

# MEMORANDUM

To: NALP Board of Directors  
From: Chantal Morton, Director, Career Services, Osgoode Hall Law School, York University  
Date: October 22, 2007  
Re: Second Quarter Report on Canadian Section

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## Correction to First Quarter Report

The list of members for the Working Group on Summer and Articling Recruitment should have included Janine Denney-Lightfoot, Weirfoulds.

## 1. Annual Education Conference

Members of the Canadian Section submitted four proposals to the Annual Education organizing committee for consideration for April, 2008. The following proposals were accepted:

- i) Ritu Bhasin and Anne Ristic, "Myths surrounding Association Retention Strategies"
- ii) Chantal Morton, "Learning Centred Objectives for Career Development: Lessons from a Teaching Clinic"
- iii) Stacy Keehn, "Breaking in to International Markets"

## 2. Working Groups

The Canadian Section has four working groups established for 2007-2008.

i) *Canadian Directory of Legal Employers* (continued from 2006), Vice Chair: Kara Sutherland, Fraser Milner Casgrain. Members: Lianne Krakauer, Nancy Stitt, Chantal Morton, Andre Bacchus, Ali Martin-Mayer, Jennifer Moroskat, Marketta Jokinen. The Group has met regularly to finalize the online form, and printed version, of the Canadian Directory of Legal Employers. In the second quarter, there has been further outreach with the Quebec Employers (September, 2007), and Vancouver Employers (August, 2007). In addition, the group finalized the form, developed a marketing strategy, and moved on to developing the explanatory notes which have now been completed. The schools have been requested to provide their contact databases to NALP, and the email and snail-mail communication is planned to begin in November for the January/[Early February](#) launch.

ii) *Toronto Winter Meeting*, Vice Chair: Halla Elias, Borden Ladner Gervais. The NALP Toronto Winter Meeting for Canadian Legal Career Professionals will be held on Friday, December 7, 2007, hosted by Halla Elias at Borden Ladner Gervais. The members of the working group include Chantal Morton, Lianne Krakauer, Ritu Bhasin and Margaret Seko. A welcome reception co-sponsored by Bereksin & Parr and Stikeman Elliott will be held on Thursday, December 6, 2007 at Stikeman Elliott.

Employers and schools have been notified to hold the date. A formal invitation and registration is expected to go out by the end of October. The agenda is being prepared which will focus on Diversity/Equity issues.

iii) *Demographics/Diversity* Vice Chair: Andre Bacchus, Heenan Blakie. Members: Skip Horne, Jill Kirson, Kaila Mikkelsen (by telephone), Nicola Martin, Kara Sutherland, Ritu Bhasin, Stacy Keehn, Shannon Leo, Laleh Moshiri, Josee Bouchard, Charles Smith. Mandate: to look at developing best practices for employers and schools to track demographics. In the second quarter, the group met and is in the process of determining first steps. The group suspended work during the fall recruitment season and will resume its efforts after the fall recruitment season has completed.

iv) *Summer and Articling Recruitment* Vice Chair: Leeann Marchand, University of Windsor. Members: Patti MacDonald, Nancy Stitt, Deanna Morash, Robin MacAulay, Stephanie Dohaher, Kelly Callon-McLean, Shannon Leo, and Janine Denney-Lightfoot. Mandate: examine issues that arise under the current LSUC rules and make recommendations for changes. The group met again in July, 2007 and discussed the current timing of summer and articling recruitment in Toronto, the largest Ontario legal market. The group proposed that both smaller firms and students could potentially benefit from extending the articling offer date and resolved to approach smaller employers to gauge their support. In addition, a sub-group was struck to draft a "best practices" guide for professional conduct for both students and employers during the critical summer and articling recruitment periods.

#### 4) Environmental Scan – nothing to report

This report can be read with the CLCDN liaison report from Lianne Krakauer, U. of Toronto, Faculty of Law.

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