

**Memorandum****Date:** March 20, 2014

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**To:** NALP Board of Directors  
**Cc:** Robyn Marttila; Kim Bonnar  
**From:** Jennifer Lau  
**Subject:** Canadian Section Report on Working Groups

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The following is an update from the Canadian Section on the activities of the Working Groups. Robyn Marttila, the Canadian Regional Representative, has submitted a report to you under separate cover and that the focus of her report is on activities and market trends in the Canadian Region. Kim Bonnar, the CLCDN liaison to NALP, has done the same with a school side focus. We are doing our best to coordinate our activities and reports to minimize overlap.

**New Canadian Section Chair for 2014-2015**

The Canadian Section chair for 2014-2015 will be Leeann Beggs, of Gowling Lafleur Henderson in Ottawa, Ontario. I will be providing Leeann with a transfer memo and Leeann will chair the Canadian section meeting at the 2014 Annual Education Conference in Seattle.

**National Recruitment Survey**

At the Mid-Winter Canadian Section Meeting in Toronto, Ontario, in December 2013, the law schools and employers agreed to formulate a national recruitment survey of Canadian law students undergoing the various summer and articling recruitment cycles throughout Canada. The survey would collect data and feedback on how students are experiencing the recruitment process, and whether employers and students are following the various recruitment rules and guidelines in each city.

The main purpose of this survey is to give law schools and employers actual data on which employers (if any) are violating their market's recruitment rules and guidelines so that they and the appropriate regulatory bodies in their markets can consider whether sanctions should be applied.

The NALP head office has offered to centralize preparation of the online survey through NALP and provide a unique survey link for each law school.

An ad hoc working group has been formed to draft survey questions and consider the timing of the survey. The members are Jennifer Lau (University of British Columbia), Marketta Jokinen (BLG – Vancouver), Alison Cowan (Farris – Vancouver), Emily Orchard (University of Toronto), Kara Sutherland (Dentons – Toronto), and Lisa Blair (BLG – Ottawa). A conference call has been scheduled for late March to discuss next steps.

**NALPConnect Working Group**

I recommend that the NALPConnect Working Group be disbanded for 2014-2015 and that this group be struck from the list of charges for the Canadian Section. Our section members appear to

be comfortable using NALPConnect. The Canadian Section chair could take on the role of encouraging section members to submit NALP Bulletin articles and conference RFPs. The current chair, Emily Orchard, advises that she is in agreement with this recommendation, and there has been no interest expressed by any Canadian section members to chair this working group going forward.

### **2014 Annual Education Conference – Canadian Section activities**

The Canadian Section has a number of activities planned for the Annual Education Conference in Seattle, as follows:

- Tues, Apr 8 – 6:00 pm to 7:30 pm – NALP Open House and Welcome Reception
- Wed, Apr 9 – 5:00 pm to 6:30 pm – Canadian Section Meeting and Canadian Regional Reception
- Thurs, Apr 10 – 6:30 pm – Canadian Section Dinner – Local 360, 2234 1<sup>st</sup> Avenue
  - Attendees should RSVP to [lau@law.ubc.ca](mailto:lau@law.ubc.ca) by Friday, April 4, 2014

### **Canadian Section Working Group Reports**

#### **1. 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)

#### Summer and Articling Recruitment Procedures

There is little to report since the last Working Group report of January 14, 2014. One issue on which the Chairs have had discussions (as relayed in the February 12<sup>th</sup>, 2014 NALP conference call of Canadian Working Groups) relates to the Toronto 1L Recruit, and specifically the fact that some firms only conducted first interviews on the first day of interview week, and resulting pressure on students to limit the number of firm interviews in which they could participate too early in the process. This issue will be further discussed at the next working group call (or annual conference meeting).

There has also been movement in relation to the National Recruitment Survey that will be sent to students to better understand how students are experiencing the recruitment process, and whether employers and students are following the recruitment rules and guidelines. Jennifer Lau has created a sub-group of NALP members interested in assisting on this initiative and it is moving forward.

*viDesktop Application Portal*

The SAWG continues to be responsible for administering the management of the various recruitment processes taking place via the Portal. Currently, there are no active processes on the portal.

## **2. 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 Working Group held its last meeting on March 13, 2014. We discussed the launch of the newly converted CDLE forms (which occurred in November of 2013), further suggested revisions, and the feedback from both employer and law school members. In general, the feedback on the conversion of the CDLE form to the U.S. based platform has been overwhelmingly positive. The Working Group members expressed the view that the form is much more user-friendly, straightforward, and functional. There were a few small revisions suggested and a question raised about the “Organizational Snapshot” portion of the form. We have since followed up with Lisa Quirk at NALP to look into these additional changes.

The Working Group then discussed the main priorities for next year:

- Continuing to expand and diversify employer involvement and engaging educator members to support such involvement; and
- Reviewing any issues with the “Organizational Snapshot” portion of the CDLE form to ensure maximum functionality.

## **3. 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 will begin meeting again in May to discuss plans for next year and potentially holding another Canadian Diversity Conference in December 2014 in Toronto. Judith Atwood of McMillan (Vancouver) has volunteered to act as Vice-Chair for 2014-15.

#### **4. 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 was held at Bennett Jones on December 6, 2013.

Following the event the working group created and circulated a survey to all meeting participants asking for feedback and impressions on the meeting and various sessions. Responses will be collected and circulated to next year's working group so that they can be taken into account in planning the meeting and surrounding events.

#### **5. 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 finalized the 2014 OCI schedule and it was posted in NALP Connect in February. The next task for the group will be to get feedback on the 2014 schedule to assist with the planning of the 2015 schedule.