

## MEMORANDUM

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**Date:** February 1, 2018

**To:** Fred Thrasher, NALP Deputy Director  
Michelle Gage, NALP Board Liaison, Canadian Section

**Cc:** Kimberly Grange, Canadian Regional Representative

**From:** Maryanne Forrayi, Canadian Section Chair

**Re:** NALP Canadian Section February Board Report

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### NALP Bulletin Articles

The following NALP Bulletin articles, written by our Canadian members, have been published since the last Board Report:

- *Recognizing the Upside of Attrition – With Change Comes Opportunity*, By Ilana Schragar (October issue)
- *What's Wrong with Me?* By Ellen Schlesinger (November issue)
- *Creating Space in Big Law for Indigenous Law Students*, By Kristy Foreman (December issue)

### Working Group Reports

#### 1. OCI Working Group

##### Vice Chairs:

Shannon Leo (Cassels Brock, Toronto/Vancouver) and Anna Decia-Gualtieri (Windsor)

##### Members:

Julie Banting (Queen's University), Kimberley Bonnar (Osgoode), Chris McKenna (Bennett Jones, Toronto), Pat Neil (University of Alberta), Ilana Schragar (McMillan, Vancouver)

##### Report:

The 2018 OCI schedule was finalized and distributed in December, after implementing changes affecting the Western Canada schools in response to post-recruitment employer and school feedback. We continue to assist with one-off issues related to 2018 venues.

The 2019 OCI schedule has been drafted and will be discussed at the CLCDN meeting with school representatives in the summer.

Anna Decia-Gualtieri will take over as the lead vice-chair of the Committee in April at the annual meeting, while Shannon Leo will stay on the Committee for another year to assist. They will be replacing the Western Canada school representative in April when Patricia Neil steps down. The working group thanks her for her years of service.

## **2. Mid-Winter Meeting Working Group**

### **Vice Chairs:**

Madeleine Natale (University of Calgary) and Darcy Legros (Bennett Jones, Toronto)

### **Members:**

Jessica Watkins (Miller Thomson, Toronto), Mike Molas (Queen's University) and Pat Neil (University of Alberta)

### **Report:**

The mid-winter meeting was held in December 2017 in Toronto and was a huge success. Nora Spinks was a keynote speaker and spoke about leveraging generational diversity in Law. David Montoya and Jim Leipold attended and gave remarks. The conference sessions covered: entrepreneurship, experiential learning in law schools, the "T-shaped professional," the proposed new Ryerson Law School, NALP working group updates and a recruitment debrief.

## **3. Canadian Industry Data Working Group**

### **Vice Chairs:**

Alex Overchuk (WeirFoulds)

### **Members:**

Jim Leipold (NALP), Margaret Seko (Bereskin & Parr), Lisa Blair (Borden Ladner Gervais), Jordana Laporte (University of Toronto), Jennifer Lau (University of British Columbia), Alexandra Overchuk (WeirFoulds), Nanci Shipp (Davies), Christine York (Alexander Holburn Beaudin & Lang), Julie Banting (Queen's), Kirsten Parker (Faskens); Kristen Fogg (University of Winnipeg)

On leave: Kathleen Behan (University of Windsor), Nanci Ship (Davies)

A conference call will be scheduled in mid-February to review action that is required to support/encourage participation in 2018 The Canadian Law Firm Salary Survey. Alex Overchuk reported that the TLOMA Associate Salary was released on September 19<sup>th</sup> and NALP firm members who participated in the survey were invited to a seminar/workshop to learn about the survey. The group is looking to identify a Montreal or Eastern Canada firm representative to join the group during Nanci Ship's absence.

## **4. National Recruitment Survey Working Group**

### **Vice Chairs:**

Mike Molas (Queen's University) & Jennifer Nadon (University of Ottawa)

Members: Lesley Bell (Lenczner Slaght Royce Smith Griffin LLP - Toronto); Jordana Laporte (University of Toronto); Nicole Lecours (Stikeman Elliott LLP - Calgary); Nicola Martin (Osgoode Hall Law School); Christi McAuley (Thompson Rivers University)

**Current Projects:**

Jennifer Nadon from the University of Ottawa has joined Mike Molas from Queen's University as co-Vice-Chair of this Working Group.

The Summer 2017 Survey collected 137 responses from students who interviewed for 2018 Articling positions in Calgary, Ottawa, Vancouver, and Toronto. The Aggregate Report was received on November 13 and distributed to law schools through the CLCDN listserv. Preliminary findings were shared at the NALP Winter Meeting in December. A full summary report is being finalized and will be distributed via NALP Connect the week of January 29<sup>th</sup>. Employers in those markets who received specific comments will also be emailed individual reports, at that time.

The Fall 2017 Survey collected 301 responses from students who interviewed for 2018 Summer positions in Calgary, Vancouver, and Toronto. The Aggregate Report was received on December 6 and distributed to law schools through the CLCDN listserv.

**Looking Forward:**

The Vice-Chairs will work to identify specific issues as identified by survey respondents from the Fall 2017 survey, which will be reported via NALP Connect. While a full summary report will not be prepared for this survey, employers who received specific comments will still be emailed individual reports.

The Vice-Chairs will email Judy Collins with updated survey questions for the Winter 2018 survey, which will survey students interviewing for 1L and 2L summer positions in Calgary, Toronto, and Ottawa. The intent is for the survey to go live the week of February 26 and remain open for approximately 3 weeks. The Vice-Chairs will work to identify specific issues from the Winter 2018 survey, which will be reported via NALP Connect. While a full summary report will not be prepared for this survey, employers who received specific comments will still be emailed individual reports.

The Working 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.

**5. Canadian Directory of Legal Employers Working Group**

**Vice Chairs:**

Clea Ward (McInnes Cooper, Fredericton) and Kristen Fogg (University of University of Manitoba)

**Members:**

Robyn Martilla (Western University), Nicole Lecours (Stikeman Elliott, Calgary), Catherine Bleau (Osler, Montreal), Danielle LaFlamme (Borden Ladner Gervais, Ottawa).

**Report:**

The group is currently working on a survey to send out to students/employers regarding usage of the CDLE and the surveys will be distributed in the near future as the student recruitment cycles wrap-up in the various markets.

**6. Summer and Articling Working Group (SAWG)**

**Vice Chairs:**

Natalie Zinman (Gowling WLG) & Jordana Laporte (University of Toronto)

**Members:**

Kari Abrams (Blake, Cassels & Graydon LLP); Christina Beaudoin (Osler, Hoskin & Harcourt LLP); Lesley Bell (Lenczner Slaght Royce Smith Griffin LLP); Ari Blicker (Aird & Berlis LLP - Toronto); Carol Chestnut (Stikeman Elliott LLP - Vancouver); Maryanne Forrayi (University of Calgary); Stacy Keehn (University of Ottawa); Jenn Lau (University of British Columbia); Frances Mahil (Davies Ward Phillips & Vineberg LLP - Toronto); Shirin Mirsaedi (Torys LLP); Eowynne Noble (Fasken Martineau LLP); Sindy Peixoto (Borden Ladner Gervais LLP); Mya Rimon (Osgoode Hall Law School); Amanda Shaw (Department of Justice); Nancy Stitt (Goodmans LLP); Kara Sutherland (McMillan LLP); Scott Warwick (Department of Justice)

**Report:**

The Summer and Articling Working Group updated the dates on viLaw Portal for the recruitment periods across Canada, as well as the NALP Best Practices for Summer and Articling Recruitment, which was circulated on NALPConnect.

The Working Group also discussed the Law Society of Ontario's Recruitment Procedures throughout the year and at the NALP Winter Meeting in December, with the understanding that the Law Society has decided not to modify the Recruitment Procedures for the 2018-2019 recruitment cycle.

**7. Diversity Working Group**

**Vice Chairs:**

Danica Steadman (Gowlings) and Anna DeCia-Gualtieri (University of Windsor)

**Members:**

Lynn Iding (McInnes Cooper), Emily Galer (Dentons), Susanna Tam (McCarthy Tetrault), Leigh-Ann McGowan (Norton Rose), Margaret Seko (Bereskin & Parr)

**Report:**

The 2017 Diversity Conference, which focused on Mental Health Awareness, was held in early December. This was a well-attended and successful event. Following the networking lunch, the presenters below delivered engaging and informative sessions:

- Laura Little, Ellen Schlesinger & Iva Keighley: *A Perspective from the Law Schools' Mental Health Experts*
- Joanne Schaefer and Marla Warner: *Best Practices to Help Schools and Firms Build a Resilient and Healthy Profession*
- Presentation from former Law Student who discussed her personal struggle with mental health issues
- Law Society of Upper Canada Update: *LSUC's Inclusion Survey and new obligations for 2017*

Shortly after the conference, participants were asked to complete a survey (thank you, Lynn Iding). The results of the survey were largely positive and included some constructive feedback that will be helpful to future conference organizers.

The Working Group would like to thank Patti MacDonald at Gowling WLG Toronto for graciously hosting this year's Diversity Conference!

## **8. Small Firm Hiring Resources Working Group**

### **Vice Chair:**

Jennifer Lau (Peter A. Allard School of Law at UBC)

### **Members:**

Rhonda Cohen (Sherrard Kuzz), Stacy Keehn (University of Ottawa), Jordana Laporte (University of Toronto), Tracy Wachmann (Peter A. Allard School of Law at UBC)

### **Report:**

This working group is in the final stages of editing NALP's two resources on Small Firm Hiring in order to tailor the content for the Canadian market. "Understanding How Small Firms Hire" will be geared towards career services and students alike. "What to Do When It's Time to Hire a New Lawyer" is designed to help small firms navigate the hiring process. Both documents will be circulated upon completion to Canadian law school career services offices for distribution to their student and employer contacts. The group hopes to produce final versions of the documents by mid-2018.