



FACL BC

FEDERATION OF ASIAN CANADIAN LAWYERS

Annual Report 2024 - 2025

Federation of Asian Canadian Lawyers
(British Columbia) Society (FACL BC)



FACL BC is a diverse coalition of Asian Canadian legal professionals working to promote equity, justice, and opportunity for Asian Canadian legal professionals and the wider community.

ABOUT US

Founded in 2011, Federation of Asian Canadian Lawyers (British Columbia) Society (FACL BC) is the largest equity-seeking bar association in British Columbia with over 760 members ranging from judges, partners, associates, in-house counsel, academics and law students. We have 22 board members, 10 committees, paid staff members and over 100 volunteers. This year, we have organized 40 events and counting.

FACL BC is also affiliated with other FACL chapters across Canada and the National Asian Pacific American Bar Association (NAPABA) in the United States, which represents over 80,000 lawyers.

VISION

- FACL BC is a **leading authority and resource** for the Asian Canadian legal community and major political, business, academic and legal institutions.
- FACL BC is **impacting the law** related to our mandate through interventions and engagement.
- FACL BC is a **fully functioning non-profit society** with paid staff and operational budget.



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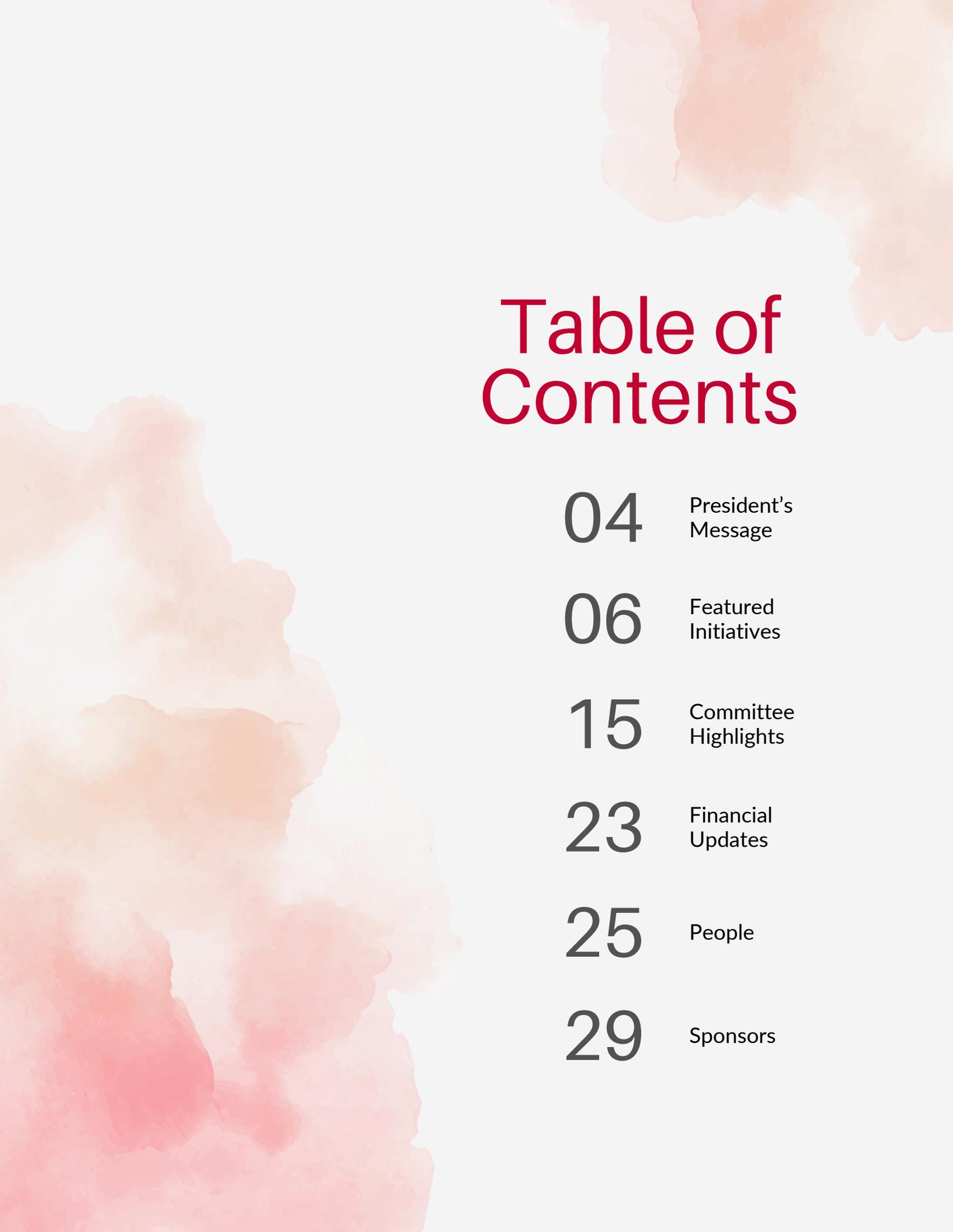


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President's Message



Dear members,

Our theme this past year centers around development - **not just growth in numbers, but thoughtful, purposeful growth**. At FACL BC, we pride ourselves on our bold ideas and ambitious programming. But what makes us stronger with each passing year is our commitment to developing **from within** - as leaders, as a board, and as a community.

We have been more mindful about how we show up and what we build. This meant investing time and energy into strengthening our internal systems, creating mentorship and leadership opportunities for new board members, and aligning our work with FACL BC's long-term vision. To support this, we launched our **Board Development Series** - a three-part speaker series focused on **board governance, authentic leadership, and personal effectiveness**. Special thanks to Past Presidents **Steven Ngo** and **Hasan Alam**, and Professional and Life Coach **James Lee**, for leading these sessions and helping guide our Board's continued growth.

Our internal development is already taking shape in meaningful ways. By focusing more intentionally on our vision, we recently reached one of our most significant milestones: securing the largest grant in FACL BC's history, through the **Racial Justice Development - Iterate Grant** from the **Law Foundation of British Columbia**. This multi-year \$330,000 grant supports the continued funding of our growing staff team and the ongoing development of the **FACL BC Journal**. The achievement is the result of years of visioning, planning, and thoughtful execution by our executive committee. It's a moment we dreamed of during the strategic planning sessions of past Board retreats, and it's deeply fulfilling to see the possibility of hiring an Executive Director come to life.

We also celebrated key milestones both within and beyond our organization. Since 2019, **we have awarded 20 scholarships to law students** - directly supporting the next generation of Asian Canadian legal professionals.

Externally, FACL BC was proud to receive two major recognitions in 2024: the Canadian Bar Association's **Touchstone Award** and the NAPABA **Affiliate of the Year Award** - making us the first Canadian organization to receive this honour. These awards represent a milestone in our advocacy journey and affirm our ongoing commitment to equity, inclusion, and community leadership.

This year also marked a **record number of judicial, King's Counsel, and leadership appointments from our Asian Canadian, and specifically FACL BC, community** - a powerful reminder that representation drives progress. We extend our warmest congratulations to our members who have been elevated to the Bench and received the King's Counsel designation, and look forward to the continued impact of these trailblazers across the profession.

In addition to these achievements, FACL BC continued to build its presence across the legal landscape. We proudly represented FACL BC at **major legal events across North America**, including the Asian Bar Association of Washington's Gala in Seattle, the NAPABA Convention in Seattle, the 43rd Chinese Legal Community Banquet, the Vancouver Bar Association AGM, the Japanese Canadian Legal Association's inaugural reception, the Korean Canadian Lawyers Association British Columbia chapter's inaugural reception, the South Asian Bar Association Fall Conference, the Aboriginal Lawyers Forum Holiday Banquet, the Canadian Association of Black Lawyers Gala, various Amici Curiae Friends of the Court events, the FACL Ontario Conference & Gala, the Advocates' Society BC Gala, the Filipino-Canadian Legal Network's Awards Night and many others.

These moments of visibility are not just symbolic - they are a testament to sustained, collective effort. When we invest in people and commit to showing up, **real change becomes possible.**

FACL BC's success is - and has always been - **a collective effort.** To our champions, past and present Advisors, Board members, staff, and committee volunteers: thank you. **Your time, energy, and belief in our mission power everything we do.**

And to our members: **thank you for showing up** - whether someone brought you to your first event or you walked in alone. FACL BC is a place of welcome and belonging, and it is because of you that we continue to grow in strength and purpose.

As we reflect on recent progress, I truly believe that our development - as individuals and as an organization - will be what allows us to meet the moment. In a time when equity, diversity and inclusion efforts are being rolled back across North America, **our unity, courage, and collective vision are more important than ever.** There is still so much work ahead - but I have never been more hopeful!



It has been an honour to serve as your President. I look forward to continuing the work as Advisory Director in the year ahead.

Warm regards,

Jenny Huang
President (2024-2025)

Featured Initiatives

Major Grant Award

We are excited to announce that FACL BC has been awarded **\$330,000** through an **Iterate Grant** of the Racial Justice Development Grant from the Law Foundation of British Columbia. This builds on the success of our **2024 Racial Justice Development Grant**, which provided FACL BC with \$50,000 to support staff hiring and the launch of the inaugural edition of the **FACL BC Journal**. This milestone reflects the hard work of our Executive team, with sincere thanks to our Board and volunteers for laying the foundation.

We are excited about the doors this grant will open for us and the potential opportunities that it will unlock. This financial support will also facilitate our transition from a working board to a governance board, allowing us to focus more on advocacy and intervention efforts, and provide our dedicated volunteers and directors with additional administrative and operational support.

To learn more about the Iterate Grant and how it will support FACL BC's vision and initiatives, visit facbc.ca/news/13521853



Affiliate of the Year Award

In a historic milestone, FACL BC was named the **2024 Affiliate of the Year** by the National Asian Pacific American Bar Association (NAPABA) - the largest organization of Asian American legal professionals in the United States, representing over 80,000 members. As the **first Canadian organization to receive this honour**, FACL BC was recognized for its best practices, impact, and accomplishments in advancing the Asian Canadian legal community.

Capping off a meaningful weekend, the FACL BC Leadership Academy hosted a fireside chat featuring **Jamie Chung**, General Counsel at **Rivian**, whose career has spanned senior leadership roles at Cooley LLP, AAA, and Walmart eCommerce. This event offered candid insights on leadership and career development and was made possible with the generous support of **Wendy Feng**, Past President of the Asian Bar Association of Washington and **Seyfarth Shaw LLP**.

To learn more about the NAPABA Affiliate of the Year Award, visit facbc.ca/news/13410973.

FACL BC members also receive complimentary NAPABA membership. For more information, please visit facbc.ca/join.

Interventions Subcommittee

With the aim of furthering FACL BC's mandate and its vision of making an impact on the law, the **Advocacy Committee** established an **Interventions Subcommittee** in late 2023. The subcommittee was tasked with laying the groundwork for FACL BC to **seek intervenor status** in litigation that **aligns with our mandate and affects our membership**. Through months of thoughtful discussion and careful drafting, the subcommittee developed FACL BC's first **Interventions Policy**, which outlines the criteria for determining when intervention is appropriate.

FACL BC is now **actively reviewing opportunities to intervene in active litigation before the British Columbia and federal courts that align with FACL BC's mandate** - an exciting next step in expanding our advocacy efforts. We also welcome suggestions from our members on future interventions that align with our mandate and commitment to justice.

To learn more about FACL BC's Interventions Subcommittee, contact advocacy@facbbc.ca.

Silk Threads: The Journal of Asian-Canadian Legal Perspectives

After years of vision, planning, and collaboration, we proudly launched the inaugural **FACL BC Journal** in April 2025 - the first publication of its kind centered on **Asian Canadian voices in British Columbia's legal community**.



The idea was born at a 2022 board retreat and brought to life through years of hard work: securing grant funding, managing editorial and design, and overseeing production.

The Journal offers a meaningful platform to share stories, insights, and reflections on **representation, equity, and inclusion** - values essential to building a more diverse and just profession. Its release comes at a critical moment as these principles grow ever more vital to the future of law in British Columbia and beyond.

Following community feedback and a naming contest held at the launch event, the Journal was officially renamed **Silk Threads: The Journal of Asian-Canadian Legal Perspectives**. The winning name, submitted by Advocacy/Journal volunteer **Shermaine Chua**, reflects the richness and interconnectedness of the Asian Canadian legal experience.

Our April 24, 2025 launch event welcomed **over 100 guests**, including members of the judiciary such as **Chief Justice Leonard Marchand, Chief Justice Ronald Skolrood, Associate Chief Justice Heather Holmes, and Justice Scott Morishita** among others, alongside legal leaders from across the province. A special thank you to Chief Justice Marchand for sharing the Journal with the entire court and featuring it on the **Court of Appeal's LinkedIn page**. We also appreciate the other members of the judiciary who helped distribute the Journal within their courts, and our general members for ensuring it reached their law firm libraries.

Impactful remarks were delivered by President **Jenny Huang**, Editor-in-Chief and Advocacy Committee Co-Chair **Serena Cheong**, with closing remarks from VP External **Sebastian Chern**. We also extend our sincere thanks to our featured panelists and authors - **Dr. Carol Liao**, **Simirin Lally**, and **Victor Tai** - whose powerful contributions can be found in the first edition of the Journal, which is available online on our website.

We are now accepting submissions for **Edition Two**, due **August 31, 2025**. We can't wait to continue amplifying Asian Canadian legal voices and fully utilizing the Law Foundation Iterate Grant for future issues of the Journal. Please visit facbc.ca/journal or contact us at journal@facbc.ca.

Women's Social

On May 29, 2025, FACL BC hosted its largest **Women's Social Event** to date - **Empowerment: Growth Through Mentorship & Meaningful Connection**. We welcomed over **130 attendees** from the legal and business sectors, including students, lawyers, judges, and corporate professionals.

Held at the historic Vancouver Club - once a space that excluded women until around 1993 - the evening was filled with powerful voices and intergenerational stories. For the first time, the event was proudly **sponsored and co-hosted by Scotiabank, FACL BC's exclusive financial partner 2024-2025**, whose support helped elevate both reach and impact.

The night kicked off with a dynamic panel on **mentorship, leadership, and visibility**, moderated by Vice-Chair of Mentorship Committee **Rachel Wong**. Panelists **Dana Martin** (VP, Indigenous Financial Services, Scotiabank), **Serene Chow** (Partner, Boughton Law; FACL BC Founder and Past President), and **May Au** (Senior Counsel, Lululemon; Past Board Member) shared candid reflections on growth, challenge, and what it means to lead with authenticity and purpose.

The second half featured an **interactive speed mentoring session**, where mentees rotated through tables hosted by mentor pairs from both **FACL BC** and **Scotiabank**. These intimate conversations sparked new connections and created a supportive space for learning, questions, and encouragement.

This year's event wasn't just bigger - it was **bolder, more inclusive, and more connected**. The diverse crowd highlighted the growing intersection between legal and business leadership and the shared desire for mentorship that's real, accessible, and rooted in community.

At FACL BC, we believe **mentorship is empowerment in action**. Events like this reaffirm that when we lift as we climb, we all rise together.

To learn more about FACL BC's Mentorship Committee, visit facbc.ca/mentorship-committee or contact mentorship@facbc.ca.



Annual Partners' Reception

On May 14, 2025, FACL BC hosted its **second Annual Partners' Reception**, generously sponsored once again by **Borden Ladner Gervais LLP (BLG)**. Now a cornerstone event in our annual calendar, the reception is the first and only gathering in British Columbia dedicated to bringing together partners of Asian descent and their allies for an evening of connection.



Held at the Marriott Pinnacle Downtown Hotel, the event drew **over 100 managing partners, partners and shareholders** from firms across the Lower Mainland and beyond - underscoring the rising demand for spaces that foster **representation and relationship-building at senior levels** of the profession.

Designed to strengthen peer networks, support client referral opportunities, and inspire the next generation of Asian Canadian legal leaders, the reception continues to grow in reach and relevance.

The evening featured remarks from President **Jenny Huang**, VP Development **Paige Mueller**, and Advisory Director **Fiona Wong** who reflected on FACL BC's ongoing mission to create lasting change. A standout moment came from **Tamara Wong** (Partner, BLG), whose heartfelt speech and thoughtful conversation cue cards helped spark powerful dialogue across the room.

We're proud to see this event become a platform for connection, collaboration, and community at the highest levels of legal practice - and we look forward to continuing this tradition in the years ahead.

In-House Trailblazers: Catherine Chow, Chief Legal Officer (Vancouver Canucks)

Since its relaunch in the fall of 2023, FACL BC's In-House Committee has made a strong mark through its **Trailblazer Series** - a signature initiative celebrating Asian Canadian legal leaders who are breaking barriers and championing inclusion.

On February 18, 2025, the committee hosted an inspiring fireside chat with **Catherine Chow**, Chief Legal Officer of the **Vancouver Canucks**. The event drew **over 60 attendees** from private practice, in-house roles, and law schools, all eager to learn from Catherine's candid reflections on **curiosity, authentic leadership, and allyship**.

Generously hosted by **Osler, Hoskin & Harcourt LLP**, this event reinforced the Trailblazer Series' growing role as a trusted and impactful space for **career inspiration, community building, and professional growth**.

We look forward to continuing the Trailblazer Series and spotlighting more voices who are shaping the future of the legal profession. To learn more about FACL BC's In-House Committee, visit facbbc.ca/inhouse-committee or contact inhouse@facbbc.ca.



Leadership Academy (3rd Year)

The FACL BC Leadership Academy is the first program of its kind for Asian Canadian lawyers and was launched in 2023 to develop the **next generation of leaders** in our Asian Canadian legal community.



Now in its third year, we're thrilled to welcome twelve new fellows who have been accepted into this year's class of the Leadership Academy. Led by **Mark Leung** and **Steven Ngo**, both past FACL BC Board members, the Leadership Academy explores themes such as communication, team building, personal brand and storytelling. Many of our alumni have moved into leadership roles within their firms and within FACL BC itself.

Congratulations to this year's fellows: **Amy Xu, Catherine Wong, Christopher Gallardo-Ganaban, Cindy Chen, Hamidreza Siavashpour, Jennine Punzalan, Jenny Gu, Jessica Tang, Lisa Harris, Nyusha Samiei, Peter Cheng, and Roger Zhang.**

For more information, please visit facbbc.ca/academy.

Membership Benefits Program Updates

As part of the perks of FACL BC membership, members are given exclusive access to a range of benefits associated with local Asian-owned businesses in British Columbia. In 2025, FACL BC is proud to maintain a robust network of 10 small businesses. From food to fitness and apparel, FACL BC's partnering businesses come from a diversity of industries, and respectively play important roles in supporting and strengthening the Asian Canadian community through advocacy and community initiatives.

The Membership Benefit Program is a reflection of FACL BC's commitment to building a stronger and more resilient Asian Canadian network not only in the legal industry, but in the community-at-large. We will continue to grow this program by building meaningful partnerships, and we hope you, our members, enjoy the exclusive benefits available to you.

You can view the full list of perks by logging into the FACL BC Member Portal and accessing the Membership Benefits page at facbbc.ca/membership-benefits.



FACL BC Podcast

Launched in 2020 during the pandemic and a time where Vancouver experienced a 717% rise in anti-Asian hate crimes, becoming the “anti-Asian hate crime capital of North America”, the **FACL BC Podcast** created a much-needed space for connection and reflection. Now concluding its **fifth season**, it continues to amplify the untold stories of **Asian Canadians in law** - from students to senior leaders.

With over **2,700 combined plays** and a **Clawbies Award for Best Podcast (2022)**, the podcast has become a powerful platform for representation, dialogue, and unity in the legal profession.

A heartfelt thank you to Co-Chairs **Xue Zhang** and **Baron Hsueh**, and to the incredible volunteers on the **Podcast Subcommittee**, whose dedication and care power each episode - from interviews to editing to release.

This year's episodes include:

- Episode 35: Becoming a Star Associate with **Lucy Schilling** (sponsored by **Cozen O'Connor**)
- Episode 36: Navigating 2L and Articling Recruitment with **Stephanie Mui**
- Episode 37: Envisioning the Future of Law and Diversity with **Alex Su**
- Episode 38: Navigating Clerkships from an EDI Perspective
- Episode 39: Litigation, Leadership and EDI with **Douglas Chiu**
- Episode 40: The Not-So-Predictable Life of a Criminal Defence Lawyer with **Gloria Ng**
- Episode 41: Financial Tips for Navigating the Early Years of Your Law Career (sponsored by **Scotiabank**)

If you know of any inspiring potential guests or would like to collaborate with the podcast, please reach out to us at podcast@facbc.ca. You can also find the FACL BC Podcast on Spotify or the Apple Podcast.



Future Partners Prospective Program (Launching Soon)

Mirrored off of NAPABA’s Prospective Partnership Program, this program aims to **empower** senior associates between 6 to 9 years of call at their firm in **preparation for partnership** and **demystify the partnership application process** for those considering this career avenue and wanting to make an informed decision.

The program will be chaired by the Advisory Committee with Advisory Director/Past President **Fiona Wong** as the Program Coordinator. It is scheduled for early 2026 and will be approximately 6 months in duration with structured panel sessions. The program will also offer 1:1 mentorship opportunities with program participants and informal socials.

Currently around 16 volunteer faculty members are involved, consisting of managing partners, King’s Counsel, and partners at national full-service, mid-size, and boutique firms.

To FACL BC’s knowledge, while there are no current statistics on Asian Canadian legal professionals rising to the ranks of partnerships at major law firms, the American Bar Association and NAPABA did release a joint report in 2022 titled, **“A Portrait of Asian Americans in the Law 2.0”** analyzing similar statistics for Asian American legal professionals in the United States. The joint report was published as a follow up to the original Report from 2017, and we encourage our membership to review both publications in detail. As of 2022, Asian Americans make up 4.3% of equity partners at major law firms, whereas nearly 90% of equity partners are non-racialized (white). Asian women in particular only make up 1.8% of partners at major law firms.

In light of these statistics regarding the legal profession in the United States, FACL BC is aware of the need to address a similar situation in Canada with action.

We are therefore excited about the potential of this program to **equip emerging leaders with the knowledge, connections, and confidence to successfully navigate the path to partnership**. This initiative represents a significant step forward in supporting the professional growth and advancement of Asian Canadian legal professionals, and we look forward to its impactful launch.







Committee Highlights

We are pleased to share some highlights from the following committees.

Advisory Committee

Established in 2022, the **Advisory Committee** plays a critical role in helping FACL BC achieve its **long-term strategic vision**. Chaired by Advisory Director, **Fiona Wong**, the committee brings continuity, insight, and mentorship to support the organization's growth and direction.

This year, our advisors were instrumental in leading and developing several key initiatives, including the **Leadership Academy**, now in its **third successful year**, and **Intro to Law Week**, a flagship outreach program that introduces high school students to the legal profession. In 2025, we brought sessions to **Templeton Secondary**, **Steveston-London Secondary**, and **L.A. Matheson Secondary**, continuing to inspire future legal minds from diverse communities.

From governance to programming, the Advisory Committee has helped FACL BC navigate and deliver on major milestone projects with thoughtfulness and vision.

To learn more, visit facbbc.ca/advisory-committee.



Advocacy Committee

FACL BC's **Advocacy Committee** is committed to advancing **equity, justice, and opportunity** for Asian Canadian legal professionals and the broader community. With an intersectional approach, the committee continues to address overlapping systems of oppression and works in **collaboration with equity-seeking organizations** that share our mandate.

Under the leadership of VP External **Sebastian Chern** and Co-Chairs **Shanna Gu** and **Serena Cheong**, the committee made significant strides. The Advocacy Committee proudly celebrated its first-ever 2SLGBTQIA+ Mixer in July of 2024, featuring a fireside chat with the then Canadian Bar Association (British Columbia) President Scott Morishita (now Justice Morishita), to celebrate community, inclusion, and leadership with pride. We thank **Hammerco Lawyers LLP** for their generous support.



President **Jenny Huang** and VP External **Sebastian Chern** continued to oversee FACL BC's collaboration with Pro Bono Students Canada and Thompson Rivers University (TRU), supervising a student team in the review and preparation of a report on equity, diversity and inclusion certifications and their effectiveness in promoting diversity in leadership within companies and organizations. Now having completed its second year, this partnership offers meaningful experiential learning opportunities for students while advancing research aligned with FACL BC's mandate. We look forward to sharing the final report in the near future.

Another major milestone was the creation of a **formal policy framework for the Interventions Subcommittee**, which now enables FACL BC to meaningfully engage in legal interventions aligned with our mission and values.

The committee also oversaw the launch of the **first edition of the FACL BC Journal**, recently renamed **Silk Threads: The Journal of Asian-Canadian Legal Perspectives** - a powerful platform that showcases the stories and insights of Asian Canadian legal professionals.

This past year, the Advocacy Committee released several **statements**, including:

- Statement on Justice Maryka Omatsu on Receiving the ABA Margaret Brent Women Lawyers of Achievement Award
- Statement on the 2024 King's Counsel Appointments
- Statement on the Appointment of Judge Afsar
- Statement about Lapu-Lapu Day Festival
- Statement on Recent Petition against the University of British Columbia
- Statement on Canada's Newly Appointed Cabinet Ministers
- Statement on the Appointment of Judge Mylene de Guzman
- Statement on Gigi Chen-Kuo's New Position as Chief Executive Officer and Executive Director of the Law Society of British Columbia
- Statement on the Appointment of Niki Sharma, KC as Deputy Premier of British Columbia
- Statement on the Appointment of Justice Scott Morishita
- Statement on Member Resolution 3 for LSBC AGM
- Statement on the Appointment of Judge Parveen Nijjar

To learn more about the FACL BC Advocacy Committee, visit facbbc.ca/advocacy-committee or contact advocacy@facbbc.ca.



Gala Committee

FACL BC's **Gala Committee**, led by Gala Chair **Lily Zhang**, is responsible for planning and executing our marquee annual event - the **Annual Gala** - as well as the **Conference** held in conjunction with it.

The FACL BC Gala has grown into one of the **largest legal galas in British Columbia**. This past year, over 780 attendees came together to celebrate community, connection, and progress.

On November 15, 2024, FACL BC hosted its **13th Annual Gala** at the Fairmont Hotel Vancouver. The theme of the evening, "**Unity in Diversity**," emphasized how our differences make us stronger and highlighted the power of working together across communities to build a more inclusive and equitable legal profession.

President **Jenny Huang** delivered an inspiring address, reflecting on a year of major milestones, including FACL BC receiving the **Canadian Bar Association's Touchstone Award** and being named **NAPABA's 2024 Affiliate of the Year**.

The keynote speech by **Lien Yeung**, an award-winning multimedia reporter, host, and producer, was a standout moment of the evening. Lien shared a powerful and personal story of growing up in Canada as a visible minority and confronting anti-Asian racism. Her reflections on identity, representation, and resilience were both moving and energizing - a true celebration of diversity and a call to action.



We also proudly awarded two scholarships - one from **FACL BC** and one from **NAPABA** to law students who demonstrated leadership and commitment to the pan-Asian Canadian legal community.

To cap off an unforgettable evening, we gave away the **most prizes in FACL BC history**. We're excited to build on this momentum and look forward to another meaningful celebration at the next Gala on **Friday, November 14, 2025 (save the date)**!

To learn more about FACL BC's Gala Committee, visit facbbc.ca/gala-committee or contact gala@facbbc.ca.



Kamloops Committee

This year's Kamloops committee was led by Area Director **Shazia Hosenbocus**, TRU Student Director **Simirin Lally**, overseen by VP External **Sebastian Chern**. FACL BC's Kamloops Committee is responsible for expanding FACL BC's mandate in the **Kamloops region**. The committee is composed of lawyers and law students who live in the Kamloops region, are affiliated with, or have ties to the region.



In February 2025, FACL BC hosted a **Winter Social** at Shanghai Mandarin in Kamloops. This event aimed to connect TRU Law Students with members of the Kamloops legal community. The event was well attended by both students and local practitioners, resulting in engaging conversations and valuable mentorship opportunities.



In March 2024, FACL BC, in collaboration with the **TRU Faculty of Law** and **Morelli Chertkow LLP**, hosted its fifth annual **Mental Health and Addictions Panel**. This event aims to shed light on the unique challenges faced within the legal profession and provide students with meaningful insights, resources, and support. This event was offered in a hybrid format, allowing individuals beyond the law school community to participate. The panel featured courageous speakers from diverse backgrounds who shared their lived experiences with mental health and addiction. The panelists offered valuable practical advice on achieving work-life balance and cultivating healthy, sustainable habits for long-term success in the legal field.

To learn more about FACL BC's Kamloops Committee, visit facbbc.ca/kamloops-committee or contact kamloops@facbbc.ca.

Membership Committee

Chaired by **Catherine Wong**, Vice-Chaired by **Xue Zhang** and **Janice Jua Fujikawa**, and overseen by VP Marketing, **Sandy Lun**, FACL BC's Membership Committee is responsible for overseeing member engagement initiatives including events to promote networking among our members and our marketing outreach initiatives including our monthly newsletter, social media and podcast.

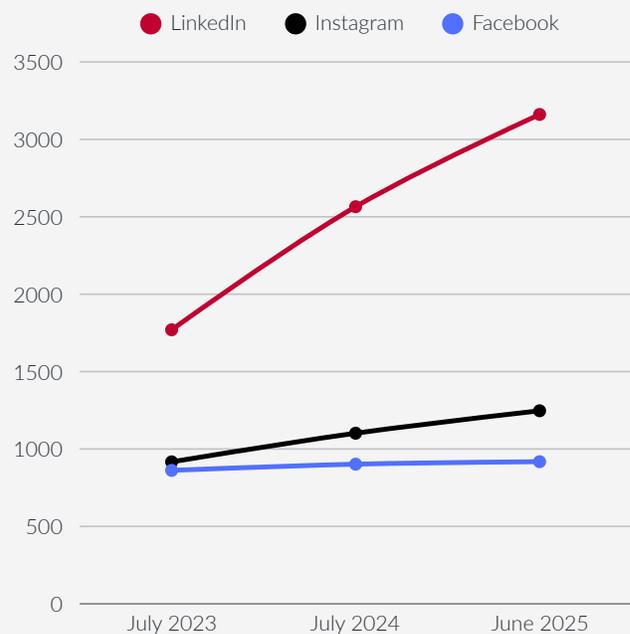
This past year was a very productive year for the Membership Committee, notably with the launch of new initiatives such as the **Writing Café**, in-person journaling sessions to foster community, bonding, and self-reflection, the **Snowshoe Stroll** on Cypress Mountain, and the **Rumble & Mingle**, a health and wellness event sponsored by **Oyen Wiggs Green & Mutala LLP**.

The Membership Committee also saw the continued success of initiatives such as the **Hometown Eats** series, which aims to celebrate the diversity of Asian cuisines by spotlighting locally-owned restaurants in the Lower Mainland. This year, our Hometown Eats events were held at John 3:16 Malaysian Delights to welcome the incoming Advisory Committee, as well as Gilaneh GrillHouse Restaurant to celebrate the Persian New Year.

An exciting development with the **FACL BC Podcast** included **Financial Tips for Navigating the Early Years of Your Law Career**, a live podcast event in collaboration with **Scotiabank** discussing personal finance and career development with a panel of financial advisors. In addition, the FACL BC Podcast continues in our commitment to highlighting the diverse and powerful stories in the Asian-Canadian community, with special guests such as **Douglas Chiu (Hammerco Lawyers)**, **Lucy Schilling (Cozen O'Connor)**, and **Gloria Ng (Platform Litigation)**. This year, FACL BC's ever-popular **Spotlight Series** continues to highlight the diverse members of our community, and their unique insights into their careers, the profession, and their identities.



Finally, FACL BC's **social media presence** has also grown in the past year, most notably on LinkedIn. As of July 2025, we have over 3,100 followers on LinkedIn, over 1,200 followers on Instagram, and over 910 followers on Facebook.



To learn more about FACL BC's Membership Committee, please visit facbbc.ca/membership-committee or contact membership@facbbc.ca.

Mentorship Committee

This year's Mentorship Committee was chaired by **Miguel Oreta**, with **Rachel Wong** serving as Vice-Chair, and was overseen by VP Internal **Jennine Punzalan**. FACL BC's Mentorship Committee and its mentorship program is dedicated to guiding law and articling students in becoming passionate and productive professionals both in their careers and personal lives. **Mentorship is a cornerstone of FACL BC's mission.**



FACL BC has the largest mentorship program in the province for Asian Canadian students, with over 150 mentor-mentee pairings. Applications for the program typically open towards the end of the year, with pairings finalized each January. The committee launched the mentorship program at a vibrant **Lunar New Year Food Fest**, co-hosted with **UBC Asia Pacific Law Club** and **Alexander Holburn Beaudin + Lang LLP**.

Beyond the formal mentorship program, our Mentorship Committee also hosts a variety of events and initiatives throughout the year. Over the past year, the Mentorship Committee organized a dynamic lineup of events designed to support and engage members of the legal community. They organized a **Social Skills and Networking** event to help students navigate professional settings with confidence.



The committee also hosted a session on **Navigating the Recruitment Process** and organized mock interviews to help students develop and practice their soft skills for the Vancouver formal recruitment process.

For FACL BC members who are not participating in formal recruitment, the committee also hosted a session on **Securing Jobs Outside of the OCI process**. Lastly, to aid continuous professional development, the committee continued its informative **Lunch & Learn Sessions**, which covered a variety of topics such as Civil Litigation and Cross-Cultural Clients, Builders Liens and Construction Law Claims, and Insurance Law - the latter in collaboration with **Gurminder Sandhu, KC** and **Hamilton Duncan**.

To learn more about FACL BC's Mentorship Committee, visit facbbc.ca/mentorship-committee or contact mentorship@facbbc.ca.

Victoria Committee

Chaired by **Moora Paw**, assisted by UVic Student Director **Avneet Sandhu**, and overseen by VP Internal, **Jennine Punzalan**, FACL BC's Victoria Committee is responsible for expanding FACL BC's mandate in the Victoria region.

In January, the Victoria Committee held the **Shared Plates, Shared Stories: Victoria Informal Mixer** at Kinu Restaurant, which was attended by a diverse group of first-year law students, as well as local lawyers from the Victoria legal community. This event was an incredible opportunity for all to network, enjoy some Indo-Chinese fusion cuisine, and highlight the vibrant legal community in Victoria through sharing experiences and storytelling.

In celebration of International Women's Day, the Victoria Committee also held their **Women in Law: Navigating Identity: The Asian Woman's Experience in Law** event at the University of Victoria. Panelists at this event included **Pinder Cheema, KC**, the first Sikh woman to graduate from a Canadian law school, **Sana Fatima**, a human rights and employment lawyer, and FACL BC President **Jenny Huang**. In this panel discussion, panelists and students shared stories of resilience, mutual support, and allyship as women in the legal industry. The event was offered in a hybrid format to allow for participation and engagement beyond the Victoria area.

To learn more about FACL BC's Victoria Committee, visit facbbc.ca/victoria-committee or contact victoria@facbbc.ca.



In-House Committee

Chaired by **Karen Claus** and **Mark Leung**, and overseen by VP Development **Paige Mueller**, FACL BC's In-House Committee's purpose is to **create and foster a close-knit community** of Asian Canadian in-house lawyers and to leverage these positions to **champion FACL BC's mandate of promoting equity, justice and opportunity** for Asian Canadian legal professionals and the wider community.

In January 2025, the In-House Committee organized a **Winter Social**, an evening that was made possible by the sponsoring partner law firms, **Fasken** and **Bennett Jones**. Over 40 in-house counsel gathered over tapas and cocktails in a full-capacity event, with many meeting one other for the first time. As the In-House Committee's inaugural social event, this event served as this year's kickoff event for the In-House Committee in its efforts to strengthen the relationships and bonds within the in-house counsel community.





In February 2025, the In-House Committee hosted its annual marquee **Trailblazer Event** at **Osler**, featuring **Catherine Chow**, Chief Legal Officer of the **Vancouver Canucks**.

In June 2025, the In-House Committee hosted its **second social event**, this time over bubble tea at Chatime. The gathering brought together a mix of mostly in-house counsel and some private practice lawyers, with one **unique spin from traditional events** - significant others were invited. This was done as a way to recognize, and celebrate, that behind every in-house lawyer is often a partner who supports them through long hours, tough decisions, and career pivots.

To learn more about the In-House Committee, please visit facbbc.ca/inhouse-committee or email inhouse@facbbc.ca.



NCA & LLM Committee

Chaired by **Tiffany Ho** and **Tina Ye**, and overseen by VP Development **Paige Mueller**, FACI BC's NCA & LLM Committee is dedicated to building community for foreign-trained lawyers navigating the **National Committee on Accreditation (NCA)** process or the **LLM (Common Law)** program. Recognizing that many re-licensing candidates in British Columbia are racialized and disproportionately impacted by these processes, the committee aims to provide both guidance and connection for this underserved and growing group.

This year, the committee hosted **four highly attended webinars** covering key topics such as preparing for structured recruit interviews, navigating NCA exams, finding articling opportunities through unposted positions, and succeeding in PLTC (British Columbia's bar course) and articles. These sessions were among the most well-attended of the year and deeply appreciated by participants.

We thank the entire committee for their dedication, and extend our gratitude to the many **panelists** who generously shared their insights and time to support the next generation of legal professionals.



Financial Updates

Finance Committee

Chaired by our Treasurer, **Daniel Szeto**, the FACL BC Finance Committee is responsible for financial planning and management, as well as seeking new funding opportunities for FACL BC. To learn more about our Finance Committee, please contact finance@facbbc.ca.

Scholarships

FACL BC scholarships are granted annually, contingent upon sponsorship availability and funding. Each year, our Executive team, composed of the President, Vice Presidents, Advisory Director, and Treasurer, conducts a blind review of received scholarship applications. The recipients of the 2024 AGM scholarships sponsored by TD were:



Baron Hsueh (UBC)



Rachel Lee (LLM - UBC)



Rosemary Hu (UVic)



Saijal Patel (TRU)



The recipients of the 2024 Gala scholarships were:

- **Liam Liu** (UBC; awarded the FACL BC Scholarship); and
- **Helen Yang** (UBC; awarded the NAPABA Scholarship).

This year, FACL BC also continued to partner with the three BC law schools to administer three additional scholarships to JD law students. Scholarships with UVic and TRU are administered directly by each respective law school on an annual basis until 2027, as part of a three-year arrangement. FACL BC self-administered one scholarship to a JD law student attending Peter A. Allard School of Law. The 2024-2025 scholarship recipients were:



Jason Liu (UBC)



Maham Keshvani (TRU)



Moora Paw (UVic)

We will also be awarding **four additional Scholarships** made possible through the generous sponsorship of **Scotiabank** at our Annual General Meeting on July 17, 2025.

To learn more about FACL BC's scholarships and the recipients, visit facbbc.ca/scholarship.

Grants

As noted earlier in the Report, FACL BC received the **2025 Iterate Racial Justice Development Grant** from the **Law Foundation of British Columbia** in July 2025, which will support the journal initiative and staffing expansion. This follows a \$50,000 **Racial Justice Development Grant** awarded in May 2024.

FACL BC also received a \$3,000 grant from NAPABA in support of the 2024 FACL BC Conference held alongside our Annual Gala.

FACL BC relies on grant funding to maintain its operations as an incorporated non-profit society. If you learn of any grants for which FACL BC may be eligible, or wish to assist with grant-writing, please contact advocacy@facbbc.ca.

Annual Membership Fees

Effective April 1, 2024, our **Full Membership** and **Supporting Membership** pricing increased from \$50 to \$80 per year in order to support the continued growth and sustainability of FACL BC. **Student Membership** remains complimentary. To alleviate costs, **articling students, NCA candidates, and judicial clerks to certain courts are eligible for a \$30 discount until March 1st of each year.** Additionally, our memberships have transitioned to a full calendar term (January - December) since January of 2025 to facilitate a streamlined renewal process for all members.

To learn more, please visit facbbc.ca/join.



People

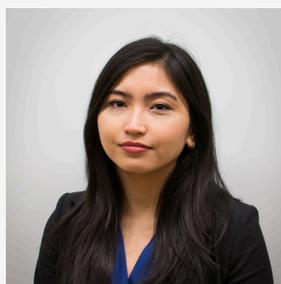
Board of Directors



Jenny Huang
President



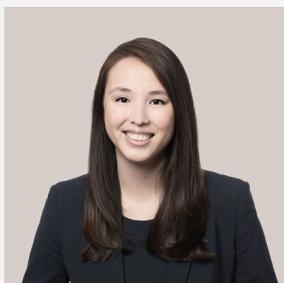
Sebastian Chern
VP External



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Sandy Lun
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Paige Mueller
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Daniel Szeto
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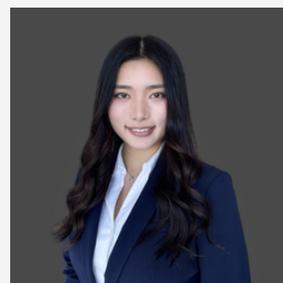
Lily Zhang
Gala Chair



Catherine Wong
Director-at-Large



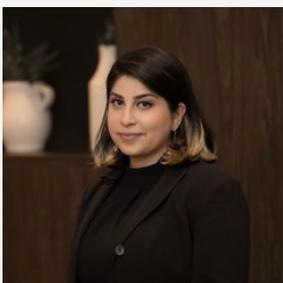
Cen Yang
Director-at-Large



Janice Jua Fujikawa
Director-at-Large
(until June 2025)



Miguel Oreta
Director-at-Large



Nyusha Samiei
Director-at-Large



Rachel Wong
Director-at-Large



Shanna Gu
Director-at-Large



Xue Zhang
Director-at-Large



Baron Hsueh
Student Director (UBC)



Simirin Lally
Student Director (TRU)



Avneet Sandu
Student Director (UVic)
(until February 2025)



Shazia Hosenbocus
Area Director (Kamloops)



Moora Paw
Area Director (Victoria)

Staff

We extend our gratitude to **Jerika Caduhada**, **Jocelyn Toledo**, **Elena Chen**, and **Vanessa Cheung** who served as the Executive Coordinators (ECs) for FACL BC for the term 2024-2025 and **Taja De Silva** who joined us as our first Associate Director (AD) in May 2024. These dedicated individuals worked closely with our Board of Directors to provide administrative, communications, and logistical support.



Elena Chen
Executive Coordinator
(February 2025 - Present)



Vanessa Cheung
Executive Coordinator
(February 2025 - Present)



Jerika Caduhada
Executive Coordinator
(May 2023 - May 2025)



Jocelyn Toledo
Executive Coordinator
(May 2024 - February 2025)



Taja De Silva
Associate Director
(May 2024 - May 2025)

Advisors

FACL BC thanks our Advisors for their invaluable contributions to the 2024-2025 year. The Advisory Committee is chaired by the Advisory Director, Fiona Wong. Our advisors are:



Dr. Carol Liao



Cheryl D'Sa, KC



Douglas Chiu



Izumi Miki McGruer



Gurminder Sandhu, KC



Winston Sayson
MGC, KC

Speakers

FACL BC thanks the following speakers for contributing to our programming this year:

Alexander Wilson	James Lee	Rachel Wong
Amal Qattan	Jamie Chung	Ruby Dhand
Barbara Wang	Janice Jua Fujikawa	Sana Fatima
Brian Y.K. Cheng	Jennifer Lau	Sean Akeroyd
Catherine Chow	Jenny Huang	Scott Morishita
Char Sandher	Jessica Pham	Sebastian Chern
Dana Martin	Jim Wu	Serena Cheong
David How	Justice Scott Morishita	Serene Chow
Diana Wang	Karen Joy Bation	Simirin Lally
Dimple Kainth	Kim Carter	Shari Pearlman
Douglas Chiu	Kwang Lim	Shawn Xin
Dr. Carol Liao	Maral Angha	Steven Ngo
Ellie Zareie	Marc MacEwing	Tiffany Ho
Gaurav Deep Singh	Mark Braidwood	Tina Ye
George Zhang	May Au	Vanessa Santaguida
Gurminder Sandhu	Monica Gangar	Victor Tai
Hardeep Chahal	Natasha Liu	Will Tao
Hasan Alam	Ouran Li	Zheng-Yi Ong
	Pinder K. Cheema, KC	

In particular, we wish to express our gratitude to Adrienne Meyers, Caitlin Ohama-Darcus, Esther Sohn, Elaine Tham, Jaclyn Leong, Jennifer Ma, Judge Mylene de Guzman, Judge Karen Leung, Judge Rita Bowry, Julia Winters, Louisa Winn, KC, Margaret Mereigh, Nazma Lee, Rachel Wong, Sara Li., and Stephanie Mui; and subject matter experts from Scotiabank and its partners: Alexander Wilson, Brianna Blaney, Cara Pavlakovic, Char Sandher, Elsa Lau, Jenifer Lee, Jennifer Goossens (Patterson), Jo-Anne (Jodie) Stark, Kathy Chung, Kyle Greene, Risa Fahy, Sean Akeroyd, Andrea Nelson, and Susanna Lam for their time and wisdom at the Women's Social.

Volunteers

FACL BC thanks our volunteers who contributed to our programming and events this year:

Advocacy Committee

Anita Bal
Aumreen Mavi
David How
Elizabeth Yan
Emily Chan
Evelyn Tsao
Ingrid Lee
Kai-Ying Chieh
Kaymi Yoon-Maxwell
Maryanne Vallianatos
Rhythm Jethi
Russell Chiong
Shermaine Chua
Suman Benipal
Tasneem Karbani
Tina Ye

Gala Committee & Event Day Volunteers

Akash Ray
Avneet Sandu
Chiti Kumar
Daniel Liu
Effie Wu
Ivy Liao
Jerry Zhu
Josh Kim
Julia Wang
Kristy Shum
Martin Shi
Michael Xu
Natalie Chan
Rachel Lee
Richa Tyagi
Rojan Askar-Pour
Tina Ye
Victor Tai
Xinxin Mu

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Angie Sung
Daniel Liu
Gaurav Deep Singh
Jade Tsui
Jenson Leung
Jerry Zhu
Julia Wang
Meng Bao
Ronak Davani
Steven Ngo
Xiang Wei Wan

Podcast Subcommittee

Claire-Xi Song
Gaurav Deep Singh
Jiahong Huang
Michael Xu
Richard Wong
Rosie Hsueh
Victor Tai

Mentorship Committee

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Arkie Liu
Brandon Hsu
Camelia Alikashani
Charlene Tsai
Jade Liu
Jeffrey Zhang
Jianna F. Soer
Justin Chhuor
Lydia Huang
Michelle Jun
Natalie Chan
Sabrina Ouyang

NCA/LLM Committee

Clarisse Cruz
Doris Wang
Frances Yeung
Jade Li
Jessica Pham
Letitia Chu
Natalie Chan
Tiffany Ng

In-House Committee

Aaron Oh
Arjun Hair
Audrey Yang
Charmane Sing
Dixon Sunthoram
Jaclyn Leong
James Jeffries-Chung
Jenny Lee
Jessica Tang
Kristen Woo
Mina Kim
Montana Yuen
Sena Byun
Sonia Khan
Steven Ngo
Sukhi Ram
Sunny Garcha
Wesley Lui

Finance Committee

Adrian Zee
Kristy Shum
Matthew Li

Gala Sponsors

The success of FACL BC's work is made possible by the generous support of our sponsors. Their commitment to our mission strengthens our ability to serve the Asian Canadian legal community through advocacy, mentorship, programming, and community-building initiatives.

As a volunteer-run non-profit, we rely on these vital partnerships to carry out our work and reach new milestones. From empowering students to supporting legal professionals across British Columbia, our sponsors help ensure that we can continue to grow and create lasting impact.

We are deeply grateful for their continued support and investment in our vision. Their belief in what we do enables us to build a more equitable and inclusive legal profession - together.

In particular, FACL BC acknowledges the invaluable support from our 2024 Gala sponsors for making it the largest gala in FACL BC's history:

Title Sponsor: Scotiabank



Gold Medal Sponsors: Blakes, Cassels & Graydon, BLG, Fasken, Narwal Litigation,



Silver Medal Sponsors: Kornfeld, Mackenzie Fujisawa, Norton Rose Fulbright, Owen Bird Law Corporation



Bronze Medal Sponsors: Alexander Holburn Beaudin + Lang, Allen/McMillan Litigation Counsel, Ascendion Law, Bennett Jones, Boughton Law Corporation, Cassels, Clark Wilson, Clyde & Co, DLD Financial Group, Farris, Forte Law, Fulton Vancouver, Gowling WLG, Hammerco Lawyers, Harper Grey, Harris & Company, Koffman Kalef, Law Foundation, The Law Society of British Columbia, Lawson Lundell, Lindsay Kenney, McCarthy Tétrault, McMillan, Miller Thomson, MLT Aikins, MDS Lawyers, Osler, Overholt Law, Peter A. Allard School of Law, Platform Litigation, PLLR Lawyers, Roper Greyell, Thompson Rivers University Faculty of Law, University of Victoria Faculty of Law, Whitelaw Twining

Amenities Sponsors: Chen & Leung, MDS Lawyer, ZSA
Recruitment, Trial Lawyers Association of British
Columbia, The Advocates' Society

After Gala Party Sponsor: Osgoode Hall Law School
Professional Development and Smith Legal Search

Conference Sponsors: Dentons, Owen Bird Law
Corporation, National Asian Pacific American Bar
Association (NAPABA)



Several of the above Gala sponsors also supported our year-round events. We also express special gratitude to **Blakes, Owen Bird Corporation, Fasken and Lawson Lundell** for hosting our board and committee meetings.

Once again, we extend our deepest appreciation to all our sponsors who consistently provide financial assistance, venue support, and volunteer their time to bolster our events throughout the year.



Acknowledgements

The FACL BC registered office is situated on the unceded, traditional territories of the xʷməθkʷəy̓ə (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish) and səlilwətał (Tseil-Waututh) Nations. We acknowledge the significance of the land for the Indigenous peoples who have lived here and acted as stewards since time immemorial, as well as the historical and ongoing injustices they still face. We are committed to working towards decolonial solidarity and the full realization of Indigenous rights.

We thank **Lawson Lundell** as our 2024-2025 Governance Partner for filing our corporate records and serving as our registered and records office.

FACL BC
FEDERATION OF ASIAN CANADIAN LAWYERS

Federation of Asian Canadian Lawyers BC
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Vancouver, BC V6Z 0B3
facbbc.ca | info@facbbc.ca | @facbbc

*Designed and compiled by Elena Chen
with assistance from Student Directors
Baron Hsueh and Simirin Lally*