FACL Ontario
Federation of Asian Canadian Lawyers

ANNUAL GENERAL MEETING 2025

June 26, 2025

Videoconference and in person at:
Fasken Martineau DuMoulin LLP
333 Bay Street
Suite 2400, Bay Adelaide Centre
Toronto, Ontario, M5H 2T6

5:00 PM to 6:00 PM

CONTENTS

Agenda	3
President's Report	4
Treasurer's Report	6
Conference & Gala Planning Committee	7
Advocacy & Policy Committee	8
2SLGBTQ+ Committee	9
Mentorship Committee	10
Partnerships Committee	12
Awards Committee	13
Events Committee	14
English as Second Language (ESL) / Foreign-Qualified Lawyers Committee	15
FACL Ottawa Committee	17
Communications Committee	19
Podcast	20
Women's Committee	22
Appendix A: Financial Statements	23

Agenda

1. **Call to Order**
2. **President's Opening Remarks and Report**
3. **Presentation of Financial Statements**
4. **Presentation of Slate of FACL Directors**
5. **Any Other Business**

President's Report
Hillson Tse

It is hard to believe that I am coming to the end of my second and last term as President. Time really does fly and I am thinking back to the first FACL event I attended 9 years ago as a much younger lawyer.

FACL continues to host various events throughout the year for our membership and the successes of those engagements are discussed in their respective committee chair reports below. We have also been engaged in a number of consultations crucial to the future of our profession this year including the LSO governance reforms, MAG digital transformation, and civil rules reform.

At the 2024 National Asian Pacific American Bar Association (NAPABA) convention that was held in Seattle, FACL ON and FACL BC jointly hosted the first "Canadians" social which drew over 50 attendees from both Canada and the USA. We are pleased to now have East and West Canadian representation on the NAPABA leadership and we continue to work closely with NAPABA to discuss further opportunities for cross-border collaboration and advocacy.

FACL has weathered the interim pushback on diversity in the legal profession by actively engaging in dialogue with our partners in the legal community to address those important issues affecting our membership. While the climate has improved since early 2025, what we have observed in the USA and in our own Canadian political discourse is that we cannot take our advances in the profession for granted. FACL will continue to engage both private and public legal stakeholders to advocate for equity and inclusion of Asian-Canadian legal professionals.

I want to recognize and thank all of the Board directors for their support over the past 2 years. We have such an engaged and energetic Board that gives so much to see our community flourish despite their own busy schedules and practices. One of our strategic plan objectives over the past 2 terms was to increase Board diversity across different areas such as gender, cultural background, practice area, and years of call. Our Board is becoming increasingly more reflective of the communities and stakeholders that FACL serves and that progress will continue.

There are also many ongoing internal projects to further improve our capacities and effectiveness as an organization such as membership reform, financial controls, and governance amendments. While this is not work that is typically visible to the membership, it ensures that FACL continues to grow and mature in a sustainable manner and I want to thank Daniel Wong, Rob Shek, and Kate Yau for their work over the past term.

As I transition into the role of Immediate Past-President and enter my final term on the Board, I am looking forward to seeing all the exciting developments from FACL under the leadership of our incoming President Alexis Choi. She has been an invaluable member of our Board and it brings me a great sense of relief to know that FACL will continue to benefit from her incredible organizational talent and leadership.

It has been a great privilege to lead FACL and thank you again to everyone for their support of me over the past 2 years!

Cheers,

Hillson Tse
President

Treasurer's Report
Alexis Eun Young Choi

During the past year, FACL has undertaken to prepare its financial statements in accordance with the generally accepted accounting principles ("**GAAP**"). We have engaged Lloyd Glan Professional Corporation to help prepare notice to readers for FACL's financial statements starting from fiscal year 2020 and onwards.

Please view our restated financial statements for fiscal year 2025 prepared in accordance with GAAP attached hereto as **Appendix A**.

The Treasurer is pleased to report a healthy financial year. This term, the Treasurer has focused on strengthening FACL's financial sustainability by working with the bookkeeper to implement Quickbooks, for improved financial management and accounting in future years.

Alexis Eun Young Choi
Treasurer

Conference & Gala Planning Committee
Annie Hu & Alexis Eun Young Choi

Members: David How, Jacky Chiang, Matthew Chung, Victoria Yang, Jessica Chan, Mary Phan, Imran Kamal, Tyler Li, Jennifer Sun, Dorothy Dinh Chan, Lily Wang, Cindy Lui, Dennis Jon, Christina Lee, Cj Erlrina De Vera, Jeffrey Zhang, Brandon Hsu, Charlotte Chen, Katherine Fan, Bruce Yao, Rosemary Fang, Sam Zhang, Cathy Liu, Michelle Yi, Michelle Jun, S.B. Light Go, Yiwei Zhang, Christopher Thompson

The 2025 Conference & Gala was another memorable and well-attended success. On March 1, 2025, we welcomed over 350 conference attendees and approximately 400 gala guests to the Fairmont Royal York, which is a new venue we moved to this year. This year's theme, Leadership in Motion: Unlocking Potential and Empowering Communities, allowed us to incorporate a diverse range of panels that reflected the many dimensions of leadership.

The Conference featured panels on leadership, branding, and mental health. Together with the Mentorship Committee, we incorporated a workshop in our conference for the first time to make portions of the conference more interactive. Additionally, in response to attendee feedback from previous years, we introduced warm lunches, expanded accessibility support, and refined our scheduling and logistics - all of which led to a smoother and more inclusive experience.

The Gala brought together diverse members of the bar, bench, and broader community for a wonderful evening. We featured live music performance, community-sponsored raffle, and a program with shorter speeches. We are also proud to have spotlighted Asian-owned businesses through our vendor partnerships and hope to continue working with them in subsequent conferences.

This year, we leaned on refreshed marketing strategies to drive attendance. We developed a social media strategy that included regular countdowns, speaker spotlights, and day-of content. We also worked with a content creator (another Asian-owned business) to capture our event and create highlights. Overall, we ensured consistent engagement with our audience across social media platforms. On the planning side, we introduced a sub-committee structure with clear roles and timelines, to be replicated for future years. We also introduced a dedicated conference and gala inbox to better manage communications and improve succession planning.

None of this would have been possible without the dedication of our volunteers and the generous support from our sponsors. A special thank you to the Partnerships Committee, led by Bill Wu and David Spence-Valenzuela, for their ongoing efforts in building and maintaining sponsor relationships, and to the many volunteers who assisted on the day of the event.

Thank you to everyone who attended this year's Conference & Gala. We hope you enjoyed and built meaningful relationships. We look forward to seeing you at the 2026 Conference & Gala!

Annie Hu & Alexis Eun Young Choi
Chairs, Conference & Gala Committee

Advocacy & Policy Committee
Megan Mah & Steven Wang

Members: Juliet Chang Knapton, Kenneth Jim, Hillson Tse, Justin Yuen, David Lu, Josh Ng, DJ Tokiwa, Michael Ding, David Spence, Elizabeth Long, Victoria Yang

This year, the Advocacy and Policy Committee ("APC") established a policy that sets out the procedure for determining when FACL can or should comment on current issues impacting its members. The policy was established after extensive research and consultation with similar equity-deserving organizations, and was approved by APC and the FACL Board. The goal of the policy is to balance expediting time-sensitive issues with ensuring inclusive input from our members and key stakeholders.

APC also launched the special FACL initiative on a study of the Asian Canadian lawyer experience at the annual FACL conference in Toronto. This included a pilot survey filled out by over 100 participants and focus group discussions with around 50 participants. APC has also begun exploring partnerships with third-party consulting and research organizations, as well as funding opportunities for the study.

APC also participated in various consultations this year, including the LSO's consultation on its proposed governance and electoral reforms, and the Ontario Superior Court's consultation on the remuneration of Associate Judges. APC also engaged in discussions with other equity-deserving groups, including RODA, SABA and CABL, regarding these issues and other common issues faced by our respective organizations.

In addition to these consultations and submissions, APC will be instructing counsel who will represent a coalition comprised of SABA, CMLA, CABL and FACL, in intervening in the constitutional challenge to Bill 21, Quebec's law banning public servants from wearing religious symbols, before the Supreme Court.

APC is currently in the process of planning next steps in the qualitative and quantitative study of the experiences of Asian Canadian lawyers across the country. We are also in the process of preparing for upcoming consultations and advocacy opportunities, including the consultation on the Civil Rules Reforms, and advocacy regarding the notwithstanding clause. In the upcoming months, APC aims to develop a webinar or fireside chat series that covers current issues impacting our members, including the backlash against DEI, threats to the rule of law, and governance issues currently facing our profession. APC will also continue to explore further opportunities for partnerships and collaborations with other equity-deserving organizations.

Megan Mah & Steven Wang
Chairs, Advocacy and Policy Committee

2SLGBTQ+ Committee
David Spence-Valenzuela & David How

Members: David Spence-Valenzuela, David How

This year, the 2SLBGTQ+ Committee hosted a networking event for racialized lawyers and law students held jointly with SABA Toronto, the Canadian Association of Black Lawyers, and the Canadian Association of LGBTQ2S+ Lawyers.

David How will also be participating on an intersectionality panel on behalf of FACL at the Prisme Conference in Ottawa, July 15-17, 2025.

David Spence-Valenzuela & David How
Chairs, 2SLGBTQ+ Committee

Mentorship Committee
Jessica Chan & Victoria Yang

Members: Abby Leung, Alexis Choi, Annecy Pang, Annie Hu, Cameron Ho, Dara Khoeum, Emily Kim, Fred Zheng, Herman Wong, Hillson Tse, Hiral Joshi, Jacky Chiang, Jenny Kwok, Karl Qin, Rob Shek, Timothy Law, William (Bill) Wu, Yunkyoung Kang, Zhengyi Ong

Special thanks to all the mentors in our 2024/2025 Mentor-Mentee Match Program and our 2025 Pilot Mentorship Program, who continue to generously dedicate their time and energy to cultivating the next generation of Asian Canadian legal professionals. We also thank our Committee Members, allies and other adjacent mentors for their continued commitment to mentorship in the Asian Canadian legal community.

- In October 2024, the Mentorship Committee held its annual Articling Student Mentorship and Networking Event. The event focused on how to succeed as an articling student, with a panel from a broad range of practice areas answering questions submitted by articling students. With approximately 50 mentee attendees, the event also included a mix and mingle portion, providing an opportunity for lawyers and articling students to interact. We thank Howie, Sacks and Henry LLP for hosting the event and panelists, Karlson Leung, Natasha Chin, Nadheera Panamaldeniya, and Taylor Cao.

- In November 2024, we launched our annual Mentor-Mentee Match Program, which pairs law students and junior practitioners (3 years and under) with more experienced mentors. Now a flagship program for the Mentorship Committee, the Mentor-Mentee Match Program has grown year-over-year and had close to 200 mentee applicants for 2024/2025, an increase from 120 mentees in 2023/2024. Special thanks goes to our 75 mentors, who have volunteered their time and effort to guide their mentees over the past 7 months.

- To kick off our Mentor-Mentee Match Program, we held a Mentor-Mentee Welcome Event on November 19, 2024. Approximately 90 participants attended this new event, which provided mentor-mentee pairs with the opportunity to get to know one another over coordinated icebreakers. An informal networking component was also included to facilitate the development of further relationships outside the mentor-mentee pairings. Appreciation goes to Fasken Martineau DuMoulin LLP for hosting the event.

- In January 2025, we also introduced a Pilot Mentorship Program for intermediate and senior lawyers (4 years and up). The Pilot Program is modelled on our very successful Mentor-Mentee Match Program, and pairs more experienced mentees with senior mentors from specifically requested practices or fields (subject to the availability of mentors with the requisite experience). Approximately 20 mentor-mentee pairs participated in the Pilot Program, which is part of the Mentorship Committee's mandate to extend mentorship and offer networking opportunities to Asian Canadian lawyers beyond their junior years.

- In February 2025, we hosted our annual flagship event, the FACL-Osler Speed Mentor-A-Thon. The turnout was great with approximately 100 attendees – we had nearly a perfect 1:1 mentor-to-mentee ratio this year. We were joined by our keynote speaker, Amy Sujae Lee. Our special thanks to Osler, Hoskin & Harcourt LLP for hosting the event, and in particular, Osler's Asia Pacific Initiative Group.

- In March 2025, we presented the FACL Mentor of the Year Award to Samantha Tom at the 18th Annual FACL Conference and Gala. This award recognizes an Asian Canadian legal professional who has demonstrated a positive impact on members of the Asian community through mentorship.

- In March 2025, we hosted a Leadership Workshop for intermediate and senior lawyers (4 years and up) at the annual FACL Conference and Gala. The Leadership Workshop featured programing that our Mentorship Committee designed together with Laural Carr, a marketing and executive business coach from Impagination Inc., and Hilda Gan, an experienced motivational speaker and leadership coach. Another first for our Mentorship Committee, this Leadership Workship provided participants with invaluable training designed to enhance confidence, leadership and self-awareness, while connecting with fellow mentors. We are grateful for Laural's and Hilda's efforts in facilitating this workshop.

- In March 2025, we facilitated a Fireside Chat on Mental Wellness – "The Importance of Being True (to Yourself)" at the annual FACL conference. The talk featured Susannah Margison, a seasoned litigator turned personal and business coach at Margisons Conflict Strategy & Consulting Inc., and Aiwen Xu, a Bay Street lawyer turned registered psychotherapist and trained family mediator. The talk focused on building confidence and being one's own authentic self while navigating the legal profession – with a focus on addressing obstacles often faced by Asian legal practitioners.

- In May 2024, our Mentorship Committee held our annual FACL Career Planning Event, which had approximately 75 attendees. This year's focus was a discussion on taking control of one's career through exploring diverse career trajectories (private practice, in-house, government, and law-adjacent positions). Attendees were invited to attend one of two separate panels, which covered: (i) litigation-focused roles, and (ii) solicitor-focused roles. The attendees learned about job market trends, hire-backs, job searches, and strategies for lateral transitions. Special thanks to Borden Ladner Gervais LLP for hosting the event. We also express our gratitude to our panelists, Alia Besharat, Justin Lee, Henry Ngan, Xue Yan, Anisha Nag, and Vivian Hua.

Jessica Chan & Victoria Yang
Chairs, Mentorship Committee

Partnerships Committee
William Wu & David Spence-Valenzuela

This year, we continued our partnership model where instead of asking organizations to sponsor the Annual Conference and Gala, and relying on such sponsorship to fund a full-year's activities, we are aiming instead to establish 'partnerships' with each of them where in addition to Conference and Gala benefits, other ancillary benefits are offered throughout the year based on the level of partnership committed. We continue to view this model as being more aligned with FACL's long term vision for itself, as well as the long term nature of its relationships with sponsoring organizations, which for the most part have been unchanged over the years but with abundant opportunities to grow.

The Partnerships Committee continued to operate separately and independently from the Conference Planning Committee. This allowed us to dedicate our efforts to building relationships and rapport with all partners, by creating tailored communications and following up through a planned escalation process. Below is a high-level summary of our activities.

- We reached out to 151 potential partners in total
- We formed 36 partnerships total
    - 2 gold sponsors
    - 7 silver sponsors
    - 17 bronze sponsors
    - 5 boutique sponsors
    - 3 refreshments sponsors
    - 1 photobooth sponsor
- We raised $187,000 in sponsorship commitments

We are also actively engaged with our partners by offering them opportunities to sponsor specific FACL events. The Committee aims to be a hub for other FACL Committees who are looking for support from organizations for their own activities. The consistent and repeat interactions we have with our partners ensures that we are always on their mind when it comes to EDI issues.

William Wu & David Spence-Valenzuela
Chairs, Partnership Committee

Awards Committee

Robert Shek

Members: Kenneth Jim; Manasvin Goswami; Lily Wang;

At the annual 2025 FACL Awards Ceremony, the following Awards were presented:

- **FACL Ontario Lifetime Achievement Award:** Lai-King Hum
- **FACL Ontario Lawyer of Distinction:** Sunil Mathai
- **FACL Ontario Young Lawyer of the Year Award:** Carina Chan
- **FACL Ontario Mentor of the Year Award:** Samantha Tom

The **2025 FACL Ontario LaForme Scholarship** recipient was Rui Zhang.

The **2025 FACL Ontario Omatsu Scholarship** recipients were:

- Ryan Wong
- Cindy Liu
- Denise Zhu
- Jimin Lee

Each scholarship was for $2,000. The field of scholarship applicants was very impressive and many other candidates, besides the four selected, would have been worthy winners.

We congratulate all award and scholarship recipients for their outstanding leadership and involvement in their communities. A very special thanks to Kenneth Jim, Manasvin Goswami, and Lily Wang for their excellent work on the Committee.

Robert Shek
Chair, Awards Committee

Events Committee
Kenneth Yau-Jim & Annie Hu

- Joint social event with the South Asian Bar Association and the Canadian Association of Black Lawyers on hold due to issues finding appropriate venue that could accommodate our schedules and budget. We are aiming to hold the next event in January 2026.
- Provided support to Osler badminton social event which was well received by attendees.
- Currently working with Law Society of Ontario to put together Asian Heritage Month CPD. Last year's event with FACL's input, was a great success. FACL is now a regular contributor to this annual CPD.
- Will be coordinating the anticipated Dragon Boat team/training starting this summer.
- Assistance was given to the Gala Committee to provide input on accessibility and inclusive set ups for attendees. Indeed, the breastfeeding station that was set up, was used by a few attendees and their babies.
- In terms of external commitments, David Spence has transitioned to become FACL's representative on the LSO's Equity Advisory Group. Kenneth Jim is now an individual member of Equity Action Group.
- FACL remains an active member of Roundtable of Legal Diversity Organizations, and there will be meetings set up with the new federal Ministry of Justice/Attorney General. Attempts will be made to make contact with the provincial Attorney General.

Annie Hu & Ken Jim
Chairs, Events Committee

English as Second Language (ESL) / Foreign-Qualified Lawyers Committee
S.B. Light Go & Jack Yu

Members: S.B. Light Go, Jack Yu, Crystal Park, Lucie Zhang, Sharen Lau, Gary Chui, Hillson Tse, Trisha Fernendez (incoming), Emily Kim (incoming)

The committee supports English-as-a-Second-Language ("ESL") and foreign-trained lawyers in Canada by fostering a community centered on mentorship, sharing experiences, and networking opportunities. It recognizes the many barriers - language, cultural and systemic – that ESL and foreign-qualified lawyers face in the legal profession. These barriers re-enforce the committee's goal to create a space for encouragement and practical advice, ultimately helping ESL and foreign-trained lawyers establish a stronger foothold in the Canadian legal landscape.

To date, the committee has hosted two major events: Ask Me Anything and the Spring Social.

- The "Ask Me Anything" session featured a panel of four practicing lawyers—Kim Wong, Lucie Zhang, Tinju Thomas, and Jack Yu—moderated by Crystal Park. The discussion focused on navigating legal career pathways in Canada, with particular attention to overcoming language and cultural barriers and building a successful career as a racialized and/or internationally trained lawyer. The event ended with a networking reception providing valuable opportunities for attendees to network and connect with others. Despite being hit with a snowstorm on the day of the event, we had a successful turnout.

- The Spring Social, featured a keynote speaker, Irina Mui, who is a legal career coach and is herself an ITL. The event offered a warm and engaging environment for internationally trained and racialized lawyers to connect, exchange stories, and build community. Irina shared personal insights reflecting on the challenges and successes of navigating the profession and highlighting the importance of perseverance and mentorship. In addition to the keynote address, the Spring Social provided valuable networking opportunities and a sense of camaraderie among attendees committed to diversifying the legal profession. Notably, we had a total of 86 registrants for this event.

In the 2024-2025 term, the committee has met 13 times and organized two events.

1. November 22, 2024
2. December 13, 2024
3. January 8, 2025
4. January 16, 2025
5. February 4, 2025
6. February 12, 2025 [Event: Ask Me Anything]
7. February 19, 2025
8. April 3, 2025
9. April 8, 2025
10. April 22, 2025
11. May 1, 2025

12. May 5, 2025 [Event: Spring Social]
13. May 8, 2025

S.B. Light Go & Jack Yu
Chairs, ESL / Foreign-Qualified Lawyers Committee (ESLFQL)

FACL Ottawa Committee
Jennifer Ho & David Ang

Members: Jennifer Ho (Co-Chair, Kimberley A. Pegg, Barristers Professional Corporation), David Ang (Co-Chair, Immigration and Refugee Board of Canada), David Lu (Department of Justice), Emily Deng (Davidson Houle Allen LLP), Aakash Sanghadia, Alice Mihailescu (Dentons), Hilary Chung (BLG)

The FACL Ottawa Committee ("FACL Ottawa") was founded in 2020 to bring together Asian legal professionals and students, and highlight Asian representation in the Ottawa legal community. Since its creation during the pandemic, the Committee now has seven members. FACL Ottawa continues to create programming that serves the needs of Asian legal professionals and law students in Ottawa, unceded Algonquin Anishinaabe territory.

FACL continues to increase our membership and engagement with the pan-Asian Ottawa legal community. We continue to foster connections among law students, paralegal students, NCA candidates, lawyers, and other legal professionals. This year we have focused our efforts on increasing the engagement and visibility of our local experienced members of the bar by recognizing their accomplishments and contributions. This in turn has fostered new and meaningful connections among our existing membership.

The events we have organized successfully during this term include:

- **CCLA & FACL Ottawa Mid-Autumn Festival Reading by Professor Jamie Liew & Social - September 17, 2024**
    - To mark the Mid-Autumn Festival, professor and novelist Jamie Liew presented readings from her two recent books, *Dandelion* and *Ghost Citizens*. Both books tell the stories of stateless persons, including the legal and personal challenges they face. The readings were followed by an interview with Professor Graham Mayeda and a Q&A with the audience. This event was a collaboration between the County of Carleton Law Association (CCLA) Diversity Committee and the FACL Ottawa Committee.

- **FACL Ottawa Lunar New Year Dinner - January 30, 2025**
    - FACL Ottawa hosted a Lunar New Year dinner to celebrate the Asian legal bar in Ottawa. We invited Asian experienced lawyers and judges in the Ottawa area to the dinner. We also invited the Ottawa chairs of CABL, CHBA, the Asian Law Students Society, and other allies and supporters of the Asian legal community. This year, we recognized the achievements and contributions of Mitch Kitagawa, partner at Kelly Santini LLP, LSO Bencher, and long-time FACL Ottawa supporter. We hope to make this an annual event for FACL Ottawa.

- **FACL Ottawa Asian Heritage Month - Screening of *Nomoto - A BC Tragedy* - May 15, 2025**
    - FACL Ottawa celebrated Asian Heritage Month at Dentons' Ottawa office with a screening of Nomoto - A BC Tragedy, followed by a social. This short

documentary explores the life of Kyuichi Nomoto, a Japanese-Canadian church minister, whose family was subject to internment in British Columbia during World War II. The film explores the impact of internment, not only on Nomoto and his family, but on Japanese-Canadians during this time. Following the screening, we will have a moderated discussion with Professor Graham Mayeda, followed by networking time.

We look forward to planning more Ottawa-based programming in the coming year, and we are thankful to the FACL Ontario Board for continuing to support our initiatives.

Jennifer Ho & David Ang
Chairs, Ottawa Committee

Communications Committee
Gregory Ko & David How

Members: Yiwei Zhang, Jennifer Sun

In the 2024-2025 term, the communications team undertook the following:

- delivered a monthly newsletter to our over 2000 subscribers to promote key activities and messaging
- engaged in consistent and visible social media campaigns on Instagram, LinkedIn, Facebook and X
- delivered timely and compelling graphic design for event planning and other key messaging to be delivered on multiple platforms
- maintained our website as our primary platform for substantive communication with the membership
- worked closely with the Conference and Gala organizers to facilitate consistent and timely communications and ticket sales

Gregory Ko & David How
Chairs, Communications Committee

PODCAST
David Ang & Dorothy Dinh Chan

Members: Lucie Zhang, Victoria Loh, Christina Tang

The Podcast Committee highlights the stories, voices, and experiences of Asian-identifying Canadian legal professionals. Our goal is to explore the diverse opinions, insights, and lived experiences that shape Asian-identifying Canadian legal professionals within and beyond the practice of law. This year, we recorded and produced content that was engaging, thought-provoking, and fun. We remain committed to building a podcast that connects, educates, and empowers the FACL Ontario community.

Episodes We Published This Year:

- **Episode 8: Speed Mentor-A-Thon:** Dorothy and Lucie discuss the annual FACL Mentor-A-Thon. They talk about their experiences as both mentor and mentee and the importance of having a mentor to guide you through your legal journey.
- **Episode 9: Conferences for Asian legal professionals:** Hillson Tse joins us to debrief this year's FACL Conference. We talk about conferences for Asian legal professionals--what we like and don't like, how tough networking can be, and what sort of programming we find interesting.

Episodes In Progress This Year:

- **Reading by Jamie Liew:** This is a special episode highlighting FACL Ottawa's celebration of the Mid-Autumn Festival with Professor Jamie Liew. It features readings from her two recent works, Dandelion and Ghost Citizens, and an interview with Professor Graham Mayeda.
- **The Loh Down:** In this episode, we interview Podcast Committee member and senior lawyer, Victoria Loh, who reflects on over 21 years of practice. She candidly reflects on her career and highlights her initiative, The Loh Down, which is a series of informal events she hosts for legal professionals to connect, share experiences and discuss the practice of law.
- **2025 FACL Ontario Conference:** In this episode, the Podcast Committee recaps the 2025 FACL Ontario Conference. We reflect on the different panels and share insights on our experiences attending the conference.
- **Lunar New Year Resolutions:** In this episode, we answer the prompt: "Three habits to be a more prosperous lawyer. The Committee members give their interpretations of the prompt, and we set out some of our hopes and goals for the next year.
- **Mentorship:** During the 2025 FACL Ontario Conference, the Podcast Committee spoke with legal professionals about mentorship: what works and doesn't work. We asked several attendees a series of questions, including whether they've found mentors who

became friends, whether formal mentorship programs are effective and how important chemistry is in a mentorship relationship.

Future Plans:

The Podcast Committee is currently working on the post-production for our recorded episodes and aim to release them within the next few months. In the upcoming year, we hope to record new episodes that continue to highlight the voices, insights and experiences of Asian-identifying legal professionals.

David Ang & Dorothy Dinh Chan
Chairs, Podcast Committee

Women's Committee
Dorothy Dinh Chan & Jennifer Sun

Members: Julia Chung, Jennifer Mak, Rachel Wong, Yuelin (Helen) Ren

The Women's Committee of FACL Ontario is committed to supporting, empowering, and advocating for Asian Canadian women in the legal profession. Through programming and events focused on community-building, the Committee aims to address the unique challenges faced by Asian women lawyers and law students, and to foster a more inclusive and equitable legal landscape.

The 2024-2025 year began with a successful Fall Social on October 25, 2025, held at Bymark and generously sponsored by McMillan LLP and the FACL Ontario Board. The event brought together law students and legal professionals across various sectors, creating a valuable space for networking and connection.

This year, the Committee also organized the panel "Women in Law: Tackling Bias, Balance, and Beyond" at FACL Ontario's 18th Annual Conference and Gala. The panel featured distinguished speakers: Connie Cheung (Partner at Sherrard Kuzz LLP), Mary Phan (Counsel at Office of the Public guardian and Trustee), Tamara Tomomits, Borden Ladner Gervais LLP) and Anna Wong (Counsel at Weintraub Huang LLP). The discussion addressed strategies for achieving work-life balance while advancing professionally and overcoming bias in the workplace. Panelists also shared their experiences navigating the path to leadership, highlighting the importance of resilience, influence-building, and community. The session was well attended, with engaging audience participation and thoughtful questions, underscoring the ongoing need for spaces where Asian women in law can share, learn, and grow together.

The Women's Committee extends its gratitude to the FACL Ontario Board and the broader community for their continued support. We look forward to building on this year's momentum and continuing to create meaningful programming and spaces that empower Asian Canadian women in law.

Dorothy Dinh Chan & Jennifer Sun
Chairs, Women's Committee

Appendix A

Financial Statements

[See Attached]

FEDERATION OF ASIAN CANADIAN LAWYERS

Financial Information
March 31, 2025

FEDERATION OF ASIAN CANADIAN LAWYERS

Financial Information
For the year ended March 31, 2025

Contents

Compilation Engagement Report	1
Statement of Financial Position	2
Statement of Operations and Changes in Net Assets	3
Statement of Cash Flows	4
Notes to Financial Information	5 - 7

Compilation Engagement Report

To the management of Federation of Asian Canadian Lawyers

On the basis of information provided by management, we have compiled the statement of financial position of ***Federation of Asian Canadian Lawyers*** as at March 31, 2025, the statements of operations and changes in net assets and cash flows for the year then ended, and note 1, which describes the basis of accounting applied in the preparation of the compiled financial information ("financial information").

Management is responsible for the accompanying financial information, including the accuracy and completeness of the underlying information used to compile it and the selection of the basis of accounting.

We performed this engagement in accordance with Canadian Standard on Related Services (CSRS) 4200, Compilation Engagements, which requires us to comply with relevant ethical requirements. Our responsibility is to assist management in the preparation of the financial information.

We did not perform an audit engagement or a review engagement, nor were we required to perform procedures to verify the accuracy or completeness of the information provided by management. Accordingly, we do not express an audit opinion or a review conclusion, or provide any form of assurance on the financial information.

Readers are cautioned that the financial information may not be appropriate for their purposes.

Lloyd Glan Professional Corporation

Toronto, Canada
June 4, 2025

Authorized to practise public accounting by the Chartered Professional Accountants of Ontario

20 Buena Vista Avenue
Toronto, Ontario, M1S 1J2
416 885 4440
lloyd@lloydglan.com

FEDERATION OF ASIAN CANADIAN LAWYERS

Statement of Financial Position
As at March 31, 2025

	2025	2024
Assets		
Current		
Cash	$ 412,753	$ 372,217
Government remittances receivable	18,076	15,642
	430,829	387,859
Investments (note 3)	47,041	45,887
	$ 477,870	**$ 433,746**
Liabilities and Fund Balances		
Liabilities		
Current		
Accounts payable and accrued liabilities	$ 6,646	$ 5,001
Deferred scholarship fees (note 4)	50,086	60,086
	56,732	65,087
Net Assets - Unrestricted	421,138	368,659
	$ 477,870	**$ 433,746**

FEDERATION OF ASIAN CANADIAN LAWYERS

Statement of Operations and Changes in Net Assets
For the year ended March 31, 2025

	2025	2024
Revenues		
Sponsorships	$ 179,142	$ 183,625
Registration fees	61,280	60,802
Membership fees	17,605	13,400
Scholarship	10,000	10,000
Interest income	1,154	1,714
	269,181	269,541
Expenditures		
Conference, gala and other events	190,118	218,455
Scholarship	10,000	10,000
Professional fees	8,148	7,000
Communication and promotion	629	3,111
Interest and bank charges	3,066	2,968
Office and administration	3,095	2,425
Insurance	1,646	1,754
	216,702	245,713
Excess of revenues over expenditures	**52,479**	**23,828**
Unrestricted net assets balance, beginning of year	368,659	344,831
Unrestricted net assets balance, end of year	**$ 421,138**	**$ 368,659**

See accompanying notes to the financial information

FEDERATION OF ASIAN CANADIAN LAWYERS

Statement of Cash Flows
For the year ended March 31, 2025

	2025	2024
Cash flows from (used in):		
Operating activities		
Excess of revenues over expenditures	$ 52,479	$ 23,828
Adjustment for		
Investment	(1,154)	(1,715)
	51,325	22,113
Change in non-cash working capital items		
Government remittances receivable	(2,434)	6,130
Accounts payable and accrued liabilities	1,645	(6,649)
Deferred scholarship fees	(10,000)	-
Increase in cash	40,536	21,594
Cash, beginning of year	372,217	350,623
Cash, end of year	**$ 412,753**	**$ 372,217**

FEDERATION OF ASIAN CANADIAN LAWYERS

Notes to Financial Information
For the year ended March 31, 2025

General information

Federation of Asian Canadian Lawyers ("Organization") was incorporated as a not-for-profit organization under the Canadian Business Corporations Act.

The purpose of the Organization is to promote equity, justice, and opportunity for Asian Canadian legal professionals and the broader community. The Organization fosters advocacy, community involvement, legal scholarship and professional development.

Pursuant to the Income Tax Act (Canada), the Organization is classified as a non-profit organization and therefore, is not subject to income tax.

1. Basis of accounting

The financial information is prepared in accordance with certain accounting policies, presentation and disclosure requirements as outlined in Canadian accounting standards for not-for-profit organizations in Part III of the CPA Canada Handbook.

2. Significant accounting policies

(a) Revenue recognition

The Organization follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when they are received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Sponsorship are recognized as revenue when the conference is held.

Member fees are recognized as revenue proportionately over the fiscal year to which they relate.

Registration fees are recognized as revenue when the events are held.

(b) Deferred scholarship fees

Deferred scholarship fees represent sponsorship funding received in advance. Scholarship fees are recognized as revenue when the scholarships are awarded.

2. Significant accounting policies (continued)

(c) Contributed services

Directors, and committee members volunteer their time to assist in the Organization's activities. While these services benefit the Organization considerably, a reasonable estimate of their amount and fair value cannot be made and, accordingly, these contributed services are not recognized in the financial statements.

(d) Financial instruments

The Organization initially measures its financial assets and financial liabilities originated or exchanged in arm’s length transactions at fair value.

Financial assets and financial liabilities originated or exchanged in related party transactions, except for those that involve parties whose sole relationship with the organization is in the capacity of management, are initially measured at cost. The cost of a financial instrument in a related party transaction depends on whether the instrument has repayment terms.

The Organization subsequently measures all its financial assets and liabilities at cost or amortized cost, except for investments in equity instruments that are quoted in an active market, which are measured at fair value. Changes in fair value are recognized in the statement of operations.

Financial assets measured at amortized cost include cash and investment.
Financial liabilities measured at amortized cost include accounts payable and accrued liabilities.

(e) Use of estimates

The preparation of financial information requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the balance sheet date and the reported amounts of revenues and expenses during the year. Actual results could differ from those estimates.

FEDERATION OF ASIAN CANADIAN LAWYERS

Notes to Financial Information
For the year ended March 31, 2025

3. Investments

	2025	2024
Cash held for investment	$ -	$ 209
Equitable Bank GIC	11,869	11,869
Bank short term notes	35,172	33,809
	$ 47,041	$ 45,887

4. Deferred scholarship fees

Deferred scholarship fees primarily represent Omatsu and LaForme scholarship funding received for which the related costs are recorded as incurred.

The changes in the deferred scholarship fees balance are as follows:

	2025	2024
Balance, begining of year	$ 60,086	$ 56,086
Less: Amounts recognized as revenue during the year	(10,000)	(16,000)
Add: Amount received during the year	-	20,000
Balance, end of year	$ 50,086	$ 60,086

5. Financial instruments

It is management's opinion that the Organization is not exposed to significant credit, interest rate and other market risk.