

MEMORANDUM

Date: June 21, 2017

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 June Board Report

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

A. Bulletin Articles

A number of Canadian members have indicated an intention to submit bulleting articles in 2017-18 as follows:

- 1) **Mike Molas & Heather Cole** - "New Career Professionals" - September issue
- 2) **Ilana Schrager** "Associate Attrition" - 750 words - October issue
- 3) **Ellen Schlesinger** "Health & Wellness" - November issue
- 4) **Kristy Foreman** "Diversity: Big Law & Indigenous Law Students"- December issue
- 5) **Eowynne Noble** "Competency Based Reviews" - March issue
- 6) **Lisa Blair** - "Personal Development & Growth: Volunteering with NALP" - April issue

B. RFP Responses

Seven Canadian Section members submitted responses to the request for proposals for 2018 annual conference sessions. The proposals are as follows:

| Presenter(s) | Topic |
|--------------|---------------------------------------------------------------------------------------|
| Lynn Iding | Polishing the Armor: Survival Tips for Women on the Receiving End of Unconscious Bias |

| | |
|------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| Kristy Foreman, Bill Dowzer, Jeffrey Lesk | From Corner Office to Open Concept: The Evolution of the Legal Workplace |
| Melanie Goela, Laleh Moshiri, Ellen Schlesinger | Helping Lawyers be Well: Reflections on our Success Supporting Lawyer Mental Health |
| Neil Dennis, Jennifer Lau, Cristóbal Modesto, Susanna Tam | Is the Grass Greener in the Home of the Brave or the True North when it comes to Recruiting? |
| Ellen Schlesinger, Melanie Goela | Reimagining Law School |
| Jennifer Lau, Gene Rhee, Kirk Daulerio | Staying ahead of the robots: Artificial intelligence and law career services |
| Maryanne Forrayi, Gina Alexandris, Sacha de Klerk, Laleh Moshiri | Coaching for Career Advancement of Culturally-Diverse Students |

C. 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 Schrager (McMillan, Vancouver)

Report:

The 2017 OCI schedule for Toronto, Vancouver and Calgary is complete. The Canadian law schools are moving forward with planning and implementing OCIs for the fall term.

A draft of the 2018 OCI schedule for Toronto, Vancouver and Calgary is complete. Final consultations will move forward after the 2017 summer recruitment season is over in November.

We will be surveying schools for their preferred 2019 dates over the summer of 2017, and will start drafting the 2019 schedule in the fall.

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:

A date and venue for the 2017 Canadian Mid-Winter meeting has been set. The meeting will take place at Bennett Jones' offices on December 7. The working group had many discussions

about the date and location. The working group is in the midst of discussions about whether or not to hold a reception immediately after the Mid-Winter meeting.

The theme and direction of the conference will be discussed in near-future meetings amongst working group members.

3. Canadian Industry Data Working Group

Vice Chairs:

Alex Overchuk (WeirFoulds, Toronto), Nanci Ship (Davies, Montreal)

Members:

Jim Liepold (NALP), Margaret Seko (Bereskin & Parr, Toronto), Lisa Blair (Borden Ladner Gervais, Ottawa), Kathleen Behan (University of Windsor), Jordana Laporte (University of Toronto), Jennifer Lau (University of British Columbia), Alexandra Overchuk (WeirFoulds, Toronto), Nanci Shipp (Davies, Montreal), Christine York (Alexander Holburn Beaudin & Lang, Vancouver), Julie Banting (Queen's University), Kirsten Parker (Faskens, Toronto)

Report:

The working group has had two conference calls this spring.

Applying lessons learned from participating in the 2016 NALP survey of Legal Professionals, Katie Behan and Jenn Lau took the lead on the NALP Law School salary survey to update the survey in the Canadian context and encourage participation. The survey will close in June with results to follow shortly thereafter. There is an ongoing discussion within the working group with respect to French translation for any of the member surveys. At this time, we have concluded not to translate existing surveys. In addition, we continue to discuss what additional surveys may be of use to our members be conscious not to duplicate existing data collection and reporting.

4. National Recruitment Survey Working Group

Vice Chair:

Mike Molas (Queen's University)

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), Jennifer Nadon (University of Ottawa)

Report:

Current Projects:

Results from the Fall 2016 Survey (which surveyed second-year summer 2017 recruitment in Vancouver, Calgary, and Toronto) has been collected and continues to be organized. The Working Group is actively preparing a Summary Report of all data. This was initially scheduled

to be released in April 2017, but will instead be issued by the first week of July 2017, in advance of the 2L recruitment in these markets.

Results from the Winter 2017 Survey (which surveyed first-year summer 2017 recruitment in Calgary and Toronto, and second-year summer 2017 recruitment in Ottawa) has been collected, with 186 completed responses. The Working Group will be preparing a Summary Report of this data for distribution in August 2017, well in advance of recruitment in these markets.

Looking Forward:

In early 2017 the Working Group engaged in consultation with NALP staff Judy Collins and Jim Leipold regarding future reporting practices for the National Recruitment Surveys. It was mutually decided to continue surveying students after each recruitment cycle (Fall, Winter, and Summer), but NALP will no longer prepare individual school survey links and, due to the onerous nature of summarizing and reporting, the Working Group will only produce a full Summary Report approximately once per year, with additional specific reports prepared on a given issue (e.g. changes to the Law Society Procedures) when needed. While full Summary Reports will no longer be prepared for each survey, the aggregate results of each survey will be distributed to law schools to facilitate the creation of employer-specific reports.

The Vice Chair will reach out to the working group members in July to begin canvassing 1) for which recruitment procedure a full report be prepared; 2) whether smaller reports on updated procedures will be required; and 3) the questions to be included in the surveys.

Surveys will be updated, finalized, and sent to NALP in early August. The Summer 2017 Survey will be open to students from mid-August to early September.

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:

Clea Ward (McInnes Cooper, Fredericton) and Christi McAuley (Thompson Rivers University)

Members:

Robyn Martilla (Western University), Nicole Lecours (Stikeman Elliott, Calgary), Catherine Bleau (Osler, Montreal), Kristen Fogg (University of Manitoba), Danielle LaFlamme (Borden Ladner Gervais, Ottawa).

Report:

The focus of the CDLE Working Group in 2016-2017 was to increase participation by small firms, public sector and public interest employers. The Working Group members did not have much luck recruiting new employers to the CDLE over the year. Some employers report that they do not want the increased exposure that is offered by the CDLE. They advise that they cannot accommodate the volume of inquiries/applications that flow from being part of a national recruitment database. Further, in the case of small firms, they prefer to connect with candidates who make additional efforts to learn about them. However, many national employers continue

to update their profiles with the CDLE and this information is very useful for students across the country.

Christi McAuley is canvassing the Law Schools at the annual CLCDN meeting in June about student usage of the CLDE and to discuss where outreach focus should be directed.

The Committee meets quarterly, with the next meetings planned for October, January, March and June.

6. Summer and Articling Working Group (SAWG)

Vice Chairs:

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

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); Jenn Lau (University of British Columbia); Frances Mahil (Davies Ward Phillips & Vineberg LLP - Toronto); Shirin Mirsaedi (Torys LLP); Eowynne Noble (Fasken Martineau LLP); Sindy Peixoto (Borden Ladner Gervais LLP); Mya Rimon (Osgoode Hall Law School); Amanda Shaw (Department of Justice); Nancy Stitt (Goodmans LLP); Scott Warwick (Department of Justice)

Report:

The Law Society of Upper Canada implemented a change to its Recruitment Procedures to introduce a “cooling off period” for the 2016-2017 recruitment processes in Toronto. The change was not well-received by law students, as determined through feedback in the National Recruitment Survey. School and employer members of the Working Group sent their feedback pertaining to a modification of the “cooling off period” to the Law Society of Upper Canada and the “cooling off period” was amended to a shorter 2-hour period for the 2017-2018 recruitment processes in Toronto.

At the time law schools provided feedback to the Law Society on the “cooling off period” they also made two additional proposals regarding the Recruitment Procedures. These two proposals have yet to be addressed by the Law Society, which has allowed time for further consultation with employers. In April 2017, the Working Group met to discuss these proposals further. Employer members will send feedback to the Law Society of Upper Canada pertaining to the two outstanding proposals.

The Law Society of Upper Canada has also commenced a consultation process regarding lawyer licensing in Ontario. This consultation stems from a report produced by the Professional Development and Competence Committee. The Law Society has since decided to not proceed with the amendments to the licensing process as proposed in the report, but instead has initiated the *Dialogue on Licensing: Discussing the realities, challenges and opportunities of lawyer licensing in Ontario*. These consultations will be ongoing through June in various Ontario cities.

The Working Group is encouraging the Canadian Section members to participate in the consultations. At the meeting held in April 2017, SAWG members discussed the consultation process and decided to compile submissions to send to the Law Society at the end of the summer.

Finally, the Working Group has updated viLawPortal dates and the Best Practices for Summer and Articling Recruitment, which are distributed each year via NALP Connect.

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:

The working group held its meeting on May 24th. We are planning our third Canadian Diversity Conference on December 6, 2017. It will be a half-day event and will likely be held in the afternoon. We are focusing on “mental health” as our conference topic. We are brainstorming potential speakers and will be reaching out soon. We will likely confirm the venue, speakers, and the conference format at our next meeting. We intend on asking the LSUC for CPD accreditation once again.

8. Small Firm Hiring Resources Working Group

Vice Chair:

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

Members:

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

Report:

This working group is editing NALP’s two new resources on Small Firm Hiring in order to tailor the content for the Canadian market. “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 working group is currently reviewing the American versions of the documents and discussing suggested edits.