

## Diversity, Equity, Inclusion, and Belonging Mission

At the Canadian Association of Refugee Lawyers (“CARL”), we believe that when our members feel reflected, represented and included, the organization is better equipped to perform its mandate; namely, to (1) serve as an informed national voice on refugee law and the human rights of refugees and forced migrants and (2) the promotion of just and consistent practices in the treatment of refugees in Canada.

To this end, over the past several years, CARL has been working to build a more diverse and inclusive executive which better reflects our membership and the migrants we serve. CARL’s diversity, equity, inclusion and belonging (“DEIB”) efforts encompass internal and external efforts.

Internally, CARL has diversified the regional, linguistic, ethnic, ability, and gender composition of its executive committee. Its executive further reflects the various stages of legal careers in our profession. We engage with our BIPOC membership in order to understand how to better serve our membership.

Externally, CARL has engaged in substantive advocacy for change through both its executive and its Anti-Racism Working Group (“ARWG”). CARL’s recent efforts include:

- Advocacy to diversify the Federal judiciary through:
  - its #colourourcourts media campaign aimed at bringing awareness to the lack of diversity in Federal appointments to the judiciary;
  - leading an open letter signed by 26 bar associations and community clinics regarding the need for diversity in the judiciary;
  - engagement with the office of the Minister of Justice; and
  - a seminar with BIPOC justices currently appointed to the Federal Court about their journeys to becoming a judge, hosted in partnership with the Indigenous Bar Association, the Canadian Association of Black Lawyers.
- Incorporating an anti-racism lens through CARL’s advocacy and strategic litigation on:
  - racism in the criminal justice system and its ensuing impact on immigration appeals;
  - issues disproportionately affecting racialized groups concerning children in state care;
  - supporting the Black Legal Action Centre coalition in its immigration-related anti-racism initiatives;
  - advocacy on immigration detention, which disproportionality affects racialized persons; and
  - oversight of the Canadian Border Services Agency to help create a mechanism for addressing issues disproportionately affecting racialized migrants.

CARL is proud of its recent DEIB efforts. We remain committed to better embodying an organization that strives to reflect both its membership as well as the refugees and migrants it serves.