

Memorandum

Date: January 22, 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 January 22, 2015.

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)

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 will hold a conference call meeting in early February to discuss convening a meeting of Toronto employers and school-side representatives to discuss numerous “Hot Topics” in the recruitment of summer and articling students in Toronto. A discussion of “recruitment issues” takes place during the afternoon session of the NALP Winter Meeting every year. This year, a number of employers and school-side representatives

expressed an appetite to arrange a separate meeting to engage in a lengthier discussion of the most common recruitment related issues. The Summer and Articling Working Group has agreed to organize this meeting, which will likely be held in March.

The working group will continue to work with the National Recruitment Survey Working Group to identify best practices in the design and implementation of future surveys, including the type and through which information is shared with employers. Finally, we continue to set portal dates for the various recruits that takes place across the country throughout the year.

2. National Recruitment Survey Working Group

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)

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:

The Fall 2014 version of the survey included questions regarding 2nd year summer 2015 positions in Vancouver and Toronto. The survey was available for students to take from Thursday, November 6, 2014 to Sunday, December 16, 2014. Each Canadian law school CDO received a unique survey URL to send to its students. Students were not asked for their name or law school when they completed the survey. However, because each school received a unique survey URL, each school received a report summarizing the survey responses from their own students.

A report summarizing the feedback from the Fall 2014 survey, as well as respondent data and the process for communicating survey feedback to employers, was circulated at the NALP Canadian Section's Mid-Winter Meeting in Toronto and posted on NALPConnect.

A follow-up survey will be sent in March 2015 to survey law students regarding 2nd year summer 2015 positions in Ottawa and Atlantic Canada and 1st year summer 2015 positions in Toronto.

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:

In November the Canadian Section diversity working group organized, with NALP's help, a webinar, featuring guest speaker Emma Halpern, who is the Equity Officer at the Nova Scotia Barrister's Society. Emma covered topics ranging from recruitment best practices to collecting demographics statistics, with a few other topics in between. The webinar was well attended. The working group continues to collect diversity and inclusion resources that would be of use to employers, law schools and students, and are working on creating a web based platform on which these resources may be shared.

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 NALP Canadian Section Winter Meeting was held in Toronto on December 2, 2014. The meeting, titled Forward Thinking: Engaging the Future of Legal Practice, was hosted at the offices of Norton Rose Fulbright with 68 registered attendees. The cocktail reception following the meeting was hosted by Cassels Brock with 44 registered attendees.

The meeting canvassed a number of topics specific to the Canadian marketplace.

Diana Miles, Executive Director, Organizational Strategy and Effectiveness, Law Society of Upper Canada and Gina Alexandris, Senior Director, Law Practice Program, Ryerson University provided an update on the status of all components of the Pathways Pilot Project and the new Ryerson Law Practice Program.

The various working groups provided updates as to their respective accomplishments over the year. Notably, the National Recruitment Survey Working Group provided an overview of the first Canadian National Recruitment Survey the results of which had been recently compiled.

Gary Luftspring, Steering Committee Member, CBA Legal Futures Initiative and partner, Ricketts, Harris LLP provided an Overview of the Canadian Bar Association's Legal Futures Initiative and in particular discussed the Initiative's work in regard to the education and training of

tomorrow's lawyers, and how the Initiative's suggested reforms will help lawyers deliver legal services in way which better resonate with clients and respond to their expectations.

Finally, Pamela Cyr, Assistant Dean, Career Services, UBC Law, Melanie Banka Goela, Student Success & Wellness Counsellor, Osgoode Hall Law School, Mark H. Goldberg, Global Wellness Manager, Latham & Watkins LLP and Natalie Zinman, Director, Student Programs (Toronto), Gowlings LLP presented o a panel which highlighted successful law firm and law school wellness programs and the benefits of wellness programs even beyond improved health, including benefits for recruiting, retention, and group morale. The recently launched Just Balance mental health and wellness website developed for Ontario law students was discussed, and the session concluded with questions from the audience and sharing of best practices.

Feedback from the meeting was extremely positive and the topics discussed were well received.

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 has finalized the 2015 OCI schedule and will be making it available on NALP connect shortly. We are currently working with school and employer representatives and the Law Society of Upper Canada to put forward a proposal to move the Toronto deadline 1 week earlier beginning in 2015. Consultation has begun on the 2016 OCI schedule. The Advisory Group is also currently working on proposing a change to the group membership to the NALP Board.