

Memorandum

Date: June 28, 2012

To: NALP Board of Directors
Cc: Terri Karpish; Robyn Marttila
From: Marketta Jokinen
Subject: Canadian Section Report on Working Groups

The following is an update from the Canadian Section on the activities of the Working Groups. I understand that Terri Karpish, 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 Robyn Marttila, 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. NALPConnect Working Group (formerly the Collaboration and Information Exchange Working Group)

Vice Chairs: Emily Orchard (University of Toronto) and Bibi Bysterveld (Faskens - Vancouver)

Working Group Members (to be confirmed): Valerie Dufour (Borden Ladner Gervais – Montreal), Emily Finn (FMC – Vancouver), Shannon Leo (Norton Rose – Toronto), Robyn Marttila (Western University), Jane Price (University of Toronto)

Mandates:

Once the members of the Working Group have confirmed their membership, they will schedule a conference call to discuss the Group's mandate and any possible additions to that mandate. The Group has been asked to consider/ensure that NALP does not do away with the PDF firm profiles currently included on www.nalpcanada.com.

Oversee the Submission of Bulletin Articles and RFP's for the Annual Education Conference

At least three Canadian Section members have expressed a willingness to submit Bulletin Articles and one member has submitted two RFP's for the Annual Education Conference.

Share Information Regarding Key Recruitment Dates

Use Social Media (NALPconnect) to Share Information, Articles and Trends

The Working Group hopes to increase their presence on, and use of, NALPConnect.

2. *Summer and Articling Recruitment Working Group*

Vice Chairs: Jennifer Lau (University of British Columbia) and Frances Mahil (Davies Ward Phillips and Vineberg – Toronto)

Working Group Members: Ari Blicker (Aird & Berlis – Toronto), Mya Bulwa (Osgoode Hall), Maryanne Forrayi (University of Calgary), Stacy Keehn (University of Ottawa), Nancy Stitt (Gowlings – Toronto)

Mandates:

The Summer and Articling Recruitment Working Group continues to review recruitment activities and issues across the country.

viDesktop Portal

The viDesktop portal is currently being used to collect articling and summering applications in Toronto, Montreal, and Calgary, with plans to expand portal use in Calgary and Vancouver. The Ottawa market is not interested in using the portal. The Working Group will approach viDesktop about creating separate “tabs” or sub-portals for the different markets to avoid confusion for students applying to different cities at the same time.

Best Practices Guide

The Working Group has reviewed and made minor edits to the Best Practices Guide for Toronto Summer and Articling Recruitment Activities. There is little interest from Calgary, Vancouver, Montreal, and Ottawa to implement the Best Practices Guide, as there are either similar local guidelines already in place, or not enough Law Society regulation to make the recommendations in the Best Practices Guide effective.

Toronto Articling Recruitment Timing

In light of the increasing trend among Toronto firms not to participate in an August recruit to hire articling students beyond their summer class, and ongoing discussions with the Law Society of Upper Canada regarding the general shortage of articling positions, the Working Group has been brainstorming on how to increase opportunities for 3L students to secure articling interviews. One item for consideration is the possibility of moving the Toronto articling recruitment cycle from the summer between 2L and 3L to the fall of 3L. Combining recruitment of 2L's and 3L's might be more cost-effective for firms who are deterred from running a full 3L recruitment cycle in the summer, but who might be open to hiring a few additional articling students (and this change would have no adverse impact on firms that do not wish to interview 3L students). The schools have expressed concern over a possible lack of resources to properly counsel 3Ls seeking articles and 2Ls preparing for OCIs at the same time. To be clear, this idea is still in its infancy and the Working Group is considering the pros and cons of the proposal although based on initial reaction it may not garner sufficient support to move forward.

National Matching Services Program

A representative from National Matching Services approached the Working Group in early 2012 to discuss re-instating a match program for 2L summer recruitment. There was little appetite from the firms and schools to implement the match again. The NMS representative has not approached

any law firms or schools since that last discussion. The group has decided to remove consideration of the match from its mandate.

Implications of Law Society of Upper Canada Taskforce on Articling

Once the Law Society of Upper Canada Taskforce on Articling Report is released, the Working Group will consider whether the Report has any implications for summer and articling recruitment.

3. Canadian Directory of Legal Employers Working Group

Vice-Chairs: Maryanne Forrayi (University of Calgary) and Nicole Lecours (Stikemans – Calgary)

Working Group Members: Cori Ghitter (FMC – Calgary), Robyn Marttila (Western University), Catherine Bleau (Osler – Montreal), Chiara Woods (University of British Columbia), Clea Ward (University of New Brunswick), Erin Wilcox (Aikens – Winnipeg)

Mandates:

All Working Group members will endeavor to join NALPConnect before their next conference call. The Working Group will have its next conference call prior to the fall.

Maintaining and Expanding Employer Participation in the CDLE

The Working Group had a productive discussion on steps taken in the past to increase employer participation in the CDLE. To further increase employer participation, several Working Group members will proactively take steps to reach out to employers in their regions. They will also reach out to career development offices across Canada to enlist their assistance in their efforts to increase employer participation.

Review of the U.S. Directory

The Working Group is satisfied with the current Canadian Directory of Legal Employers, though the newly launched U.S. NALP Legal Directory is impressive. If given the opportunity to make changes to the Canadian form, the goal of the Working Group will be to simplify and shorten the form, rather than lengthen it to follow the U.S. model.

Review of the CDLE Form

A number of areas of the form require clarification. One example is that the form does not take into account some of the differences involved in Quebec recruitment. The Working Group will contact NALP to determine whether changes to the form can be made, and if so, when and how these changes can be incorporated.

4. Diversity Working Group

Vice-Chair: Alison Cowan (University of Victoria)

Working Group Members: Leeann Beggs (Queens University), Catherine Bleau (Osler – Montreal), Carol Chestnut (Stikemans – Vancouver), Anna DeCia-Gualtieri (University of Windsor), Emily Finn (FMC – Vancouver), Thelma O’Grady (Bull Housser & Tupper – Vancouver), Emily Orchard (University of Toronto), Jane Price (University of Toronto)

Mandate:

Canadian Diversity Summit

The Diversity Working Group has started making plans for a Canadian Diversity Summit which will hopefully take place in December 2013 in coordination with the NALP Winter Meeting in Toronto. The Working Group is in the early stages of planning but are looking at the framework of the U.S. Diversity Summit and discussing ways in which the Canadian Diversity Summit should mirror the U.S. Diversity Summit, and ways in which it will be different. The Working Group will have a better sense of what the Canadian Summit will look like after a few more meetings this summer. The Working Group is planning to meet every couple of weeks as they get started on this project.

5. *End of the Year Canadian Section Meeting / NALP Winter Meeting Working Group*

Vice-Chairs: Patti MacDonald and Alison Cowan

Working Group Members: Kari Abrams (Blakes - Toronto), Mya Bulwa (Osgoode Hall), Andre Bacchus (Heenan Blakie – Toronto), Chantelle Courtney (Davies - Toronto), Joanne Clarfield Schaefer (Bennett Jones - Toronto), Kara Sutherland (FMC - Toronto)

Mandate:

NALP Winter Meeting

The NALP Winter Meeting Working Group has started making plans for the annual NALP Winter Meeting in Toronto, to be held on Friday, November 30, 2012 at Bennett Jones. A members' reception is being planned for the evening before (on Thursday, November 29, 2012) at Gowlings. The Working Group is in the early stages of planning and is currently canvassing Canadian Section members for their ideas for agenda items, hot topics, and speakers. Vice-Chair Patti MacDonald will be acting as the NALP liaison to coordinate the logistics for the meeting and Vice-Chair Alison Cowan will be chairing the meetings to be held every two weeks through the summer as they get the initial planning underway.