



## **International Conference of Legal Regulators 2025**

# **New Ways to Regulate in a Changing World?**





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**LAW SOCIETY**  
OF HONG KONG  
香港律師會

**International Conference of  
Legal Regulators 2025**

**New Ways to Regulate  
in a Changing World?**

# **Encouraging equality, diversity and wellbeing in the legal profession in England and Wales**

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Legal Services Board

# Diversity gaps



Entry-level representation improving, but senior-level progress remains slow

Sex	Women well represented among entrants, but not at senior level
Ethnicity	Improving but uneven gains across groups
Intersectionality	Senior and experienced roles increasingly dominated by White men
Disability	Disabled professionals underrepresented; underreporting an issue. Neurodivergence rates match national benchmarks where collected.
Socio-economic	Certain roles heavily skewed towards fee-paying school backgrounds



# Systemic barriers



Blocked routes  
into the profession



Biased recruitment  
and progression



Unequal work  
allocation and pay



Carers face barriers  
and stigma



Misconduct and  
exclusionary practices



Barriers for disabled  
and neurodivergent  
professionals



Technology risks  
amplifying bias



Poor mental health  
and unsustainable  
work culture

# Why diversity matters



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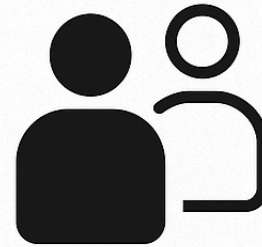




# Current challenges



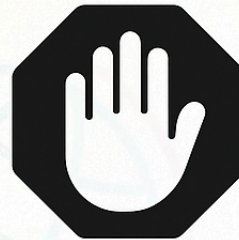
Leadership  
commitments



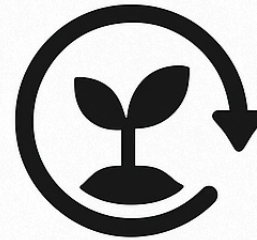
Tokenism



Data  
limitations



Resistance and  
cultural backlash



Sustaining  
long-term  
culture change



Measurement  
of impact

# How LSB promotes equality, diversity and wellbeing in the profession



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- **Statutory guidance** and monitoring through regulatory assessments
  - **Statutory decision-making**
  - **Research** and diversity dashboard
  - Cross-sector **engagement and convening**
  - Member of **Judicial Diversity Forum**
- Soon to launch a consultation on “**encouraging a diverse profession**”



# Our consultation



## Outdated Guidance

- Current guidance is 8 years old
- Agenda is complex and circumstances have changed



## Proposed Update

- New regulatory framework with clear expectations for regulators
- Plans for consultation later this year



## Reasons for Replacement

- Persistent diversity gaps & structural barriers
- Act's duty to encourage diversity
- Benefits for consumers & economic growth



# **Group discussions x 2**





# Discussion 1: provocations

In groups, please consider and respond to one of the provocative prompts below.

Five minutes to consider; five minutes for all groups to feedback (i.e. be succinct!).

1. **‘EDI undermines merit.’**
2. **‘Positive/affirmative action is unfair.’**
3. **‘EDI is expensive and diverts funds from more important core business needs.’**
4. **‘Diversity is about dividing rather than uniting people.’**
5. **‘There isn’t a wellbeing issue – lawyers just need to be more resilient.’**



# Discussion 2: insights



In groups, please respond to the questions below.

## **Part 1: Barriers and actions** (15mins discussion; 10mins for feedback)

- What barriers to equality, diversity and wellbeing exist in your jurisdictions?
- What actions have you taken to advance equality, encourage diversity and foster wellbeing in the profession?

## **Part 2: Challenges and success** (15mins discussion; 10 minutes for feedback)

- What challenges to implementing and achieving success have you faced?
- What has worked well (examples of success) and how have you measured success?