

## MEMORANDUM

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**Date:** October 12, 2017

**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 June Board Report

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The following is an update from the Canadian Section.

### A. Bulletin Articles

The first of the NALP Bulletin articles for this academic year, written by our Canadian members, has appeared in the September edition:

- How to Launch Your Career as a Law Student Support Professional, by Mike Molas (Queen's University) and Heather Cole (Queen's University)

### B. RFP Responses

Seven Canadian Section members submitted responses to the request for proposals for 2018 annual conference sessions. Five proposals were accepted and are as follows:

<b>Presenter(s)</b>	<b>Topic</b>
Kristy Foreman, Bill Dowzer, Jeffrey Lesk	From Corner Office to Open Concept: The Evolution of the Legal Workplace
Melanie Goela, Laleh Moshiri, Ellen Schlesinger	Helping Lawyers be Well: Reflections on our Success Supporting Lawyer Mental Health
Neil Dennis, Jennifer Lau, Cristóbal Modesto, Susanna Tam	Is the Grass Greener in the Home of the Brave or the True North when it comes to Recruiting?
Jennifer Lau, Gene Rhee, Kirk Daulerio	Staying ahead of the robots: Artificial intelligence and law career services
Maryanne Forrayi, Gina Alexandris, Sacha de Klerk, Laleh Moshiri	Coaching for Career Advancement of Culturally-Diverse Students

## **C. 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), Chris McKenna (Bennett Jones, Toronto), Pat Neil (University of Alberta), Ilana Schrager (McMillan, Vancouver)

On leave: Kimberley Bonnar (Osgoode Law School)

#### **Report:**

The OCI Working Group met in June to discuss the 2019 on-campus interview schedule. Over the course of the summer, the Working Group canvassed the Canadian law schools for schools' preferred dates. A draft 2019 schedule is almost complete. The Working Group has a meeting scheduled for mid-November, after the Vancouver, Calgary, and Toronto interview process is complete, to finalize the 2019 draft before the end-of-season meetings in December. One issue that the Working Group will raise with schools is the rise of video-conference on-campus interviews, which have conflicted with on-campus interview dates and are difficult to schedule in the already very full season. The Working Group will propose that schools hold their video-conference interviews on the same day as their in-person on-campus interviews, if possible.

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

**Vice Chairs:** Madeleine Natale (University of Calgary) and Darcy Legros (Bennett Jones)

#### **Members:**

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

#### **Report:**

The working group has had several calls to discuss the theme of the meeting as well as to identify potential speakers. The proposed theme will center on preparing the incoming generation of lawyers for what's next in the legal profession. We have created a draft agenda and have several speakers identified and committed to attending. While the exact content of each discussion is still being finalized, the confirmed speakers are as follows: Nora Spinks – Intergenerational Communications; Rachael Bosch – Encouraging Intrapreneurialism; Law School Panel – Developments in Experiential Learning; Law Firm Panel – Preparing Associates for the Practice of Tomorrow). A short presentation by Ryerson University on their proposed law school may also be included. We will continue to refine the agenda and presentations within the next few weeks.

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

#### **Vice Chairs:**

Alex Overchuk (WeirFoulds), Nanci Ship( Davies)

#### **Members:**

Jim Liepold (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)

#### **Report:**

The working group had a conference call in September.

Jenn Lau reported on the success of the first NALP Law School salary survey. The survey included participation from 17 of 20 school eligible to participate. The results were reported up to the national level and provided a good overview of the Canadian landscape. The survey will take place again in 2019. The Canadian Law Firm Salary Survey will take place in 2018. Alex Overchuk reported that the TLOMA Associate Salary was scheduled to be released on September 19<sup>th</sup>. We continue to discuss what additional surveys may be of use to our members be conscious not to duplicate existing data collection and reporting.

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

#### **Vice Chair:**

Mike Molas (Queen's University)

#### **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), Jennifer Nadon (University of Ottawa)

#### **Report:**

#### **Current Projects:**

Results from the Fall 2016 Survey (which surveyed second-year summer 2017 recruitment in Vancouver, Calgary, and Toronto) has been collected and in the final stages of summarizing to be released the week of October 9<sup>th</sup> in advance of the 2L in-office Interview Weeks in these markets. The anonymized, aggregate results will also be sent to law schools to create employer-specific reports.

Results from the Winter 2017 Survey (which surveyed first-year summer 2017 recruitment in Calgary and Toronto, and second-year summer 2017 recruitment in Ottawa) has been collected,

with 186 completed responses. Mike Molas (Vice Chair) has recruited working group member Jennifer Nadon to assist him with the organizing and summarizing of this data to ensure that a full Summary Report will be distributed in late November in advance of the Canadian Mid-Winter Meetings in December in Toronto and well in-advance of the Winter 2018 recruitment in these markets.

The Summer 2017 Articling Survey was sent out on October 11 and will remain open until October 25<sup>th</sup>. Upon receiving the survey data, the Vice Chair will consult with the working group to determine 1) whether a full Summary Report is to be prepared for these results and 2) absent a full Summary Report, which specific issues/changes should be reported upon.

### **Looking Forward:**

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**

### **Canadian Directory of Legal Employers Working Group**

#### **Vice Chairs:**

Christi McAuley (Thompson Rivers) and Clea Ward (McInnes Cooper)

#### **Members:**

Robyn Martilla (Western University), Nicole Lecours (Stikeman Elliott), Catherine Bleau (Osler), Kristen Fogg (University of Manitoba), Danielle LaFlamme (Borden Ladner Gervais).

#### **Report:**

The CDLE Working Group met in September to plan for the coming year. The group decided to focus our efforts on reviewing and updating the employer form to ensure that it meets both student and employer needs. In that regard, the group will be canvassing students and employers for feedback in the coming months. We will review the feedback and make changes as deemed appropriate. The group will be looking at sending out surveys to stakeholders after the 2L recruit wraps up.

Christi McAuley (Vice Chair) will be on maternity leave starting in November and will step away from her co-chair role during that leave. Kristen Fogg (University of Manitoba) has generously agreed to take on the co-chair role with Clea Ward for the 2017-2018 year.

The Committee meets quarterly, with the next meetings planned for January, April and June.

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

### **Vice Chairs**

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

### **Working Group Members**

Kari Abrams (Blake, Cassels & Graydon LLP); Christina Beaudoin (Osler, Hoskin & Harcourt LLP); Lesley Bell (Lenczner Slaght Royce Smith Griffin LLP); Ari Blicher (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)

### **Recruitment Procedures**

- The Law Society of Upper Canada (Ontario) implemented a change to its Recruitment Procedures to introduce a “cooling off period” for the 2016-2017 recruitment processes in Toronto. The change was not well-received by law students. Law schools provided feedback to the Law Society on the “cooling off period” and made two additional proposals regarding the Recruitment Procedures.
- In April 2017, the Working Group met to discuss these proposals further. Employer members provided feedback to the Law Society of Upper Canada pertaining to the two outstanding proposals
- The Law Society hopes to conclude discussions on these matters at the NALP Winter Meeting.

### **Lawyer Licensing in Ontario**

- The Law Society consultation process regarding lawyer licensing in Ontario has concluded. Summaries of the discussions are available online. Some members of the Working Group attended the Dialogue consultation sessions and a written submission of various views was sent to the Law Society in late July, which reiterated past informal feedback submitted by SAWG in 2016 in response to the professional Development Competence Committee’s Report to Convocation in September 2016. Law Society representatives are expected to communicate next steps this fall.

### **NALP Best Practices and viLaw Portal Dates**

- SAWG released a new version of the Best Practices for Summer and Articling Recruitment in the summer and set the viLawPortal dates for summer 2018 recruitment in Toronto, Vancouver and Calgary, which is now underway.
- The Working Group also facilitated the addition of the Ontario Superior Court of Justice and Ontario Court of Appeal postings to the viLawPortal, which will open in December and communicated details regarding this new procedure.

## **7. Diversity Working Group**

### **Vice Chairs:**

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

### **Members:**

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

### **Report:**

We are planning our third Canadian Diversity Conference on December 6, 2017. It will be a half-day afternoon event and will be held at Gowling WLG – Toronto office. We are focusing on “mental health” as our conference topic.

An overview of the proposed agenda – still subject to change:

- 12:00 to 1:30 Lunch
- 1:30 to 2:15 LSUC update on new obligations for 2017 (Inclusion Survey distributed by the LSUC)
- 2:30 to 4:00 Presentation by Joanne Schaefer, J. Schaefer Coaching, and Marla Warner, For Health Organizational & Personal Well-being
- 4:00 to 5:00 Presentation by a law school graduate – personal story dealing with mental health and her path to securing a legal position

The working group intends on asking the LSUC for CPD accreditation once again.

## **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 continues to edit NALP’s 2 new 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. Rhonda Cohen from Sherrard Kuzz LLP in Toronto recently joined the working group, and will add an employer’s perspective. The group hopes to produce final drafts of the documents by early 2018.