

MEMORANDUM

TO: Fred Thrasher
C.C.: Kara Sutherland
Mike Molas

DATE: February 3, 2021

FROM: Myriah L. Graves

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FILE NO.: 00/3041

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SUBJECT: NALP Board – Third 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

Andre Bacchus, Ryerson, has assisted in recruiting volunteers to contribute articles to the NALP Bulletins. The following is the list of articles from the Canadian Region during the next quarter:

Issue	Content Due Date	Type	Topic	Author 1 & Author 2	Length
March 2021	February 1, 2021	Column	Public Interest	Tracy Wachmann (Allard School of Law - UBC) wachmann@allard.ubc.ca	750 words

Updates from the Working Groups

A. *V-SAWG Quarterly Report*

V-SAWG Quarterly Report

Co-Chairs: Pam Cyr – Norton Rose Fulbright (Vancouver) and Chira Perla – Allard Law – UBC

Members: Allison Jackson & Jennifer Vermiere– Lawson Lundell, Marianne Johnstone – Singleton Urquhart, Bonnie Lussier – DLA Piper (Vancouver), Christi McAuley – TRU Law, Jennifer McNaught – Blakes (Vancouver), Laura Pringle – UVic Law, Ilana Schragar – McMillan (Vancouver), Christine York – Alexander Holburn

Summary of Activities (Oct-Jan):

All V-SAWG activities this quarter related to the upcoming 2021 2L Summer recruit:

- **Remote “In-Firm” Interviews:** In November, at the request of some V-SAWG employers faced with management teams reluctant to commit to remote “in-firm” interviews come March, the 3 BC law schools sent out an e-mail to Vancouver employers surveying them on their interview and event structure and strongly advocating for a remote-only interview week for various reasons, including:
 - **Public Health:** Based on public health information to date, as well as the number of people involved in recruitment, in-person or hybrid recruitment could easily result in super-spreader events.
 - **Employer Reputation/Financial Considerations:** In addition to health concerns, the reputational impact and financial losses stemming from holding a super-spreader event could be significant to the hosting firm.
 - **Student Location:** The vast majority of Canadian law students are attending classes exclusively online this year. Many students are not living in the same city or province where their law school is located. Just because a student is attending a BC law school, it does not mean they are actually living in Vancouver – let alone BC – this year.
 - **Safety & Equity:** Some students (and lawyers) require remote interviews and recruitment events because they are immunocompromised, or live with a front-line worker or vulnerable family member.
 - **Logistics:** A hybrid approach would be challenging for students going between virtual and in-person interviews/events. Students would need to secure a safe, quiet, and private space in downtown Vancouver to attend virtual interviews/events – which would only be available at significant cost to students (i.e., they would individually need to book downtown hotel rooms, even if they live in Vancouver).

This e-mail was followed by a statement from the VBA strongly encouraging all employers to hold exclusively virtual recruits for the 2021 2L Summer Recruit. To the best of V-SAWG’s knowledge, all Vancouver employers who abide by the VBA’s Student Recruitment Guidelines are now committed to a virtual-only in-firm interview week in March.

- **Gifts:** V-SAWG employers shared that Vancouver employers have agreed to no candidate gifts in the 2021 2021 summer recruit (e.g., no meal packs, champagne, gift cards, swag, larger items, etc). No formal protocol was adopted by V-SAWG on this.
- **Deferred Exams:** V-SAWG candidly discussed the challenge of deferred exams from Term 1 of 2L, particularly for those students from schools who adopted a mandatory P/F grading scheme for 2020-2021. V-SAWG employers encouraged these students should apply in the normal course and then provide their deferred exam grades as soon as received, which was communicated by the 3 BC schools to the CLCDN.
- **Independent & Make-Up OCIs:** Together with the VBA Articling Committee, V-SAWG developed a protocol for Vancouver employers wanting to independently schedule and conduct OCIs (i) with students from schools that do not offer an OCI day, or (ii) where the employer has elected not to participate in the scheduled OCI day for a particular school, but would like to independently schedule their own OCIs with a small number of candidates (< 2) from that school. The protocol was shared with all Canadian law schools via the CLCDN, sent by the VBA to its Vancouver employer distribution list, and also added to the [VBA’s Student Recruitment Guidelines](#) website.

B. SAWG – Toronto

Co-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); Kim Grange (Dentons Canada); Scott Warwick (Department of Justice), Waleska Vernon (Osgoode Hall Law School) and Glenn Chu (City of Toronto, Legal Services).

No updates at this time.

C. Winter Meeting Working Group – Quarterly Report

Members: Leanne Shafir (Ryerson) and Ryan Baker (Bereskin & Parr) are this year's co-chairs, and are joined by Andre Bacchus (Ryerson) and Tiffany Soucy (McMillan), outgoing chairs of the 2019 Meeting; Hilary Clarke (Potentia Coaching); Lisa Cunningham (Wildeboer Dellelce); John MacDonald (UAlberta); Madeleine Natale (UCalgary); and Patricia Neil (UAlberta).

Update

-The 2020 Canadian Winter Meeting was a great success. The virtual platform went off without a hitch. The content was very relevant and timely.

D. CDLE Working Group Quarterly Report

Members: Lisa Cunningham (Wildeboer Dellelce) and Ryan Baker (Bereskin & Parr) are this year's co-chairs, and are joined by Georgia Brown (Torys); Danielle Laflamme (BLG); Robyn Marttila (Western); and Laura Pringle (UVic).

No updates at this time.

E. OCI Working Group

Members: Christopher McKenna (Chair), Chira Perla (Vice Chair), Anna DeciaGualtieri (Vice Chair – Outgoing), Neil Dennis, Natasha Bhimji, Gabrielle Maurier, Shawn Swallow (new)

No updates at this time.

F. Industry Data Collection

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 Pringle (U Vic), Lisa Cunningham (Wildeboer Dellelce LLP)

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

Membership Update: Leanne Shafir has taken on a new role so will no longer be involved in our group.

Activity Update: We will be holding our next quarterly call hopefully this week (may be next week depending on schedules) and will be discussing the 2021 surveys at that time (which will include the Class of 2020 Snapshot Survey and the Law School Career Professionals Salary Survey). The Class of 2020 Survey will likely be circulated to our CLCDN members in March for completion in April so that Judy can have the results tabulated for us before summer. The Salary Survey usually goes out just a bit later, with results in by July.

G. Diversity Working Group

Chair – Lina Nadar

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

Update: The D&I working group had a preliminary discussion around the planning for the December Diversity Summit, and we are looking at doing a “D&I 360” session:

- following up with the LSO from our 2019 event to discuss the survey results;
- challenges in collecting data and how to leverage it (learn from industry);
- look at best practices for diversifying the talent pipeline from universities, to law schools to law firms;
- looking at programs and initiatives aimed at attracting diverse legal talent
- advancement, development and retention of diverse legal talent;

They are still finessing the ideas and have reached out to the NALP Foundation to see what data they have. They will meeting again in another 1-2 weeks to flush out our ideas some more, and get started on the planning.

H. National Recruitment Survey

Chair – Sophie Roy-LaFleur

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

Update: No updates at this time.