

MEMORANDUM

Date: June 24, 2019

To: Fred Thrasher, NALP Deputy Director

Cc: Halla Elias, Canadian Regional Representative; Kara Sutherland, NALP Board Liaison, Canadian Section

From: Julie Banting, 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. Halla Elias, the Canadian Regional Representative, has submitted a separate report to you focusing on activities and trends in the Canadian Region. Halla and I met in May to discuss our respective roles and plans for the upcoming year in consultation with Kara Sutherland.

Bulletin Articles

The following NALP Bulletin articles from the Canadian Section have been confirmed for the upcoming year.

2019/2020 NALP Bulletin Contributors – Canadian Section

Issue	Content Due Date	Type	Topic	Author 1	Author 2	Length (750 / 1200)
September 2019	August 1, 2019	Column	A NALP Newcomer's Perspective: Attending The Annual Education Conference	Garbielle Maunier - gabrielle.maunier@blakes.com		750 words
October 2019	September 1, 2019	Feature	Finding Balance During Stressful Times	Bruce Wakehman - director.careerservices@ualberta.ca		1200 words
November 2019	October 1, 2019	Feature	Supporting Lawyers Through Innovation	Andrea Rayment - ARayment@cwilson.com		1200 words
December 2019	November 1, 2019	Column	Women's Leadership – "Step-Up"	Katrina Henn - khenn@weirfoulds.com		750 words
January 2020	December 1, 2019	Feature	Opportunities To Support	Laura Pringle - lawalum@uvic.ca		1200 words

			Indigenous JD Students			
March 2020	February 1, 2020	Column	Sponsorship v. Mentorship	Natasha Bhimji - NBhimji@stikeman.com		750 words

Working Group Reports

1. OCI Working Group

Chair: Christopher McKenna (Bennett Jones, Toronto)

Vice Chairs: Chira Perla (University of British Columbia) and Anna Decia-Gualtieri (University of Windsor) (Outgoing Chair)

Members: Neil Dennis (University of Toronto), Ilana Schragar (McMillan, Vancouver), Natasha Bhimki (Stikeman, Toronto)

Report: The Working Group is in the process of finalizing the draft 2020 OCI schedule based on the survey preferences received from the schools. We anticipate circulating the draft to OCI employers in the next two months after all input from the schools is received.

2. Mid-Winter Meeting Working Group

Co-Chairs: André Bacchus (Ryerson University) & Tiffany Soucy (McMillan LLP)

Members: Myriah Graves, Fogler Rubinoff LLP, Madeleine Natale, University of Calgary; Patricia Neil, University of Alberta; Katrina Henn, WeirFoulds LLP; Lisa Cunningham, Wildeboer Dellelce LLP; Andrea Rayment, Clark Wilson LLP; Leanne Shafir, Osgoode Hall Law School

Update: The working group had its first bi-weekly call on May 30, 2019. The call was very productive. Potential meeting themes, speakers, topics and workshops were discussed. Tasks were assigned to members to follow-up on and report back on the next scheduled call on June 13, 2019. A "Save the date" for the Toronto Winter Meeting has already been circulated via NALPConnect to the Canadian Section. The winter meeting will be taking place on December 3, 2019 (8:15 am to 5:00 pm) at McMillan LLP. The group is looking forward to planning an engaging meeting for all.

3. Canadian Industry Data Working Group

Vice Chair: Laura MacLelland (University of Alberta)

Members: Jim Liepold (NALP), Margaret Seko (Bereskin & Parr), Lisa Blair (Borden Ladner Gervais), Nanci Shipp (Davies), Kathleen Behan (University of Windsor), Christi McAuley (Thompson Rivers University), Chantal Riendeau (U Ottawa), Leanne Shafir (Osgoode), Laura MacLelland (U Alberta), Laura Pringle (U Vic), Lisa Cunningham (Wildeboer Dellelce LLP)

On leave: Jennifer Lau and Kirsten Parker. Kathleen Behan will also be taking leave in July.

Report: We recently completed our 2019 surveys including the NALP Class of 2018 Snap Shot Survey and the Canadian Law School Career Services Survey. The Class of 2018 NALP Snap Shot Survey Report was prepared by Judy Collins and circulated to the working group on May 21, 2019.

The draft report of the 2019 Canadian Law School Career Services survey was also shared on June 10 with the CLCDN. The final version was shared at the CLCDN summer meeting in Halifax and has been circulated via

email to CLCDN members and posted on the NALP website – on the password protected “Member Salary Surveys” page

We have no new members to report and would still like to find some Eastern and Western Canada firm representatives to join the group.

Our last quarterly call was on May 8, 2019.

4. National Recruitment Survey Working Group

Vice Chair: Mike Molas (Queen’s University Faculty of Law)

Members: Nicola Martin (Osgoode Hall Law School); Christi McAuley (Thompson Rivers University); Maryanne Forrayi (University of Calgary, Faculty of Law); Chantal Riendeau (University of Ottawa Faculty of Law); Ari Blicher (Aird Berlis LLP); Myriah Graves (Fogler, Rubinoff LLP); Loïc Berdnikoff (Lavery Lawyers)

Update: In a continual effort to improve the speed with which survey analysis can be distributed in the future, school side member-reps from the different geographic regions across Canada met in May to discuss the goals of the group, a timeline for the year, and agreed to reassess the survey questions, layout, and format. Members will report back with their feedback on Friday June 21. Feedback will be consolidated, and a follow up meeting will be booked in the early summer to incorporate feedback. A follow up meeting will be booked with NALP to review the proposed changes with the hope of rolling them out following articling recruitment which concludes in August.

5. Canadian Directory of Legal Employers Working Group

Vice Chairs: Myriah Graves and Lisa Cunningham

Group Members: Laura Pringle, Katrina Henn, Georgia Brown, Danielle Laflamme and Robyn Martilla

Update: We have summarized the results of the survey on the Canadian Directory of Legal Employers with an emphasis on improvements to the survey that the students would like to see. Our goal over the next couple of months will be to recommend some updates/changes to the CDLE form to better align with the student recommendations. We are considering sending out another survey following the summer 2020 recruitment.

6. Summer and Articling Working Group Toronto

Vice Chairs: Natalie Zinman (Gowling WLG); Robyn Martilla (University of Western Ontario)

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); 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: Robyn has updated the best practices and the group has planned their next conference call for July 9th to discuss in advance of the Fall recruit.

Summer and Articling Working Group Vancouver

Vice-Chairs: Pam Cyr, Norton Rose Fulbright and Chira Perla, Peter A. Allard School of Law

Members: Carol Chestnut, Stikeman Elliott; Cheryl D’Sa, Narwal Litigation (Vancouver Bar Association (VBA) Rep); Marianne Johnstone, Singleton Reyonlds; Jennifer McNaught, Blakes; Karine Russell, Blakes; Ilana Schragar, McMillan; Kerry Sheppard, DLA Piper; Jennifer Vermiere, Lawson Lundell; Christine York, Alexander Holborn Beaudin + Lang

Report: Nothing to report at this quarter.

7. Diversity Working Group

Vice Chair: Neil Dennis (University of Toronto)

Members: **Anna Maria Decia-Gualtieri – University of Windsor – Team Lead**, Logistics and Marketing Committee; **Lina Nadar – Davies (Toronto) – Team Lead**, Panel & Workshop Committee; Kim Bonnar – Cassels (Toronto); Laura Pringle – University of Victoria (BC); Nicole Salama – Osgoode (Toronto); Margaret Seko – Bereskin (Toronto); Danica Steadman – Gowlings (Toronto); Waleska Vernon – University of Toronto.

Report:

The D&I Working Group had a planning call on May 14. Below is a recap of what was discussed and any recent updates since then.

Logistics

- The date for the Diversity Summit will be **December 2, 2019**
- We discussed having the program **begin at 12 p.m. and end at 5 p.m.** (the late start time will help accommodate NALP members coming from out of town)
- **Update:** Lina confirmed that **Davies** will be able to host the Summit this year

Programming

- We determined that having a networking lunch from 12 p.m.-1:30 p.m. to start off the Summit would be ideal
- We will break down the Summit into 3 segments – (1) a report on diversity, inclusion, and equity initiatives from the Law Society of Ontario, (2) a panel of heads of diversity in both legal settings and different industries (e.g., heads of diversity in law firms, corporations, schools, government), and (3) a workshop segment facilitated by a diversity consultant
- **LSO Segment Update** – we have confirmed with Cara O’Hagan, the LSO’s Executive Director of Policy, that someone from the LSO will be able to give a report during the Summit; Cara will get back to us with whom that will be
- **Diversity heads Segment Update** – Kim Bonnar has compiled a list of potential panelists from law firm, government, university, and diversity consultants
 - We will whittle this list down more and then start reaching out to them with invites
- **Workshop segment Update** - Margaret connected with **Catherine Chang** who said she would be happy to do the program, but she still needs to confirm her availability on the date (she will get back to us soon with her answer)

8. Strategic Planning Group

Vice Chairs: Danielle Laflamme, BLG (Ottawa) and Jayne Rossworn (UBC)

Report: Halla Elias, Kara Sutherland, and Julie Banting met in June to discuss the formation of the Strategic Planning Group. We did outreach to Danielle Laflamme and Jayne Rossworn to confirm their availability as Vice Chairs. In a subsequent meeting with the group, we discussed content, distribution, and data collection on the strategic plan. Moving forward, Jayne and Danielle will be doing outreach to the Canadian Section Groups and posting an announcement on NALP Connect. We plan to regroup at the end of July to discuss project progress.