

MEMORANDUM

Date: June 21, 2018

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

Cc: Jennifer Nadon, Canadian Regional Representative

From: Danica Steadman, Canadian Section Chair

Re: NALP Canadian Section June Board Report

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

A. Bulletin Articles

A number of Canadian members have indicated an intention to submit bulleting articles in 2018-19 as follows:

1) Ilana Schragger -

“Recognizing & Valuing Contributions: Associate Recognition Programs” - September issue

2) Kara Sutherland - “Combating Cynicism: Bringing Positive Perspectives to the Profession” -October issue

3) Mike Molas & Jenny DeBruyn - “Avoiding Job-Search Fatigue: Keeping Your JDs - Fresh, Energetic & Engaged” - December issue

4) Sacha de Klerk -“Responsible Privilege: What is privilege and how to interrupt it?” - January issue

5) Chris McKenna & Kelly McPhie - “Orientation vs. Overload: Effectively Managing Your Summer Training Program” - February issue

6) Tracy Wachmann - “Public Interest” -March issue

B. RFP Responses

Four Canadian Section members submitted responses to the request for proposals for 2019 annual conference sessions. The proposals are as follows:

Presenter(s)	Topic
Pamela Cyr, Michelle Gage, Keya Dasgupta	Are you ready for it? Managing Successfully Through Change
Madeleine Natale, Lynn Iding	Moving Past #MeToo – Coaching to empower female law students and associates
Christopher McKenna, John Alex MacDonald	One Argument at a Time - A Millennial's Guide to Institutional Change
Susan Curry, Tony Waller, Madeline Natale	Who's the Expert Here? Hitting the Reset Button on Peer Counseling

C. Working Group Reports

1. OCI Working Group

Vice Chairs:

Anna Decia-Gualtieri (University of Windsor) and Chris McKenna (Bennett Jones, Toronto)

Members:

Kimberley Bonnar (Osgoode), Chira Perla (University of British Columbia), Ilana Schragar (McMillan, Vancouver)

Report:

The Working Group would like to thank outgoing Chair Shannon Leo (Cassels Brock LLP), who will be staying on as past chair for the year, for all of her hard work and leadership over the past year.

The Working Group has confirmed the 2018 OCI schedule, save and except for the University of Victoria's Vancouver OCI day. The University of Victoria should be in a position to firm up the date with their venue later in June. The Vancouver employers have been updated and will be informed once the date is confirmed this month so that they can proceed with booking their travel.

The draft 2019 OCI schedule was shared with the CLCDN members at the summer meeting in Edmonton on June 13th and feedback was solicited. The draft schedule will now be circulated to employers for

discussion/feedback. In addition, similar to last year, we will be surveying the schools for their preferences over the summer so that we can begin drafting the 2020 OCI schedule.

2. Mid-Winter Meeting Working Group

Vice Chairs:

Darcy Legros (Bennett Jones, Toronto) and Lisa Cunningham (Wildeboer Dellelce)

Members:

Madeleine Natale (University of Calgary), Pat Neil (University of Alberta), John McDonald (University of Alberta), Catherine Bleau (Osler, Montreal), Myrah Graves (Folger Rubinof), Lisa Carty (Hicks Morley)

Report:

The Mid-Winter Meeting Working Group had a kick-off call on Wednesday, June 13, 2018. The group had a preliminary discussion of possible topics and themes for the meeting and also discussed location and timing. Subject to approval from NALP, the Canadian Section Mid-Winter Meeting will be held on Thursday, December 6, 2018. Bennett Jones has offered to host the meeting in its Toronto office. A second call has been scheduled for the last week of June to continue the discussion on topics and possible speakers.

3. Canadian Industry Data Working Group

Vice Chair:

Kirsten Parkers (Lerners, LLP)

Members:

Jim Liepold (NALP), Margaret Seko (Bereskin & Parr), Lisa Blair (Borden Ladner Gervais), Jordana Laporte (University of Toronto), Jennifer Lau (University of British Columbia), Julie Banting (Queen's)

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

Report:

The group finalized the NALP 2018 Survey of Canadian Legal Career Professionals. The online survey was distributed by NALP via e-mail on June 13, 2018. The survey will run from June 13 to July 6, 2018. The group confirmed a joint communication plan with NALP and the Vice-Chair acting as the Canadian contact. Our current focus is on the member salary survey and the group is continuing to work on ideas to increase participation in this survey. A follow-up e-mail regarding the survey will be send during the weeks of June 18th and June 25th. We are still looking to identify a Montreal or Eastern Canada firm representative to join the group.

4. National Recruitment Survey Working Group

Vice Chair:

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), Jayne Rossworn (Thompson Rivers University)

Report:

Current Projects:

The Summer 2018 Survey Full Summary Report is being distributed on NALP Connect on Friday June 15, 2018.

The Fall 2018 Survey collected 301 responses from students who interviewed for 2018 Summer positions in Vancouver, Calgary, and Toronto. A snapshot report is being finalized and will be distributed via NALP Connect.

The Spring 2018 Survey collected 153 responses from students who interviewed for 2018 Summer positions in Calgary, Ottawa, and Toronto. A snapshot report is being finalized and will be distributed via NALP Connect. Employer-specific commentary will also be distributed to the individual employers prior to the upcoming Summer recruitment cycle. The Vice Chairs of the group attended the Ottawa Roundtable on June 20, 2018, and briefly reported on trends and issues highlighted by respondents in the Ottawa Summer recruitment portion of the survey.

The working group successfully added a school-side member from BC. Jayne Rossworn of Thompson Rivers University has joined the group on a trial basis and will reassess her ability to provide a continued commitment to the group during the course of the next quarter.

Looking Forward:

After engaging in reflection on best practices in survey design, the Vice Chairs will engage in consultations with the survey group members to present suggestions for future surveys and identify gaps and opportunities for improvement in both the content and format of the current recruitment surveys. We will be connecting with Judy Collins at NALP to assess the viability of implementing any of the changes.

5. Canadian Directory of Legal Employers Working Group

Vice Chairs:

Madeleine Natale (University of Calgary) and Myriah Graves (Fogler Rubinoff)

Members:

To be confirmed

Report:

The vice-chairs held their first conference call last week. They are in the process of reaching out to last year's committee members to canvas whether they are interested in working on the CDLE working group again this year. They are also reaching out to last year's chair to request a current copy of the survey the committee developed last year. Once these two items have been completed, the group will be setting up another conference call.

The goal for this year is to move forward with circulating the survey and compiling/communicating the results.

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 Blicher (Aird & Berlis LLP - Toronto); Georgia Brown (Torys LLP); Carol Chestnut (Stikeman Elliott LLP - Vancouver); Maryanne Forrayi (University of Calgary); Stacy Keehn (University of Ottawa); Frances Mahil (Davies Ward Phillips & Vineberg LLP - Toronto); Eowynne Noble (Fasken – Toronto); Mya Rimon (Osgoode Hall Law School); Angela Sordi (Borden Ladner Gervais LLP); Nancy Stitt (Goodmans LLP); Kara Sutherland (Dentons Canada); Scott Warwick (Department of Justice)

Report:

The Summer and Articling Working Group solicited feedback from all hiring markets in Canada on the viLawPortal dates and updated Portal dates for the summer 2019 recruitment periods for Toronto, Vancouver, Calgary and Edmonton. These dates were circulated on NALP Connect. The Working Group will also be updating the *NALP Best Practices for Summer and Articling Recruitment*, incorporating agreed upon amendments made at the Canadian Section Winter Meeting in December. Finally, the Working Group will be holding a meeting later in the summer to discuss the four proposed options for a revised licensing process published by the Law Society of Ontario for consultation purposes.

7. Diversity Working Group

Vice Chairs:

Margaret Seko (Bereskin & Parr, Toronto) and Waleska Vernon (University of Toronto)

Members:

Anna Decia-Gualtieri (University of Windsor), Danica Steadman (Gowling WLG, Ottawa), Lynn Iding (McInnes Cooper), Susanna Tam (McCarthy Tetrault)

Report:

The Diversity Working Group is pleased to welcome Margaret Seko and Waleska Vernon as its newest vice chairs. The group's first call will take place on June 25th, 2018. This strategic planning meeting will serve to discuss logistics and potential topics for this year's Diversity Webinar which will likely take place in the late fall or early winter 2018.