

MEMORANDUM

Date: March 21st, 2019

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

From: Danica Steadman, Canadian Section Chair

Re: NALP Canadian Section March Board Report

The following is an update from the Canadian Section on the activities of the Working Groups. Jennifer Nadon, the Canadian Regional Representative, has submitted a separate report to you focusing on activities and trends in the Canadian Region.

Bulletin Articles

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

- ***Orientation vs. Overload: Effectively Managing Your Summer Training Program***, by Christopher McKenna and Jenny Kelly McPhie (February issue)
- ***New Models of Support for a More Defined Social Justice Solo and Small Firm Career Path***, by Tracy Wachmann (March issue)

Working Group Reports

1. OCI Working Group

Vice Chairs:

Anna Decia-Gualtieri (University of Windsor) and Chris McKenna (Bennett Jones, Toronto)

Members:

Shannon Leo (Cassels Brock), Chira Perla (University of British Columbia), Ilana Schragar (McMillan, Vancouver)

Report:

The Working Group has finalized the 2019 OCI schedule, which was shared with the Canadian Region on NALP Connect recently. The group also forwarded the 2019 OCI schedule to all of the Canadian law schools and included details regarding the Vancouver & Calgary 2019 OCI recruitment for Ontario law students.

The group has begun working on the draft 2020 OCI schedule based on the survey preferences received from the schools.

2. Mid-Winter Meeting Working Group**Vice Chairs:**

Darcy Legros (Bennett Jones, Toronto) and Lisa Cunningham (Wildeboer Dellelce)

Members:

Madeleine Natale (University of Calgary), Patricia Neil (University of Alberta), John McDonald (University of Alberta), Myrah Graves (Folger Rubinof),

Report:

The Mid-Winter Working Group is currently recruiting new members to start planning the 2019 Mid-Winter Meeting. The current co-chairs, Darcy Legros and Lisa Cunningham will be stepping-down at the end of this term.

3. Canadian Industry Data Working Group**Vice Chair:**

Laura MacLelland (University of Alberta)

Members:

Jim Liepold (NALP), Margaret Seko (Bereskin & Parr), Lisa Blair (Borden Ladner Gervais), Nanci Shipp (Davies), Kathleen Behan (University of Windsor), Kirsten Parker (Lerners), Christi McAuley (Thompson Rivers University), Chantal Riendeau (U Ottawa), Leanne Shafir (Osgoode), Laura MacLelland (U Alberta), Laura Pringle (U Vic), Lisa Cunningham (Wildeboer Dellelce LLP)

On leave: Jennifer Lau and Kirsten Parker

Report:

We are delighted to report that we have had 1 new member join our working group since the last quarterly report. Lisa Cunningham is the Director of Knowledge Management and Professional Development for Wildeboer Dellelce LLP in Toronto. Lisa recently acted as vice-chair of the 2018 NALP Canadian Section mid-winter meeting working group.

We are currently focusing on our 2019 surveys including the NALP Snap Shot Survey and the Canadian Law School Career Services survey. The 2019 NALP Snap Shot Survey has been circulated among the CLCDN Group with responses due by March 31, 2019. The 2019 Canadian Law School Career Services survey will be circulated soon, with responses due sometime in May. A report on the findings from both

surveys will be prepared in advance of the June meeting and will be published on the NALP members-only website.

Although we have recently gained one Eastern Firm representative, we have also lost one with Kirsten going on leave. We are therefore still looking to identify Eastern and Western Canada firm representatives to join the group.

4. National Recruitment Survey Working Group

Vice Chairs:

Mike Molas (Queen's University Faculty of Law)

Members:

Nicola Martin (Osgoode Hall Law School);

Jayne Rossworn (Peter A. Allard School of Law at University of British Columbia);

Christi McAuley (Thompson Rivers University);

Maryanne Forrayi (University of Calgary, Faculty of Law)

Karine Laframboise(acting)/Chantal Riendeau (acting) University of Ottawa Faculty of Law)

Vacancies:

The group is currently seeking a co-Vice Chair, as Jennifer Nadon (University of Ottawa) has gone on parental leave effective March 2019.

The group is currently seeking an employer-side representative, as Lesley Bell has left her position with Lenczner Slaght Royce Griffin LLP – Toronto) effective Winter 2019.

Update:

The Vice Chairs, in consultation with the working group, redesigned the Recruitment Experience Survey to improve the overall workability and flow of the survey and these updates were launched with the Summer 2018 Survey. This survey collected responses from 154 students on their Articling Recruitment Experiences with employers from Calgary, Vancouver, Ottawa, and Toronto. The group will have the results of this survey anonymized and distributed before the next Articling Recruitment cycle begins in these regions this summer.

The Vice Chairs also engaged in a larger discussion on the utility and design of the survey at the December 2018 CLCDN Winter Meeting in Toronto.

This feedback was collected and subsequently discussed among the Vice Chairs. In light of this feedback, in a continual effort to improve the speed with which survey analysis can be distributed in the future, school side member-reps from the different geographic regions across Canada will assume increased responsibilities in terms of anonymizing and organizing the data for their region. A conference all among the regional reps and the Vice Chair is being organized for the end of March.

5. Canadian Directory of Legal Employers Working Group

Vice Chairs:

Madeleine Natale (University of Calgary) and Myriah Graves (Fogler Rubinoff)

Members:

Danielle Laflamme (Borden Ladner Gervais), Catherine Bleau (Osler), Robyn Marttila (Western), Nicole Lecours (Stikeman) Clea Ward (McInnes Cooper)

Report:

During the Canadian Region Quarterly Call, the group reported that 147 participants from across Canada partook in a survey with respect to CDLE usage. This thereby suggests that there is an appetite for the product. The group is now exploring ways to customize the tool for the Canadian market as well as how to best make use of the survey results.

The Canadian Directory of Legal Employers Working Group is currently looking for new members and during the Quarterly call, canvassed the members of the Canadian Region for interest.

6. Summer and Articling Working Group Toronto (Toronto SAWG)

Vice Chairs:

Natalie Zinman (Gowling WLG); Robyn Martilla (University of Western Ontario)

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); Georgia Brown (Torys LLP); Maryanne Forrayi (University of Calgary); Stacy Keehn (University of Ottawa); Frances Mahil (Davies Ward Phillips & Vineberg LLP - Toronto); Eowynne Noble (Fasken, Toronto); Mya Rimon (Osgoode Hall Law School); Angela Sordi (Borden Ladner Gervais LLP); Nancy Stitt (Goodmans LLP); Kara Sutherland (Dentons Canada); Scott Warwick (Department of Justice)

Report:

The Summer and Articling Working Group has recently updated the VILaw Portal dates for the 2020 – 2021 articling term on NALP Connect.

7. Summer and Articling Working Group Vancouver (Vancouver SAWG)

Vice-Chairs:

Pam Cyr, Norton Rose Fulbright
Chira Perla, Peter A. Allard School of Law

Members:

Carol Chestnut, Stikeman Elliott, Cheryl D'Sa, Narwal Litigation (Vancouver Bar Association (VBA) Rep), Marianne Johnstone, Singleton Reynolds, Jennifer McNaught, Blakes, Karine Russell, Blakes, Ilana Schrager, McMillan, Kerry Sheppard, DLA Piper, Jennifer Vermiere, Lawson Lundell and Christine York, Alexander Holborn Beaudin + Lang

Report:

The purpose of the Vancouver Summer and Articling Working Group (V-SAWG) is to provide employers, law schools, and law students with guidance and clarity on the Vancouver Bar Association's (VBA) Articling Interview Guidelines governing Summer and Articling Recruitment.

This quarter, UBC Allard Law built and will host an online **Employer Recruitment Process Survey** (based on V-SAWG's previously agreed upon form) in anticipation of upcoming 2L summer recruit. On February 14, 2019, we provided the **Survey** link and suggested framing to the VBA to include in its annual hiring intentions e-mail to Vancouver employers as follows:

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For those employers anticipating accepting applications for 2020 2L summer students, the VBA, in conjunction with NALP's Vancouver Summer & Articling Working Group, is also conducting a short survey on employers' intended recruitment process to help students best anticipate and plan their Interview Week schedules. Survey responses will be collected by UBC's Allard School of Law, who will compile and circulate the results to Canadian Law Schools to share with their students. Note that students will be advised that the recruitment process is dynamic, and employer responses on intended processes are subject to change.

> Employer Recruitment Process Survey:

https://ubc.ca1.qualtrics.com/jfe/form/SV_e8xOMtrqXXT6OdT

8. Diversity Working Group

Vice Chair:

Neil Dennis (University of Toronto)

Members:

Anna Decia-Gualtieri (University of Windsor), Danica Steadman (Gowling WLG, Ottawa), Lynn Iding (McInnes Cooper), Susanna Tam (McCarthy Tetrault), Margaret Seko (Bereskin & Parr, Toronto)

Report:

- The group continues to focus its efforts on planning the upcoming Canadian Section Diversity Summit in December
- Several members came forward to volunteer for this group after last year's December meeting
- The Summit will consist of three main presentations:
 - A plenary speech by Marian MacGregor, the Law Society's Equity Advisor, covering where we are with the LSO's Equity, Diversity, and Inclusion initiatives and law firm responses.
 - A panel consisting of heads of diversity at their respective employers (e.g., chief officers, national directors, assistant deans); the topics of discussion are still to be decided

- A panel or workshop that will get our members to actively think (and hopefully solve) the need for students reporting instances of harassment and discrimination during the recruitment process. The main issue we would be addressing here is the gap between a student's fear of disclosure (and possibly losing a job opportunity as a result) and an employer's need for disclosure to properly address the incident.
- With the addition of new members in this group, we have divided ourselves into subcommittees with separate charges:
 - The **Panel & Workshop Committee** will further develop the topics outlined above and assemble the final slate of panelists
 - The **Logistics and Marketing Committee** will determine the date, time breakdown of the agenda, location, floor plans, and costs; as well as market the event broadly to our membership