

## MEMORANDUM

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**Date:** March 28, 2017

**To:** Fred Thrasher, NALP Deputy Director  
Lisa Blair, NALP Board Liaison, Canadian Section

**Cc:** Kimberley Bonnar, Canadian Regional Representative

**From:** Lynn Iding, Canadian Section Chair

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

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

### **NALP Working Group Reports**

#### **1. OCI Advisory Group Update**

##### **Vice Chairs:**

Julie Banting (Queen's) and Shannon Leo (Cassels Brock)

##### **Members:**

Margaret Seko (Bereskin Parr), Kimberley Bonnar (Osgoode), Pat Neil (University of Alberta), Ilana Schragar (McMillan)

##### **Report:**

The Vancouver, Calgary, Toronto OCI schedule for 2017 is finalized and was circulated to schools, employers, and Law Society of Upper Canada. The group has started mapping out the 2018 schedule and plan to have a draft out to the law schools before the NALP conference.

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

##### **Vice Chairs:**

Kimberley Grange (Norton Rose) and Judith Atwood (McMillan)

**Members:**

Jessica Watkins (Miller Thomson), Kimberley Bonnar (Osgoode)

**Report:**

The mid-winter meeting was held in December in Toronto and was a great success! Ritu Bhasin was a keynote speaker. Mina Jones Jefferson and Jim Leipold attended and gave remarks. Sessions focused on millennials, on the National Committee on Accreditation, the Canadian Bar Association, NALP working group updates and a recruitment debrief.

**3. Canadian Industry Data Working Group**

**Vice Chairs:**

Alex Overchuk (WeirFoulds) and Nanci Shipp( Davies)

**Members:**

Jim Liepold (NALP), Margaret Seko (Bereskin & Parr), Lisa Blair (Borden Ladner Gervais), Kathleen Behan (University of Windsor), Jordana Laporte (University of Toronto), Emily Orchard (University of Toronto), Jennifer Lau (University of British Columbia), Christine York (Alexander Holburn Beaudin + Lang), Alexandra Overchuk (WeirFoulds)

**Report:**

The first 2017 call took place on February 3<sup>rd</sup> and the next call to be scheduled in early April. The group welcomed Christine York (Alexander Holburn Beaudin + Lang LLP) as the western law firm representative.

**4. National Recruitment Survey Working Group**

**Vice Chair:**

Mike Molas (Queen's University. Mike has taken over from Jordana Laporte)

**Members:**

Julie Banting (Queen's), Lesley Bell (Lenczner), Julie Bevan-Pritchard (Bull Houser Tupper), Nicola Martin (Osgoode), Julie Chabot (Ottawa), Marketta Jokinen (Borden Ladner Gervais), Jennifer Lau (UBC), Nicole Lecours (Stikeman Elliott), Christi MacAuley (Thomson Rogers), Emily Orchard (University of Toronto), Mandy Seidenberg (University of Alberta), Susanna Tam (McCarthy Tétrault), Danielle Traub (Torys), Laura Pringle (University of Victoria)

**Report:**

A Summary Report of the Summer 2016 Survey (which surveyed articling recruitment in all markets) was distributed in March 2017 through NALP Connect. Additionally, Working Group members in Vancouver, Calgary, Ottawa, and Toronto distributed this Summary Report, alongside employer reports, in their respective market.

Results from the Fall 2016 Survey (which surveyed second-year summer 2017 recruitment in Vancouver, Calgary, and Toronto) has been collected and preliminarily organized. The Working Group is actively preparing a Summary Report of this data, which will be distributed in April 2017.

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. The Working Group will be preparing a Summary Report of this data for distribution.

Early in 2017, the Working Group engaged in consultation with NALP staff Judy Collins and Jim Leipold regarding future reporting practices for the National Recruitment Surveys. It was mutually decided to continue surveying students after each recruitment cycle (Fall, Winter, and Summer), but NALP will no longer prepare individual school survey links and, due to the onerous nature of summarizing and reporting, the Working Group will only produce a full Summary Report approximately once per year, with additional specific reports prepared on a given issue (*e.g.* changes to the Law Society Procedures) when needed. While full Summary Reports will no longer be prepared for each survey, the aggregate results of each survey will be distributed to law schools to facilitate the creation of employer-specific reports.

Questions for the upcoming Summer 2017 Survey will be updated, finalized, and sent to NALP in early August. Of note, student feedback will be requested on updates to the ‘cooling-off’ period. The Survey will be open to students from mid-August to early September.

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) and Christie McCauley (Thomson Rivers)

### **Members:**

Robyn Martilla (Western University), Nicole Lecours (Stikeman Elliott), Catherine Bleau (Osler), Maryanne Forrayi (University of Alberta), Laura Pringle (University of Victoria).

### **Report:**

The CDLE Working Group next meeting is on April 6<sup>th</sup>. At this time, there are no new updates. As noted in the February report, the focus of the group this year is increasing employer membership in the CDLE. The members of the committee are continuing to do outreach with employers in their respective regions and reporting back to the group. So far, there has not been a significant uptake in employer participation, but the members of the group are continuing their efforts.

## **6. Summer and Articling Working Group**

### **Vice Chairs:**

Nancy Stitt (Goodmans) and Jordana LaPorte (University of Toronto)

**Members:**

Gail Wong (McCarthy Tetrault), Natalie Zinman (Gowlings), Christina Beaudoin (Osler), Jennifer Lau (UBC), Frances Mahil (Davies), Mya Rinon (Osgoode), Julie Chabot (University of Ottawa), Lesley Bell (Lenczner Slaught), Heather Wiltse (University of Victoria), Marla Billinghamurst (University of Manitoba), Carmen Rendall (McMillan), Kari Abrams (Blakes), Sindy Peixoto (Borden Ladner Gervais), Carol Chestnut (Stikeman Elliott)

**Report:**

Portal Dates: Since the last quarterly report, the Summer and Articling Working Group has completed its update of the dates on viLawPortal for the articling recruitment periods across Canada, which were circulated on NALPConnect.

LSUC Recruitment Procedures: The Working Group also discussed the Law Society of Upper Canada's "cooling off period" which was implemented beginning with the 2017-2018 articling recruitment process in Toronto. The employer members of SAWG sent their feedback pertaining to modification of the "cooling off period" to the Law Society of Upper Canada to complement the feedback that was sent in a joint letter by law schools across Canada. The Working Group will engage in further discussions with the Law Society of Upper Canada pertaining to the two other suggested modifications to the Recruitment Procedures.

LSUC Dialogue on Licensing: The Working Group is also encouraging its members to participate in the Law Society of Upper Canada's *Dialogue on Licensing: Discussing the realities, challenges and opportunities of lawyer licensing in Ontario*. These consultations will be ongoing through June in various Ontario cities. SAWG will hold a meeting this spring/summer to discuss these Law Society consultations.

## **7. Diversity Working Group**

**Vice Chairs:**

Danica Beauchamp (Gowlings) and Maryse Chouinard (McGill. Note that Maryse has taken over from Anna DeCia)

**Members:**

Emily Galer (Dentons), Leann Beggs (Gowlings), Marla Billinghamurst (University of Manitoba), Susanna Tam (McCarthy Tetrault), Maryanne Forrayi (University of Calgary), Leigh-Ann McGowan (Norton Rose), Laura Scull (Borden Ladner Gervais), Maryse Choinard (McGill)

**Report:**

The working group does not have an update at this time. The group presented a webinar, as reported in the last Board update. The group is scheduling a call within the next few weeks to begin preliminary planning for a diversity summit in late 2017.