

## MEMORANDUM

**Date:** October 24, 2019

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**To:** Fred Thrasher, NALP Deputy Director

**Cc:** Halla Elias, Canadian Regional Representative; Kara Sutherland, NALP Board Liaison, Canadian Section

**From:** Julie Banting, Canadian Section Chair

**Re:** NALP Canadian Section October Board Report

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The following is an update from the Canadian Section on the activities of the Working Groups. Halla Elias, the Canadian Regional Representative, has submitted a separate report to you focusing on activities and trends in the Canadian Region. I had a call with Mary Beal on October 18 where we discussed the upcoming NALP conference in Montreal. We brainstormed some ideas for engaging the Canadian Section at the conference. We plan to reconnect in the next few months to establish a plan.

### Bulletin Articles

The following NALP Bulletin articles from the Canadian Section have been published.

Issue	Content Due Date	Type	Topic	Author 1	Author 2	Length (750 / 1200)
September 2019	August 1, 2019	Column	A NALP Newcomer's Perspective: Attending The Annual Education Conference	Garbielle Maunier - gabrielle.maunier@blakes.com		750 words
October 2019	September 1, 2019	Feature	Finding Balance During Stressful Times	Bruce Wakehman - director.careerservices@ualberta.ca		1200 words

### Working Group Reports

#### 1. OCI Working Group

**Chair:** Christopher McKenna (Bennett Jones, Toronto)

**Vice Chairs:** Chira Perla (University of British Columbia) and Anna Decia-Gualtieri (University of Windsor) (Outgoing Chair)

**Members:** Neil Dennis (University of Toronto), Ilana Schragar (McMillan, Vancouver), Natasha Bhimji (Stikeman Elliott, Toronto)

**Update:** The Working Group is still in the process of finalizing the draft 2020 OCI schedule. It is currently waiting on approval from the Vancouver Bar Association for in-firm processes (Call Day, In-Firm Interview Week, Offer Day). Alberta will likely align itself with these processes, but also require confirmation. The approval is unlikely to come before the beginning of the year. A draft of the 2021 OCI schedule is in the process of being prepared, drawing upon feedback received from certain schools. The Chair will be reaching out to all schools to confirm OCI dates ahead of circulating the draft broadly to others outside of the Working Group for in-pu/consideration.

## 2. Mid-Winter Meeting Working Group

**Co-Chairs:** André Bacchus (Ryerson University) & Tiffany Soucy (McMillan LLP)

**Members:** Myriah Graves, Fogler Rubinoff LLP, Madeleine Natale, University of Calgary; Patricia Neil, University of Alberta; Katrina Henn, WeirFoulds LLP; Lisa Cunningham, Wildeboer Dellelce LLP; Andrea Rayment, Clark Wilson LLP; Leanne Shafir, Osgoode Hall Law School

**Update:** The NALP Winter Meeting Working Group has met bi-weekly since June. We are proud to confirm that we have finalized the agenda and the presenters for the meeting. Our theme is: "Effective Communication Through Stories and Collaboration". We will be providing the finalized agenda to NALP shortly. The registration link is open for members to sign-up. The Winter Meeting will be taking place on December 3, 2019 at McMillan LLP.

## 3. Canadian Industry Data Working Group

**Vice Chair:** Laura MacLelland (University of Alberta)

**Members:** Jim Liepold (NALP), Lisa Blair (Borden Ladner Gervais), Nanci Shipp (Davies), Christi McAuley (Thompson Rivers University), Chantal Riendeau (U Ottawa), Leanne Shafir (Osgoode), Laura MacLelland (U Alberta), Laura Pringle (U Vic), Lisa Cunningham (Wildeboer Dellelce LLP)

On leave: Jennifer Lau, Kirsten Parker, and Kathleen Behan

**Update:** This is a quiet time for the Canadian Industry Data Working Group as our two 2019 surveys are complete. Our next goal (and the subject of our next quarterly call scheduled for October 30th) will be to set out a timeline and plan for the 2020 surveys, which will include the annual Graduation Destination Survey and an Employer Salary Survey. In terms of membership, Kathleen Behan is also now on leave following the birth of her baby boy, and we would like to thank Margaret Seko for her many contributions to the Group.

## 4. National Recruitment Survey Working Group

**Vice Chair:** Mike Molas (Queen's University Faculty of Law)

**Members:** Nicola Martin (Osgoode Hall Law School); Christi McAuley (Thompson Rivers University); Maryanne Forrayi (University of Calgary, Faculty of Law); Chantal Riendeau (University of Ottawa Faculty of Law); Ari Blicher (Aird Berlis LLP); Myriah Graves (Fogler, Rubinoff LLP); Loïc Berdnikoff (Lavery Lawyers)

**Update:** Over the summer months, our group had very positive and constructive discussions on the overall purpose of the survey and its goals. Ultimately, we worked through each survey question and assessed its value to  
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the whole. We had active engagement and responses from both school-side and employer-side group members, which were again very positive and constructive.

The guiding philosophy is ultimately looking for ways to improve the overall efficiency for 1) students to take the survey 2) data to be collected 3) data to be analyzed and 4) data to be shared.

The Vice Chair had a call with Judy Collins, NALP-Survey contact, on Monday September 23 to discuss viability of incorporating some of our suggestions into the survey. Judy confirmed that hyperlinking to various recruitment processes and procedures would save a lot of time, as we would not have to reproduce the updated guidelines each year.

The Vice Chair has prepared the links and is making the updates to subsequent questions effected by this change. At which point, he will share for French translation.

Our goal is still to collect data 3 times per year:

Once in the Fall to collect data from the articling recruitment processes that occurred over this summer, which concluded with Toronto and Vancouver offers towards the end of August.

Once again in the later Fall/early Winter to collect data from the 2L summer recruitment processes that are occurring presently.

Once again in late Winter/early Spring to collect data from 1L and 2L summer recruitment processes that begin in January and typically conclude end of February-early March.

We are also going to send employer "report cards" once data is collected. These will be sent by school-side working group members directly to any employer specifically identified in the data. Data will be both positive and or critical. The goal is to get this data in front of employers so that they can read, directly from students, thoughts surrounding recruitment.

## **5. Canadian Directory of Legal Employers Working Group**

**Vice Chairs:** Myriah Graves and Lisa Cunningham

**Members:** Laura Pringle, Katrina Henn, Georgia Brown, Danielle Laflamme and Robyn Martilla

**Update:** We have reviewed the current survey in detail and have some recommendations for changes. We had a conference call with our U.S. counterparts last week to discuss the changes they are making to their form. We will then try to incorporate any applicable changes into the Canadian form. We hope to have an updated form to submit to NALP in the next few weeks.

## **6. Summer and Articling Working Group National**

**Vice Chairs:** Natalie Zinman (Gowling WLG); Robyn Martilla (University of Western Ontario)

**Members:** Kari Abrams (Blake, Cassels & Graydon LLP); Christina Beaudoin (Osler, Hoskin & Harcourt LLP); Ari Blicher (Aird & Berlis LLP - Toronto); Georgia Brown (Torys LLP); Maryanne Forrayi (University of Calgary); Stacy Keehn (University of Ottawa); Amanda Fiorelli (Davies Ward Phillips & Vineberg LLP - Toronto); Eowynne Noble (Fasken, Toronto); 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)

**Update:** The Fall Recruitment process is underway. Toronto On Campus Interviews continue and In-Firm interviews will take place November 4-6. 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.

## **Summer and Articling Working Group Vancouver**

**Vice-Chairs:** Pam Cyr, Norton Rose Fulbright and Chira Perla, Peter A. Allard School of Law

**Members:** Carol Chestnut, Stikeman Elliott; Cheryl D'Sa, Narwal Litigation (Vancouver Bar Association (VBA) Rep); Marianne Johnstone, Singleton Reyonlds; Jennifer McNaught, Blakes; Karine Russell, Blakes; Ilana Schrager, McMillan; Kerry Sheppard, DLA Piper; Jennifer Vermiere, Lawson Lundell; Christine York, Alexander Holborn Beaudin + Lang

**Update:** Nothing to report at this quarter.

## 7. Diversity Working Group

**Vice Chair:** Neil Dennis (University of Toronto)

**Members:** **Anna Maria Decia-Gualtieri – University of Windsor – Team Lead**, Logistics and Marketing Committee; **Lina Nadar – Davies (Toronto) – Team Lead**, Panel & Workshop Committee; Kim Bonnar – Cassels (Toronto); Laura Pringle – University of Victoria (BC); Nicole Salama – Gowlings (Toronto); Danica Steadman – Gowlings (Toronto); Waleska Vernon – University of Toronto.

Report:

- The Summit will take place on **Monday, December 2<sup>nd</sup>** (the day before our NALP Section Meeting)
- **Dentons Canada** will be the venue of the Summit (thanks very much to Kara Sutherland)

We now have an agenda in place (subject to speaker availability).

12:00-1:20 – Networking Lunch

1:20-1:30 – Opening remarks and welcome

1:30-2:15 – Law Society of Ontario update on DEI initiatives

2:15-3:15 – Panel entitled, “What’s out there? – Learning about D&I from different industries.”

3:15-3:30 – Break

3:30-5:00 – D&I Workshop/Speaker

With respect to the LSO update segment, we are still waiting to hear who the speaker will be

- For the panel, we are in the process of reaching out to potential speakers from a government organization, a corporation, and an undergrad university
    - Thanks to Kim Bonnar we have locked in **Nikki Gersh bain** (Chief Inclusion Officer at McCarthy Tetrault) to moderate the panel
    - We also have commitments from **Brian Fior** (Assistant Deputy Minister, Inclusion & Diversity at Ontario Public Service) and a **representative from Ryerson University’s Office of Equity and Community Inclusion**.
    - We’ll be working on putting together an outline of questions, but topics that we might cover could include what diversity issues these individuals observe in their industries or specific working environments, what programs they have put in place to address these issues, and what future challenges they envision for the near/distant future.
  - For the Workshop/Speaker segment, our first and second picks were unavailable, so we are in the process of booking another speaker
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