

MEMORANDUM

Date: February 1, 2017

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

Cc: Kimberley Bonnar, Canadian Regional Representative

From: Lynn Iding, Canadian Section Chair

Re: NALP Canadian Section February Board Report

The following is an update from the Canadian Section on the activities of the Working Groups. Kimberley Bonnar, the Canadian Regional Representative, has submitted a separate report to you focusing on activities and trends in the Canadian Region

NALP Working Group Reports

1. OCI Advisory Group Update

Vice Chairs:

Julie Banting (Queen's) and Shannon Leo (Cassels Brock)

Members:

Margaret Seko (Bereskin Parr), Bibiane Bijsterveld (Faskens), Kimberley Bonnar (Osgoode), Pat Neil (University of Alberta)

Report:

The Vancouver, Calgary, Toronto OCI schedule for 2017 is finalized and was circulated to schools, employers, and Law Society of Upper Canada. The group has started mapping out the 2018 schedule and plan to have a draft out to the law schools before the NALP conference.

2. Mid Winter Meeting Working Group

Vice Chairs:

Kimberley Grange (Norton Rose) and Judith Atwood (McMillan)

Members:

Jessica Watkins (Miller Thomson), Kimberley Bonnar (Osgoode), Marla Billingham (University of Manitoba)

Report:

The mid-winter meeting was held in December in Toronto and was a great success! Ritu Bhasin was a keynote speaker. Mina Jones Jefferson and Jim Leipold attended and gave remarks. Sessions focused on millennials, on the National Committee on Accreditation, the Canadian Bar Association, NALP working group updates and a recruitment debrief.

3. Canadian Industry Data Working Group

Vice Chairs:

Alex Overchuk (WeirFoulds), Nanci Shipp (Davies) and Bibiane Bijsterveld (Faskens)

Members:

Jim Leipold (NALP), Margaret Seko (Bereskin & Parr), Lisa Blair (Borden Ladner Gervais), Kathleen Behan (University of Windsor), Jordana Laporte (University of Toronto), Emily Orchard (University of Toronto), Jennifer Lau (University of British Columbia), Alexandra Overchuk (WeirFoulds)

Report:

The working group is gearing up for the NALP school salary survey and the rescheduled Articling survey. Their first 2017 call is scheduled to take place in early February.

4. National Recruitment Survey Working Group

Vice Chair:

Jordana Laporte (University of Toronto)

Members:

Julie Banting (Queen's), Lesley Bell (Lenczner), Julie Bevan-Pritchard (Bull Housser Tupper), Nicola Martin (Osgoode), Julie Chabot (Ottawa), Marketta Jokinen (Borden Ladner Gervais), Jennifer Lau (UBC), Nicole Lecours (Stikeman Elliott), Christi MacAuley (Thomson Rogers), Emily Orchard (University of Toronto), Mandy Seidenberg (University of Alberta), Susanna Tam (McCarthy Tétrault), Danielle Traub (Torys), Laura Pringle (University of Victoria)

Report:

The results of the Winter 2016 survey, which solicited feedback on the Toronto and Calgary first year summer 2016 recruitment processes and the Ottawa second year summer 2016 recruitment process, were summarized and distributed via NALP Connect in August. Employers in those markets who

received specific comments were emailed individual reports as well. Results from the Summer 2016 survey (articling recruitment in all markets) will be distributed in February 2017.

Preliminary results from the Fall 2016 survey soliciting feedback on the Calgary, Vancouver and Toronto second year recruitment processes for summer 2017 were presented at the NALP Winter Meeting in December, specifically student feedback on the Ontario “cooling off” period. The Working Group will work towards a Summary Report of the fall survey results.

As two full years of surveying have now been completed, the Working Group engaged in consultation with NALP staff, Judy Collins and Jim Leipold. After consultation, the Working Group decided to continue with surveying students each recruitment cycle (Fall, Winter, Spring), but NALP will no longer prepare individual school survey links and, due to the onerous nature of reporting, will only produce a full Summary Report approximately once per year and specific reports regarding a particular issue (*e.g.* changes to the Law Society Procedures) when needed for discussion. The Working Group is currently accepting feedback to determine when to produce Employer-specific reports.

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.

5. Canadian Directory of Legal Employers Working Group

Vice Chairs:

Clea Ward (McInnes Cooper) and Christie McCauley (Thomson Rivers)

Members:

Robyn Martilla (Western University), Nicole Lecours (Stikeman Elliott), Catherine Bleau (Osler), Maryanne Forrayi (University of Alberta), Laura Pringle (University of Victoria).

Report:

The CDLE Working Group met in October and January. The focus of the group this year is increasing employer membership in the CDLE. The members of the committee are continuing to do outreach with employers in their respective regions and reporting back to the group. So far, there has not been a significant uptake in employer participation, but the members of the group are continuing their efforts. In October the group also reviewed the CDLE employer form and provided feedback to NALP.

The next meeting is on April 6.

6. Summer and Articling Working Group

Vice Chairs:

Nancy Stitt (Goodmans) and Jordana LaPorte (University of Toronto. Note that Jordana took over from Emily Orchard)

Members:

Gail Wong (McCarthy Tetrault), Natalie Zinman (Gowlings), Christina Beaudoin (Osler), Jennifer Lau (UBC), Frances Mahil (Davies), Mya Rinon (Osgoode), Julie Chabot (University of Ottawa), Lesley Bell (Lenczner Slaughter), Heather Wiltse (University of Victoria), Marla Billingham (University of Manitoba), Carmen Rendall (McMillan), Kari Abrams (Blakes), Sindy Peixoto (Borden Ladner Gervais), Carol Chestnut (Stikeman Elliott)

Report:

Last quarter, the Summer and Articling Working Group updated the dates on viLawPortal for the recruitment periods across Canada, as well as the NALP Best Practices for Summer and Articling Recruitment, which was circulated on NALPConnect.

The Working Group also discussed the Law Society of Upper Canada's "cooling off period" which was implemented for the 2017-2018 articling recruitment process in Toronto. Further discussions took place at the NALP Winter Meeting in December. The employer members of SAWG will be sending their feedback pertaining to modification of the "cooling off period" to the Law Society of Upper Canada to complement the feedback that will be sent in a joint letter by law schools across Canada.

7. Diversity Working Group

Vice Chairs:

Danica Beauchamp (Gowlings) and Maryse Chouinard (McGill. Note that Maryse has taken over from Anna DeCia)

Members:

Emily Galer (Dentons), Leann Beggs (Gowlings), Marla Billingham (University of Manitoba), Susanna Tam (McCarthy Tetrault), Maryanne Forray (University of Calgary), Leigh-Ann McGowan (Norton Rose), Laura Scull (Borden Ladner Gervais), Maryse Choinard (McGill)

Report:

The working group does not have an update at this time. The group presented a webinar, as reported in the last Board update. The group is scheduling a call within the next few weeks to begin preliminary planning for a diversity summit in late 2017.