

MEMORANDUM

Date: October 14, 2015

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

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

From: Stacy Keehn, Canadian Section Chair

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

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

Annual Education Conference RFPs:

The Canadian Section is thrilled that 6 RFPs were selected for the Annual Education Conference in Boston:

| Session Title | Speakers |
|---|---|
| A Practical Approach To Licensing For the 21st Century Lawyer | André Bacchus, Julie Chabot, Ann Chernicoff |
| Coaching with Intention: Know when to hold and when to fold | Lianne Krakauer |
| Counseling Psychology Skills and Career Counseling Activities for Legal Career Advising | Ellen Schlesinger |
| Mosaics and Melting Pots: Considerations to Make and Biases to Check When Recruiting and Advising Multicultural and Multilingual Students | Madeleine Hyde, Nadine Boileau |
| Powerful Conversations at Work: Start by Asking the Right Questions: | Lianne Krakauer |
| To Merge or Not to Merge: Pros and Cons of Merging PD/Recruitment and Staff HR: | Lynn Iding, Andrea Nauf |

Bulletin Articles:

Five bulletin articles have also been approved from 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 |
| What we can do to recruit and support Aboriginal Students | Terri Karpish | December |
| LPP: The Future of Legal Training In A Changing Legal Market | André Bacchus | February |
| 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 Stiitt (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 Billinghurst (University of Manitoba), Carmen Rendall (McMillan – Toronto) Kari Abrams (Blakes – Toronto), Carol Chestnut (Stikeman Elliott – Vancouver)

Report:

The group continues to monitor and set viPortal recruitment dates and anticipates meeting following the conclusion of the Toronto fall recruit to discuss what, if any discussion points, we are able to put before participants at the NALP Winter Meeting.

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 has its first conference call on July 21, 2015 to discuss goals and a work plan. The primary focus of the group moving forward is to increase the number and diversity of employers on the CDLE. We are continuing to promote the “2 for the price of 1” special we negotiated last year for employers who are new to the directory. Each member of the working group is charged with identifying and reaching out to potential registrants in their region via email and telephone. We have set a goal of contacting at least 15 employers each this quarter. We are especially interested in targeting smaller firms, in-house legal departments and public interest organizations which are underrepresented on the directory, as well as getting employers on board from Atlantic Canada, the prairies and northern and southern Ontario.

The group is also continuing to work with NALP to refine changes that were made when the CDLE moved to the US-style platform and to work out a printable executive summary that can be used by students and the schools.

The Working Group has a conference call scheduled for November 19, 2015

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 Canadian Diversity Conference 2015, Inclusion in the Legal Profession: Practical Strategies for Retention and Advancement will take place on Tuesday, December 1st from 12:00 – 5:00 pm and will be hosted at McCarthy Tetrault LLP.

The program will feature three speakers and will include group strategy sessions. The speakers and their topics are as follows:

Women Lawyers: Retention and Advancement Strategies - Lisa Mattam, Managing Principal, Mattam Group

Retention and Advancement Strategies for Racialized Lawyers - Michael F. Charles, Principal, Change DeZign

The Retention and Advancement of Aboriginal People in the Legal Profession - Dana-Lyn Mackenzie, Associate Director of Indigenous Legal Studies, University of British Columbia

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 planning for the NALP Canadian Section Meeting is well underway. The meeting will take place December 2, 2015 at the offices of Miller Thomson in Toronto and the theme will be Navigating Change. In addition to the welcomes and section updates we will be hosting the following sessions:

The Future of Law Panel – Colin Lachance, Mitch Kowalski, and Jordan Furlong will join us for a discussion on the future of law. The discussion will be moderated by Osgoode Hall Law School Dean, Lorne Sossin (1.5 hours)

The topics of discussion will include how the practice of law is changing, what capacities are now required from lawyers, and how to develop those capacities in law students and young associates.

Helping Lawyers Prepare for Career Change – Natalie Jenner (Natalie Jenner Consulting) (45 mins)

Navigating Change – John Zettler (Director, Talent Strategy & Development, Dale Carnegie Business Group) (2 hours)

The level of complexity, rate and pace of change continue to increase within the Legal environment. To name a few, trends include; changing customer expectations, downward pressures on pricing, aging partnerships with little to no succession planning, and in many cases excess capacity issues because of the little to low growth many firms are struggling with. Each of these challenges brings new learning about individual and organizational change, the impacts to people and operations and how best to achieve breakthrough results in this turbulent environment. We have a tremendous responsibility on our shoulders - to run the business day to day - while successfully changing what needs to be changed. Change leadership is really synonymous with leadership.

Perhaps the most difficult task we will face as is managing change...successfully. When the stakes are high in change there is both tremendous potential for ROI, and a huge cost of failure. The bad news: Research shows that most changes fail to return their desired ROI. The good news: Great change management skills will greatly elevate our probability of success.

In this session we will explore change from two perspectives;

- Those who Lead Change, and;
- Those who have change imposed on them

And we'll also discuss;

- The fundamentals of change "people and process",
- Why people resist change, and;

What role emotions play in our ability to accept or reject change

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 Summer survey, which solicited feedback regarding 2016-2017 Articling Recruitment in Toronto, Vancouver and Ottawa markets are being summarized and will be distributed to law schools and employers when available. They will also be distributed more broadly via NALP connect prior to the NALP winter meetings in December.

The Working Group is pleased to report that after a coordinated effort the Calgary market will be included in the next survey soliciting feedback on the recruitment processes for second year summer 2016 positions. The group is hopeful that the University of Calgary and the University of Alberta will be able to distribute the survey to their students. The Summer survey has been updated for 2016 with minor changes and is ready to be circulated after the recruitments in Vancouver, Toronto and Calgary in mid-November.

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 is the committee is delighted to report that we have finalized the 2016 OCI Schedule in part due to the hard work and cooperation of the west coast employers and schools. The schedule has been released to the schools for venue booking purposes and will be released to employers in December.

7. Industry Data Collection Working Group

Vice-Chair: Alexandra Overchuk (WeirFoulds – Toronto)

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

Report:

This new working group was proposed after the Canadian Regional Call in June and was approved at the July Board meeting. During the Canadian Regional Call in September we did a call out for volunteers for the newly formed group. The group will begin its work after the OCI season in November.