

## MEMORANDUM

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**Date:** June 27, 2016

**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 June Board Report

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

### A. Bulletin Articles

A number of Canadian members have indicated an intention to submit bulleting articles in 2016-17 as follows:

- 1) Neil Guthrie (Bennett Jones) - "Diversity" - September
- 2) Michelle Gage (Norton Rose) - "Innovation" - October
- 3) Ellen Schlesinger (Osgoode) - "Wellnesss"; - November
- 4) Julie Chabot (Ottawa) - "Counselling Bijural Students"
- 5) Christi McAuley (TRU) & Annett Mauer (Lakehead) - "Starting A Career Office From Scratch".

### B. RFP Responses

**Seven Canadian Section members submitted responses to the request for proposals for 2017 annual conference sessions. The proposals are as follows:**

Presenter(s)	Topic
Lianne Krakauer	When being smart isn't enough: How understanding MBTI type improves your chances of success.

Jordana Laporte, Sarah Rohne	Building Law Student Resilience: Practical Tools for Programming and Counselling
Leah Terranova, Michelle Jackson, Ellen Schlesinger	Counseling the Silent Majority: Guiding students with accommodations successfully through Law School & Beyond
Jennifer Lau, Gina Alexandris, Julieta Stubrin, J. Joan Hon	From down the hall to on the screen: Best practices for remote work in law schools and law firms
Ellen Schlesinger, Amy Perez	Inviting Conversations about Mental Health with Law Students and Lawyers: Clinical Counseling Skills for the Legal Career Professional
Lianne Krakauer, Terri Karpish	Making the case for career well-being...and how to teach it to law students and lawyers
Lynn Iding	Ahead of the Curve (ball): Coaching LGBT Lawyers and Students on Coping with Unconscious Bias

## **C. Working Group Reports**

### **1. OCI Working Group**

#### **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 2016 OCI schedule for Toronto, Vancouver and Calgary is complete. Implementation and planning of schools for individual OCIs is moving forward for the Fall term.

A draft of the 2017 OCI schedule for Toronto, Vancouver and Calgary is in progress. Implementation and planning will move forward after the 2016 summer recruitment season is over in November.

### **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:**

A date and venue for the 2016 Canadian Mid Winter meeting has been set. The meeting will take place at McMillan's offices on December 6. The working group had many discussions about the date. Ultimately, scheduling the meeting before the PDC meeting on December 1st & 2<sup>nd</sup> was not possible. The working group decided to forego the cocktail party, choosing instead to add some networking breaks throughout the day.

The general theme and direction of the conference have been determined at a high level, and will be worked out in more detail in the coming months.

**3. Canadian Industry Data Working Group**

**Vice Chairs:**

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

**Members:**

Jim Liepold (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 has had one meeting this spring and discussed ways to improve to participation in the NALP survey of Legal Professionals. Approximately 45 people completed the survey.

The working group is also preparing some research for the Canadian Centre for Diversity and Inclusion (CCDI), which is currently in discussions with various law societies and law firms generally. It is also engaging in discussions with Ontario's TLOMA (The Law Office Management Association) with respect to the collection of associate salaries. The working group also continues to look at the existing survey and information collecting options already in place in various Canadian jurisdictions.

**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)

**Background:**

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, was distributed to students in late-February. Preliminary results were presented at the Canadian Section meeting during the Annual Education Conference in April 2016. The Winter 2016 survey incorporated the quantitative questions regarding employer behaviour, which were included for the first time in the Fall 2015 survey. A report summarizing these results will be distributed on NALP Connect and employers who received specific comments will receive individual reports.

After consultation on a June 20, 2016 conference call, the Working Group has finalized the Summer Survey (soliciting feedback on the articling recruitment processes in Calgary, Ottawa, Vancouver and Toronto), which will be circulated to students from August 15 – September 4, 2016.

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 Forray (University of Alberta), Laura Pringle (University of Victoria).

**Report:**

The focus of the committee for the next 12 months is increasing employer representation with a particular emphasis on the Atlantic and Prairie regions, small firms, as well as government/public sector employers. The working group will also be working on strategies to overcome employer resistance to joining the CDLE starting with outreach and education about the benefits of the Directory.

Each committee member has committed to contacting 20 employers in their respective regions by the next meeting date in October.

## 6. Summer and Articling Working Group (SAWG)

### Vice Chairs:

Nancy Stitt (Goodmans) and Emily Orchard (University of Toronto)

### 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:

At the end of April, the Canadian Section learned of a report from the LSUC Professional Development & Competence Committee that had serious potential implications for articling, licensing and legal education. The Report was dated April 28, 2016 and was to be considered by Convocation in May. The report may be found here:

[http://lsuc.on.ca/uploadedFiles/For the Public/About the Law Society/Convocation Decisions/2016/convocation-april-2016-pdc.pdf](http://lsuc.on.ca/uploadedFiles/For%20the%20Public/About%20the%20Law%20Society/Convocation%20Decisions/2016/convocation-april-2016-pdc.pdf).

Members of SAWG met on May 10<sup>th</sup> to discuss the implications of the proposed changes and a response to the LSUC. Subsequently, the working group drafted a formal letter to the LSUC, and sent it to the LSUC on May 16, 2016 on behalf of certain members of SAWG (who had sign off).

The Law Society of Upper Canada has since decided to not proceed with the proposed amendments at the May Convocation as initially planned. They advised "The Committee, having benefitted from the input received to date, has decided to address and respond to concerns raised, as appropriate, and to continue to receive and assess any additional input over the coming months. Accordingly, the Committee plans to consider these enhancements in conjunction with its assessment of the Pathways Pilot Project, in the fall of 2016. As a result, the licensing process changes that were discussed in the April report to Convocation will not be implemented for the 2017-18 licensing year.

The working group will be meeting this summer to consider a further response to the Committee. The group also plans to discuss and monitor the effect of the new Rules for Toronto recruitment (published January 2016) that include a "cooling off" period and will be implemented the first time this August in the articling recruit.

Dates and links for the 2016 Best Practices for Summer and Articling Recruitment Activities will be made available in the near future.

Finally, the group will be considering an automated call day system, which is a constant student request.

## **7. Diversity Working Group**

### **Vice Chairs:**

Danica Beauchamp (Gowlings) and Anna DeCia (University of Windsor)

### **Members:**

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

### **Report:**

The working group is planning to move its online repository of diversity and inclusion resources to NALP Connect, and to increase the content and interactivity. In addition, the working group is considering holding at least one educational webinar in 2016.