual Orientation



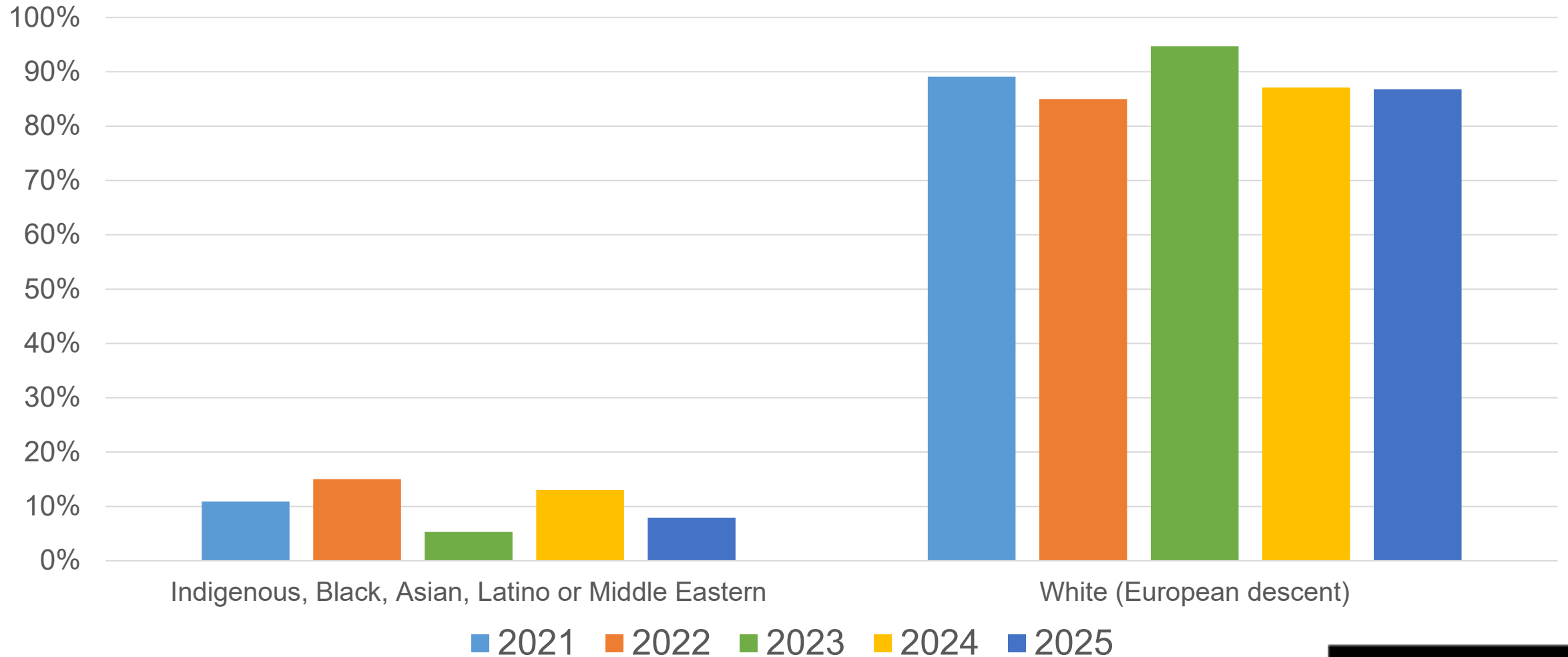
Gender Identity



2025 Survey Highlights



2025 Survey Highlights



Suggested Improvements

1) Increased diversity of people and projects

2) Information sharing and support for new delegates

Recommendations to Executive Committee – November 2023

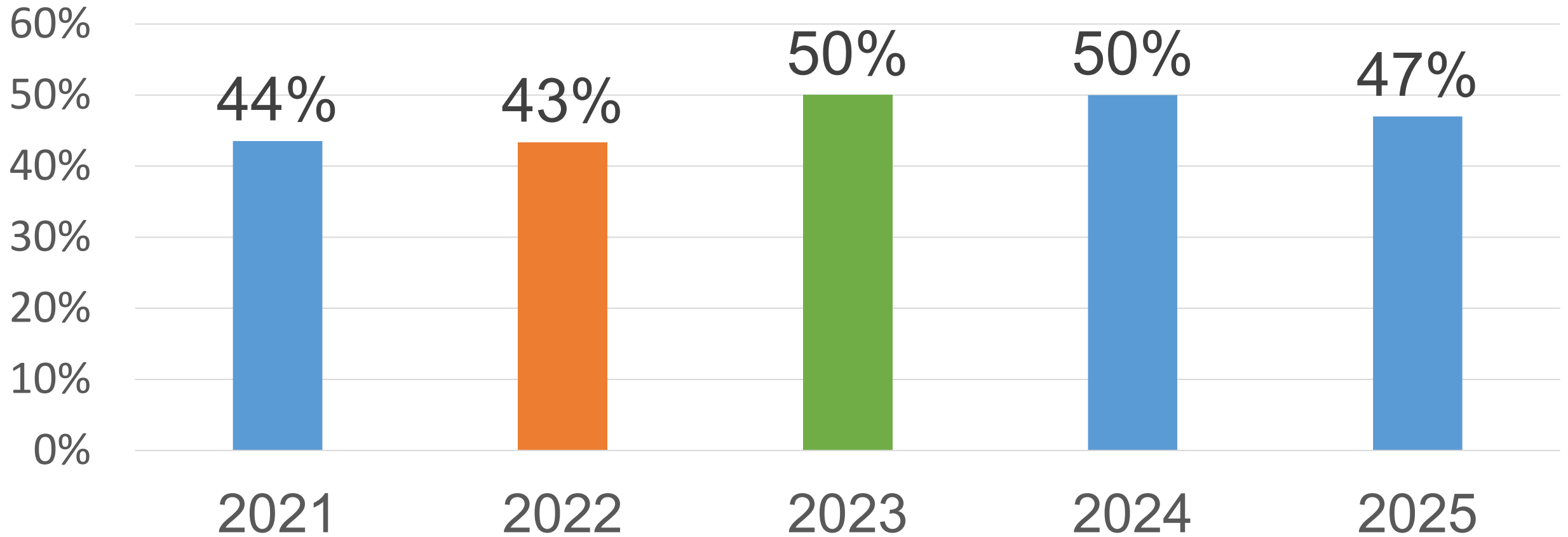
Progress Report	
Encourage jurisdictions to send diverse and inclusive delegations	
Encourage consideration and debate in relation to diverse and inclusive issues and projects	
Encourage formation of diverse Working Groups	
Ensure diverse audience for Communiqué	
Endorse form letter to support JRs	
Encourage Gender-Based Analysis Plus or similar analysis	

Recommendations to Executive Committee – November 2023

Progress Report	
Continue to conduct annual survey	
Adopt gender-inclusive language policy	
Review constitution and bylaws to ensure inclusive language	
Update ULCC guide documents and ensure they are easily accessible	
Continue to encourage use of mentorship practices	
Continue to ensure formal recognition is appropriate, fair and transparent	

2025 Survey

Response Rate



Help Wanted