

## MEMORANDUM

To: NALP Board of Directors

From: Lisa Blair, Assistant-Dean Student Services, University of Ottawa  
Canadian Section Chair

Date: June 23, 2008

Re: **First Quarter Report on Canadian Section**

The Canadian Section was thrilled to host all NALP members in Toronto at the most recent annual conference. At the conference there was a great turn out from the Canadian Section and the group had the opportunity to meet several times throughout the conference. Members were encouraged to think about possible NALP bulletin articles and opportunities to participate in the annual education conference scheduled for Washington DC in 2009.

### **Annual Education Conference**

Members of the Canadian Section submitted three proposals for consideration for next year's Annual Education conference. We have not received formal notification of which proposals, if any, have been accepted.

- 1) Working with External Coaches: How To Get the Right Bang for Your Buck
- 2) Developing Career Development Curriculum Using MBTI
- 3) Year-at-a-Glance – Professional development of law students by legal employers .

### **NALP Bulletin**

The Canadian Section has submitted four proposals for publication in the NALP Bulletin. We have not received formal notification of which proposals, if any, have been accepted.

1. Ivana Kadic and Jane Price both of the University of Toronto propose to do a feature article. Working Topic: Foreign Trained Lawyers in Canada: Helping them and hiring them.
2. Anne Mundy-Markell of Gowlings LLP proposes a feature article. Working Topic: Business Development for Associates
3. Jennifer Moroskat of the University of Victoria proposes to do a feature article. Working Topic: Pro Bono Students Canada

4. Amy Grumberg of the University of Ottawa proposes to do a feature article. Working Topic: Demystifying Accommodations for Students with Disabilities

## **Working Groups**

The Canadian Section has four working groups established for 2008-2009

- 1) **Summer and Articling Recruitment.** Vice Chair Stacy Keehn, University of  
Members: Patti Macdonald, Shannon Leo, Janine-Denney-Lightfoot, Nancy Stitt, Leanne Marchand, Jennifer Moroskat, Bibiane Bysterveld, Regina Goldis, Catherine Valestuk, Ari Blicher, Deanna Morash, Joanne Silkauskas, Nadia Myerthall and Maryanne Forrayi

The working group held a conference call on June 5<sup>th</sup> to discuss the priorities for the year. There was significant interest from both the firm and school members in the group to explore the possibility of electronic applications using electronic recruiting software that will help schools in collecting job applications and law firms in parsing resume data. The thrust of the project is to determine how to best make electronic applications work for those firms who wish to receive them and whether schools could accommodate electronic applications with existing career services management software. Some preliminary work on this issue was undertaken by the group last year and some members met with firm side recruitment software providers. A school side and firm side representative are planning to meet with career services management software representatives to discuss whether the software will be able to meet employers needs in the coming weeks and report back to the group. The goal of the group is to assess what products are available and to come up with suggestions about the most effective way of handling electronic applications for firms who chose to receive them, students and career development offices.

In addition the group will be wrapping up the work done by last year's working group surrounding a "Best Practices Recruitment Guide" for Toronto Summer and Articling Recruitment. As the draft continues to move to its final form it will be circulated within the working group this summer.

- 2) **Diversity.** Vice Chair, Chantal Morton, Osgoode Hall Law School, York University  
Members: Kara Sutherland, Andre Bacchus, Karen Kuzmowich, Terri Karpish, Jill Kirson and Marketta Jokinen. The group met for the first time on May 20, and set their goals for the year which include:

- do literature review and provide an annotated bibliography of selected materials on diversity in the legal profession to be circulated as resource (possibly by newsletter);
- build a sense of community and network of support through:
  - 1) consultation with schools and employers to identify whether focused roundtable discussions would be helpful, and organize if the answer is "yes"; and
  - 2) consider publication of newsletters (frequency yet to be determined); and
- begin collecting information on what is already happening in the legal community with respect to diversity programming

The first draft of the bibliography has already been circulated, and members are returning it to the Chair with further suggested resources for the first week in July. It is hoped that a first complete draft of an annotated bibliography will be ready in the Fall for wider circulation to the Canadian Section for feedback, and a final version by the end of the year.

- 3) **Toronto Winter Meeting.** Vice Chairs: Deborah Dalfen, Torys LLP and Leanne Beggs, Queen's University  
 Members: Kerry Parker Smith, Monina Glowacki, Chantelle Courtney, Joanne Clarfield Schaefer, Janine Denney-Lightfoot and Shannon Leo,

The date for the meeting has been set for December 3, 2008 and a conference call is scheduled for July 16<sup>th</sup> to get the detailed planning for this annual event underway.

- 4) **Canadian Directory of Legal Employers.** Vice Chair: Kara Sutherland, Fraser Milner Casgrain LLP  
 Members: Chantal Morton, Andre Bacchus, Nancy Stitt, Suzanne Bambrick

The CDLE has successfully launched and the working group is continuing to work with members of the Canadian Section on outreach to firms and on finalizing any outstanding issues.

### **Environmental Scan and Regional Outreach**

Ritu Bhasin, NALP Board Liaison to the Canadian Region and Canadian Section and myself have had a discussion on using the NALP Canadian ListServ for the purposes of environmental scanning among Canadian Section members and we are hoping to encourage this practice going forward.

Regional outreach was also discussed and initiatives are being undertaken by Ritu as the Board Liaison to the Canadian Section in this regard. These initiatives will be discussed further in Ritu's report to the Board.