

To:	NALP Board of Directors (via e-mail)
Cc:	Laura Pringle (Canadian Region Regional Rep)
	Lynn Iding (NALP Board Member)
From:	Katrina Henn (Canadian Section Co-Chair)
	Sophie Roy-Lafleur (Canadian Section Co-Chair)
Subject:	October 2021 NALP Quarterly Board Report – Canadian Section

Please see below the summary from the Canadian Section, which includes a summary of the Canadian NALP Bulletin contributors and an update from the Working Groups. Laura Pringle, Regional Representative, will be providing an update on the Canadian Region generally.

Overview

1. NALP Canadian Section 2020/2021 Bulletin Contributors
2. Updates from the Working Groups
3. Environmental Scanning

1. NALP Canadian Section 2021/2022 Bulletin Contributors

The list below sets out the Canadian Bulletin contributions for 2021/2022:

- October 2021 edition (confirmed): Kristy Foreman, *An Inclusive Approach to Interviewing Legal Talent*
- January 2022 edition (deadline Nov. 15): Jayne Rossworn, *How Athletes Cope With Injury, and What This Means for Coaching Students in the Job Search Process*
- February 2022 edition (deadline Dec. 15): Bonnie Lussier, *From Languishing to Resiliency, Emerging From the Pandemic*
- March 2022 edition (deadline Jan. 17): Staci Angelis, *Burnout and Stress: The Effects of Acute and Chronic Stress*
- April 2022 edition (deadline Feb. 15): Maryanne Forrayi, *Fostering Innovation: Students Leading the Future of Law*
- May 2022 edition (deadline March 15): Jayne Rossworn, *Wise Decision-Making: Coaching Students and Associates*
- June 2022 edition (deadline April 15): Katie Behan, *Strategic Social Media Research: Taking It a Step Beyond*
- July/August 2022 edition (deadline May 16): Jennifer Nadon, *Not the Be-All and End-All: Helping Students Analyze Grades and Info*

2. Updates from the Working Groups

A. *Diversity Working Group*

Chair: needs new chair

Members:

- Anna Maria Decia-Gualtieri
- Waleska Vernon U of T
- Kim Bonnar – Cassels

- Neil Dennis U of T
- Nicole Salama – Osgoode
- Laura Pringle (Uvic)
- Danica Steadman – Gowlings
- Ryan Baker – Bereskin Parr
- Lisa Del Col – Osgoode
- Kristy Foreman – ForeReach Consulting

Update

The working will set up a meeting to plan for the Summit in December 2021.

B. CDLE Working Group

Chair: Kara Sutherland (Dentons)

Members:

- Maryanne Forrayi, University of Calgary
- Jennifer Lau, UBC
- Ryan Baker, Bereskin Parr
- Robyn Marttila, Western
- Laura Pringle, UVic
- Samantha Samuels, BLG
- Kyle Elliott, Blakes
- Bethany McKoy, Lenczner Slaght
- Lisa Cunningham, Wildeboer Dellelce
- Glenn Chu, City of Toronto, Legal Services
- Julie Girouard, Fasken

Update The CDLE Working Group has accomplished two things:

1. Recruiting additional members for the work ahead so that we have appropriate representation for the working group as we begin our work on reviewing the demographic questions on the CDLE. The list of members is set out above (still hoping someone will be willing to co-chair).
2. In August we put forward the following minor changes for the CDLE for this upcoming cycle – Lisa Quirk has indicated these can be implemented:

Current CDLE

1. Demographics: Male/Female and Non-binary
2. Diversity Questions: *Please describe your diversity programs and initiatives*

Recommendations for amendments this year

1. Demographics – add open text box: *Please provide details regarding any further demographic information that your firm collects.*
2. Diversity Questions
 - a. add: Diversity Contact Information
 - b. amend to: *Please describe your diversity and inclusion programs, commitments, policies, and initiatives. Please include any relevant links to your website.*

C. Summer and Articling Working Group (SAWG) Toronto

Co-Chairs: Natalie Zinman (Lenczner Slaght) & Robyn Martilla (Windsor)

Members:

- Kari Abrams (Blake, Cassels & Graydon LLP)
- Christina Beaudoin (Osler, Hoskin & Harcourt LLP)
- Ari Blicher (Aird & Berlis LLP)
- Georgia Brown (Torys LLP)
- Stacy Keehn (University of Ottawa)
- Amanda Fiorelli (Davies)- on leave
- Hakin Kassan (McCarthy Tetrault)
- Eowynne Noble (Fasken)
- Mya Rimon (Osgoode Hall Law School)
- Angela Sordi (Borden Ladner Gervais LLP)
- Michel Lederman (Goodmans LLP)
- Kara Sutherland (Dentons Canada)
- Scott Warwick (Department of Justice)
- Brian Puddington (PPSC)
- Glenn Chu (City of Toronto, Legal Services).

Update:

This summer SAWG reviewed and updated the *Best Practices for Toronto Summer & Articling Recruitment Activities* to provide some guidance on various aspects of the recruitment process, including the format for On Campus Interviews (OCIs), the scheduling of in-firm interviews and acceptable forms of transcripts/grade reports.

Recruitment for 2022-2023 articling positions wrapped up in mid-August. The fall recruitment process for 2022 summer positions is currently underway. On Campus Interviews continue (virtually) and in-firm interviews will take place November 1-3 (virtually). It is anticipated that the group will debrief on the recruitment season following its conclusion and in advance of the Winter meeting scheduled for early December.

D. SAWG Vancouver

Co-Chairs: Pamela Cyr (Norton Rose Fulbright) & Christi McAuley (TRU Law)

Members:

- Allison Jackson & Jennifer Vermiere (Lawson Lundell)
- Marianne Johnstone & Parveen Sehra (Singleton)
- Bonnie Lussier (DLA Piper)
- Jennifer McNaught (Blakes)
- Laura Pringle (UVic Law)
- Ilana Schragger (McMillan)
- Andrea Greenwood (mat leave replacement for Ilana Schragger) – McMillan
- Niall Rand (Fasken) & Vanessa Williams (Blakes) – Vancouver Bar Association Reps
- Jayne Rossworn (Allard Law, UBC)
- Christine York (Alexander Holburn)

Update

The group has discussed the following topics since our last report on June 11, 2021:

- **Nature of Summer 2022 Recruit-** This was by far the most important and contentious issue we discussed. In the end, the main Vancouver employers as a group agreed that the entire summer recruit would be virtual and that there would be no meals/gifts/presents (same as last year), except for one large regional firm Lawson Lundell, who agreed to hold all formal interviews virtually, but reserved the right to extend the option to meet in person to select candidates. At the urging of the three British Columbia Law schools, the Vancouver Bar Association (who provides guidelines for the process), recently sent a note out to all Vancouver employers reiterating the importance of all employers offering a completely virtual recruit including referring to the V-SAWG *Best Practices*. The VBA's email is set out in **Appendix 1** for your reference.
- **Best Practices-** we reviewed the changes Ontario SAWG made to their guidelines but agreed that we didn't need to similarly revise the V-SAWG guidelines as the Vancouver market did not have similar concerns.
 - The Ontario SAWG additions were mainly to discourage students from sending application materials not requested by employers (apparently many Toronto employers were getting unsolicited writing samples and were finding this to be a problem), guidance on what forms of transcripts would be accepted, and guidance on GPA calculations.
- **Summer 2023 Recruit Deadline** – everyone agreed to the slightly earlier deadline of Wednesday August 31, 2022 (rather than Wednesday, September 7 – after Labour Day) due to OCI schedule and holidays.
- **NCA Students** – we discussed whether the BC Law Society offer rule applied to NCA students and agreed that it likely did not. Also discussed the NCA OCI Day generally and the marketability of NCA students to Vancouver firms in particular.
- **Remote Articling** - we are waiting to hear back from the BC Law Society as to whether they plan to continue to allow students to article remotely, as prior to the pandemic they mandated in-person attendance.
- **Vancouver Employer Recruitment Process Survey-** employers should coordinate sharing this info amongst themselves rather than having UBC obtain permission to share results (eg interview start times)
- **Second Day of Ontario/McGill OCIs needed for Vancouver employers-** the issue was raised as some firms felt like 20 candidates is not enough and Jen McNaught from Blakes was going to explore further whether this could work in the OCI schedule.

E. OCI Advisory Working Group

Chair: Chris McKenna (Bennett Jones, Toronto)

Members:

- Gabrielle Maunier (Blakes, Calgary) – Co-Chair, Incoming
- Natasha Bhimji (Stikeman Elliott, Toronto)
- Neil Dennis (UofT)
- Shawn Swallow (Dalhousie)

- Christine York (Alexander Holburn)

Update

In this past quarter, the working group has been busy with the following:

Fall 2022 OCI Schedule (for 2023 2L Summer Positions):

- Generated a tentative draft schedule (that works for either in-person or virtual OCIs), which has largely been approved by schools and employers

F. Mid-Winter Meeting Working Group

Chair: Myriah Graves (Fogler Rubinoff)

Members:

- Hilary Clarke (independent consultant)
- Patricia Neil (University of Alberta)
- Nicole Salama (Gowlings)
- Ryan Baker (Bereskin Parr)
- Leanne Shafir (Ryerson)
- Lisa Del Col (Osgoode)

Update:

The current plan is to have a virtual event again this year. The meeting will take place over two days – Tuesday, December 7 and Wednesday, December 8, 2021 from 12:00 p.m.-5:00 p.m. The theme for the meeting will be “Looking Back, Moving Forward”. We have confirmed all our speakers and hope to have a draft Agenda ready to send to NALP by end of October.

G. Canadian Industry Data Working Group

Chair: Laura MacLelland (University of Alberta)

Members:

- Chantal Riendeau
- Christi McAuley (TRU Law)
- James Liepold
- Katie Behan
- Laura Pringle (UVic)
- Lisa Cunningham (Wildeboer)
- Nanci Ship
- Ryan Baker (Bereskin Parr)

Update:

We will be having a quarterly meeting week of October 22 pending our members availability. It is our quiet time as both of our surveys go out between May and July each year. Reports have been produced and sent out for both 2021 surveys and we will begin prepping next year's surveys soon.

Plans and goals for our working group this term; We have set a goal to produce a new articling/young associate cross-Canada salary survey. We are prepping that now and hope to have something ready for next year. Laura MacLelland is still seeking someone to take over the reins as Vice-Chair. She has reduced her hours as of September and has increasingly less time outside of student appointments. Laura put out the request to the existing group's members again but to date no one has stepped up.

H. National Recruitment Survey Working Group

Chair: Sophie Roy-Lafleur (McGill University)

Members:

- Maryanne Forrayi (University of Calgary)
- Jennifer Nadon (University of Ottawa) (Civil Law)
- Christi McAuley (TRU Law)
- Lisa Del Col (Osgoode)
- Selena Randhawa (Windsor)
- Myriah Graves (Fogler Rubinoff) – Employer Representative

Update:

We are currently finalizing the report on the surveys distributed last year and preparing to circulate the articling recruitment survey.

I. Toronto Recruitment Review Working Group

Co-Chairs: Lisa Del Col (Osgoode Hall Law School) and Tiffany Soucy (McMillan)

Members:

- Julie Banting (Queen's University)
- Lisa Del Col (Osgoode Hall Law School)
- Margaret Seko (Ryerson Law)
- Selena Randhawa (Windsor)
- Ryan Baker (Bereskin Parr)
- Cheryl Biehler (Faskens)
- Hayley Wong (Norton Rose)

Update:

The new WG which is looking at overhauling the current 2L student recruitment process in Toronto has met twice now (our second meeting just on October 18, 2021). We have had some preliminary discussions about our mandate and next steps, as well as how we will use the consultant. Given that each of our members is consumed with the Toronto 2L recruit currently, we are going to regroup in November after the recruit regarding our next steps. We will have a brief report on our activities at the 2021 Winter Meeting, but we anticipate our real work will advance over the new year and spring of 2022, with recommendations to changes to the recruitment cycle to be made with the 2023 recruit in mind.

3. Environmental Scanning

Laura Pringle has completed member outreach in the past month regarding remote work arrangements and the current OCI process. Laura has shared her findings in her Regional Leadership Council report.

Appendix 1 Vancouver SAWG

From: Niall Rand <nrand@fasken.com>

Sent: Thursday, October 7, 2021 10:36 AM

To: cyork@ahbl.ca; legrosd@bennettjones.com; jennifer.mcnaught@blakes.com; AOsadchyy@blg.com; tshoranick@boughtonlaw.com; kbonnar@casselsbrock.com; ARayment@cwilson.com; lisa.midgley@dentons.com; laura.wanamaker@justice.gc.ca; michelle.isaak@dlapiper.com; AStanton@dolden.com; mhooey@ecojustice.ca; dturner@ekb.com; ssangha@farris.com; Alison Cowan <alicowan@fasken.com>; wzhang@glgzlaw.com; stacey.handley@gowlingwlg.com; ald@lawgm.com; djb@guildyule.com; eleduc@harpergrey.com; kkrenn@harrisco.com; dkitagawa@litigationchambers.com; rfazio@jml.ca; sbourget@juristespower.ca; cht@kkbl.com; jfunk@kornfeldllp.com; ckmacdonald@kpmg.ca; jvermiere@lawsonlundell.com; BBijsterveld@legacylawyers.ca; careers@lidstone.ca; tdelaney@lklaw.ca; gkebler@macfuj.com; ntrott@mccarthy.ca; Ilana.Schrager@mcmillan.ca; abir@millerthomson.com; lgaudin@mltaikins.com; csd@narwallit.com; Cyr, Pamela <Pamela.Cyr@nortonrosefulbright.com>; PRobertson@Osler.com; gjroper@owenbird.com; tratray@patentable.com; msveinson@pcmlawyers.ca; sjey@ropergreyell.com; CHildebrandt@rbs.ca; ggill@sangramoller.com; vlr@shk.ca; MJohnstone@singleton.com; dembree@slatervecchio.com; jhgifford@smart-biggar.ca; lsidhu@stikeman.com; cv@tvsbarristers.com; rbwong@thor.ca; mgoldberg@watsongoepel.com; BWeremy@wt.ca; bissicks@younganderson.ca; danielle.lemon@worksafebc.com; PaigeS@bennettjones.com; jeff.merrick@blakes.com; SBlaeser@blg.com; kjustel@boughtonlaw.com; DBishop@cwilson.com; Sarah.Kelleher@justice.gc.ca; michael.mjanes@dlapiper.com; rlevi@farris.com; Tariq Ahmed <tahmed@fasken.com>; max.brunette@gowlingwlg.com; dwl@kkbl.com; jlanglois@kornfeldllp.com; llewkowicz@kpmg.ca; ajackson@lawsonlundell.com; acampbell@legacylawyers.ca; dpistilli@mccarthy.ca; judith.macfarlane@mcmillan.ca; ecoelho@millerthomson.com; ksorochan@mltaikins.com; michelle.audet@blakes.com; bonnie.lussier@dlapiper.com; Amber Walker <awalker@fasken.com>

Cc: lau@allard.ubc.ca; lco@uvic.ca; Christi McAuley <CMcAuley@tru.ca>; rossworn@allard.ubc.ca; Vanessa Williams <vwilliams13@gmail.com>

Subject: VBA - 2022 2L Recruit - Guidance re In-Person Activities

Hi everyone,

Vanessa and I write in our capacities as Co-Chairs of the VBA's Articling Committee with respect to the upcoming October interview week for 2022 2L summer positions.

In light of the ongoing COVID-19 pandemic, we understand that most employers have agreed to again host virtual interviews. The Vancouver Bar Association (VBA) is very supportive of this decision. However, in light of reports of some in-person activities during OCIs, we wish to make our position clear to all employers and schools. **The VBA strongly encourages all employers to hold exclusively virtual recruits for the upcoming recruitment cycle** in order to prioritize the health and safety of students, employer representatives involved in recruitment, and the community at large. This applies to interviews and any supplementary recruitment activities that occur during the recruitment period.

In the VBA's view, a virtual recruit is in the best interests of all stakeholders for the following reasons:

1. **Safety.** All recruitment should be conducted in accordance with the public health orders and guidance from health officials. The view of the VBA is that the public health situation is not yet at a stage where in-person interviews and recruit activities are safe, particularly not on the scale that occurs during the October interview week.
2. **Travel.** Related to safety concerns, students that will be interviewing for summer jobs in Vancouver may not live in the city. In-person interviews and recruit activities would require such students to travel, which is undesirable in light of the COVID-19 pandemic.

3. **Privacy.** Asking students to attend an interview in-person may expose inequities in personal circumstances. Some may feel pressured to reveal if they, or a member of their household, have a health condition that renders them more vulnerable to COVID-19. Others may have anxiety about an in-person format because of a personal experience with COVID-19. Students should not be put in a position where they feel unduly pressured to share this kind of private information to which an employer or potential employer is not otherwise entitled.
4. **Logistics.** It is already difficult for students to plan for and prepare for this recruitment cycle in the midst of a pandemic, without subjecting them to additional (and arguably unnecessary) pressure to make arrangements for both virtual and in-person recruitment. For example, if a student is required to attend an in-person event downtown, it is then very difficult for students to find a quiet and private place to conduct a virtual interview shortly thereafter.
5. **“Optionality”.** To any employers who plan to hold a mixed recruit because they intend to offer some kind of optionality to students, please do not forget the complex dynamics at play and the pressures that students feel as part of the recruitment process. Regardless of an employer’s intent or communication otherwise, a student may perceive that declining an in-person opportunity will put them at a disadvantage relative to other candidates, rendering such optionality meaningless.

Further, we remind employers that virtual interviews are encouraged by the "Best Practices for Vancouver Summer and Articling Recruitment Activities" prepared by VSAWG. Item 10 of these Best Practices provides:

Q. What additional interview considerations should employers and students keep in mind due to the COVID-19 pandemic?

A. For such period as the COVID-19 pandemic persists, all employers are strongly encouraged to conduct regular and summer articling interviews in a manner consistent with relevant public health authorities’ recommendations and guidance. In particular, virtual interviews may assist in providing equitable access to all candidates, and may be of particular assistance to candidates facing a variety of challenges as result of COVID-19, including health considerations, family obligations, financial constraints, and travel limitations. Employers are reminded that the provisions of the Human Rights Code, R.S.B.C. 1996, c. 210 apply to the hiring process.

For the foregoing reasons, the VBA strongly encourages employers to maintain their commitment to an all-virtual recruitment cycle in October 2021.

Take care,

 Niall Rand, LLB, LLM (CL)
ASSOCIATE