

## MEMORANDUM

**TO:** Fred Thrasher  
**C.C.:** Kara Sutherland  
Mike Molas  
**DATE:** April 7, 2021

**FROM:** Myriah L. Graves  
**DIRECT LINE:** 416.941.8846

**FILE NO.:** 00/3041  
**E-MAIL ADDRESS:** mgraves@foglers.com

**SUBJECT:** NALP Board – Fourth Quarterly Report

---

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. Mike Molas, Regional Representative, will be providing an update on the Canadian Region generally.

### **NALP Canadian Section 2020/2021 Bulletin Contributors**

The Canadian Section did not produce any Bulletin articles since my last update.

### **Updates from the Working Groups**

#### **A. V-SAWG Quarterly Report**

#### **V-SAWG Quarterly Report**

#### **Membership (Changes going forward noted in red)**

#### **Co-Chairs:**

- Pam Cyr – Norton Rose Fulbright (Vancouver)
- **Christi McAuley – TRU Law**

#### **Members:**

- Allison Jackson & Jennifer Vermiere– Lawson Lundell
- Marianne Johnstone & **Parveen Sehra** – Singleton Urquhart
- Bonnie Lussier – DLA Piper (Vancouver)
- Jennifer McNaught – Blakes (Vancouver)
- Laura Pringle – UVic Law
- Ilana Schrager – McMillan (Vancouver)

- Christine York – Alexander Holburn
- Niall Rand (Fasken) & Vanessa Williams (Blakes) - VBA Reps
- Jayne Rossworn – Allard Law, UBC

Vancouver SAWG doesn't have any new activities to report since our last quarterly report in February 2021.

## **B. SAWG – Toronto**

### **NALP Canadian Section - Summer and Articling Working Group (SAWG) – Quarterly Board Report (April 2021)**

**Vice Chairs:** Natalie Zinman (Lenczner Slaght); Robyn Marttila (Western Law/UWO)

**Members:** Kari Abrams (Blake, Cassels & Graydon LLP); Christina Beaudoin (Osler, Hoskin & Harcourt LLP); Ari Blicher (Aird & Berlis LLP); Georgia Brown (Torys LLP); Maryanne Forrayi (University of Calgary); Stacy Keehn (University of Ottawa); Amanda Fiorelli (Davies); 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); Waleska Vernon (Osgoode Hall Law School) Brian Puddington (PPSC) and Glenn Chu (City of Toronto, Legal Services).

#### **Update:**

Recruitment for 2021 summer position wrapped up in early March 2021. Changes to the recruiting process brought on by the COVID-19 pandemic and, in particular, the timing and move to remote interview activities raised both opportunities and challenges. SAWG has collected feedback from employers and school representatives on the recruitment process and is working with the NALP Canadian Section, the Canadian OCI Working Group, and the Law Society of Ontario (LSO) to identify areas for improvement.

The NALP Canadian Region hosted a Town Hall on April 6, 2021 to bring school and employer representatives together to debrief on the winter recruit and brainstorm solutions to improve the recruitment process. The main items for discussion revolve around 1. Application Materials (required materials and method of submission), 2. On Campus Interviews (format, logistics and best practices), 3. Intent to Call Emails (timing), and, 4. Interview Week (timing, call backs, and early offers).

Recruitment for 2022-2023 articling positions in the City of Toronto is scheduled to take place this summer; with applications due July 9 and interviews the week of August 9. It is anticipated that all interview activities will take place remotely.

The SAWG committee members will be meeting after the Town Hall and in advance of the articling recruit to address any adjustments that need to be made to the **Best Practices for Toronto Summer and Articling Recruitment Activities**.

### **C. Winter Meeting Working Group – Quarterly Report**

The Mid-Winter Meeting working group update is as follows:

- The December 2020 Mid-Winter Meeting was a success, with over 100 attendees over the two day virtual event.
- The Mid-Winter Meeting working group currently consists of Leanne Shafir and Ryan Baker (outgoing co-chairs); Andre Bacchus; Tiffany Soucy; Lisa Cunningham; Hilary Clarke; Pat Neil; and Nicole Salama.
- Leanne and Ryan plan to step down as co-chairs, but are happy to stay on as general members of the working group. At this time they don't know if other working group members plan to continue on, or if the working group will need volunteers.

### **D. CDLE Working Group Quarterly Report**

On behalf of the CDLE Working Group, this is to inform the Board that they completed our mandate for the year, which was (i) to continue marketing the CDLE to employers who have yet to sign up, particularly employers in rural, western Canadian regions and among small and mid-sized firms; and (ii) continue to monitor and track membership and usage of the CDLE. Employer outreach was accomplished with the assistance of a few of the law school CDO's who provided us with lists of employers who typically hire students. Due to COVID, they offered new and returning employers who had not renewed their profiles a promotion of two years from the price of one.

In addition, they finalized and NALP implemented some changes to the CDLE form to mirror the U.S. NDLE. Specifically, we added: 1) the prefix "Mx". to the primary and secondary contact prefix choices; 2) under practice areas, a text box "Comments regarding practices areas"; and 3) under the demographic data section, a "non-binary" column.

At the NALP Mid-Winter Meeting, Jim Leipold and various Canadian NALP members suggested that the CDLE Working Group look into adding more D&I demographic data under the lawyer demographics section in the coming year. Maryanne Forrayi suggested that the form should include disclosure on EDI policies; the U.S. NDLE includes disclosure on lots of policies (e.g., text boxes in which text or URL links can be added). Andre Bacchus mentioned that a D&I module for the CDLE was built 15 years ago that could be used. An informal survey of employers could be done to see if they have a willingness/appetite for this. Rather than reporting on a granular basis, reporting on an aggregate basis might be more comfortable. Kim Bonnar expressed that these should be optional rather than mandatory fields.

In addition, they recommend that the following changes be considered in future:

#### **General Comments Section**

Convert website to "responsive design", i.e., make the CDLE website communicate with the type of device that it is being viewed on such that the website display corresponds to the size of the window on such device.

#### **Practice Areas Section**

Narrow the number of practice area choices in the CDLE form similar to the streamlining of practice areas that was completed by their practice area choices from approximately 130 discrete areas to 24 “big bucket” categories. For reference, the CDLE form currently has 107 practice areas for employers to select from. The CDLE working group began this work in 2020, but much more time will be required to complete this project.

Finally, Danielle Laflamme (BLG) expressed concern that if a student doesn’t use an employers full name in a search, the employer’s name doesn’t appear in the search results. Instead, you have to do a search by location. The Working Group should confirm this and fix it, if necessary.

Our 2020 members were: Ryan Baker (Bereskin & Parr), Co-Chair, Lisa Cunningham (Wildeboer Dellelce), Co-Chair, Georgia Brown (Torys); Danielle Laflamme (BLG); Robyn Marttila (Western); and Laura Pringle (UVic). Lisa Cunningham and Ryan Baker wish to step down as Co-Chairs but they are willing to stay on as regular members.

### ***E. OCI Working Group***

Members: Christopher McKenna (Chair), Chira Perla (Vice-Chair), Natasha Bhimji, Neil Dennis, Shawn Swallow and Gabrielle Maunier. Starting in April, Chris McKenna will be moving to the Vice-Chair role (outgoing), Chira Perla will be moving to the Chair role and one of our existing members will be promoted to the Vice-Chair role. They will not need new membership until April 2022.

Update: The OCI Working Group continues to take feedback from employers, schools and students in making recommendations for the upcoming 2021 recruitment processes in Vancouver, Calgary and Toronto. They also continue to plan for next year’s recruitment cycles, including the facilitation of recruitment processes such as virtual and/or in-person on-campus and in-firm interviews going forward. The OCI Working Group continues to work closely with the Summer and Articling Workings Groups (Toronto, Vancouver) and with NALP leadership in making any of its recommendations.

### ***F. Industry Data Collection***

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

**Members:** Jim Liepold (NALP), Nanci Shipp (Davies), Christi McAuley (Thompson Rivers University), Chantal Riendeau (U Ottawa), Laura Pringle (U Vic), Lisa Cunningham (Wildeboer Dellelce LLP), Kathleen Behan (UWindsor), Ryan Baker (Bereskin Parr)

**Membership Update:** They lost Leanne Shafir as she changed positions. Laura is happy to continue on as VC for one more go round but she is thinking she will probably move on after that to keep things fresh.

**Activity Update:** They had our last quarterly call on February 5th. The Class of 2020 Snapshot Survey Report has been shared with the CLCDN members. Completed surveys are being sent to Judy by April 23. The School Side Salary Survey is currently being revised and will be circulated to school members this month. Both reports should be up by June (ish). Our group is still working on a

possible Articling Student salary survey. We will be discussing with Judy to see how we could get that rolling.

### **G. Diversity Working Group**

**Chair** – Lina Nadar

**Members** – Neil Dennis, Kim Bonnar, Anna DeCia, Laura Pringle. Nicole Salama, Danica Steadman and Waleska Vernon

**Update:** In terms of planning over the next year, they are planning a robust D&I schedule for the 2021 NALP conference in December. They are also planning on working closely with the Survey working group, specifically on the D&I questionnaire.

### **H. National Recruitment Survey**

**Chair:** Sophie Roy-LaFleur

**Members:** Nicola Martin – Osgoode Hall Law School (ON), Christi McAuley – Thompson Rivers University (BC), Maryanne Forryi – University of Calgary (AB) and Jennifer Nadon – University of Ottawa (ON)

**Update:** The National Survey Working Group worked on revising the winter recruitment survey. For the first time, the survey will be sent to students who participated in the Montreal recruitment, in addition to the other markets already covered, namely Vancouver, Calgary, Ottawa and Toronto. The survey is about to be launched and will remain open until April 12, 2021. The Working Group has decided to produce a joint report encompassing results from the fall and winter surveys. We intend to distribute the report to school and employer members at the end of April or early in May 2021.

*Any ideas you have for your committee next year:*

Next year, the Working Group will consider whether or not to add demographic questions to the surveys and whether or not to survey students in additional markets across Canada.

They haven't discussed yet if members intend to stay on next year. That said, in any event, it would be helpful to have an additional member in the Toronto region.