

Calgary Corporate Citizenship Update 2016



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STIKEMAN ELLIOTT

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Corporate Citizenship in the Calgary Office

At Stikeman Elliott, we are proud of a long tradition of promoting corporate social responsibility and are committed to initiatives that have a positive impact in our city.

Our corporate citizenship program includes three main pillars:

- Supporting our community
- Reducing our environmental footprint
- Creating an inclusive workplace

Our focus is on creating programs and opportunities that further these goals and enable our lawyers and staff to be active in their own communities.

Stikeman Elliott's **Community Action Team** is administered by a committee that includes:

- Mike Mestinsek, Partner and Team Chair
- Brad Ashkin, Associate
- Susan Arnison, Executive Director
- Tracy Burgess, Office Services Manager
- Catherine Grygar, Associate
- Chelsea Kotris, Marketing and Business Development Advisor
- Nicole Lecours, Director of Professional Resources
- Sarah Metcalf Stone, Manager of Marketing and Communications
- Carolyn Simpson, Associate

This report is a summary of the community, environmental, and diversity and inclusion initiatives undertaken by the Calgary office in 2016.



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Jumping INN to Support

Our firm has partnered with Inn from the Cold for seven years in an effort to end homelessness for families in our city. Our work with the Inn has included volunteering, firm member and client fundraisers, pro bono guidance, Board and committee roles, sponsorships, donations and numerous collection drives.

In 2016 we sponsored the DreamINN Big family gala, volunteered for lunch services, provided pro bono guidance, and supported speech therapy programming with our Philanthropy Week campaign.

We also once again packaged and sent holiday gifts for the hardworking staff at the Inn. One hundred hand-decorated envelopes included chocolates and gift cards – a small token of our best wishes for the team.



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Stikeman Elliott was honoured with the 2016 **Generosity of Spirit Award** in the category of Corporate Philanthropist, nominated by Inn from the Cold. The awards, which have been running for 20 years, celebrate philanthropic leaders that are making a difference in the community.



Building a Better Tomorrow

The Calgary office hosted its annual internal fundraising 'Philanthropy Week' campaign from November 14 to 18. Our 2016 theme was "Building a Better Tomorrow", focusing on supporting those in need in Calgary with construction-themed fundraisers.

The campaign raised over \$50,000 in support of three feature charities - the United Way, Inn from the Cold and the Making Changes Association. As part of our campaign, we collected new and gently used women's business attire and teen girls' clothing for Making Changes. Volunteers delivered the clothing and then spent a few hours sorting donations. The week also included a number of themed challenges and team activities.



Getting on Board

Many Stikeman Elliott lawyers provide ongoing support for not-for-profit organizations in Calgary by acting as Board Members, Fellows and Cabinet Members. A few highlights include the following organizations:

Calgary Bridge Foundation for Youth – Bavia Bisetty

Lunchbox Theatre – Brandon Leitch

Recovery Acres Society – Greg Plater

B.J. Hughes Foundation – Julie D'Avignon

Glenbow-Alberta Institute – Glenn Cameron

Calgary Centre Liberal Federal Riding Association – Allison Sears

Wildrose Political Association, Wildrose Calgary-Foothills Constituency Association and the Conservative Party of Canada Nose Hill Electoral District Association – David Price

H&R Block Pro Cycling Team, Southwest Calgary Lacrosse Association – Gary Clarke

Women's Centre Calgary – Carolyn Simpson

Lindsay Park Sports Society – Brad Squibb

The United Way's Major Donor Cabinet – Craig Story

"Giving back simply makes good business sense," says Leland Corbett, Calgary managing partner, as quoted in *Business in Calgary* magazine. **"However, that's not to say it's easy, especially in today's economic environment. There's a finite amount of time, energy and resources available, and it's a constant balancing act. But volunteering and getting out in the community is a great way for our people to develop their skills, and to learn more about themselves, their colleagues and their city."**



Providing Pro Bono Guidance

In 2014, Stikeman Elliott Calgary created the "Stikeman Elliott Award" with Mount Royal University's LaunchPad program. The LaunchPad program provides financial support and mentorship to empower the most entrepreneurial MRU students to launch their own business ventures. Each year, our lawyers offer pro bono services to a winning student venture as part of the program's annual pitch competition.

This year we provided support for 2015 winner Deepwater Farms, an aquaponics organization which creates environments that enable sustainable food production in any climate, all year round. We also provided pro bono guidance to 2016 winner Smoke Barrel, a company manufacturing custom hand-crafted smokers from old wine and whiskey barrels.

Lawyers Brad Squibb, Julie D'Avignon, Kevin Guenther, Brad Ashkin, Rhonda Ferguson and Haifeng Hu have each played a part in supporting these emerging student companies.

Partner Julie D'Avignon and associate Brad Ashkin provided pro bono support for Global Partnerships' Eleos Social Venture Fund in its investment in a social business operating in East Africa. The Fund is a new, early-stage impact-led fund investing in social enterprises that expand opportunity for people living in poverty in East Africa.

Stikeman Elliott continues to provide pro bono support for Inn from the Cold, as part of our ongoing partnership with the organization. In 2016, lawyers Brad Ashkin, Gary Clarke, Kris Noonan and David Price provided corporate, contract and employment advice.

In 2016, Stikeman Elliott Calgary lawyers provided almost 200 hours of pro bono support for local not-for-profit organizations.

Matching our Volunteers

Stikeman Elliott provided over \$3000 in volunteer matching donations in 2016, to organizations including:

- Canadian Liver Foundation - Alberta
- Calgary Drop-In and Rehab Centre
- Immigrant Services Calgary
- Lunchbox Theatre
- Ronald McDonald House Southern Alberta
- Canadian Legacy Project



Rolling up our Sleeves

Throughout the year, members of the Calgary office organized a number of events and teams that supported critical needs in our community.

- A group of volunteers helped to set up the Field of Crosses for Remembrance Day.
- A team of riders participated in the five-day Cancervive Ride, travelling 600 km in total with riders participating as much or as little as they could. All funds raised supported Wellspring Calgary, an organization dedicated to supporting those fighting cancer and cancer survivors.



- Our office collected nonperishable food items and monetary donations for the Canadian Legacy Project. The fundraiser involved selling Stikeman Elliott cookbooks, which included recipes provided by firm members.
- A team of firm members and their families and friends participated in the Canadian Breast Cancer Foundation's Run for the Cure.
- Throughout the year, our Social Committee hosted 50/50 draws prior to each long weekend, in support of a variety of charities.
- A group of 25 lawyers participated in a Soup Sisters event, which involved making over 150 servings of fresh soup that was delivered to the YWCA Mary Dover House transitional home for women and children in crisis.



Keeping it Green

The Calgary office has committed to many environmental initiatives over the past several years, including:

- using environmentally-friendly cleaning products;
- daytime cleaning;
- purchasing reusable dishware and cloth napkins;
- installing filtered water taps (to replace bottled water);
- defaulting to double-sided printing;
- initiating office supply recycling;
- installing light timers;
- encouraging the use of public transit by having monthly draws for bus passes and tickets;
- using paper towel products by SCA/Tork, an environmentally-friendly company which allows us to save an additional 100 trees per year; and
- circulating a monthly office-wide newsletter that includes 'green' tips for everyone.



As part of our Green Initiative, we encouraged the Calgary office to get active and participate in the 10th Annual Bike to Work Day on May 6. Those who weren't able to bike were encouraged to walk, run or ride transit. Everyone who participated was encouraged to submit a selfie to be entered into a draw for a prize.

On May 1, a group of 25 volunteers from the Calgary office participated in the 49th Annual Pathway and River Cleanup, picking up garbage and other waste in a section of North Glenmore Park. It was a beautiful, sunny morning as we joined over 2500 volunteers city-wide.



Supporting Diversity

We supported a number of diversity projects and initiatives in 2016.

- We participated in Junior Achievement's Diversity in Action program, leading a class of Grade 8 students through a diversity and inclusion half-day workshop on March 1.
- We celebrated International Women's Day on March 10 with an office breakfast featuring guest speakers from the Calgary Immigrant Women's Association.
- The Calgary office welcomed its third and fourth practicum placements from the Calgary Immigrant Women's Association.
- We sponsored the Federation of Asian Canadian Lawyers Gala on March 23.
- A number of our lawyers attended the Pride at Work Canada Calgary Winter Pride event on March 30.
- We sponsored or attended various community events including the Association of Women Lawyers Mentoring Circles Program and annual golf tournament, YWCA's WhyWhisper Event, the Wings of Hope Breast Cancer luncheon, the Juno Foundation Girl Power Hour, Junior Achievement's World of Choices event, and events organized by Women of Influence, the Canadian Women's Foundation and Young Women in Energy.
- We hosted a speaker from the Alberta Lawyers Assist Program, and a speaker from the Canadian Mental Health Association, during Mental Health Awareness Week in early May.
- Our office celebrated Canada's Multiculturalism Day with a lunch for the entire office focused on food and music from several different cultures on June 27.
- We celebrated Calgary's Pride Festival with a desk drop providing information on the week's events on August 26.
- Greeting cards were sent to our clients and contacts for celebrations including Chuseok and Diwali.
- Unconscious Bias training was presented for all Calgary lawyers on August 9.
- We continue to be involved in the Alberta Justicia Project, including having a number of our lawyers attend the fall Summit on October 6.
- We continue to utilize the firm's Multi-Faith Observance Calendar, encouraging firm members to add the details to their Outlook calendars, and ensuring firm events are planned around major cultural and religious holidays.
- Our firm continues to actively use the Hear My Name program, a name pronunciation tool allowing firm members to record the correct pronunciation of their names to enhance workplace collegiality and facilitate communications within the firm.
- Internal initiatives continue, including the Calgary Women's Networking Initiative team, and our 'focus group' project to solicit ideas and feedback from all female students and associates.

Stikeman Elliott was the recipient of the Diversity Innovation award in 2016 for the Advancement of Women Lawyers priority.