

Memorandum

Date: June 19, 2013

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), Shannon Leo (Norton Rose – Toronto), Anne Mundy-Markell (Gowlings – Ottawa)

Report: The mandate of the NALPConnect Working Group will be similar to that of other years. The group will continue to work to raise awareness and promote the use of NALPConnect. We will also continue to update and post the national articling recruitment timelines and other information of benefit to schools and employers across the country. The Vice Chair will continue to shepherd the submission of Bulletin articles and RFPs throughout the year. The Chair is in the process of scheduling the first conference call for the group.

2. Summer and Articling Working Group (SAWG)

Vice Chairs: Jennifer Lau (University of British Columbia) - until August 2013, and Emily Orchard (University of Toronto) after August 2013, and Nancy Stitt (Goodmans LLP - Toronto)

Working Group Members: Marla Billingham (University of Manitoba), Ari Blicher (Aird & Berlis – Toronto), Mya Bulwa (Osgoode Hall), Carol Chestnut (Stikeman Elliott – Vancouver), Carol Craig (Borden Ladner Gervais – Ottawa), 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)

New Working Group members joined as of April, 2013. SAWG would like to thank the outgoing Vice-Chairs, Jennifer Lau (who will remain in her position until August 2013) and

Frances Mahil (who remains a Member), and welcome the new and returning Members to the Group.

Summer and Articling Recruitment Procedures

Members of the SAWG met on February 5, 2013 and again on April 4, 2013 to discuss feedback arising from the Toronto Fall 2012 Recruit. In particular, the Group discussed employer/student communications given concerns brought to the attention of the Group about perceived pressure some students felt during the 2012 Toronto Fall Recruit, and related concerns of some employers. The SAWG discussed whether updates were required to the Recruitment Procedures or the Best Practices Guide, and how to improve the situation going forward.

The Group was of the view that no obvious updates were required to the Procedures or the Guide, as the Procedures were clear and the Guide provided further helpful guidance. The Group decided to seek input of the larger employer and law school group on this issue, however, and to gauge interest in a meeting to discuss employer/student communication during recruitment, including restrictions on the timing of offers.

Accordingly, on May 24, 2013, the Group sent an email to Toronto 2L employers and Canadian law schools offering to host a meeting over the summer to discuss these issues, if there was sufficient interest. Based on minimal responses, there does not appear to be sufficient interest in meeting to discuss the issues raised in the email. The Group will therefore convene a call in the near future to discuss next steps.

viDesktop Application Portal

The portal opening/closing (and purge) dates for the articling and summer recruits for Calgary, Toronto, Ottawa, and Vancouver have been posted on NALPConnect. It was noted that some employers cannot confirm if they are recruiting for certain positions until they know of their own students' intentions, which may be after the portal is open for recruitment in their City. Accordingly, it was confirmed that employers can withdraw from or join the process at any point on the Portal.

The SAWG continues to work closely with viDesktop to address issues, share feedback and suggest enhancements to the Portal.

National Best Practices Guides

There is currently only a Guide that relates to Toronto recruitment. When canvassed previously, there was not an appetite for similar Guides outside of Toronto. With new representation on the SAWG from employers and law schools from Western Canada, this question will again be canvassed.

Law Society of Upper Canada's Taskforce on Articling

Once the LSUC Law Practice Program is implemented, or further information is available, the SAWG will consider any implications on 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 (Dentons – Calgary), Robyn Marttila (Western Law), Catherine Bleau (Osler – Montreal), Clea Ward (University of New Brunswick), Kara Sutherland (Dentons – Toronto), Alison Cowan (Farris – Vancouver), Nicola Martin (Osgoode Hall) and Lisa Ricketts (Bennett Jones - Calgary)

Report: The Working Group met several times throughout April and May 2013 to finalize content and recommendations for migrating the Canadian Directory of Legal Employers (CDLE) form to the U.S. based platform. The recommendations were sent to Lisa Quirk at NALP in early May. Lisa has advised that the developers involved with the U.S. Directory (Modern Signal) have been retained and have provided both a cost estimate and an estimated timeline for the implementation of the changes. The costs associated with this project have been included in the budget which is going to the NALP Board in July. Lisa has advised Modern Signal that work can begin on the project. The goal is to have the CDLE form updated and implemented in advance of the November 2013 Directory renewal date.

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. In addition, we have been contacted by the Law Society of Upper Canada's 'Challenges Faced by Racialized Licensees' Working Group and have been asked to participate in discussions around the demographic data components of both the U.S. Directory and the CDLE. The CDLE chairs will be participating in a conference call on June 27 to discuss this topic with the LSUC Working Group.

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), Emily Galer/Karen Tuschak (Dentons – Vancouver/Toronto – Emily leaving on mat leave this month), Thelma O'Grady (Bull Housser & Tupper – Vancouver), Jane Price (University of Toronto), Gina Rogakos (McMillan – Toronto), Lynn Iding (McInnis Cooper – Halifax), Heather Wiltse (University of Victoria)

Report: The Diversity Working Group is planning 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 meeting regularly to work on this project. We have also started discussing future projects which we may take on this year if we have capacity, such as the creation of diversity best practices guides and/or other diversity resources.

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

Co-Chairs: Lisa Blair (University of Ottawa) and Lisa Ricketts (Bennett Jones – Calgary)

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 R. Wiltse (University of Victoria)

Report: Space and a firm host have been secured for the Canadian Section meeting at Bennett Jones on December 6, 2013. This date is set in conjunction with the pre-event cocktail party December 5, 2013 to be hosted by WeirFoulds. These dates have been communicated to NALP who has approved them.

The Working Group met on June 6th and brainstorming for agenda items, programming and themes has begun. A number of other dates have been set for meetings throughout the summer. Group members have been tasked with following up on potential guest speakers, topics and logistical details. Terri Karpish has volunteered to set the working group up on NALPConnect.

6. OCI Advisory Group

Vice-Chair: Stacy Keehn (University of Ottawa)

Advisory Group Members: Margaret Seko (Bereskin Parr), Kim Bonnar (Osgoode Hall), Lisa Ricketts (Bennett Jones – Calgary), Heather Wiltse (University of Victoria)

Report: The OCI Advisory Group has its first meeting scheduled for June 28, 2013. The priorities for the advisory group are to assess a document created by the CLCDN that outlines the procedure for creating the OCI schedule and draft the 2014 and 2015 OCI schedules. The document will be reviewed for accuracy and relevance. The group members will conduct outreach to schools and employers to make any required revisions or fill in any gaps in the current document.