

MEMORANDUM

Date: February 6, 2020

To: Fred Thrasher, NALP Deputy Director

Cc: Halla Elias, Canadian Regional Representative; Kara Sutherland, NALP Board Liaison, Canadian Section

From: Julie Banting, Canadian Section Chair

Re: NALP Canadian Section February Board Report

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

I have been corresponding with Mary Beal regarding Canadian Section engagement for the Upcoming NALP Conference in Montreal. We are looking forward to having the support of Canadian Section attendees for the Opening Reception and the Diversity and Inclusion Breakfast Event. In addition, Chris McKenna (Bennett Jones Toronto), Julie Girouard (Fasken Montreal) and I have been in touch regarding the Canadian Section dinner which is planned for Thursday, April 30. I will provide more details soon.

Bulletin Articles

The following is a list of NALP Bulletin articles from the Canadian Section:

Issue	Content Due Date	Type	Topic	Author 1	Author 2	Length (750 / 1200)
November 2019	October 1, 2019	Feature	Supporting Lawyers Through Innovation	Andrea Rayment - ARayment@cwilson.com		1200 words
December 2019	November 1, 2019	Column	Women's Leadership – "Step-Up"	Katrina Henn - khenn@weirfoulds.com		750 words
January 2020	December 1, 2019	Feature	Opportunities To Support Indigenous JD Students	Laura Pringle - lawalum@uvic.ca		1200 words
March 2020	February 1, 2020	Column	Sponsorship v. Mentorship	Natasha Bhimji - NBhimji@stikeman.com		750 words

Working Group Reports

1. OCI Working Group

Chair: Christopher McKenna (Bennett Jones, Toronto)

Vice Chairs: Chira Perla (University of British Columbia) and Anna Decia-Gualtieri (University of Windsor) (Outgoing Chair)

Members: Neil Dennis (University of Toronto), Ilana Schragar (McMillan, Vancouver), Natasha Bhimji (Stikeman Elliott, Toronto)

Update: The Working Group has finalized the 2020 OCI schedule and it is now posted on NALP Connect. The Working Group has also completed its draft of the 2021 OCI schedule, after consultation with various schools and employers. The Working Group will circulate the draft to all schools and employers shortly for further comment and, where necessary, consultation.

2. Mid-Winter Meeting Working Group

Co-Chairs: André Bacchus (Ryerson University) & Tiffany Soucy (McMillan LLP)

Members: Myriah Graves, Fogler Rubinoff LLP, Madeleine Natale, University of Calgary; Patricia Neil, University of Alberta; Katrina Henn, WeirFoulds LLP; Lisa Cunningham, Wildeboer Dellelce LLP; Andrea Rayment, Clark Wilson LLP; Leanne Shafir, Osgoode Hall Law School

Update: The Mid-Winter Meeting in December went very well with close to 90 attendees. The presentations were provided to NALP to post for all participants to access.

3. Canadian Industry Data Working Group

Vice Chair: Laura MacLelland (University of Alberta)

Members: Jim Liepold (NALP), Lisa Blair (Borden Ladner Gervais), Nanci Shipp (Davies), Christi McAuley (Thompson Rivers University), Chantal Riendeau (U Ottawa), Leanne Shafir (Osgoode), Laura MacLelland (U Alberta), Laura Pringle (U Vic), Lisa Cunningham (Wildeboer Dellelce LLP)

On leave: Kirsten Parker and Kathleen Behan

Update: Our next quarterly call will be on February 10, 2020. At that meeting we will review our draft Class of 2019 Snapshot Articling Destination Survey, which will then hopefully be circulated to our members and completed by mid-late March. At this meeting we will also discuss the mechanics of getting the Employer Salary Survey prepared and circulated.

4. National Recruitment Survey Working Group

Vice Chair: Mike Molas (Queen's University Faculty of Law)

Members: Nicola Martin (Osgoode Hall Law School); Christi McAuley (Thompson Rivers University); Maryanne Forray (University of Calgary, Faculty of Law); Chantal Riendeau (University of Ottawa Faculty of Law); Ari Blicher (Aird Berlis LLP); Myriah Graves (Fogler, Rubinoff LLP); Loïc Berdnikoff (Lavery Lawyers)

Update: During the Winter CLCDN meeting in Toronto, Mike Molas (Vice Chair) announced that he would be stepping down from the working group, effective Spring 2020. A successor Chair, Sophie Roy-Lafleur (McGill Faculty of Law), was also named at that time.

Sophie will be shadowing Mike and the Working Group as we prepare to launch a National Recruitment Survey following the Winter recruitment processes (Ottawa 2L Summer, Vancouver 1L Summer, and Toronto 1L Summer). Mike will be staying on in a peripheral advisory role for the coming year.

5. Canadian Directory of Legal Employers Working Group

Vice Chairs: Myriah Graves and Lisa Cunningham

Members: Laura Pringle, Katrina Henn, Georgia Brown, Danielle Laflamme and Robyn Marttila

Update: We are going to re-group this month and finalize the proposed changes to the NALP form.

6. Summer and Articling Working Group National

Vice Chairs: Natalie Zinman (Gowling WLG); Robyn Martilla (University of Western Ontario)

Members: Kari Abrams (Blake, Cassels & Graydon LLP); Christina Beaudoin (Osler, Hoskin & Harcourt LLP); Ari Blicher (Aird & Berlis LLP - Toronto); Georgia Brown (Torys LLP); Maryanne Forray (University of Calgary); Stacy Keehn (University of Ottawa); Amanda Fiorelli (Davies - Toronto); Eowynne Noble (Fasken, Toronto); Mya Rimon (Osgoode Hall Law School); Angela Sordi (Borden Ladner Gervais LLP); Michel Lederman (Goodmans LLP); Kara Sutherland (Dentons Canada); Scott Warwick (Department of Justice)

Update: Representatives from Canadian legal employers and law schools met at the NALP Canadian Section Winter Meeting in December to debrief on the Fall Recruitment process. Out of those discussions the SAWG is looking into having a field added to the viLaw Portal (used to collect summer/articling applications) to allow candidates to include the phonetic pronunciation of their name. The group is also evaluating ways to track the diversity of candidates in the hiring process. Coordinated recruitment for 1L 2020 summer positions in Toronto is underway with interviews and offers in February. SAWG is in the process of reviewing and updating the Best Practices for Articling Recruitment which begins in May.

Summer and Articling Working Group Vancouver

Vice-Chairs: Pam Cyr, Norton Rose Fulbright and Chira Perla, Peter A. Allard School of Law

Members: Carol Chestnut, Stikeman Elliott; Cheryl D'Sa, Narwal Litigation (Vancouver Bar Association (VBA) Rep); Marianne Johnstone, Singleton Reyolds; Jennifer McNaught, Blakes; Karine Russell, Blakes; Ilana Schragger, McMillan; Kerry Sheppard, DLA Piper; Jennifer Vermiere, Lawson Lundell; Christine York, Alexander Holborn Beaudin + Lang

Update: Nothing to report at this quarter.

7. Diversity Working Group

Vice Chair: Neil Dennis (University of Toronto)

Members: Anna Maria Decia-Gualtieri – University of Windsor – Team Lead, Logistics and Marketing Committee; Lina Nadar – Davies (Toronto) – Team Lead, Panel & Workshop Committee; Kim Bonnar – Cassels (Toronto); Laura Pringle – University of Victoria (BC); Nicole Salama – Gowlings (Toronto); Danica Steadman – Gowlings (Toronto); Waleska Vernon – University of Toronto.

Report: Successfully executed the Diversity Summit last December with good feedback from attendees.