

MEMORANDUM

Date: June 29, 2015

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

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

From: Stacy Keehn, Canadian Section Chair

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

The following is an update from the Canadian Section on the activities of the Working Groups. Also included is a proposal for a new working group within the Canadian Section. I understand that Maryanne Forrayi, 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:

Thanks to the hard work of Jennifer Lau (Conference Planning Committee Member) and Danielle Traub (Torys LLP – Toronto) and our fantastic section members, nine RFPs were submitted on behalf of the Canadian Section.

Bulletin Articles:

Thanks to the hard work of Alexandra Overchuk (WeirFoulds LLP – Toronto) and our equally fantastic section members, five articles have been proposed on behalf of the Canadian Section.

New Working Group Proposal: A proposal for an Industry Data Collection Working Group is being submitted on behalf of the Canadian Section and is attached as Appendix A. The proposal arose out of a discussion during the Canadian Regional call on June 24, 2015.

Working Group Reports:

1. Summer and Articling Working Group (SAWG)

Vice-Chairs: Emily Orchard (University of Toronto) and Nancy Stitt (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 Billingham (University of Manitoba), Carmen Rendall (McMillan – Toronto) Kari Abrams (Blakes – Toronto), Carol Chestnut (Stikeman Elliott – Vancouver)

Report:

The Summer and Articling Working Group met on June 16, 2015 to continue to discuss “Hot Topics” in the recruitment of summer and articling students in Toronto, and potential changes to the LSUC rules governing the hiring of Toronto summer law students. We are in the process of identifying potential changes to the current recruitment practices, and drafting proposed language for the changes. Once the group has reached a consensus on draft language, we intend to then circulate the proposed rules to employers and schools for discussion. We hope to have changes in place for 2016.

The working group will also continue to work with the National Recruitment Survey Working Group to identify best practices in the design and implementation of future surveys, and continue to set portal dates for recruits.

2. Canadian Directory of Legal Employers Working Group

Vice-Chairs: Robyn Marttila (Western Law) and Marie Harding (McInnes Cooper – Halifax)*

**On leave

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:

A conference call will be scheduled for mid-July. So far the Vice-Chair has developed a list of employers to target (ones that regularly hire students and are not on the CDLE) and has requested that the University of Windsor add the CDLE to the agenda during their meeting with local employers.

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 Section Diversity Working Group has had monthly telephone meetings since April. As a result of the NALP Winter Meeting being scheduled for December 2nd, 2015, we have scheduled the Canadian Diversity Conference 2015 for December 1st, 2015. We are currently looking into potential firms to host the conference. It will be a half-day event and will likely be held in the afternoon. We are still discussing the theme of the conference, however, we have been focusing on “practical strategies for retention and advancement of various racialized groups” and identifying the issues that these groups face. We are presently reaching out to potential speakers. Our next call is scheduled for Tuesday, July 14th, 2015 at 12:30 (EST) and at that time we hope to confirm our venue, our speakers and the format of the conference.

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 NALP Winter Meeting Working Group had an initial meeting (via teleconference) on May 20, 2015. Unfortunately due to some scheduling issues the majority of the working group was not able to make the call. As a result, the proposed date and topics were circulated via email and the working group members have provided feedback. We have scheduled the NALP Winter Meeting for December 2nd, 2015. We are currently looking into potential firms to host the meeting. The theme of the meeting will be “Change Management”. Our next call is scheduled for Thursday June 25th 2015 and at that time we will be canvassing for potential hosts as well as session topics and presenters.

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), Jordana Laporte (University of Toronto), 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)

Background:

From Previous Board Report: The NALP Recruitment Survey was developed by the Canadian Section of NALP in order to collect feedback on the structured summer and articling law student recruitment processes in major urban centres across Canada. NALP assisted in providing the survey technology and a working group comprising school and employer representatives developed the survey questions in consultation with their colleagues.

The feedback from the surveys is used by Canadian law school Career Services/Development Offices (CDOs) in order to better improve the recruitment experience of law students and legal employers across Canada, and to help employers determine what is working well and what might be improved. Because student recruitment is regulated by either the provincial law society or local bar association in the respective jurisdictions, and not by NALP, the purpose of this survey was not meant to identify and report breaches of the rules, but rather to be a tool for improvement.

Report:

The results of the Spring survey, which solicited feedback regarding 2nd year summer 2015 positions in Ottawa and 1st year summer 2015 positions in Toronto, were summarized and distributed via NALP Connect in May. Employers who received specific comments were emailed individual reports as well.

The Working Group is finalizing the content of the Summer survey, to solicit feedback on the Ottawa, Toronto and Vancouver 2016 – 2017 articling recruitment processes. This survey will be distributed in August. At the same time, the Working Group is developing content for the second year of the National Survey, beginning with the Fall survey, which will canvass the second year summer recruitment processes in multiple markets. The Working Group had a conference call on June 18, 2015 to plan the execution of the Summer and Fall surveys.

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 pleased to welcome two new members, Patricia Neil and Shannon Leo. We were successful with moving the Toronto application deadline 1 week earlier in 2015 and have posted the schedule on NALPConnect. We are currently working with school and employer representatives in the Vancouver and Calgary markets to move the Vancouver Interviews to the week of October 24, 2016 in order to accommodate an increasing complex schedule.

New Work Group Proposal Industry Data Collection Working Group

Submitted by: Stacy Keehn, Canadian Section Chair, Alexandra Overchuk, Maragaret Seko and Emily Orchard

Date: June 25, 2015

Background: The interest in collecting legal industry data was raised during the Canadian Regional Call on June 24, 2015. There was a concensus among members on the call that a working group be created to work with NALP in collecting data on (among other things) student, associate, staff and legal career professional salaries. The item was added to the Canadian Regional Call agenda based on feedback received by Emily Orchard, Leeann Beggs and Lisa Blair in their outreach for the Stategic Plan which took place last year.

Proposed Project Goal and Outcome	Responsibilities and Volunteers	Target Dates	Resources Required
<p>The working group would propose to work with NALP to explore collecting data on student, associate, staff and legal career professional salaries in Canada as well as canvas the region to see what other data collection would be on interest to the section.</p>	<p>Responsibilities: The working group would conduct outreach in the region to determine what data is of interest to members and work with NALP on its collection. If data is to be collected volunteers will work with NALP to inform members and promote participation.</p> <p>Volunteers: <u>Proposed Vice-Chair:</u> Alexandra Overchuk (WeirFoulds LLP) <u>Members:</u> Margaret Seko (Bereskin & Parr LLP) and Emily Orchard (University of Toronto)</p> <p>* an additional call for volunteers will be made if the formal working group is approved</p>	<p>There is a willingness to start work on this topic immediately. The volunteers have agreed to do some research and report back to the Canadian Region and Section on our next Regional Call scheduled for October 2015. We anticipate that the work of this group would be ongoing.</p>	<p>Information and support from NALP on data collection best practices and tools.</p>