Resumé

Robert Lapper, Q.C.

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*A senior lawyer and legal educator with a strong background in professional regulation and governance, negotiation and adjudication. Experienced in resolving complex issues related to governments and First Nations. A creative leader able to effectively address major organizational and policy transformation.*

Career Overview

**UNIVERSITY OF VICTORIA, FACULTIES OF LAW AND HUMAN AND SOCIAL DEVELOPMENT**

David and Dorothy Lam Chair in Law and Public Policy - Professor

Teaching, research, professional and community outreach on Access to Justice, Legal Ethics and Professionalism, and Justice Policy **2019-present**

**UNIVERSITY OF VICTORIA FACULTY OF LAW**

Sessional Instructor: Legal Ethics and Professionalism  **2019**

**LAW SOCIETY OF ONTARIO**

**Chief Executive Officer 2012-2017**

Largest Law Society in Canada. (50,000 lawyers and 7,000 paralegals) Regulator of all lawyers and paralegals, responsible for professional accreditation, professional development, discipline, and access to justice initiatives

**PROVINCE OF BRITISH COLUMBIA 1994 – 2012**

**Deputy Minister of Labour** (2009-2012)

Chief Executive of Ministry of Labour, including oversight of Labour Relations Board, Employment Standards, Workers’ Compensation (Work Safe BC), associated advisory offices and administrative tribunals*.*

**Deputy Secretary to Cabinet/Associate Deputy Minister,**

**Intergovernmental Relations** (2007-2009)

Accountable for administration of BC Cabinet policy and direction of relations between the Province of British Columbia and other governments.

**Assistant Deputy Attorney General, Legal Services** (2000-2007)

Oversaw provision of civil legal services (legal advice, litigation, negotiation and policy) to the Government of British Columbia through 350 staff lawyers and contract counsel.

**Senior Counsel/Counsel, Aboriginal Law** (1994-2000)

Coordinated and provided legal advice, negotiation, and litigation services to the Province of British Columbia on aboriginal law matters including policy development, Indigenous initiatives, First Nation Treaty negotiations, and litigation.

**MCKIMM AND LOTT, BARRISTERS and SOLICITORS,** Sidney, BC **1982 – 1994**

**Lawyer and Managing Partner** in a general practice firm focused on family, corporate/commercial, municipal and real estate matters.

Education and Professional Development

**Bachelor of Laws,** University of Victoria 1982

**Bachelor of Arts (Honours, Political Science),** University of Victoria 1978

**French Language Diploma,** University of Victoria 1992

**Certificate in Adjudication for Administrative Agencies, Boards and Tribunals,**

Osgoode Hall Law School 2018

 **Harvard Negotiation Project – Negotiation and Dispute Resolution Training,**

Delivered at Stanford University Law School, Palo Alto, California 1996

Skills Profile

**DISPUTE RESOLUTION, NEGOTIATION and ADJUDICATION**

* Transformed the Law Society of Ontario Tribunal and Appeal Tribunal, creating greater independence and professionalization. Created and recruited for an Independent Chair role (the first in Canada). Developed and implemented professional standards for all adjudicators
* Extensive negotiation experience in First Nations Treaty negotiations and in intergovernmental relations. Supported successful negotiations for the first modern First Nations Treaty in British Columbia (Nisga’a Final Agreement). Advised on and negotiated numerous other land, resource and claims negotiations in British Columbia many of which culminated in agreements and improved relations.
* Spoke regularly to First Nations and non-First Nations community stakeholders about negotiations and proposed agreements, resulting in greater understanding and acceptance of agreed outcomes.
* Coordinated the implementation of claims resolutions for survivors of historic abuse in B.C. institutions

**EXECUTIVE and STRATEGIC LEADERSHIP**

* Presided over strategic public legal, regulatory, and policy organizations with staffs of several hundred, and budgets of $60-100 M
* Transformed legal services delivery in the B.C. Government to an accountability system, resulting in more strategic and focused use of legal services.
* Instituted organizational review, strategic and budget planning at the Law Society of Upper Canada (Ontario)
* Led large organizations providing legal services and professional regulation, and ensuring strategic responses to critical issues. These issues included aboriginal land claims, historic abuse, privacy matters under the US Patriot Act, tobacco litigation, civility in the practice of law, and Law Society approval of new law schools (Trinity Western)

**EDUCATION AND MENTORING**

* Oversight and responsibility for implementation of the recommendations of the Articling Task Force, Law Society of Upper Canada (Ontario) including development, implementation and review of Law Practice Program (practical legal education alternative to articling)
* Met regularly with Ontario Law Deans and Federation of Law Societies National Committee on Accreditation on issues concerning legal education, and accreditation of law schools.
* Volunteered regularly as moot court and negotiation competition coach, judge and organizer. (More detailed list of examples attached)
* Chaired, delivered, and prepared papers for Continuing Legal Education and Professional Legal Training Courses.
* Teach and supervise graduate and undergraduate students in Law and Public Administration, University of Victoria, Faculty of Law and School of Public Administration.

**GOVERNMENT and PUBLIC RELATIONS**

* Formulated and implemented policy and protocols for relations between the Province of British Columbia and other governments, including updates to Agreement on Internal Trade, New West Partnership, Pacific Coast Collaborative (Climate change initiatives with US States), and Asia-Pacific Initiatives.
* A frequent speaker on legal regulation and aboriginal law issues at international, national and provincial conferences and events. (More detailed list of examples attached)
* Member (appointed by Province of Ontario) – First Nations/Ontario Government Aboriginal Justice Advisory Committee (2014-2016
* Oversaw and had responsibility for government relations, public and stakeholder relations, and communications at Law Society of Ontario. Worked closely with federal and Ontario governments on justice sector issues.
* Coordinating campaign to secure release of lawyers and human rights advocates detained in Cameroon and enchance awareness of issues concerning the Anglophone minority in Cameroon

**LEGAL SERVICES AND PROFESSIONAL REGULATION**

* Built a private law practice focused on family, corporate/commercial, municipal and real estate matters.
* Participated in and championed governance transformation initiatives in several charitable and Not-for-Profit organizations: College of Nurses of Ontario; Federation of Law Societies (Canada) and the B.C. Conference, United Church of Canada.
* Oversaw review of paralegal regulation and paralegal scope of practice issues – Law Society of Ontario (Upper Canada)
* Led development and implementation of policy on key issues including access to justice/access to legal services, scope of practice and regulation of non-lawyer legal service providers, law firm and entity regulation, use of technology in the practice of law, diversity and inclusion in the legal profession, legal services to Indigenous communities, Law Society response to Truth and Reconciliation Commission recommendations, and French Language competency.
* Member, Steering Committee, Access to Justice BC

Board/Association Memberships

**Access to Justice BC – Steering Committee-** Member 2019-present

**Canadian Bar Association** National Policy Committee 2018-present

**Lawyers’ Rights Watch Canada – Director** 2018-present

**Yellowstone to Yukon Conservation Initiative** 2018-present

(Joint Canada-US not for profit organization - Connects and protects large land based natural wildlife habitat from Yellowstone to Yukon)

**Lawyers’ Professional Indemnity Company** 2012 – 2017

**Innocence Canada** (formerly Association in Defence of the Wrongfully Convicted) 2016 – present

**Our Place Society** (outreach and support for street involved and homeless,

 Victoria, B.C.) 2009 – 2012

**University of Victoria Alumni Association** 2009 – 2012

**Canadian Association of Administrators of Labour Law** –President 2011 - 2012

Held director and executive positions on numerous other charitable and not for profit Boards throughout my career.

AWARDS/HONOURS\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Distinguished Alumnus (Law) University of Victoria** 2016

**Greater Toronto Top 100 Employer Globe and Mail** 2013-2017

(Law Society of Ontario)

**Queen’s Counsel Province of B.C.** 2002