

Memorandum

Date: October 17, 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 NALPConnect Working Group continues 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.

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), Carol Craig (Borden Ladner Gervais – Ottawa), Maryanne Forray (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 July 25th, 2013

Summer and Articling Recruitment Procedures

1. In order to address concerns regarding employer and student communications, and perceived pressure some students have felt during recent Toronto fall recruits, SAWG has drafted a one page document entitled “Toronto Summer and Articling Recruitment Reminders for Employers and Students”. The document has been circulated to the members of the Group for feedback and SAWG intends to have a final version available to be circulated to students and employers at the end of October, prior to the November recruitment week. This document will be circulated with the updated Best Practices Guide for Summer 2014 Hiring in Toronto. Going forward, SAWG will consider whether the longer Best Practices Guide is still required, or should be shortened or otherwise revised, but at this stage, the Group has decided to circulate both the updated Guide and the new one page document.
2. SAWG discussed how to deal with employers who are reported as acting offside of the LSUC Rules, and it was agreed that employers would want to know if there are complaints. Accordingly, where possible (i.e. where students are willing for their Career Development Officer to share such information) the law school representatives will share such information with an employer that is the focus of a complaint. Employers are also encouraged to share with one another where they hear complaints. Law school representatives will also consider compiling examples of the behaviours that has been reported, and will consider sharing such information where it can be anonymous and will be helpful to employers.
3. SAWG discussed the pros and cons of returning to a “match” system where students and employers rank their choices for summer and/or articling placements. There was not sufficient interest or consensus in moving forward with this option.

viDesktop Application Portal

The Portal was used by some firms participating in the Edmonton recruit for the first time this fall. In other regions, no significant concerns have arisen with the Portal in recent recruits. On the contrary, in the most recent large Toronto recruit, no staggered dates were suggested to students and this did not seem to affect the functionality of the Portal. SAWG continues to work closely with viDesktop to address issues, share feedback and suggest enhancements to the Portal. SAWG will suggest that at the upcoming Canadian Winter Meeting, the larger group is canvassed as to whether any changes to the Portal are suggested.

National Best Practices Guides

SAWG members who work in markets outside of Toronto are interested in and will consider preparing a National Best Practices Guide, as the current Guide relates only to Toronto. A version used in the Ottawa market has been circulated and with the new one page Toronto Recruitment Reminders, SAWG will consider moving forward with a national (or jurisdiction specific) document.

Law Society of Upper Canada’s Taskforce on Articling

Convocation is meeting at the end of October, 2013 to further discuss the LSUC Law Practice Program, including how such program will be funded. Once further information is available, SAWG will consider any implications on recruitment or otherwise.

3. Canadian Directory of Legal Employers 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 Canadian Directory of Legal Employers Working Group has been busy over the past several months on the conversion of the CDLE form to the U.S. based platform. The developer has completed the initial re-design of the site, the French translation is nearing completion, and the beta site is now available for testing. Members of the CDLE committee are now busy testing the new site and feedback will be provided to NALP (Lisa Quirk) by October 16. Everything is on schedule for the proposed launch of the new form for 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.

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 is finalizing plans for a Canadian Diversity Conference which will be held on December 5th, 2013 at Goodmans LLP in Toronto. The Working Group is meeting regularly to work on this project and have also started creating a list of Canadian resources on diversity in the law profession, which we are hoping to eventually develop into a diversity best practices guide and/or other diversity resources.

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 R. Wiltse (University of Victoria), Kara Sutherland (Dentons)

Report: The NALP Winter Meeting for the Canadian Section will be held at Bennett Jones on December 6, 2013. This date is set in conjunction with the first annual Canadian Section Diversity Conference to be held on Thursday, December 5th at Goodmans LLP. In addition, a cocktail party to be hosted by WeirFoulds will be held for all Winter Meeting participants on December 5, 2013.

The Working Group met regularly over the summer and an agenda has been completed and forwarded to NALP in time for their October 1, 2013 deadline. NALP should be sending out the invitation and registration information to all Canadian Section members very shortly. The meeting this year involves a variety of guest speakers and a blend of information sharing and professional development for participants focussed around the theme: “Confronting Change: Tools for Professional Success”.

6. OCI Advisory Group

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

The OCI Advisory Group met on June 28, 2013 and July 26, 2013. Outreach was also conducted amongst employer and school groups after these dates in developing the draft 2014 OCI schedule. The draft schedule was sent to schools for consultation on September 20, 2013. The group will meet again after the current OCI season wraps up to review the feedback from the schools and negotiate any changes.