

Message from the new President, save the date, past events and Career Corner



FALL NEWSLETTER - SEPTEMBER 15, 2011

MESSAGE FROM THE PRESIDENT

Dear Friends,

SABA Toronto continues to evolve.

Given an impending leave, Sudevi Mukherjee-Gothi has stepped down from her position as President. I will serve as SABA's President for the next two (2) years

To encourage SABA's continued evolution and the participation of newer members of the Bar, long standing Board members Thomas Santram and Shahana Kar have stepped down from their respective Board positions.

SABA thanks Sudevi, Tom and Shahana for their generous and passionate support of SABA from its inception. SABA would not be where it is today without their efforts.

SABA looks ahead to an exciting and limitless future. We have expanded our Board of Directors, electing new Directors, each with a passion for serving and promoting our community.

During the term of the new Board, SABA Toronto will look to expand its reach and influence and add more value to its members. We will build on the following core pillars of SABA's existence:

- Recognizing and celebrating South Asian achievement in the legal profession;
- Providing support and opportunities for career growth to South Asian lawyers;
- Engaging as advocates for the rights and interests of South Asians in Canadian society;
- Creating value and empowerment for social and charitable organizations focused on improving the lives of South Asians.

We have identified increased participation and communication with members as SABA's core area of focus for the balance of 2011. We are working towards an updated website and improving our accessibility through social media, including LinkedIn, Facebook and Twitter. Planning for a 2011 Gala that exceeds everyone's expectations is well underway.

In 2012, our members can look forward to events that improve our legal skills, create career opportunities and give back to a community that, in many ways, desperately needs the support and voice that we, as lawyers, are able to give. It is our hope that every South Asian legal professional in the GTA will join SABA so that it can continue its growth into a relevant and meaningful professional association.

SABA Toronto sits on a horizon of exciting change and opportunity. There is much we can do as an organization and for our community. However, our existence and success depends on the passion and efforts of volunteers. This includes not only our Board of Directors, but our members. We want and

need to hear from you. If you believe in the importance and impact of SABA, reach out, get involved and let's grow together.

Rishi Bandhu

President

SAVE THE DATE

SABA is pleased to announce that its
ANNUAL DINNER AND AWARDS
will be held on
NOVEMBER 16, 2011 AT 6:00 PM

Event details and ticket information will be announced in the coming weeks!

SABA is accepting nominations for the following awards
until October 28, 2011 at 5:00 p.m (Toronto time):

**Distinguished Career Award
Female Lawyer of the Year
Male Lawyer of the Year
Young Practitioner of the Year**

and new this year:

**In-house Counsel of the Year
Student of the Year**

Please visit our [website](#) for nomination criteria.

Please e-mail Award Nominations to gala@sabatoronto.com.

RECENT PAST EVENTS

ASIAN AND SOUTH ASIAN HERITAGE MONTH

In celebration of Asian and South Asian Heritage Month, SABA together with the Federation of Asian Canadian Lawyers and the Law Society of Upper Canada hosted, on May 24, 2011, a seminar on Diversity and Success in the Workplace: Redefining the "right fit".

This event was part of the LSUC's Public Education Equality Series program. The LSUC delivers a series of public education events throughout the year to promote awareness, education and discussion on the challenges and opportunities for Aboriginal, Francophone and equality-seeking communities in law and the legal profession.

The event commenced with a roundtable discussion with the following panelists leading the discussion:

- Dal Bhathal, CEO and Managing Director, Eastern Canada, The Counsel Network and Director of SABA,
- Andrew Pinto, Partner, Pinto, Wray, James LLP,
- Malliha Wilson, Assistant Deputy Attorney General, Legal Services, Government of Ontario, and
- Gail Wong, Director, Student Programs, McCarthy Tétrault LLP.

The discussion was well attended and was followed by a meet and greet reception.

MENTOR/MENTEE EVENT

SABA hosted a very successful evening out on July 26, 2011 at South of Temperance to thank our SABA mentees and mentors for their interest in and support in the SABA's mentoring program.

SABA's mentoring program creates opportunities for networking amongst members, enhance the skills and careers of our younger members and provide a venue for voluntary service for interested members to contribute within the South Asian legal community.

We encourage you to visit our website at www.sabatoronto.com to learn more about the program and register to become a mentor or mentee.

DESI DIALOGUE WITH DALTON MCGUINTY



On August 3, 2011, some members of the SABA board attended an event by the Network of Indian Professionals (NetIP) and Young Ismaili Professionals (YIP) hosting Premier Dalton McGuinty at Fraser Milner Casgrain. The Premier, along with the members of his caucus and cabinet, spoke to the concerns of South Asian professionals. The event was further supported by South Asian Professional Network for Health Awareness (SAPNA).

CAREER CORNER

THE LATERAL DILEMMA: SHOULD I STAY OR SHOULD I GO?

After a few years in the same work environment, doing the same work, we hear from many associates who find themselves craving change and considering lateral moves. Although this has become quite common, the decision to move should not be made lightly or on an uninformed basis. Here are the top four tips for all associates considering lateral moves.

1. *Know Thyself.* Before making a move take time to reflect and (re)discover your core principles and values. Ask yourself questions such as what you hope to achieve by moving? Are you looking for greater work life balance? More economic rewards? More and/or better mentoring? Better work? The answers will help narrow your reasons for wanting a change and will also provide you with a clearer sight of where you wish to be and what will be the best fit.

2. *Consider Culture by Asking Critical Questions.* Distinguishing the culture of one firm from another is difficult and many often think that all firms are created equal. Almost all firms espouse values of integrity, professionalism, and excellence, and would describe their firm environment as, collegial, open and helpful. Asking critical questions such as: how does work flow from partners to associates, is there a formal mentorship program, how are laterals integrated into the firm, is there a two-tiered partnership system, how is strong individual performance rewarded etc., will help determine which firm will be the best fit for you.

3. *Consult A Professional.* Before applying to another firm, consult with a professional legal recruiter who knows the market and the various firm cultures. Select a recruiter that you trust and can help you determine if a move is really in your best interest and if so where are the best places for you to go. You will gain some good information about the current legal market. Keep in mind that firm cultures do change over time and what you might have heard a year or two ago about a firm may not be true today.

4. *Think About Making The Move For The Long Term.* A move at any stage of your career is an important event and you should take considerable time to think about all the factors. Ask as many questions as it takes for you to feel comfortable with your decision and make decisions for the long term. The firm you go to should be one where you want to make partner.

Dal Bhathal is the CEO and Managing Director, Ontario with The Counsel Network, Dal can be reached at dal@thecounselnetwork.com

SABA IS GETTING A NEW LOOK

With the new board, SABA is undergoing a facelift. We will be revamping our website, adding new features and content. Stay tuned to hear about the changes at SABA. In the meantime, you can follow us on [Twitter](#), join our [LinkedIn group](#) and like our [Facebook page](#) to keep up with our progress.

[follow on Twitter](#) | [like on Facebook](#) | [join on LinkedIn](#)

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