

Memorandum

Date: January 31, 2013

To: NALP Board of Directors
Cc: Terri Karpish; Leeann Beggs
From: Marketta Jokinen
Subject: Canadian Section Report on Working Groups

The following is an update from the Canadian Section on the activities of the Working Groups.

In addition, the Canadian Section is requesting that NALP's Board approve our proposal for a new "OCI Working Group". The proposal for this new working group was provided to Fred Thrasher and Michelle Gage on December 18, 2012 for consideration at the upcoming Board meeting. If the Board requires anything further on this proposal in advance of their meeting we would be happy to provide it to you.

Canadian Section Working Group Reports

1. NALPConnect Working Group (formerly the Collaboration and Information Exchange Working Group)

Vice Chairs: Emily Orchard (University of Toronto) and Bibi Bysterveld (Faskens - Vancouver)

Working Group Members: Valerie Dufour (Borden Ladner Gervais – Montreal), Emily Finn (Fraser Milner Casgrain – Vancouver), Shannon Leo (Norton Rose – Toronto), Robyn Marttila (Western Law), Erin Wilcott (Aikins MacAulay & Thorvaldson – Winnipeg).

This Working Group has put forward three more NALP Bulletin articles. Each of the articles being submitted is being authored by a member of this Working Group. The three articles include:

1. May issue – Erin Wilcott will submit an article on "Practice What You Teach" as that may relate to time management, soft and business skills, etc.
2. June – Robyn Marttila will submit an article on the articling process in Ontario.
3. July – Emily Finn will submit an article to follow up on the presentation she is delivering at the annual NALP Conference. The topic is "Upwards and 360 Degree Reviews in the Law Firm Context".

The Working Group is nearing completion of creating a Canadian recruitment chart. The chart will contain relevant recruitment dates for the various Canadian regions. Once finalized, the chart will be posted to NALPConnect as a resource to all NALP members and more specifically for all Canadian NALP members.

The Working Group continues to discussed and execute on ideas to promote and increase traffic on NALPConnect by Canadian members.

2. *Summer and Articling Recruitment Working Group*

Vice Chairs: Jennifer Lau (University of British Columbia) and Frances Mahil (Davies Ward Phillips and Vineberg – Toronto)

Working Group Members: Ari Blicher (Aird & Berlis – Toronto), Mya Bulwa (Osgoode Hall), Maryanne Forrayi (University of Calgary), Stacy Keehn (University of Ottawa), Nancy Stitt (Gowlings – Toronto)

Mandates:

The Summer and Articling Recruitment Working Group continues to review recruitment activities and issues across the country.

Toronto Summer and Articling Recruitment Best Practices Discussion

The Working Group has scheduled a meeting for February 5 to discuss some feedback arising from the Fall 2012 recruitment cycle and to further review the Law Society of Upper Canada recruitment procedures and the Best Practices Guide that was developed. Members of the Working Group (which includes both school and firm representatives) will meet to propose concrete suggestions and/or changes in conduct which will then be shared with the wider recruitment group as a whole. Subject to the outcome of the Working Group meeting, a subsequent facilitated discussion may also be organized which will be open to any interested Canadian NALP members.

viDesktop Portal

The viDesktop portal is currently being used to collect articling and summering applications in Toronto, Montreal, Calgary, Vancouver, and Ottawa. The Ottawa market used viDesktop for the first time this year to collect Summer 2013 applications and feedback is being collected.

Implications of Law Society of Upper Canada Taskforce on Articling

The Law Society of Upper Canada recently released its final Articling Taskforce Report. The LSUC's recommendation is as follows:

The majority of the Task Force recommends that Convocation approve a pilot project that will allow articling and a new Law Practice Program (LPP) to operate side by side for five years. While articling would continue to be the route through which most candidates become licensed, the LPP, which would include both a skills-training program and a co-operative work placement, would provide an alternative path to licensing.

The Working Group will meet in the near future to discuss the Report and whether it has any implications on summer and articling recruitment.

3. *Canadian Directory of Legal Employers Working Group*

Vice-Chairs: Maryanne Forrayi (University of Calgary) and Nicole Lecours (Stikemans – Calgary)

Working Group Members: Cori Ghitter (FMC – Calgary), Robyn Marttila (Western Law), Catherine Bleau (Osler – Montreal), Chiara Woods (University of British Columbia), Clea Ward (University of New Brunswick), Erin Wilcox (Aikens MacAulay & Thorvaldson – Winnipeg), Kara Sutherland (FMC – Toronto)

The Working Group recently held meetings on November 8, 2012 and January 28, 2013. The focus of recent discussions has been around the potential change of the CDLE form to the U.S. based platform. This topic was also discussed in November at the NALP Winter Meeting and included a consultation meeting held on November 29th where the Working Group & Lisa Quirk outlined options for consideration regarding the CDLE platform. In these meetings the Working Group reviewed the benefits/impacts of the U.S. platform or enhancing the current system, the information received from NALP regarding the cost of implementing the options, and feedback from NALP members. As a result of these meetings, and a number of broader requests for feedback from Canadian NALP members, the Working Group has voted in favour of proposing to move to the new platform. A final call for member feedback will be sent to the NALP membership this week and the Working Group's formal recommendation will be communicated to Lisa Quirk no later than February 15, 2013.

4. *Diversity Working Group*

Vice-Chair: Alison Cowan (University of Victoria)

Working Group Members: Leann Beggs (Queens University), Catherine Bleau (Osler – Montreal), Carol Chestnut (Stikemans – Vancouver), Anna DeCia-Gualtieri (University of Windsor), Emily Finn (FMC – Vancouver), Thelma O'Grady (Bull Housser & Tupper – Vancouver), Emily Orchard (University of Toronto), Jane Price (University of Toronto)

Mandate:

Canadian Diversity Summit

The Diversity Working Group is still in the process for making plans for a Canadian Diversity Summit which will hopefully take place in December 2013 in coordination with the NALP Winter Meeting in Toronto. The Working Group is in the early stages of planning but is meeting regularly as they get started on this project.

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

Vice-Chairs: Patti MacDonald and Alison Cowan

Working Group Members: Kari Abrams (Blakes - Toronto), Mya Bulwa (Osgoode Hall), Andre Bacchus (Heenan Blakie – Toronto), Chantelle Courtney (Davies - Toronto), Joanne Clarfield Schaefer (Bennett Jones - Toronto), Kara Sutherland (FMC - Toronto)

Mandate:

NALP Winter Meeting

The NALP Winter Meeting was held on Friday, November 30, 2012 at Bennett Jones, with the members' reception being held the evening before at Gowlings. Approximately 73 people registered for the conference, which was down from the 90 that registered in 2011.

The early morning was spent discussing "Hot Topics". Later in the morning Marcelyn Cox and Fred Thrasher provided a NALP update, and Barbara Murchie, a member of the Articling Task Force and a partner at Bennett Jones, provided a review of the outcome of the Law Society of Upper Canada's Articling Task Force Report on the future of articling in Ontario. The afternoon included a presentation by Trevor Currie on "Lawyers as a Brand" and Karen MacKay and Lianne Krakauer on "Successfully Having Difficult Conversations". The day concluded with a panel discussion on "Diversity from the Classroom to the Boardroom" and brief reports from the Canadian Section working groups. Despite somewhat lower attendance from the year before, overall it was a resounding success!