

MEMORANDUM

Date: February 5, 2016

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

Cc: Maryanne Forryi, Canadian Regional Representative
Marla Billinghamurst, CLCDN liaison to NALP

From: Stacy Keehn, Canadian Section Chair

Re: **NALP Canadian Section Third Quarterly Board Report**

The following is an update from the Canadian Section on the activities of the Working Groups. I understand that Maryanne Forryi, 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 Marla Billinghamurst, 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.

Bulletin Articles:

Four bulletin articles have been submitted by the Canadian Section:

Article	Contributor(s)	Issue
Enhancing the Pathways to Practice in Ontario	Claire Hepburn and Will Morrison	September
What Steps Can Students Take to Prepare for a Non-Traditional Career Path?	Leann Beggs	October
Recruiting and Supporting Indigenous Law Students in Canada	Terri Karpish	December
The Law Practice Program (LPP) in Ontario: A Practical Path to Lawyer Licensing	André Bacchus	February

One additional article has been submitted and is due to be published in March

Article	Contributor(s)	Issue
Le Programme de pratique du droit: Building Community Engagement through Experiential Legal Training	Karine Laframboise and Anne Levesque	March

Working Group Reports:

1. Summer and Articling Working Group (SAWG)

Vice-Chairs: Emily Orchard (University of Toronto) and Nancy Stitt (Goodmans – Toronto)

Members: Christina Beaudoin (Osler – Toronto), Lesley Bell (Lenczner Slaght – Toronto), Danielle Traub (Torys – Toronto), Natalie Zinman (Gowlings LLP – Toronto) Ari Blicher, (Aird & Berlis –Toronto), Jennifer Lau (UBC Law), Frances Mahil (Davies – Toronto), Mya Rimon(Osgoode Hall laws School) , Julie Chabot (uOttawa), Heather Wiltse (uVic), Marla Billingham (University of Manitoba), Carmen Rendall (McMillan – Toronto) Kari Abrams (Blakes – Toronto), Carol Chestnut (Stikeman Elliott – Vancouver)

Report:

At the time we provided our last report, the Summer and Articling Working Group (SAWG) was planning on moving forward to discuss and propose changes to the Toronto recruitment procedures which are governed by the Law Society of Upper Canada (LSUC). In October, the group was advised by the LSUC that they intended to introduce adjustments to next year's versions of the documents governing law student recruitment in Ontario, and requested comments on these changes.

The working group met in November and discussed the LSUC proposals relating to remote interviewing, early offers to existing summer students, and a "cooling off" period before offers are made or accepted. The group then had a preliminary call with the LSUC to discuss feedback and determine the best way to move forward. The Canadian Law Career Development Network (CLCDN) also met to discuss the new proposals. On December 2nd, The SAWG Vice-Chairs led a discussion at the NALP Canadian Winter Meeting on the changes, to get feedback, discuss concerns and alternatives, and then shared this feedback with the LSUC (who were present at the meeting).

The new LSUC Rules have since been published (January, 2016) and SAWG members have had initial follow up discussions with the LSUC. We will continue to discuss these changes and other proposals, as well as monitor and discuss the effect of the changes.

Also since the last report SAWG has updated and distributed the dates and links for the 2015 Best Practices for Summer and Articling Recruitment Activities.

2. Canadian Directory of Legal Employers Working Group

Vice-Chairs: Robyn Marttila (Western Law) and Marie Harding (McInnes Cooper – Halifax)*

Members: Catherine Bleau (Osler LLP – Montreal), Maryanne Forrayi (University of Calgary), Nicole Lecours (Stikeman Elliott – Calgary), Clea Ward (University of New Brunswick), Jordana Laporte

(University of Toronto), Andre Bacchus (LPP – Ryerson), Christi MacCauley (Thompson Rivers University), Erin Wilcott (Aikins MacAulay & Thorvaldson – Winnipeg)

Report:

The group worked with NALP to refine some of the wording on the site and develop a more user-friendly two page organizational snapshot which was rolled out in December.

The group is continuing to promote the CDLE to prospective employers with a particular emphasis on outreach to government and public interest employers as well as employers in underrepresented regions such as the prairies and eastern Canada.

The working group has a conference call scheduled for February 11, 2016.

3. Diversity Group Working Group

Vice-Chairs: Anna DeCia-Gualtieri (University of Windsor) and Lynn Iding (McInnes Cooper – Halifax)

Members: Leeann Beggs (Gowlings LLP – Ottawa), Marla Billingham (University of Manitoba), Alison Cowan (Farris, Vaughan, Wills & Murphy LLP – Vancouver), Emily Finn Galer (Dentons Canada LLP – Vancouver), Christi McAuley (Thompson Rivers University), Margaret Seko (Bereskin & Parr LLP – Toronto), Susanna Tam (McCarthy Tetrault LLP – Vancouver & Calgary), Stuart Whittingham (Miller Thomson LLP – Toronto)

Report:

The diversity working group planned and delivered the second NALP Canadian Diversity Summit in Toronto on December 1st. Approximately 60 people attended. The conference focused on the retention and advancement of women, racialized lawyers and Aboriginal lawyers. Feedback from attendees was very positive. The working group will be meeting in February or March to begin planning for 2016. Plans for 2016 will likely include educational offerings and expanding the group's online repository of diversity and inclusion resources.

4. Winter Meeting Working Group

Vice Chairs: Kim Bonnar (Osgoode Hall Law School) and Jessica Watkins (Miller Thomson LLP – Toronto)

Members: Leeann Beggs (Gowlings LLP – Ottawa), Pamela Cyr (UBC Law), Karine Laframboise (uOttawa), Patti MacDonald (Gowlings LLP – Toronto), Emily Orchard (University of Toronto), Mya Rimon (Osgoode Hall Law School)

Report:

The Canadian Winter Meeting Working Group planned and delivered the Navigating Change themed Winter Meeting on December 2nd, 2015 at the offices of Miller Thomson LLP in Toronto. Approximately 75 people attended. The conference started with a panel on the future of law, a coaching session dedicated to helping lawyers and students prepare for career change and a workshop on strategies for navigating change. The emphasis on professional development was well received by the attendees.

5. National Recruitment Survey Working Group

Vice Chair: Jordana Laporte (University of Toronto)

Members: Julie Banting (Queen's University), Lesley Bell (Lenczner Slaght– Toronto), Julie Bevan-Pritchard (Bull Housser Tupper – Vancouver), Kim Bonnar (Osgoode Hall Law School), Julie Chabot (uOttawa), Maryanne Forrayi (University of Calgary), Marketta Jokinen (BLG – Vancouver), Jennifer Lau (UBC Law), Nicole Lecours (Stikeman Elliott – Calgary), Emily Orchard (University of Toronto), Susanna Tam (McCarthy Tétrault – Vancouver & Calgary), Danielle Traub (Torys – Toronto), Heather Wiltse (uVic)

Report:

The results of the most recent Fall survey, which solicited feedback regarding 2nd year summer 2016 recruitment process in Toronto, Vancouver and Calgary, will be summarized and distributed via NALP Connect in February. Employers who received specific comments will be emailed individual reports as well. The Fall survey included new quantitative questions regarding employer behaviour, which will be included in subsequent surveys. For the first time in the survey's history, the Fall survey solicited feedback on Calgary recruitment.

The working group has finalized the content of the Winter survey, which will solicit feedback on the Toronto and Calgary first year summer 2016 recruitment processes and the Ottawa second year summer 2016 recruitment process. This survey will be distributed to students in late-February. Preliminary results from this survey will be presented at the Canadian Section meeting during the Annual Education Conference in April 2016.

The 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.

6. OCI Advisory Group

Vice-Chair: Margaret Seko (Bereskin & Parr – Toronto)

Members: Stacy Keehn (Immediate Past Vice-Chair, uOttawa), Julie Banting (Queen's University), Bibiane Bijsterveld (Faskens – Vancouver), Patricia Neil (University of Alberta), Shannon Leo (Norton Rose – Toronto)

Report:

The OCI advisory group has finalized and circulated the 2016 OCI Schedule. The group has a preliminary meeting about the 2017 Schedule in January and has a conference call scheduled for February 12 to continue working on the 2017 schedule.

7. Industry Data Collection Working Group

Vice-Chair: Alexandra Overchuk (WeirFoulds – Toronto)

Members: Jim Leipold (NALP), Margaret Seko (Bereskin & Parr – Toronto), Emily Orchard (University of Toronto), Jordana Laporte (University of Toronto), Lisa Blair (Borden Ladner Gervais – Ottawa), Kathleen Behan (University of Windsor)

Report:

During the working group's conference call on February 4 the scope of data collection given existing US NALP surveys, reporting and resources was discussed. The following data collection was considered: student data post-graduation, associate salary survey, NALP member salary survey, attrition data, and broadly diversity data.

Based on the discussion, the working group agreed to move forward with two items. First, a review of whether the current US NALP attrition survey could include Canadian firm data if the data was submitted and second, to implement a Canadian NALP member salary survey.

The working group agreed that additional research is required to assess how to proceed with associate salary surveys given that The Law Office Management Association ("TLOMA") already conducts an associate salary survey that is available to many firms. With respect to diversity data, the working group also agreed that additional research is required to assess how to proceed with data collection in the Canadian context. Lastly, while there is strong interest to secure student data (e.g., hired back, salary, debt load and demographics, etc.) the schools do not have sufficient internal resources required to survey and track responses. The working group has deferred this data collection for the immediate term.

With the clarity on the working group's next steps, the group would like to add a Western Canada firm representative and have confirmed that Will Morrison of the Law Society of Upper Canada will participate in meetings on an ad hoc basis.