

Memorandum

Date: April 7, 2015

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 to April 7, 2015.

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)

Background:

At the NALP End of Year Meeting in December 2014, the results of the National Recruitment survey were reviewed. A group discussion followed about the key elements of concern identified by students. Due to limitations on time, members were unable to delve deeply into the issues or propose solutions.

Report:

The Summer and Articling Working Group has had two lengthy meetings since the last report to continue to discuss “Hot Topics” in the recruitment of summer and articling students in Toronto, and potential changes to the LSUC rules governing the hiring of Toronto summer law students. We are in the process of drafting proposed language for the changes, and intend to then circulate that to employers and schools for discussion. We hope to have changes in place for 2016.

The working group will also continue to work with the National Recruitment Survey Working Group to identify best practices in the design and implementation of future surveys, and continue to set portal dates for recruits.

2. National Recruitment Survey Working Group

Vice Chair: Jordana Laporte (University of Toronto)

Working group members: Jennifer Lau (University of British Columbia), Lisa Blair (BLG – Ottawa), Emily Orchard (University of Toronto), Marketta Jokinen (BLG – Vancouver), Maryanne Forrayi (University of Calgary), Stacy Keehn (University of Ottawa), Margaret Seko (Bereskin & Parr), Kara Sutherland (Dentons – Toronto), Mya Rimon (Osgoode Hall)

Background:

The NALP Recruitment Survey was developed by the Canadian Section of NALP in order to collect feedback on the structured summer and articling law student recruitment processes in major urban centres across Canada. NALP assisted in providing the survey technology and a small working group comprising school and employer representatives developed the survey questions in consultation with their colleagues.

The feedback from this survey will be used by Canadian law school Career Services/Development Offices (CDOs) in order to better improve the recruitment experience of law students and legal employers across Canada, and to help employers determine what is working well and what might be improved. Because student recruitment is regulated by either the provincial law society or local bar association in the respective jurisdictions, and not by NALP, the purpose of this survey was not meant to identify and report breaches of the rules, but rather to be a tool for improvement.

Report:

A follow-up survey was sent in March to survey law students regarding 2nd year summer 2015 positions in Ottawa and 1st year summer 2015 positions in Toronto. Atlantic Canada employers opted out of the survey at this stage. The working group has scheduled a call for April 7, 2015 to discuss how to disseminate the information for this round (e.g. individual calls and/or a summary report).

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

Vice-Chair: Robyn Martilla (Western Law), Marie Harding (McInnes Cooper-Atlantic Canada)

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:

Larger centres such as Toronto, Vancouver, Calgary and Montreal and fairly well represented on the site. The group would like to target smaller firms, in-house legal departments and public interest organizations in these centers as well as underrepresented regions such as Atlantic Canada, the prairies and northern and southern Ontario.

Report:

Please see report submitted by Robyn Martilla under separate cover.

4. Diversity Working Group

Vice-Chairs: Lynn Iding (McInnes Cooper – Atlantic Canada), Anna DeCia (University of Windsor Law) (Former chair Judith Atwood (McMillan LLP – Vancouver) is now **on maternity leave until November 2015**)

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

Background:

The group’s priority for this year was to organize a webinar for Fall 2014 and to begin planning for a Diversity Conference in December 2015.

Report:

The group is continuing to plan for the second Canadian Section Diversity Conference which will be held in late November or early December (to happen either before or just after the NALP Canadian Section end of year meeting in Toronto). The vice-chairs are in the process of scheduling the next meeting for the group this month. Group members who are attending the NALP Conference in Chicago discussed sharing which diversity related sessions they are interested in attending in hopes of ensuring that the group has at least one member at each of these sessions. This will help to generate agenda ideas for the upcoming conference.

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

Co-Chairs: Natalie Zinman (Gowlings LLP – Toronto), Mya Rimon (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 in-coming Canadian Section Chair will be canvassing our section for new vice-chairs and members of this working group. The next end of year meeting will take place in early December 2015. The group will ensure it does not overlap with the NALP PDI conference in December.

6. OCI Advisory Group

Members: Stacy Keehn (Vice-Chair, University of Ottawa), Margaret Seko (Bereskin & Parr – Toronto), Bibiane Bijsterveld (Faskens – Vancouver), Heather Wiltse (University of Victoria), Julie Banting (Queen’s University)

Report:

The OCI Advisory group is continuing to work on the 2016 OCI schedule. In addition, the Advisory Group would like to propose changes to the group membership for approval by the NALP Board. The proposal is submitted in conjunction with this report under separate cover.