

## MEMORANDUM

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Date: March 24, 2016

To: Fred Thrasher, NALP Deputy Director  
Lisa Blair, NALP Board Liaison, Canadian Section

Cc: Maryanne Forrayi, Canadian Regional Representative  
Marla Billinghamurst, CLCDN liaison to NALP

From: Stacy Keehn, Canadian Section Chair

Re: **NALP Canadian Section Third Quarterly Board Report**

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The following is an update from the Canadian Section on the activities of the Working Groups. Maryanne Forrayi, the Canadian Regional Representative, will be submitting a report to you under separate cover and the focus of her report is on activities and market trends in the Canadian Region. In addition, Marla Billinghamurst, 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.

### **Bulletin Articles:**

Below is a summary of all of the bulletin articles submitted by the Canadian Section in 2015-2016:

<b>Article</b>	<b>Contributor(s)</b>	<b>Issue</b>
Enhancing the Pathways to Practice in Ontario	Claire Hepburn and Will Morrison	September
What Steps Can Students Take to Prepare for a Non-Traditional Career Path?	Leann Beggs	October
Recruiting and Supporting Indigenous Law Students in Canada	Terri Karpish	December
The Law Practice Program (LPP) in Ontario: A Practical Path to Lawyer Licensing	André Bacchus	February
Le Programme de pratique du droit: Building Community Engagement through Experiential Legal Training	Karine Laframboise and Anne Levesque	March

### **Individual Outreach:**

I have been conducting individual calls with all of the working group Vice-Chairs to engage in some strategic planning for 2016-2017 and preparing to transition leadership of the section to the incoming Canadian Section Chair, Lynn Iding.

## **Working Group Reports:**

### **1. Summer and Articling Working Group (SAWG)**

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

**Members:** Christina Beaudoin (Osler – Toronto), Lesley Bell (Lenczner Slaght – Toronto), Danielle Traub (Torys – Toronto), Natalie Zinman (Gowling WLG – Toronto) Ari Blicher, (Aird & Berlis –Toronto), Jennifer Lau (UBC Law), Frances Mahil (Davies – Toronto), Mya Rimon( Osgoode Hall laws School) , Julie Chabot (uOttawa), Laura Pringle (uVic), Marla Billinghamurst (University of Manitoba), Carmen Rendall (McMillan – Toronto) Kari Abrams (Blakes – Toronto), Carol Chestnut (Stikeman Elliott – Vancouver)

#### **Report:**

There has been no additional activity from this working group since the 3rd Quarterly Report in February 2016. Looking forward the group will be coordinating with the National Recruitment Survey Working Group to gather meaningful feedback from students on the changes to the LSUC Articling Recruitment Procedures in effect for the Toronto 2017-2018 Articling Recruit which takes place in August 2016.

### **2. Canadian Directory of Legal Employers Working Group**

**Vice-Chair:** Robyn Marttila (Western Law) \*

**Members:** Catherine Bleau (Osler LLP – Montreal), Maryanne Forrayi (University of Calgary), Nicole Lecours (Stikeman Elliott – Calgary), Jordana Laporte (University of Toronto), Andre Bacchus (LPP – Ryerson), Christi McCauley (Thompson Rivers University), Erin Wilcott (Aikins MacAulay & Thorvaldson – Winnipeg)

#### **Report:**

The group had a conference call on February 11, 2016. Members of the working group have been continuing outreach efforts to attract new employers to the directory. The group has been targeting government and public interest employers, as well as employers in under-represented regions. The group is encountering some resistance from smaller employers who have difficulty seeing a business case for signing on to the CDLE. The Working Group has a conference call scheduled for April 7, 2016.

### 3. Diversity Group Working Group

**Vice-Chairs:** Anna DeCia-Gualtieri (University of Windsor) and Lynn Iding (McInnes Cooper – Halifax)

**Members:** Leeann Beggs (Gowling WLG – Ottawa), Marla Billingham (University of Manitoba), Alison Cowan (Farris, Vaughan, Wills & Murphy LLP – Vancouver), Emily Finn Galer (Dentons Canada LLP – Vancouver), Christi McAuley (Thompson Rivers University), Margaret Seko (Bereskin & Parr LLP – Toronto), Susanna Tam (McCarthy Tétrault LLP – Vancouver & Calgary), Stuart Whittingham (Miller Thomson LLP – Toronto)

#### Report:

The working group will be meeting in late March to begin planning for 2016. Plans for 2016 will likely include educational offerings and expanding the group's online repository of diversity and inclusion resources.

### 4. Winter Meeting Working Group

**Vice Chairs:** Kim Bonnar (Osgoode Hall Law School) and Jessica Watkins (Miller Thomson LLP – Toronto)

**Members:** Leeann Beggs (Gowling WLG – Ottawa), Pamela Cyr (UBC Law), Karine Laframboise (uOttawa), Patti MacDonald (Gowling WLG – Toronto), Emily Orchard (University of Toronto), Mya Rimón (Osgoode Hall Law School)

#### Report:

The work of this group was concluded in December 2015, a summary was provided in the Third Quarterly Report in February 2016. There is no additional activity to report.

### 5. National Recruitment Survey Working Group

**Vice Chair:** Jordana Laporte (University of Toronto)

**Members:** Julie Banting (Queen's University), Lesley Bell (Lenczner Slaght – Toronto), Julie Bevan-Pritchard (Bull Housser Tupper – Vancouver), Kim Bonnar (Osgoode Hall Law School), Julie Chabot (uOttawa), Maryanne Forrayi (University of Calgary), Marketta Jokinen (BLG – Vancouver), Jennifer Lau (UBC Law), Nicole Lecours (Stikeman Elliott – Calgary), Emily Orchard (University of Toronto), Susanna Tam (McCarthy Tétrault – Vancouver & Calgary), Danielle Traub (Torys – Toronto), Laura Pringle (uVic)

## **Report:**

The results of the Fall 2015 survey, which solicited feedback regarding second year summer 2016 recruitment process in Toronto, Vancouver and Calgary, were summarized and distributed via NALP Connect in February. Employers in those markets who received specific comments were emailed individual reports as well.

The Winter 2016 survey, which solicited feedback on the Toronto and Calgary first year summer 2016 recruitment processes and the Ottawa second year summer 2016 recruitment process, was distributed to students in late-February. Preliminary results from this survey will be presented at the Canadian Section meeting during the Annual Education Conference in April 2016. The Winter 2016 survey incorporated the quantitative questions regarding employer behaviour, which were included for the first time in the Fall 2015 survey.

The working group will not distribute its Summer Survey (soliciting feedback on the articling recruitment processes) until August 2016.

The 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

## **6. OCI Advisory Group**

**Vice-Chair:** Margaret Seko (Bereskin & Parr – Toronto)

**Members:** Stacy Keehn (Immediate Past Vice-Chair, uOttawa), Julie Banting (Queen's University), Bibiane Bijsterveld (Faskens – Vancouver), Patricia Neil (University of Alberta), Shannon Leo (Cassels Brock – Toronto)

## **Report:**

The OCI Advisory Group is continuing to work on the 2017 OCI schedule. The law schools have been advised of the preliminary dates and are looking to secure venues.

## **7. Industry Data Collection Working Group**

**Vice-Chair:** Alexandra Overchuk (WeirFoulds – Toronto)

**Members:** Jim Leipold (NALP), Margaret Seko (Bereskin & Parr – Toronto), Emily Orchard (University of Toronto), Jordana Laporte (University of Toronto), Lisa Blair (Borden Ladner Gervais – Ottawa), Kathleen Behan (University of Windsor)

**Report:**

During the working group's conference call on March 23 the group finalized the details of the NALP 2016 Survey of Canadian Legal Career Professionals. The on-line survey will run during the same period as the US survey April 20 to May 13, 2016. The group confirmed a joint communication plan with NALP and the Vice-Chair acting as the Canadian contact. The working group will continue to discuss other data collection options but the current focus is on the member salary survey.