

Memorandum

Date: January 16, 2014

To: NALP Board of Directors
Cc: Robyn Marttila; Kim Bonnar
From: Jennifer Lau
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 Robyn Marttila, 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 Kim Bonnar, 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)

Working Group Members: Ritu Bhasin, Ari Blicher (Aird & Berlis), Kim Bonnar (Osgoode Hall), Pamela Cyr (University of British Columbia), Emily Galer (Dentons – Vancouver), and Shannon Leo (Norton Rose – Toronto)

Report: The mandate of the NALPConnect Working Group is to encourage members of the Canadian Section to share information and resources on NALPConnect, and to submit Bulletin Articles and NALP Annual Education Conference proposals. To that end, much of the group's work happens early in its year. This year, two conference proposals were accepted and, to date, two articles have been published in the Bulletin. The group will, shortly, undertake to update and post the national articling recruitment timelines.

2. Summer and Articling Working Group (SAWG)

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

Working Group Members: Jennifer Lau (University of British Columbia), Marla Billingham (University of Manitoba), Ari Blicher (Aird & Berlis – Toronto), Mya Bulwa (Osgoode Hall), Carol Chestnut (Stikeman Elliott – Vancouver), Maryanne Forrayi (University of Calgary), Stacy Keehn (University of Ottawa), Frances Mahil (Davies Ward Phillips and Vineberg – Toronto), Lisa Ricketts (Bennett Jones – Calgary), Heather Wiltse (University of Victoria)

Last Meeting Date Conference Call on November 21st, 2013

Summer and Articling Recruitment Procedures

1. Feedback from member employers and schools following the Toronto fall recruitment process suggested that the Summary of the Best Practices document produced by SAWG, and circulated to members before interview week, did nothing to reduce the frequency of breaches of the LSUC Rules. SAWG convened a conference call in late November to discuss other ways to change the process in order to increase compliance with the rules, as well as to address other issues such as stress experienced by the students and students cancelling Tuesday first interviews. The options discussed included: eliminating OCIs or holding them during the winter months, eliminating dinner and receptions held during interview week, placing a cap on the number of interviews employers can conduct with each student, developing a “naughty list” or process whereby employers who are found to have breached the rules are called to account for their breaches, and more. The options canvassed by the SAWG formed the basis for the Hot Topics discussion at the NALP End of Year Meeting.
2. At the NALP End of Year Meeting, Ari Blicher, who is a member of the SAWG, moderated a discussion about the SAWG’s proposal to implement a process for dealing with complaints made against employers who are reported to have acted offside of the LSUC Rules. The majority of NALP members were in agreement that the solution to breaches of the rules should not to entail increased regulation of the recruitment process, but should instead deal directly with the employers against which complaints are waged. The mechanisms for resolving complaints have not been resolved, but will likely involve the school co-chair of the SAWG contacting those employers against whom three or more complaints are made. In the first year in which a complaint is registered, a call will likely be the only action taken. If the employer receives complaints in subsequent years, however, there will be an escalating response (i.e. the firm’s name may be disclosed on a “naughty” list).
3. The law schools have agreed to circulate a national survey to all students who participated in the fall recruitment process. Students will not be asked to identify themselves by school or otherwise. The hope is that with a national survey, students won’t fear being singled out by being affiliated with their school and may be more inclined to give specific information about which firms are violating the rules. The responses to this anonymous survey (which is yet to be developed) will be the basis on which complaints against employers are tabulated.
4. The following items that relate to Toronto fall recruitment were also discussed at the End of Year Meeting:
 - Schools agreed to establish optional staggered dates for applications for the Toronto fall recruit, for high volume schools such as the Ontario schools and Dal schools, and the employers confirmed that they will not be influenced by the timing of the receipt of applications up to the application deadline.

- Employers agreed to be sensitive to students' schedules in terms of late dinners, but also clarified that they don't control the service and don't want any additional regulation in this regard.
- Schools will continue to tell students that first interviews on Tuesday are real options and to counsel students not to reduce their options by cancelling first interviews on Tuesday, where possible. Firms will be sensitive to the fact that students have first interviews on the Tuesday when discussing timing of second interviews.
- There was some interest in further exploring a "match" system for recruitment and a subgroup will look into that.
- There was not considerable appetite to move the timing of offers to Thursday morning.

viDesktop Application Portal

The SAWG continues to be responsible for administering the management of the various recruitment processes taking place via the Portal. For the most part, this involves setting the applicable dates, or liaising with local firm and school members to obtain those dates, notifying our contact at viPortal of the applicable dates, and communicating the dates to the firm and school members. Currently, there are three sessions active on the portal: (1) Toronto first year recruit; (2) Ottawa second year recruit; and (3) the Calgary/Edmonton first year recruit.

National Best Practices Guides

The consideration and potential preparation of a National Best Practices Guide is an ongoing project, which SAWG is pursuing. To date, Toronto and Ottawa are the only markets that have a best practices document intended to inform the manner in which recruitment is conducted in their markets.

3. Canadian Directory of Legal Employers (CDLE) Working Group

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

Working Group Members: Cori Ghitter (Dentons – Calgary), Robyn Marttila (Western Law), Catherine Bleau (Osler – Montreal), Clea Ward (University of New Brunswick), Kara Sutherland (Dentons – Toronto), Nicola Martin (Osgoode Hall), Lisa Ricketts (Bennett Jones - Calgary), and Judith Atwood (McMillan – Vancouver).

Report: The conversion of the CDLE form to the U.S. based platform was completed in November of 2013. After several weeks of beta testing by the working group members, the newly developed CDLE was launched to Canadian employers in late November for data collection. Several additional changes to the form were suggested by both working group members and other employers and subsequently

implemented. The public, searchable portion of the site was launched and available to students in December. The working group is continuing to monitor suggested edits to the site, as well as membership and usage of the CDLE.

The CDLE chairs have also taken part in meetings with NALP's TAG group (Chair is Christina Fox) which is comprised of the NDLE, NDLF, CDLE, Social Media and Website Design Working Groups. We have been keeping this group updated on our goals and progress to date.

4. Diversity Working Group

Vice-Chair: Alison Cowan (Farris)

Working Group Members: Leeann Beggs (Queens University), Catherine Bleau (Osler – Montreal), Anna DeCia-Gualtieri (University of Windsor), Thelma O'Grady (Bull Housser & Tupper – Vancouver), Jane Price (University of Toronto), Gina Rogakos (McMillan – Toronto), Lynn Iding (McInnis Cooper – Halifax), Anne Pappas (Thompson Rivers University);

Report: The Diversity Working Group held the first Canadian Diversity Conference on December 5th, 2013 at Goodmans LLP in Toronto. It was a successful day with approximately 60 people in attendance. We surveyed the attendees afterwards electronically to get their thoughts on the content and format for future Diversity Conferences. We received lots of helpful feedback and it looks like there is an appetite for future Diversity Conferences, so we will be passing the information on to next year's Working Group.

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

Co-Chairs: Lisa Ricketts (Bennett Jones – Calgary) and Lisa Blair (Borden Ladner Gervais – Ottawa)

Working Group Members: Alexandra Overchuk (WeirFoulds – Toronto), Mya Bulwa (Osgoode Hall), Terri Karpish (University of Saskatchewan), Margaret Seko (Bereskin & Parr – Toronto), Jordana Laporte (University of Toronto), Heather Wiltse (University of Victoria) and Kara Sutherland (Dentons)

Report: The NALP Winter Meeting for the Canadian Section was held at Bennett Jones LLP (Toronto) on December 6, 2013 preceded by the first annual Canadian Section Diversity Conference held on December 5th at Goodmans LLP and a cocktail party hosted by WeirFoulds LLP for all Winter Meeting participants on December 5th.

The Working Group met regularly throughout the Fall of 2013 and finalized the Winter Meeting details in October. Approximately 80 NALP members and non-members attended and the event was well-received. The Winter Meeting included an update from the Law Society of Upper Canada on the new Pathways Pilot Project, an interactive Strength Deployment Inventory session and an hour long hot topics discussion on recruiting practices and OCI timing.

6. OCI Advisory Group

Members: Stacy Keehn (Vice-Chair, University of Ottawa), Margaret Seko (Bereskin & Parr – Toronto), Kim Bonnar (Osgoode Hall Law School), Lisa Ricketts (Bennett Jones – Calgary), Heather Wiltse (University of Victoria)

Report: The OCI Advisory Group met on November 15, 2013 to discuss any concerns arising out of the draft schedule circulated to schools in September. Very few concerns were raised, although there was a significant concern raised by one school. These were discussed at the December 4, 2013 CLCDN meeting and need to be finalized. In addition the possibility of changes to Calgary 2L recruitment meant additional changes to the schedule and we are currently waiting on confirmation that the proposed changes will be indeed taking place. The next task for the group is to begin planning the 2015 schedule.