
To: NALP Board of Directors
Cc: Emily Orchard, Lisa Del Col
From: Leeann Beggs
Subject: Canadian Section Report on Working Groups

The following is an update from the Canadian Section on the activities of the Working Groups. I understand that Emily Orchard, the Canadian Regional Representative, will be submitting a report to you under separate cover and that the focus of her report is on activities and market trends in the Canadian Region. In addition, I understand that Lisa Del Col, the CLCDN liaison to NALP, will be doing the same with a school side focus. We are doing our best to coordinate our activities and reports to minimize overlap.

Canadian Section Working Group Reports

1. Summer and Articling Working Group (SAWG)

Vice Chairs: Emily Orchard (University of Toronto) and Nancy Stitt (Goodmans LLP - Toronto)

Working Group Members: Jennifer Lau (University of British Columbia), Marla Billingham (University of Manitoba), Ari Blicher (Aird & Berlis – Toronto), Mya Bulwa (Osgoode Hall), Carol Chestnut (Stikeman Elliott – Vancouver), Stacy Keehn (University of Ottawa), Frances Mahil (Davies Ward Phillips and Vineberg – Toronto), Heather Wiltse (University of Victoria), Christina Beaudoin (Osler LLP – Toronto), Danielle Traub (Torys LLP – Toronto), Natalie Zinman (Gowlings LLP-Toronto), Tracy Robillard (McMillan LLP – Toronto)

i) Summer and Articling Recruitment Procedures

Background:

1. Feedback from member employers and schools following the Toronto fall recruitment process in 2013 suggested that the Summary of the Best Practices document produced by SAWG, and circulated to members before interview week, did nothing to reduce the frequency of breaches of the LSUC Rules.
2. At the NALP End of Year Meeting in December 2013, there was a moderated discussion about the SAWG's proposal to implement a process for dealing with complaints made against employers who are reported to have acted offside of the LSUC Rules. The majority of NALP members were in agreement that the solution to breaches of the rules should not entail increased regulation of the recruitment process, but should instead deal directly with the employers against which complaints are waged. The mechanisms for resolving complaints have not been resolved, but will likely involve the school co-chair of the SAWG contacting those employers against whom three or more complaints

are made. In the first year in which a complaint is registered, a call will likely be the only action taken. If the employer receives complaints in subsequent years, however, there will be an escalating response (i.e. the firm's name may be disclosed on a "naughty" list).

3. The law schools agreed to circulate a national survey to all students who participated in the fall recruitment process. Students will not be asked to identify themselves by school or otherwise.
4. In advance of the Fall 2014 Recruitment process, SAWG is to develop an anonymous survey template that will be the basis on which complaints against employers are tabulated.

ii) viDesktop Application Portal

The SAWG continues to be responsible for administering the management of the various recruitment processes taking place via the ViLaw Portal. For the most part, this involves setting the applicable dates, or liaising with local firm and school members to obtain those dates, notifying our contact at viPortal of the applicable dates, and communicating the dates to the firm and school members. Currently, there are three sessions active on the portal: (1) Toronto first year recruit; (2) Ottawa second year recruit; and (3) the Calgary/Edmonton first year recruit.

iii) National Best Practices Guides

The consideration and potential preparation of a National Best Practices Guide is an ongoing project, which SAWG is pursuing. To date, Toronto and Ottawa are the only markets that have a best practices document intended to inform the manner in which recruitment is conducted in their markets.

Report:

The SAWG will be meeting during the week of June 16th to discuss a number of recruitment related issues, including the Best Practices for Toronto Summer and Articling Recruitment Practices document (the "Best Practices Guide"), the National Recruitment Survey and more. The group has set the 2015-2016 articling and summer 2015 portal dates and have updated the Best Practices Guide to reflect the current recruitment related dates.

2. Canadian Directory of Legal Employers (CDLE) Working Group

Vice-Chair: Robyn Martilla (Western Law)

Working Group Members: Maryanne Forrayi (University of Calgary), Nicole Lecours (Stikeman Elliott – Calgary), Catherine Bleau (Osler – Montreal), Clea Ward (University of New Brunswick), Jordana Laporte (University of Toronto).

Background:

The conversion of the CDLE form to the U.S. based platform was completed in November of 2013. After several weeks of beta testing by the working group members, the newly developed CDLE was launched to Canadian employers in late November for data collection. Several additional changes to the form were suggested by both working group members and other employers and subsequently implemented. The public, searchable portion of the site was launched and available to students in December.

Report:

The group has reviewed the new US-style platform for the CDLE and provided Lisa Quirk at NALP with a list of issues that might require a programmer and consequently may need to be included in NALP's fiscal budget for 2015. The group also identified some wording and formatting changes that would improve the utility of the site. The group will be holding a conference call towards the end of June to review the group's mandate which will include tweaking the new platform and increasing the number and diversity of employers on the CDLE.

3. Diversity Working Group

Vice-Chairs: Judith Atwood (McMillan LLP – Vancouver), Anna DeCia (University of Windsor Law)

Working Group Members: Alison Cowan (Farris), Thelma O'Grady (Bull Houser & Tupper – Vancouver), Lynn Iding (McInnis Cooper – Halifax), Anne Pappas (Thompson Rivers University), Emily Galer (Dentons- Vancouver), Sara Lefton (Dentons- Toronto);

Background:

The Diversity Working Group held the first Canadian Diversity Conference on December 5th, 2013 at Goodmans LLP in Toronto. It was a successful day with approximately 60 people in attendance. The group surveyed the attendees afterwards electronically to get their thoughts on the content and format for future Diversity Conferences. There was demonstrated appetite for future Diversity Conferences

Report:

The Diversity Working Group will hold its kick-off meeting on June 24th and plans to meet monthly or bi-weekly thereafter, as needed. The group will discuss priorities for the year, including a detailed discussion about the timing and structure of the next Diversity Conference, which is anticipated to take place in December 2015.

4. End of the Year Canadian Section Meeting / NALP Winter Meeting Working Group

Co-Chairs: Natalie Zinman (Gowlings LLP – Toronto), Mya Bulwa (Osgoode Hall)

Working Group Members: Lisa Blair (Borden Ladner Gervais – Ottawa), Heather Wiltse (University of Victoria), Tracy Robillard (McMillan – Toronto), Julie Banting (Queen’s University), Leeann Beggs (Gowlings LLP- Ottawa), Patti MacDonald (Gowlings LLP – Toronto), Pam Cyr (University of British Columbia), Sara Lefton (Dentons – Toronto)

Report: The group has scheduled a conference call on Monday, June 23rd to start the planning process for this year’s Winter meeting. The group anticipates that this year’s meeting will take place on December 2nd and 3rd in Toronto.

5. OCI Advisory Group

Members: Stacy Keehn (Vice-Chair, University of Ottawa), Margaret Seko (Bereskin & Parr – Toronto), Lisa Ricketts (Bennett Jones – Calgary), Heather Wiltse (University of Victoria), Kim Bonnar (Osgoode Hall) (On maternity leave)

Report:

The group has begun the task of planning the 2015 schedule. The Group’s Vice-chair and the Canadian Section Chair have made a recommendation to NALP President, Terry Galligan, for a new member to replace Kim Bonnar who is away on maternity leave for one year. The new member would need to be a school-side representative from the eastern part of Canada. The group is awaiting approval of the new nominated member.