Newfoundland and Labrador Statistics Agency

Uniform Law Conference of Canada

Diversity and Inclusion Committee

ULCC Member Survey 2025

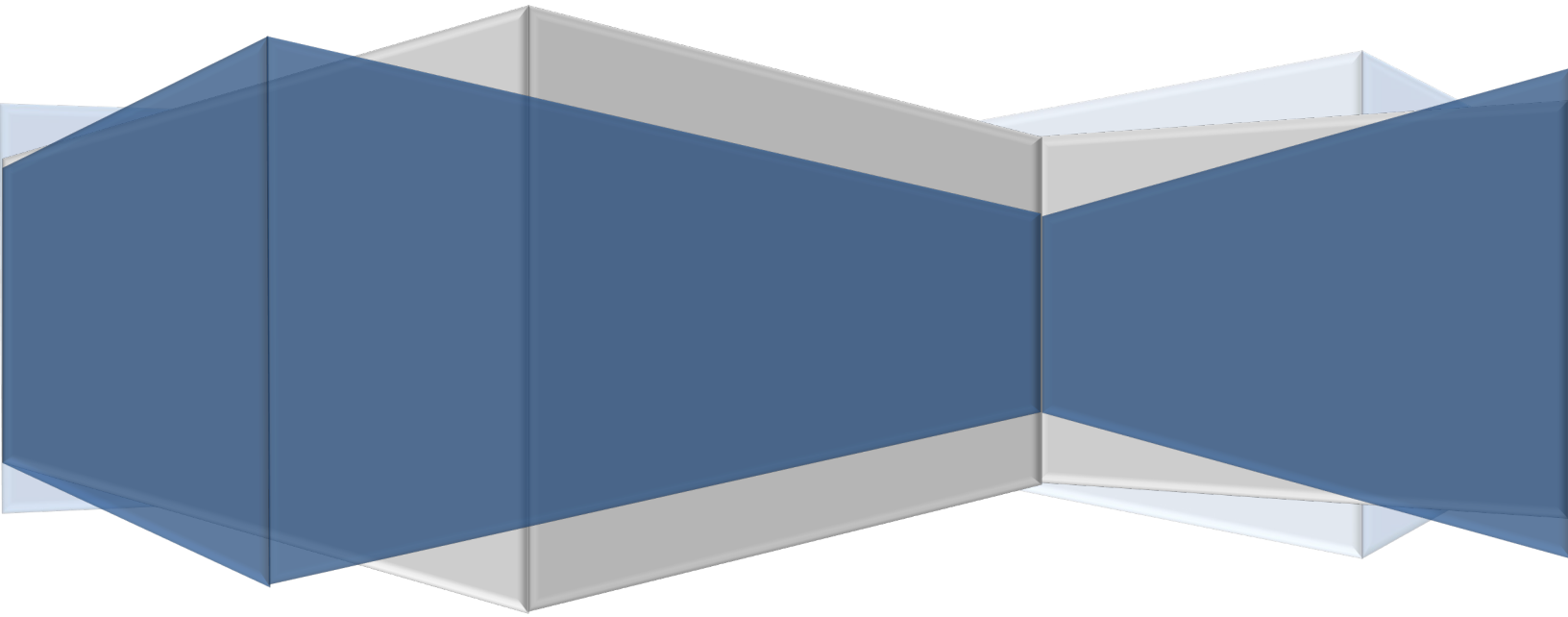

Table of Contents

Overview 1

Survey Highlights..... 2

Appendix A: 2025 Summary Tables 4

Appendix B: 2021-2025 Comparison 14

Appendix C: English Language Questionnaire 24

Overview

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 expand on the knowledge gleamed from the 2021, 2022, 2023 and 2024 Member Surveys 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. The survey was conducted under the authority of Newfoundland and Labrador's Access to Information and Protection of Privacy Act (ATIPPA, 2015).

Data collection occurred electronically and took place from August to September of 2025. On August 12th, each ULCC member was emailed a unique hyperlink with which to access and complete the survey in the official language of their choosing. On August 19th, one week following the initial distribution, reminders were sent to those who had not yet participated. Second and third reminders were sent on August 26th and September 4th.

Data collection officially closed on September 17th, 2025, with a total of 76 completes. 69 of those were completed in English, while the remaining 7 were completed in French.

A report outlining the survey's purpose, methodology and outcomes was provided to the ULCC by the NLSA on October 31st, 2025.

Survey Highlights

**The following provides highlights of the ULCC Member Survey 2025. For more detailed results, please see Appendix A: Summary Tables. Please note that due to the requirement for suppressed values to adhere with confidentiality and data quality standards, summary table percentages may not sum to 100%.*

MEMBER ROLE AND LEGAL BACKGROUND

1) Almost a third (32%) of respondents at the annual meeting were delegates, while the second largest group in attendance were jurisdictional representatives at approximately 29%.

2) Among those delegates and jurisdictional representatives (61% of respondents), less than one half (41%) were part of a working group.

3) Approximately two thirds of respondents (66%) worked with the Civil Section of the ULCC, while approximately one third (33%) worked with the Criminal Section.

4) More than one half of respondents (58%) were called to the bar between 1990 and 2009.

5) Fewer than one in ten respondents (≈9%) hold both civil and common law degrees, while approximately 4% are current or former members of a bar outside Canada.

WORKING ENVIRONMENT

1) The majority of respondents agree or strongly agree that the ULCC:

   a) . . . cultivates an inclusive environment. (83%)
   b) . . . cultivates a respectful environment. (96%)
   c) . . . cultivates a welcoming environment. (93%)
   d) . . . is committed to improving the diversity of its membership. (70%)
   e) . . . repects individuals and values their differences. (83%)
   f) . . . respects and values the time and expertise of those involved in the work of the organization. (91%)
   g) . . . formally recognizes those involved in the work of the organization in an appropriate, fair and transparent manner. (80%)

h) . . . provides an environment for the free and open expression of ideas, opinions, and beliefs. (83%)

2) None of the respondents *experienced* instances of discrimination or harassment at the ULCC in the past year, while very few (≈1%) *observed* discrimination or harassment during this time frame.

3) Nearly one half of respondents (45%) felt that no improvements were needed to cultivate an inclusive, respectful and welcoming environment within the ULCC. Of those that did suggest improvements, the most common recommendation (18%) was to improve upon diversity and inclusivity by recruiting and supporting BIPOC individuals in the roles of jurisdictional representatives, delegates, and members of working groups.

MEMBER DEMOGRAPHICS

1) 61% of respondents were between 35 and 54 years of age.

2) 53% of respondents identified as female while 43% identified as male.

3) Most respondents (86%) indicated they were heterosexual.

4) As it relates to language, 82% were Anglophone and 36% were bi-lingual.

5) Of the approximately 18% that were able to communicate in a language other than French or English, Spanish was the most commonly mentioned language (43%).

6) Approximately 87% of respondents were white (European descent).

7) Slightly less than one half half (46%) had no religious affiliation, while just over one third (34%) were either Protestant or Roman Catholic.

8) The majority of respondents (86%) identified as NOT having a disability.

Appendix A: 2025 Summary Tables

UNIFORM LAW CONFERENCE OF CANADA

Diversion & Inclusion Committee - ULCC Member Survey 2025

SECTION A - MEMBER ROLE & LEGAL BACKGROUND

A1. Which of the following best describes your role within the ULCC? (Select one response only.)

	Count	%
Jurisdictional Representative	22	28.9%
Delegate at the annual meeting, but not a Jurisdictional Representative	24	31.6%
Observer at the annual meeting	6	7.9%
Member of a working group only	17	22.4%
Other (specify):	7	9.2%
Total	76	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2025. Compiled by NLSA on 9/17/2025

Asked to all respondents

A2. As a Jurisdictional Representative or a delegate to the annual meeting, were you part of a working group?

	Count	%
Yes	19	41.3%
No	27	58.7%
Total	46	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2025. Compiled by NLSA on 9/17/2025

Subset: respondents who chose "jurisdictional representative" or "delegate at the annual meeting, but not a jurisdictional representative" in A1.

A3. Which section of the ULCC were you primarily involved with?

	Count	%
Civil Section	50	65.8%
Criminal Section	…	≈33%*
Neither	…	…
Total	76	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2025. Compiled by NLSA on 9/17/2025

Asked to all respondents

***Exact figure cannot be provided due to privacy/confidentiality**

A4. What was your year of call to the bar?

	Count	%
1970 to 1979	5	6.6%
1980 to 1989	5	6.6%
1990 to 1999	15	19.7%
2000 to 2009	29	38.2%
2010 to 2019	15	19.7%
2020 to present	...	...
Not applicable	...	...
Total	76	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2025. Compiled by NLSA on 9/17/2025

Asked to all respondents

A5. Do you have formal training in both common and civil law (e.g., you hold a common law and civil law degree)?

	Count	%
Yes	7	9.2%
No	69	90.8%
Total	76	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2025. Compiled by NLSA on 9/17/2025

Asked to all respondents

A6. Are you now or have you ever been a member of a bar of a jurisdiction outside Canada?

	Count	%
Yes (specify jurisdiction):	...	...
No	...	≈96%*
Total	76	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2025. Compiled by NLSA on 9/17/2025

Asked to all respondents

***Exact figure cannot be provided due to privacy/confidentiality**

A6O. Are you now or have you ever been a member of a bar of a jurisdiction outside Canada? (Specify jurisdiction)

	Count	%
Australia	...	...
United States	...	...
Total	...	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2025. Compiled by NLSA on 9/17/2025

Subset: respondents who chose "yes" in A6

SECTION B - WORKING ENVIRONMENT

B1. Please indicate your level of agreement with each of the following statements related to the ULCC's working environment.

a) The ULCC cultivates an inclusive environment.

	Count	%
Strongly Agree	31	40.8%
Agree	32	42.1%
Disagree	...	...
Unsure	12	15.8%
Prefer Not to Answer	...	...
Total	76	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2025. Compiled by NLSA on 9/17/2025

Asked to all respondents

b) The ULCC cultivates a respectful environment.

	Count	%
Strongly Agree	43	56.6%
Agree	30	39.5%
Unsure	...	...
Prefer Not to Answer	...	...
Total	76	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2025. Compiled by NLSA on 9/17/2025

Asked to all respondents

c) The ULCC cultivates a welcoming environment.

	Count	%
Strongly Agree	36	47.4%
Agree	35	46.1%
Unsure	...	...
Prefer Not to Answer	...	...
Total	76	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2025. Compiled by NLSA on 9/17/2025

Asked to all respondents

d) The ULCC is committed to improving the diversity of its membership.

	Count	%
Strongly Agree	24	31.6%
Agree	29	38.2%
Disagree	...	...
Unsure	20	26.3%
Prefer Not to Answer	...	...
Total	76	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2025. Compiled by NLSA on 9/17/2025

Asked to all respondents

e) The ULCC respects individuals and values their differences.

	Count	%
Strongly Agree	32	42.1%
Agree	31	40.8%
Disagree	...	...
Unsure	11	14.5%
Prefer Not to Answer	...	...
Total	76	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2025. Compiled by NLSA on 9/17/2025

Asked to all respondents

f) The ULCC respects and values the time and expertise of those involved in the work of the organization.

	Count	%
Strongly Agree	38	50.0%
Agree	31	40.8%
Disagree	...	...
Unsure	6	7.9%
Prefer Not to Answer	...	...
Total	76	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2025. Compiled by NLSA on 9/17/2025

Asked to all respondents

g) The ULCC's formal recognition of those involved in the work of the organization is appropriate, fair and transparent.

	Count	%
Strongly Agree	30	39.5%
Agree	31	40.8%
Disagree	...	...
Unsure	13	17.1%
Prefer Not to Answer	...	...
Total	76	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2025. Compiled by NLSA on 9/17/2025

Asked to all respondents

h) The ULCC provides an environment for the free and open expression of ideas, opinions and beliefs.

	Count	%
Strongly Agree	37	48.7%
Agree	26	34.2%
Disagree	...	...
Unsure	10	13.2%
Prefer Not to Answer	...	...
Total	76	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2025. Compiled by NLSA on 9/17/2025

Asked to all respondents

B2. In the past year, have you experienced instances of discrimination or harassment (including racial, ethnic, sexual or gender-based 'jokes', comments or slurs) at the ULCC?

	Count	%
No	76	100.0%
Total	76	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2025. Compiled by NLSA on 9/17/2025

Asked to all respondents

B3. In the past year, have you observed instances of discrimination or harassment (including racial, ethnic, sexual or gender-based 'jokes', comments or slurs) at the ULCC?

	Count	%
Yes	...	...
No	...	≈99%*
Total	76	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2025. Compiled by NLSA on 9/17/2025

Asked to all respondents

***Exact figure cannot be provided due to privacy/confidentiality**

B4. What improvements, if any, can the ULCC make to cultivate an inclusive, respectful and welcoming environment? (Select all that apply.) (Coded)

	Total	
	N	%
Improve diversity/inclusivity at the ULCC (e.g., enhance efforts to recruit/support BIPOC individuals)	14	18.4%
Ensure members are more open/respectful (with respect to presenting alternative/different views and ideas)	...	...
More information and support should be provided for new members, delegates, jurisdictional representatives, etc.	...	...
Ensure documents and other materials reflect and promote the ULCC's inclusivity/diversity vision	...	...
Make improvements to the annual conference (encourage increased attendance within jurisdictions, include social event for new delegates, provide more detailed information during welcoming first day, etc.)	6	7.9%
Other	...	...
Don't know/unsure	16	21.1%
None (no improvements needed)	34	44.7%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2025. Totals may exceed 100% due to multiple responses. Compiled by the NLSA on 9/17/2025

Asked to all respondents

Please note that for the 2025 survey this question was coded as multiple response whereas it was coded as single response in previous years

SECTION C - MEMBER DEMOGRAPHICS

C1. Which of the following categories best describes your age?

	Count	%
25 to 34	...	...
35 to 44	22	28.9%
45 to 54	24	31.6%
55 to 64	17	22.4%
65 to 74	5	6.6%
75 or older	...	...
Prefer not to say	...	...
Total	76	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2025. Compiled by NLSA on 9/17/2025

Asked to all respondents

C2. What is your current gender identity? (Select all that apply.) (Codes used for 2025 survey)

	Total	
	N	%
Gender nonconforming	...	...
Man	33	43.4%
Non-Binary	...	...
Woman	40	52.6%
Prefer not to say	...	...

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2025. Totals may exceed 100% due to multiple responses. Compiled by the NLSA on 9/17/2025

Asked to all respondents

This table shows the new response categories adopted for 2025

C2. What is your current gender identity? (Select all that apply.) (Codes used for 2021-2024 surveys)

	Total	
	N	%
Male	33	43.4%
Female	40	52.6%
Gender diverse (Two Spirit, genderqueer, gender non-conforming, genderfluid, non-binary, agender)	...	...
Prefer not to say	...	...

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2025. Totals may exceed 100% due to multiple responses. Compiled by the NLSA on 10/2/2025

Asked to all respondents

This table shows the response categories used in previous survey iterations

C3. Do you identify as ...? (Select all that apply.)

	Total	
	N	%
Bisexual	...	...
Gay	...	...
Heterosexual	65	85.5%
Lesbian	...	...
Queer	...	...
Prefer not to say	...	...

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2025. Totals may exceed 100% due to multiple responses. Compiled by the NLSA on 9/17/2025

Asked to all respondents

C4. Are you...?

	Count	%
Anglophone	62	81.6%
Francophone	11	14.5%
Other (specify):	...	...
Prefer not to say	...	...
Total	76	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2025. Compiled by NLSA on 9/17/2025

Asked to all respondents

C5. Are you bilingual in French and English?

	Count	%
Yes	27	35.5%
No	48	63.2%
Prefer not to say	...	...
Total	76	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2025. Compiled by NLSA on 9/17/2025

Asked to all respondents

C6. Are you able to communicate in a language other than French or English?

	Count	%
Yes (specify):	14	18.4%
No	55	72.4%
Prefer not to say	7	9.2%
Total	76	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2025. Compiled by NLSA on 9/17/2025

Asked to all respondents

C6O. Are you able to communicate in a language other than French or English? (Specify language)

	Count	%
Spanish	6	42.9%
Other	8	57.1%
Total	14	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2025. Compiled by NLSA on 9/17/2025

Subset: respondents who chose "yes-specify" in C6.

C7. Are you... ? (Select all that apply.)

	Total	
	N	%
Indigenous Canadian (First Nations (status and non-status), Métis, Inuk, other Indigenous Canadian)	...	...
Black (African, Afro-Caribbean, African-Canadian descent)	6	7.9%
East/Southeast Asian (Chinese, Korean, Japanese, Filipino, Vietnamese, Cambodian, Indonesian and other Southeast Asian descent)	...	...
White (European descent)	66	86.8%
Other group (specify):	...	...
Prefer not to say	...	...

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2025. Totals may exceed 100% due to multiple responses. Compiled by the NLSA on 9/17/2025

Asked to all respondents

C8. Which of the following best describes your current religious affiliation? (Select all that apply.)

	Total	
	N	%
Buddhist	···	···
Jewish	···	···
Roman Catholic	11	14.5%
Protestant (United, Presbyterian, Anglican, Pentecostal, etc.)	15	19.7%
Other Christian (Eastern Orthodox, Amish, Jehovah's Witness, etc.)	···	···
Indigenous spirituality	···	···
No religion/Atheist/Agnostic/Humanist	35	46.1%
Prefer not to say	9	11.8%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2025. Totals may exceed 100% due to multiple responses. Compiled by the NLSA on 9/17/2025

Asked to all respondents

C9. Do you identify as a person with a disability?

	Count	%
Yes	8	10.5%
No	65	85.5%
Prefer not to say	···	···
Total	76	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2025. Compiled by NLSA on 9/17/2025

Asked to all respondents

SECTION D - RESPONDENT FEEDBACK

D1. Do you have any comments related to this survey and/or its content?

	Count	%
Yes (enter comments):	6	7.9%
No	70	92.1%
Total	76	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2025. Compiled by NLSA on 9/17/2025

Asked to all respondents

··· Suppressed due to confidentiality or data quality (Count < 5)

Appendix B: 2021-2025 Comparison

UNIFORM LAW CONFERENCE OF CANADA

Diversion & Inclusion Committee - ULCC Member Survey 2021-2025

SECTION A - MEMBER ROLE & LEGAL BACKGROUND

A1. Which of the following best describes your role within the ULCC? (Select one response only.)

	2021	2022	2023	2024	2025
Jurisdictional Representative	21.9%	30.6%	31.6%	35.5%	28.9%
Delegate at the annual meeting, but not a Jurisdictional Representative	51.6%	37.1%	49.1%	40.3%	31.6%
Observer at the annual meeting	10.9%	≈8%*	···	···	7.9%
Member of a working group only	···	17.7%	14.0%	17.7%	22.4%
Other (specify):	···	···	···	···	9.2%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023, 2024 and 2025. Compiled by NLSA on 9/19/2025

Asked to all respondents

***Exact figure cannot be provided due to privacy/confidentiality**

A2. As a Jurisdictional Representative or a delegate to the annual meeting, were you part of a working group?

	2021	2022	2023	2024	2025
Yes	38.3%	50.0%	43.5%	55.3%	41.3%
No	61.7%	50.0%	56.5%	44.7%	58.7%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023, 2024 and 2025. Compiled by NLSA on 9/19/2025

Subset: respondents who chose "jurisdictional representative" or "delegate at the annual meeting, but not a jurisdictional representative" in A1.

A3. Which section of the ULCC were you primarily involved with?

	2021	2022	2023	2024	2025
Civil Section	N/A	≈42%*	≈46%*	50.0%	65.8%
Criminal Section	N/A	54.8%	49.1%	≈48%*	≈33%*
Neither	N/A	···	···	···	···
Total	N/A	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023, 2024 and 2025. Compiled by NLSA on 9/19/2025

Asked to all respondents

Question A3 was not asked for the 2021 version of the survey.

***Exact figure cannot be provided due to privacy/confidentiality**

A4. What was your year of call to the bar?

	2021	2022	2023	2024	2025
1960 to 1969	...	...	...	...	...
1970 to 1979	...	...	...	...	6.6%
1980 to 1989	9.4%	11.3%	12.3%	8.1%	6.6%
1990 to 1999	26.6%	24.2%	21.1%	17.7%	19.7%
2000 to 2009	37.5%	38.7%	43.9%	43.5%	38.2%
2010 to 2019	18.8%	19.4%	14.0%	21.0%	19.7%
2020 to present	...	...	...	...	...
Not applicable	...	...	...	...	...
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023, 2024 and 2025. Compiled by NLSA on 9/19/2025

Asked to all respondents

A5. Do you have formal training in both common and civil law (e.g., you hold a common law and civil law degree)?

	2021	2022	2023	2024	2025
Yes	9.4%	12.9%	12.3%	22.6%	9.2%
No	90.6%	87.1%	87.7%	77.4%	90.8%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023, 2024 and 2025. Compiled by NLSA on 9/19/2025

Asked to all respondents

A6. Are you now or have you ever been a member of a bar of a jurisdiction outside Canada?

	2021	2022	2023	2024	2025
Yes (specify jurisdiction):	...	...	...	...	...
No	>90%*	≈94%*	≈98%*	≈94%*	≈96%*
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023, 2024 and 2025. Compiled by NLSA on 9/19/2025

Asked to all respondents

***Exact figure cannot be provided due to privacy/confidentiality**

A6O. Are you now or have you ever been a member of a bar of a jurisdiction outside Canada? (Specify jurisdiction)

	2021	2022	2023	2024	2025
Australia	...	...	...	...	...
United States	...	...	...	...	...
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023, 2024 and 2025. Compiled by NLSA on 9/19/2025

Subset: respondents who chose "yes" in A6.

SECTION B - WORKING ENVIRONMENT

B1. Please indicate your level of agreement with each of the following statements related to the ULCC's working environment.

a) The ULCC cultivates an inclusive environment.

	2021	2022	2023	2024	2025
Strongly Agree	N/A	40.3%	33.3%	32.3%	40.8%
Agree	N/A	43.5%	50.9%	48.4%	42.1%
Disagree	N/A	...	...	...	...
Unsure	N/A	9.7%	15.8%	12.9%	15.8%
Prefer Not to Answer	N/A	...	...	...	...
Total	N/A	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023, 2024 and 2025. Compiled by NLSA on 9/19/2025

Asked to all respondents

Question B1 was not asked for the 2021 version of the survey.

b) The ULCC cultivates a respectful environment.

	2021	2022	2023	2024	2025
Strongly Agree	N/A	58.1%	57.9%	66.1%	56.6%
Agree	N/A	30.6%	40.4%	29.0%	39.5%
Disagree	N/A	...	...	...	...
Unsure	N/A	...	...	...	...
Prefer Not to Answer	N/A	...	...	...	...
Total	N/A	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023, 2024 and 2025. Compiled by NLSA on 9/19/2025

Asked to all respondents

Question B1 was not asked for the 2021 version of the survey.

c) The ULCC cultivates a welcoming environment.

	2021	2022	2023	2024	2025
Strongly Agree	N/A	56.5%	50.9%	48.4%	47.4%
Agree	N/A	32.3%	43.9%	40.3%	46.1%
Disagree	N/A	···	···	···	···
Unsure	N/A	8.1%	···	8.1%	···
Prefer Not to Answer	N/A	···	···	···	···
Total	N/A	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023, 2024 and 2025. Compiled by NLSA on 9/19/2025

Asked to all respondents

Question B1 was not asked for the 2021 version of the survey.

d) The ULCC is committed to improving the diversity of its membership.

	2021	2022	2023	2024	2025
Strongly Agree	N/A	33.9%	26.3%	35.5%	31.6%
Agree	N/A	41.9%	43.9%	40.3%	38.2%
Disagree	N/A	···	···	···	···
Strongly Disagree	N/A	···	···	···	···
Unsure	N/A	21.0%	29.8%	17.7%	26.3%
Prefer Not to Answer	N/A	···	···	···	···
Total	N/A	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023, 2024 and 2025. Compiled by NLSA on 9/19/2025

Asked to all respondents

Question B1 was not asked for the 2021 version of the survey.

e) The ULCC respects individuals and values their differences.

	2021	2022	2023	2024	2025
Strongly Agree	N/A	46.8%	47.4%	43.5%	42.1%
Agree	N/A	38.7%	43.9%	43.5%	40.8%
Disagree	N/A	···	···	···	···
Unsure	N/A	9.7%	8.8%	8.1%	14.5%
Prefer Not to Answer	N/A	···	···	···	···
Total	N/A	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023, 2024 and 2025. Compiled by NLSA on 9/19/2025

Asked to all respondents

Question B1 was not asked for the 2021 version of the survey.

f) The ULCC respects and values the time and expertise of those involved in the work of the organization.

	2021	2022	2023	2024	2025
Strongly Agree	N/A	51.6%	49.1%	50.0%	50.0%
Agree	N/A	33.9%	49.1%	40.3%	40.8%
Disagree	N/A	...	...	...	...
Strongly Disagree	N/A	...	...	...	...
Unsure	N/A	9.7%	...	...	7.9%
Prefer Not to Answer	N/A	...	...	...	...
Total	N/A	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023, 2024 and 2025. Compiled by NLSA on 9/19/2025

Asked to all respondents

Question B1 was not asked for the 2021 version of the survey.

g) The ULCC's formal recognition of those involved in the work of the organization is appropriate, fair and transparent.

	2021	2022	2023	2024	2025
Strongly Agree	N/A	41.9%	33.3%	38.7%	39.5%
Agree	N/A	43.5%	49.1%	45.2%	40.8%
Disagree	N/A	...	...	...	...
Unsure	N/A	11.3%	15.8%	12.9%	17.1%
Prefer Not to Answer	N/A	...	...	...	...
Total	N/A	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023, 2024 and 2025. Compiled by NLSA on 9/19/2025

Asked to all respondents

Question B1 was not asked for the 2021 version of the survey.

h) The ULCC provides an environment for the free and open expression of ideas, opinions and beliefs.

	2021	2022	2023	2024	2025
Strongly Agree	N/A	48.4%	49.1%	53.2%	48.7%
Agree	N/A	37.1%	43.9%	37.1%	34.2%
Disagree	N/A	...	...	...	...
Strongly Disagree	N/A	...	...	...	...
Unsure	N/A	11.3%	...	...	13.2%
Prefer Not to Answer	N/A	...	...	...	...
Total	N/A	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023, 2024 and 2025. Compiled by NLSA on 9/19/2025

Asked to all respondents

Question B1 was not asked for the 2021 version of the survey.

B2. In the past year, have you experienced instances of discrimination or harassment (including racial, ethnic, sexual or gender-based 'jokes', comments or slurs) at the ULCC?

	2021	2022	2023	2024	2025
Yes	N/A	...	...	...	...
No	N/A	100.0%	100.0%	≈98%*	100.0%
Total	N/A	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023, 2024 and 2025. Compiled by NLSA on 9/19/2025

Asked to all respondents

Question B2 was not asked for the 2021 version of the survey.

***Exact figure cannot be provided due to privacy/confidentiality**

B3. In the past year, have you observed instances of discrimination or harassment (including racial, ethnic, sexual or gender-based 'jokes', comments or slurs) at the ULCC?

	2021	2022	2023	2024	2025
Yes	N/A	...	...	...	...
No	N/A	≈97%*	100.0%	≈98%*	≈99%*
Total	N/A	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023, 2024 and 2025. Compiled by NLSA on 9/19/2025

Asked to all respondents

Question B3 was not asked for the 2021 version of the survey.

***Exact figure cannot be provided due to privacy/confidentiality**

B4. What improvements, if any, can the ULCC make to cultivate an inclusive, respectful and welcoming environment? (Coded)

	2021	2022	2023	2024	2025
Improve diversity/inclusivity at the ULCC (e.g., enhance efforts to recruit/support BIPOC individuals)	N/A	19.4%	15.8%	11.3%	18.4%
Ensure members are more open/respectful (with respect to presenting alternative/different views and ideas)	N/A	...	...	...	...
More information and support should be provided for new members, delegates, jurisdictional representatives, etc.	N/A	...	8.8%	...	...
Ensure documents and other materials reflect and promote the ULCC's inclusivity/diversity vision	N/A	...	...	...	...
Make improvements to the annual conference (encourage increased attendance within jurisdictions, include social event for new delegates, provide more detailed information during welcoming first day, etc.)	N/A	...	...	...	7.9%
Other	N/A	...	...	...	...
Don't know/unsure	N/A	...	...	...	21.1%
None (no improvements needed)	N/A	69.4%	64.9%	66.1%	44.7%
Total	N/A	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023, 2024 and 2025. Compiled by NLSA on 9/19/2025

Asked to all respondents

Question B4 was not asked for the 2021 version of the survey.

Please note that for the 2025 survey this question was coded as multiple response whereas it was coded as single response in previous years

SECTION C - MEMBER DEMOGRAPHICS

C1. Which of the following categories best describes your age?

	2021	2022	2023	2024	2025
25 to 34	10.9%	8.1%	...	9.7%	...
35 to 44	17.2%	24.2%	28.1%	25.8%	28.9%
45 to 54	40.6%	38.7%	35.1%	40.3%	31.6%
55 to 64	18.8%	21.0%	24.6%	19.4%	22.4%
65 to 74	7.8%	...	...	...	6.6%
75 or older	...	...	...	...	...
Prefer not to say	...	...	...	...	...
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023, 2024 and 2025. Compiled by NLSA on 9/19/2025

Asked to all respondents

C2. What is your current gender identity? (Select all that apply.)

	2021	2022	2023	2024	2025
Man	37.5%	43.5%	43.9%	46.8%	43.4%
Woman	60.9%	56.5%	56.1%	51.6%	52.6%
Gender diverse (Two Spirit, genderqueer, gender non-conforming, genderfluid, non-binary, agender)	...	...	...	...	...
Prefer not to say	...	...	...	...	...

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023, 2024 and 2025. Totals may exceed 100% due to multiple responses. Compiled by NLSA on 9/19/2025

Asked to all respondents

C3. Do you identify as ...? (Select all that apply.)

	2021	2022	2023	2024	2025
Bisexual	...	...	...	...	...
Gay	7.8%	...	...	...	...
Heterosexual	81.3%	80.6%	93.0%	80.6%	85.5%
Lesbian	...	...	...	...	...
Pansexual	...	...	...	...	...
Queer	...	...	...	...	...
Other orientation (specify):	...	...	...	...	...
Prefer not to say	...	9.7%	...	8.1%	...

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023, 2024 and 2025. Totals may exceed 100% due to multiple responses. Compiled by NLSA on 9/19/2025

Asked to all respondents

C4. Are you...?

	2021	2022	2023	2024	2025
Anglophone	82.8%	72.6%	77.2%	74.2%	81.6%
Francophone	15.6%	21.0%	21.1%	21.0%	14.5%
Other (specify):	...	...	...	...	...
Prefer not to say	...	...	...	...	...
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023, 2024 and 2025. Compiled by NLSA on 9/19/2025

Asked to all respondents

C5. Are you bilingual in French and English?

	2021	2022	2023	2024	2025
Yes	34.4%	46.8%	42.1%	46.8%	35.5%
No	65.6%	53.2%	57.9%	53.2%	63.2%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023, 2024 and 2025. Compiled by NLSA on 9/19/2025

Asked to all respondents

C6. Are you able to communicate in a language other than French or English?

	2021	2022	2023	2024	2025
Yes (specify):	15.6%	12.9%	21.1%	16.1%	18.4%
No	78.1%	80.6%	78.9%	82.3%	72.4%
Prefer not to say	...	...	...	...	9.2%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023, 2024 and 2025. Compiled by NLSA on 9/19/2025

Asked to all respondents

C6O. Are you able to communicate in a language other than French or English? (Specify language)

	2021	2022	2023	2024	2025
Spanish	...	...	...	50.0%	42.9%
German	...	...	...	...	...
Italian	...	...	...	...	...
Other	...	...	41.7%	...	57.1%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023, 2024 and 2025. Compiled by NLSA on 9/19/2025

Subset: respondents who chose "yes" in C6.

C7. Are you... ? (Select all that apply.)

	2021	2022	2023	2024	2025
Indigenous Canadian (First Nations (status and non-status), Métis, Inuk, other Indigenous Canadian)	...	...	...	...	...
Black (African, Afro-Caribbean, African-Canadian descent)	...	...	...	...	7.9%
East/Southeast Asian (Chinese, Korean, Japanese, Filipino, Vietnamese, Cambodian, Indonesian and other Southeast Asian descent)	...	...	...	...	...
South Asian (South Asian descent, e.g., East Indian, Pakistani, Bangladeshi, Sri Lankan, Indo-Caribbean, etc.)	...	...	...	...	...
White (European descent)	89.1%	85.5%	94.7%	87.1%	86.8%
Other group (specify):	...	...	...	...	...
Prefer not to say	...	...	...	...	...

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023, 2024 and 2025. Totals may exceed 100% due to multiple responses. Compiled by NLSA on 9/19/2025

Asked to all respondents

C8. Which of the following best describes your current religious affiliation? (Select all that apply.)

	2021	2022	2023	2024	2025
Buddhist	···	···	···	···	···
Jewish	···	···	···	···	···
Roman Catholic	···	17.7%	17.5%	8.1%	14.5%
Protestant (United, Presbyterian, Anglican, Pentecostal, etc.)	25.0%	16.1%	17.5%	19.4%	19.7%
Other Christian (Eastern Orthodox, Amish, Jehovah's Witness, etc.)	···	···	···	···	···
Indigenous spirituality	···	···	···	···	···
No religion/Atheist/Agnostic/Humanist	53.1%	53.2%	54.4%	61.3%	46.1%
Other (specify):	···	···	···	···	···
Prefer not to say	···	9.7%	···	8.1%	11.8%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023, 2024 and 2025. Totals may exceed 100% due to multiple responses. Compiled by NLSA on 9/19/2025

Asked to all respondents

C9. Do you identify as a person with a disability?

	2021	2022	2023	2024	2025
Yes	10.9%	···	···	8.1%	10.5%
No	87.5%	91.9%	93.0%	88.7%	85.5%
Prefer not to say	···	···	···	···	···
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023, 2024 and 2025. Compiled by NLSA on 9/19/2025

Asked to all respondents

SECTION D - RESPONDENT FEEDBACK

D1. Do you have any comments related to this survey and/or its content?

	2021	2022	2023	2024	2025
Yes (enter comments):	···	···	···	···	7.9%
No	>95%	≈95%*	≈95%*	≈97%*	92.1%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Uniform Law Conference of Canada - Diversity & Inclusion Committee - ULCC Member Survey 2021, 2022, 2023, 2024 and 2025. Compiled by NLSA on 9/19/2025

Asked to all respondents

***Exact figure cannot be provided due to privacy/confidentiality**

··· ***Suppressed due to confidentiality or data quality (Count < 5)***

Appendix C: English Language Questionnaire

UNIFORM LAW CONFERENCE OF CANADA
CONFÉRENCE POUR L'HARMONISATION DES LOIS AU CANADA

DIVERSITY AND INCLUSION COMMITTEE
ULCC MEMBER SURVEY 2025

PURPOSE

The Uniform Law Conference of Canada (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. As a result, the ULCC's Diversity and Inclusion Committee is conducting a survey of all ULCC participants from the past year to acquire a better understanding of the ULCC's diversity.

CONFIDENTIALITY

The information is being collected and protected under the authority of the *Access to Information and Protection of Privacy Act 2015 (ATIPPA, 2015)* of the Province of Newfoundland and Labrador. Please be assured that your answers will be kept strictly confidential and published in aggregate form only. No individuals will be identified in the survey's results. Although participation is voluntary, your co-operation is important to ensure that the information collected is as accurate and as comprehensive as possible. The survey will approximately ten minutes to complete.

If you have any questions concerning privacy or confidentiality, are unable to access the survey or have technical difficulties while completing it, you can contact the Newfoundland and Labrador Statistics Agency at NLSASurveys@gov.nl.ca. Questions related to the survey's purpose and/or its content should be directed to Michelle Lemieux Wilkinson, the Executive Director of the ULCC (MLemieux@ulcc-chlc.ca).

SECTION A – MEMBER ROLE AND LEGAL BACKGROUND

AR1. **This first section deals with the specifics of your involvement within the ULCC and your legal background.**
A1. **Which of the following best describes your role within the ULCC?** (Select one response only.)

1 ○ **Jurisdictional Representative**

2 ○ **Delegate at the annual meeting, but not a Jurisdictional Representative**

3 ○ **Observer at the annual meeting** *[Go to A3]*

4 ○ **Member of a working group only** *[Go to A3]*

7 ○ **Other (specify):** _____ *[Go to A3]*

A2. **As a Jurisdictional Representative or a delegate to the annual meeting, were you part of a working group?**

1 ○ **Yes**

2 ○ **No**

A3. **Which section of the ULCC were you primarily involved with?**

1 ○ **Civil section**

2 ○ **Criminal section**

3 ○ **Neither**

A4. **What was your year of call to the bar?**

1 ○ **1960 to 1969**

2 ○ **1970 to 1979**

3 ○ **1980 to 1989**

4 ○ **1990 to 1999**

5 ○ **2000 to 2009**

6 ○ **2010 to 2019**

7 ○ **2020 to present**

8 ○ Not applicable

A5. **Do you have formal training in both common and civil law (e.g., you hold a common law and civil law degree)?**

1 ○ **Yes**

2 ○ **No**

A6. **Are you now or have you ever been a member of a bar of a jurisdiction outside Canada?**

1 ○ **Yes (specify jurisdiction): _____**

2 ○ **No**

SECTION B – WORKING ENVIRONMENT

BR1. **The ULCC is committed to cultivating an inclusive, respectful and welcoming environment. The questions in this section are being asked to acquire a better understanding of how included participants feel in the work of the Conference, and to identify potential areas for improvement.**

B1. **Please indicate your level of agreement with each of the following statements related to the ULCC's working environment.**

STATEMENT	LEVEL OF AGREEMENT					
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	UNSURE	PREFER NOT TO ANSWER
a) **The ULCC cultivates an inclusive environment.**	○	○	○	○	○	○
b) **The ULCC cultivates a respectful environment.**	○	○	○	○	○	○
c) **The ULCC cultivates a welcoming environment.**	○	○	○	○	○	○
d) **The ULCC is committed to improving the diversity of its membership.**	○	○	○	○	○	○
e) **The ULCC respects individuals and values their differences.**	○	○	○	○	○	○
f) **The ULCC respects and values the time and expertise of those involved in the work of the organization.**	○	○	○	○	○	○
g) **The ULCC's formal recognition of those involved in the work of the organization is appropriate, fair and transparent.**	○	○	○	○	○	○
h) **The ULCC provides an environment for the free and open expression of ideas, opinions and beliefs.**	○	○	○	○	○	○

B2. **In the past year, have you *experienced* instances of discrimination or harassment (including racial, ethnic, sexual or gender-based "jokes", comments or slurs) at the ULCC?**

1 ○ **Yes**

2 ○ **No**

B3. **In the past year, have you *observed* instances of discrimination or harassment (including racial, ethnic, sexual or gender-based "jokes", comments or slurs) at the ULCC.**

1 ○ **Yes**

2 ○ **No**

BR2. **As part of the ULCC's commitment to cultivating an inclusive, respectful and welcoming environment, instances of discrimination or harassment are not tolerated. While this survey is intended to gather statistical information, anyone who experiences or observes inappropriate conduct is encouraged to contact the President or the Vice-President of the ULCC.**

B4. **What improvements, if any, can the ULCC make to cultivate an inclusive, respectful and welcoming environment?**

1 ○ **Enter response: _____**

2 ○ **None**

SECTION C – MEMBER DEMOGRAPHICS

CR1. **The questions in this section are for research and statistical purposes only. They are being asked simply to acquire a better understanding of the ULCC's diversity. Please be assured that your answers will be kept strictly confidential and published in aggregate form only. No individuals will be identified in the survey's results. Although participation is voluntary, your co-operation is important to ensure that the information collected is as accurate and as comprehensive as possible.**

C1. **Which of the following categories best describes your age?**

1 ○ **Under 25**
2 ○ **25 to 34**
3 ○ **35 to 44**
4 ○ **45 to 54**
5 ○ **55 to 64**
6 ○ **65 to 74**
7 ○ **75 or older**
9 ○ Prefer not to say

C2. **What is your current gender identity?** (Select all that apply.)

1 ○ **Agender**
2 ○ **Genderfluid**
3 ○ **Genderqueer**
4 ○ **Gender nonconforming**
5 ○ **Man**
6 ○ **Non-Binary**
7 ○ **Trans/transgender**
8 ○ **Two Spirit**
9 ○ **Woman**
97 ○ **Prefer to self-identify (specify): _____**
99 ○ Prefer not to say

C3. **Do you identify as…..?** (Select all that apply.)

1 ○ **Asexual**
2 ○ **Bisexual**
3 ○ **Gay**
4 ○ **Heterosexual**
5 ○ **Lesbian**
6 ○ **Pansexual**
7 ○ **Queer**
8 ○ **Questioning**
97 ○ **Other orientation (specify): _____**
99 ○ Prefer not to say

C4. **Are you…..?**

1 ○ **Anglophone**
2 ○ **Francophone**
7 ○ **Other (specify): _____**
9 ○ Prefer not to say

C5. **Are you bilingual in French and English?**

1 ○ **Yes**

2 ○ **No**

9 ○ Prefer not to say

C6. **Are you able to communicate in a language other than French or English?**

1 ○ **Yes (specify): _____**

2 ○ **No**

9 ○ Prefer not to say

C7. **Are you…..?** (Select all that apply.)

1 ○ **Indigenous Canadian (First Nations (status and non-status), Métis, Inuk, other Indigenous Canadian)**

2 ○ **Black (African, Afro-Caribbean, African-Canadian descent)**

3 ○ **East/Southeast Asian (Chinese, Korean, Japanese, Filipino, Vietnamese, Cambodian, Indonesian and other Southeast Asian descent)**

4 ○ **Latino/Latina/Latinx (Latin American, Hispanic, Central American, or Brazilian descent)**

5 ○ **Middle Eastern (Arab, Persian, West Asian descent, e.g., Afghan, Egyptian, Iranian, Lebanese, Turkish, Kurdish, etc.)**

6 ○ **South Asian (South Asian descent, e.g., East Indian, Pakistani, Bangladeshi, Sri Lankan, Indo-Caribbean, etc.)**

7 ○ **White (European descent)**

97 ○ **Other group (specify): _____**

99 ○ Prefer not to say

C8. **Which of the following best describes your *current* religious affiliation?** (Select all that apply.)

1 ○ **Buddhist**

2 ○ **Hindu**

3 ○ **Jewish**

4 ○ **Muslim**

5 ○ **Sikh**

6 ○ **Roman Catholic**

7 ○ **Protestant (United, Presbyterian, Anglican, Pentecostal, etc.)**

8 ○ **Other Christian (Eastern Orthodox, Amish, Jehovah's Witness, etc.)**

9 ○ **Indigenous spirituality**

97 ○ **Other (specify): _____**

10 ○ **No religion/Atheist/Agnostic/Humanist**

99 ○ Prefer not to say

C9. **Do you identify as a person with a disability?**

1 ○ **Yes**

2 ○ **No**

9 ○ Prefer not to say

SECTION D – RESPONDENT FEEDBACK

D1. **Do you have any comments related to this survey and/or its content?**

1 ○ **Yes (enter comments):_____**

2 ○ **No**

Thank you for your participation.
Please remember that all responses are kept strictly confidential.