

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:	March 2022 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 2021/2022 Bulletin Contributors
2. Updates from the Working Groups

1. NALP Canadian Section 2021/2022 Bulletin Contributors

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

- 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 - Windsor
- Kim Bonnar - Cassels
- Neil Dennis - University of Toronto
- Myriah Graves - Fogler Rubinoff
- Kimberley Grange - Dentons
- Nicole Salama - Gowlings
- Laura Pringle - Uvic
- Danica Steadman – Gowlings
- Ryan Baker – Bereskin Parr
- Lisa Del Col – Osgoode
- Kristy Foreman – ForeReach Consulting

Update

There is no update at this time. The WG will be looking for new members (and a new chair/co-chair) for the upcoming NALP year.

B. CDLE Working Group

Co-Chairs: Kara Sutherland, Dentons
Maryanne Forrayi, University of Calgary

Members:

- Jennifer Lau, Cassels Brock
- 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

Update

Our CDLE working group which is currently focused on the Demographic and Diversity Sections of the CDLE met in February to discuss the work of our two Sub-Groups (detailed below) who met in January to advance their work as follows:

- *Demographic Categories Sub-Group* – This group reviewed the demographic categories used by the Canadian law schools and law societies to try to create a proposed list of categories for the CDLE. We discussed their recommendations and some of the issues that arose from their work. The next step is to review that recommendation and compare it to the work undertaken by various firms to create the self-identification categories that are being recommended for the viPortal for candidate applications. We will be discussing the results of that review at our meeting in early March with a view to being in a position to bring forward a recommendation for discussion with various stakeholders at our meeting at the Annual Conference.
- *Qualitative Sub-Group* – this group is focused on “what information are students looking for?” and “what is the best way of gaining access to that information through the CDLE?”. This Sub-Group met in January and will be conducting some focus groups in March with a diverse group of students and student groups (as a survey was deemed to not be feasible).

We anticipate meeting the week of March 7th and March 28th in order to be in a position to fully leverage the opportunity we will have to raise these issues as part of the Annual Conference meeting.

We have lost our Quebec representation as Julie Girouard is moving to another role. We would like to have representation from Quebec and would like to work with you both to see if you have any members who are looking to participate in NALP from that region.

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

SAWG will be scheduling a meeting in the coming months to discuss the format of the 2L recruit but nothing has been scheduled as of yet. There are no further updates at this time.

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)
- Andrea Greenwood (mat leave replacement for Ilana Schragar) – McMillan
- Niall Rand (Fasken) & Vanessa Williams (Blakes) – Vancouver Bar Association Reps
- Stephanie Mui (Allard Law, UBC)
- Christine York (Alexander Holburn)

Update

There is no update at this time. The WG was scheduled to meet on March 9, 2022.

E. OCI Advisory Working Group

(Interim) Chair: Chris McKenna (Bennett Jones, Toronto)

Vice Chair: TBC

Members:

- Gabrielle Maunier (Blakes, Calgary) – Co-Chair, Incoming

- Natasha Bhimji (Stikeman Elliott, Toronto)
- Neil Dennis (UofT)
- Shawn Swallow (Dalhousie)
- Christine York (Alexander Holburn)

Update

The Working Group is making some changes to the fall 2022 OCI. There are no further updates at this time.

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:

There is no update at this time. The WG will be looking for new members and a new co-chair for the upcoming NALP year.

G. Canadian Industry Data Working Group

Chair: Vacant

Vice Chair: Laura MacLelland (U of A)

Members:

- Christi McAuley (TRU)
- James Liepold (NALP)
- Laura Pringle (UVic)
- Lisa Cunningham (Wildeboer)
- Nanci Ship (Davies)
- Ryan Baker (Bereskin & Parr)

Update on members: We have lost Katie Behan to a maternity leave and Chantal Riendeau who has left the university for a new position. We will also soon lose Jim Liepold as he moves into retirement. We really need a few new members. I will also be drawing a line under my vice-chair role in the next couple of months so hopefully someone can take it on.

Brief update on activities within the group: Our surveys go out between May and July each year. Christi has already circulated the Snapshot Survey for comments and it will probably go out to CLCDN members soon for completion. Judy at NALP recently sent me the Law-Firm side salary survey for revision. It will likely go out in July. We have set a goal to produce a new articling/young associate cross-Canada salary survey. We have not got past the initial draft stage yet. This is mainly my fault for lack of time. Jim Liepold suggested connecting with someone at NALP to discuss further so that will be the next step there but I'm hoping some fresh blood will join us and be able to tackle this.

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

The WG will need a new chair as Sophie Roy-Lafleur is leaving McGill University.

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

- Surveys:
 - We have drafted our survey for employers and intend to distribute widely in April
 - We are also preparing a survey for law schools and will distribute it to schools in April
 - We have also added two questions to the NALP Student Recruitment survey to capture the student perspective – that survey should also go out soon
- Consultant Engagement:
 - We have met with two different consultants, who provided the group with an overview of their processes as it relates to our work
 - The group has met and decided which consultant to retain, we will proceed with that and also solicit the consultant's feedback on the survey questions
- Membership:
 - We are in the process of sorting out whether a MAG representative can join us – they indicate that they are looking into a NALP membership

Next Steps:

- Once the survey results are in, we will analyze the data to identify commonalities and pain points. We will then work with the selected consultant(s) to determine the best way to approach next steps and engage stakeholders with a goal of reaching consensus for a way forward
- The canvassing of other jurisdiction practices and other industry practices will commence soon to see if there are any alternate models – in whole or part – that could be adopted
- We initially targeted the annual spring meeting of the NALP Canadian section as a time where we could dive into these issues more deeply and/or bring in the consultant to facilitate a discussion of our findings/ possible recommendations – we may have to delay this, depending on how long surveys/consultant work takes
Once we have survey results, the WG will review the results and work with the consultants on a design thinking model to identify areas for improvement and recommendations
- Our target is to have recommendations ready for the LSO's consideration for implementation in 2023, for the summer 2024 recruit.