

MEMORANDUM

Date: April 4, 2018

To: Fred Thrasher, NALP Deputy Director
Michelle Gage, NALP Board Liaison, Canadian Section

Cc: Kimberly Grange, Canadian Regional Representative

From: Maryanne Forrayi, Canadian Section Chair

Re: NALP Canadian Section April Board Report

NALP Bulletin Articles

The following NALP Bulletin articles, written by our Canadian members, have been published since the last Board Report:

- *What's Old is New Again – Competency-based Reviews*, by Eowynne Noble (March issue)
- *If you Build It --- They Will Stay! Building a Best-in-Class Structure for Talent Management & Retention in Law Firms*, by Lisa Blair (April issue)

Working Group Reports

1. OCI Working Group

Vice Chairs:

Shannon Leo (Cassels Brock, Toronto/Vancouver) and Anna Decia-Gualtieri (Windsor)

Members:

Julie Banting (Queen's University), Kimberley Bonnar (Osgoode), Chris McKenna (Bennett Jones, Toronto), Pat Neil (University of Alberta), Ilana Schragger (McMillan, Vancouver)

Report:

The Working Group continues to resolve issues for the 2018 OCI schedule. The University of Victoria is having issues with their venue and might need a new OCI date. The Vancouver employers have been informed and been asked to postpone booking their travel until further notice. The issue will be resolved by three months before the scheduled OCI, when the venue can confirm.

The Working Group would also like to thank outgoing members, Julie Banting (Queen's University) and Patricia Neil (University of Alberta) and welcome new member, Chira Perla (University of British Columbia).

Anna Decia-Gualtieri (University of Windsor) will start her term as chair of the Working Group in April. Shannon Leo (Cassels Brock LLP) will be staying on as past chair for the year.

2. Mid-Winter Meeting Working Group

Vice Chairs:

Madeleine Natale (University of Calgary) and Darcy Legros (Bennett Jones, Toronto)

Members:

Jessica Watkins (Miller Thomson, Toronto), Mike Molas (Queen's University) and Pat Neil (University of Alberta)

Report:

The Mid-Winter Working Group is currently recruiting new members to start planning the 2018 Mid-Winter Meeting. Darcy Legros will stay on as vice-chair and Lisa Cunningham has agreed to join the working group for 2018/2019.

3. Canadian Industry Data Working Group

Vice Chair:

Kirsten Parker (Fasken)

Members:

Jim Liepold (NALP), Margaret Seko (Bereskin & Parr), Lisa Blair (Borden Ladner Gervais), Jordana Laporte (University of Toronto), Jennifer Lau (University of British Columbia), Alexandra Overchuk (WeirFoulds), Nanci Shipp(Davies), Christine York (Alexander Holburn Beaudin & Lang), Julie Banting (Queen's); Kristen Fogg (University of Winnipeg)

On leave: Kathleen Behan (University of Windsor), Nanci Ship (Davies)

Report:

A conference call was held in late-February to review action that is required to support/encourage participation in 2018 The Canadian Law Firm Salary Survey. We are waiting for a draft of the survey from NALP, at which time we will review. We know from the previous survey there was concern regarding confidentiality and identifying information, however after reading this report, this was not an issue. The group is continuing to work on ideas to increase participation in the surveys. We are still looking to identify a Montreal or Eastern Canada firm representative to join the group during Nanci Ship's absence.

4. National Recruitment Survey Working Group

Vice Chairs:

Mike Molas (Queen's University) & Jennifer Nadon (University of Ottawa)

Members: Lesley Bell (Lenczner Slaght Royce Smith Griffin LLP - Toronto); Jordana Laporte (University of Toronto); Nicole Lecours (Stikeman Elliott LLP - Calgary); Nicola Martin (Osgoode Hall Law School); Christi McAuley (Thompson Rivers University)

Current Projects:

The Summer 2017 Survey collected 137 responses from students who interviewed for 2018 Articling positions in Calgary, Ottawa, Vancouver, and Toronto. A full summary report is being finalized and will be distributed via NALP Connect the week of April 9th. Individual employer reports have been completed and this employer-specific commentary will also be distributed to the individual employers. This ensures employers have these issues top of mind as they head into their articling recruitment.

Employers who received individual comments stemming from the Fall 2017 Survey which collected information from 301 students who interviewed for 2018 Summer positions in Calgary, Vancouver, and Toronto will also receive these comments when the Summer 2017 data is released. A smaller, focused report will be distributed via NALP Connect on issues stemming from the Fall 2017 recruitment.

Looking Forward:

The Vice-Chairs emailed Judy Collins with updated survey questions for the Winter 2018 survey, which surveyed students who interviewed for 1L and 2L summer positions in Calgary, Toronto, and Ottawa. The survey was open for 3 weeks and closed on March 28. Approximately 150 responses were collected.

The Vice-Chairs will work to identify specific issues from the Winter 2018 survey, which will be reported via NALP Connect. While a full summary report will not be prepared for this survey, employers who received specific comments will still be emailed individual reports.

The working group will look to add a school-side member from the BC region. Jennifer Nadon will be attending the NALP Annual Conference in April and will seek a volunteer at that time.

The Working Group will also continue to work with the Summer and Articling Working Group to identify best practices in the design and implementation of future surveys.

5. Canadian Directory of Legal Employers Working Group

Vice Chairs:

Kristen Fogg (University of Manitoba) and Clea Ward (McInnes Cooper)

Members:

Robyn Martilla (Western University), Nicole Lecours (Stikeman Elliott), Catherine Bleau (Osler), Danielle LaFlamme (Borden Ladner Gervais), Christi McAuley (Thompson Rivers) (On Leave).

Report:

The CDLE Working Group is preparing surveys for students/employers with respect to CDLE usage. We have drafted a student survey and an employer survey is in the process of being prepared. We will be meeting in the next few weeks to finalize surveys and work out logistics in consultation with the NALP office.

In regard to Working Group composition, Clea Ward will be stepping down as vice-chair and is in process of recruiting a new chair for the group. The vice-chairs have canvassed the group to see who is willing to remain on the committee for 2018-2019 and have heard from one member. They will update the Board once they have heard from everyone.

6. Summer and Articling Working Group (SAWG)

Vice Chairs:

Natalie Zinman (Gowling WLG) and Jordana Laporte (University of Toronto)

Working Group Members:

Kari Abrams (Blake, Cassels & Graydon LLP), Christina Beaudoin (Osler, Hoskin & Harcourt LLP), Lesley Bell (Lenczner Slaght Royce Smith Griffin LLP), Ari Blicher (Aird & Berlis LLP – Toronto), Carol Chestnut (Stikeman Elliott LLP - Vancouver), Maryanne Forrayi (University of Calgary), Stacy Keehn (University of Ottawa), Frances Mahil (Davies Ward Phillips & Vineberg LLP - Toronto), Georgia Brown (Torys LLP), Angela Sordi (Borden Ladner Gervais LLP), Mya Rimon (Osgoode Hall Law School), Nancy Stitt (Goodmans LLP), Kara Sutherland (Dentons Canada), Scott Warwick (Department of Justice)

Report:

The Summer and Articling Working Group solicited feedback from all hiring markets in Canada on the viLawPortal dates and updated Portal dates for the articling recruitment periods across Canada, which were circulated on NALP Connect. The Working Group will also be updating the *NALP Best Practices for Summer and Articling Recruitment*, incorporating agreed upon amendments made at the Canadian Section Winter Meeting in December.

7. Diversity Working Group

Vice Chairs:

Danica Steadman (Gowlings) and Anna DeCia-Gualtieri (University of Windsor)

Members:

Lynn Iding (McInnes Cooper), Emily Galer (Dentons), Susanna Tam (McCarthy Tetrault), Leigh-Ann McGowan (Norton Rose), Margaret Seko (Bereskin & Parr)

Report:

Margaret Seko will be taking over as Chair of our working group. Members staying on are: Anna DeCia, Danica Steadman, Lynn Iding and Susanna Tam. We are waiting to hear back

from our two other members and if necessary, we will ask for new volunteers at the NALP conference.

As you know, the 2017 Diversity Conference, which focused on Mental Health Awareness, was held in Toronto on December 6, 2017 at Gowlings WLG (Canada) LLP. This was a well-attended and successful event. Participants were asked to complete an on-line survey shortly after the conference which will serve well in informing future conference planning.

8. Small Firm Hiring Resources Working Group

Vice Chair:

Jennifer Lau (Peter A. Allard School of Law at UBC)

Members:

Rhonda Cohen (Sherrard Kuzz), Stacy Keehn (University of Ottawa), Jordana Laporte (University of Toronto), Tracy Wachmann (Peter A. Allard School of Law at UBC)

Report:

This working group has submitted its final drafts of NALP's two resources on Small Firm Hiring for the Canadian market to the NALP office for formatting. "Understanding How Small Firms Hire" will be geared towards career services and students alike. "What to Do When It's Time to Hire a New Lawyer" is designed to help small firms navigate the hiring process. Both documents will be circulated upon completion to Canadian law school career services offices for distribution to their student and employer contacts. The final versions of the handout will be made available on the NALP website prior to the Annual Education Conference. It is hoped that the Canadian Bar Association's Small, Solo, and General Practice Section will co-brand the resources, and we are waiting on approval from the Canadian Bar Association for the co-branding.