

# Strategic Plan

2022 - 2025

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University  
of Manitoba | Faculty of Law



# Collaboration



In July, 2021, the Strategic Planning Committee undertook extensive consultations within our UM Law community, reaching out to students, faculty, staff, alumni and members of the bar. The result is a Strategic Plan which reflects the views, needs and aspirations of the entire UM Law Community. We have identified four areas of focus to put into practice our core values:

**One – Building Community**

**Two – Teaching, Learning & Student Success**

**Three – Research Excellence**

**Four – Advancing Equity, Diversity, Inclusion & Indigeneity**

# Living Our Core Values

## Excellence, Integrity & Diversity

### UM Law is committed to...

- student success
- research excellence and service that makes a difference
- a collegial and accessible working and learning experience for faculty, students and staff
- access to justice
- diversity of learning experiences
- bilingual course offerings

### UM Law fosters a culture of...

- reconciliation
- equality
- diversity & inclusion
- commitment to human rights
- integrity & professionalism
- the highest ethical standards

### We envision a future...

- that includes meaningful steps toward reconciliation with Indigenous peoples
- informed by the principles of equity, diversity and inclusion (“EDI”)
- that provides enhanced accessibility and removal of barriers to the study and teaching of law
- committed to the wellness of all our members

Excellence  
Integrity  
Diversity

# Building Community

Community begins in the hallways, classrooms and the social places in which we teach, work, research and learn. UM Law values and commits to maintaining and enriching its relationship with members of the legal profession and alumni in Winnipeg, around the province and across Canada.

Excellence  
Integrity  
Diversity



## Goals

- respect and value all members of our community
  - foster collegiality
- celebrate achievements of community members
- increase engagement with UM Law alumni
  - connect with legal communities across Canada
- improve building infrastructure

## Activities & Initiatives

- promote partnerships among alumni, legal community and Indigenous communities
- establish greater connections between alumni and UM Law students
- increase communications and connections with alumni around the world
- host alumni events in cities across Canada
- strengthen relationships with the Law Society of Manitoba and the Canadian Bar Association
- renovate student study and common areas to provide safe spaces and opportunities for community building

# Teaching, Learning & Student Success

As Manitoba's law school, we offer an exceptional legal education where students experience dynamic and innovative learning. UM Law showcases experiential and clinical opportunities where students receive the best quality training in advocacy and the skills of legal practice. We take pride in our commitment to critical and analytical thinking about law and the world around us.

Excellence  
Integrity  
Diversity

## Goals

- build student skills, knowledge and confidence for practicing law
- improve support for career pathways beyond legal practice
- address barriers for student learning & success
- enhance opportunities for legal education in French
- increase student awareness of graduate opportunities

## Activities & Initiatives

- better prepare students for the business of legal practice
- enhance legal writing and research skills
- provide professionalism seminars and other learning opportunities to prepare students for the practice of law
- develop additional resources to assist students who plan to practice outside Manitoba
- reinforce our commitment to small class sizes and low student to instructor ratios
- enhance funding for JD and graduate students
- improve access to justice for all communities through expanded clinical offerings
- update classroom technology and building facilities
- improve technological training and capabilities

Money Laundering and the Proceeds of Crime M. Michelle Gallant

MAKING THE CASE SHORT, MACDOUGALL, AND CLARKE

ROBSON AND SCHULZ ETHNICITY, GENDER, AND...

CRITICAL HUMAN RIGHTS RESEARCHING PERPETRATORS OF GENOCIDE

Valuing Canadians Bryan Schwartz & Dorla Rettig

MacNeil Legality Matters

JOCHELSON AND IRELAND PRIVACY IN PERIL

TORRIE Reinventing Bankruptcy Law

DOUBLE JEOPARDY MOTHERWORK AND THE LAW TURNBULL

Short AM I SAFE HERE?

PERPETRATING GENOCIDE Kjell Anderson

MEDIATION AND POPULAR CULTURE Jennifer L. Schulz

SHORT "DON'T BE SO GAY!"

three

## Research Excellence

We are committed to strengthening our capacity to support and foster scholarly work and creative activities by making faculty research more accessible and visible to the legal community, the public and policymakers and to our conviction that freedom of inquiry by faculty members is essential to our research mission.

Excellence  
Integrity  
Diversity

## Goals

- encourage and promote innovative and creative research
- promote collaboration with other faculties and universities
- enhance promotion of faculty research, achievements and publications
- improve supports to undertake and disseminate research
- enhance our understanding of Indigenous knowledge and perspectives

## Activities & Initiatives

- encourage research on Indigenous legal orders
- promote engagement of faculty members with Indigenous learning opportunities
- promote collaborative research among scholars and students with diverse perspectives
- look for new ways to fund faculty research
- strengthen mentorship between faculty and students
- support for UM Law's flagship law journals
- enhance promotion of faculty research on UM Law's website, including making results of research available as open access downloads
- invite Indigenous researchers as distinguished scholars

## Advancing Equity, Diversity, Inclusion & Indigeneity



Equality of opportunity and diversity are key to society's prosperity. UM Law firmly believes this begins with access to education. We wish to foster inclusion within the legal community and other public spheres in which we work and interact. We value the perspectives of traditionally underrepresented and marginalized groups.

While already taking steps to answer the TRC's Call to Action 28, we continue to set goals to move toward further reconciliation.

Excellence  
Integrity  
Diversity

## Goals

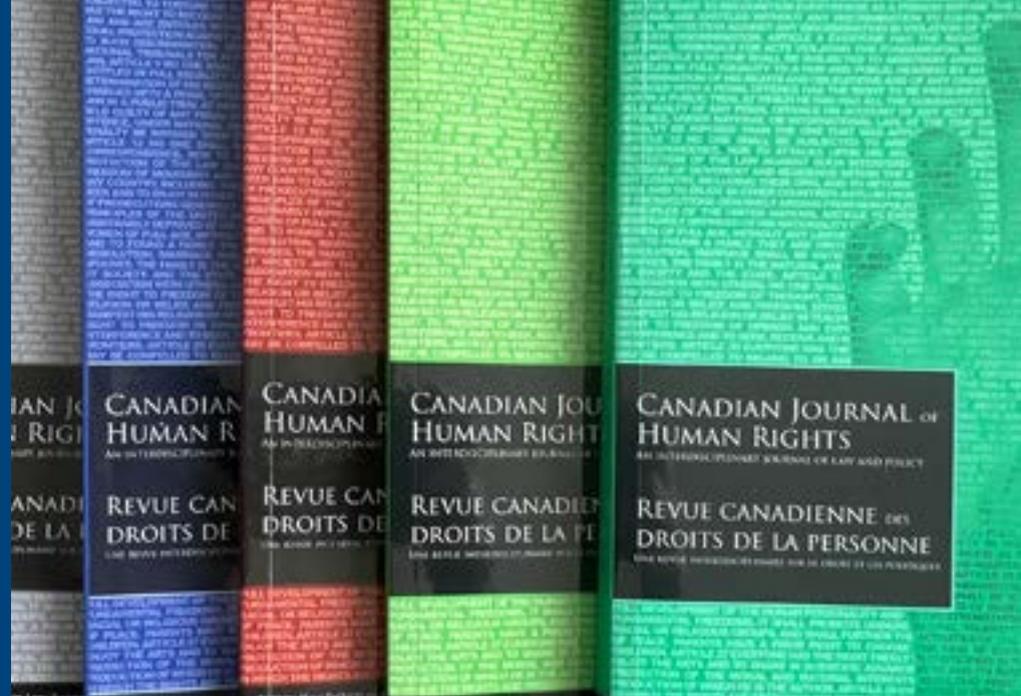
- consider Indigenous perspectives and principles of EDI in hiring, admissions, recruitment and retention and in all our policies and processes
- develop a strong understanding among students, staff and faculty of the systemic barriers faced by individuals from all underrepresented groups
- improve resources for access to justice through legal education
- stimulate and encourage education and research in Indigenous perspectives, legal orders and reconciliation

## Activities & Initiatives

- continue our commitment to EDI and Indigeneity with faculty, students and staff
- re-evaluate admissions processes including Indigenous identity, EDI and merit
- deepen our understandings of diverse cultures, perspectives and systemic barriers in legal education and responding with remedial measures
- continue curricular reform in the context of TRC Calls to Action
- develop concrete research opportunities advancing Indigenous legal orders in the region
- work with Truth and Reconciliation Action Team, MILSA and other partners
- advance initiatives of the office of the Indigenous Legal Studies Coordinator
- continue partnerships and learning with Indigenous communities
- continue the practice of consultation with BIPOC communities
- bolster EDI training and resources for faculty, staff and students
- commit to UM Law's elder-in-residence program
- expand wellness measures



“Speak No Evil” Brian Seed OWS designed for a cover of the *Manitoba Law Journal*



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