

Karen MacMillan

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Karen MacMillan is Chair of the Diversity and Inclusiveness Committee and Chief Inclusiveness Officer at Lawson Lundell. Karen has designed and implemented numerous initiatives to improve the workplace for female lawyers and raise the firm's overall inclusiveness. She regularly canvasses associates for their views on issues that affect them. Her efforts have led to improvements within the firm, such as tracking gender and minority demographics; introducing industry-leading flexible-work and parental-leave policies; developing programs to foster women's networking and business development; and annual training of partners and decision makers to recognize unconscious bias and address inequities. She is the firm's representative for the Justicia Project, addressing evidence that women leave law practice at a higher rate than men. Karen supported best-practice policies of the LSBC, including flexible working arrangements and advancement to partnership.