

## MEMORANDUM

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**Date:** October 11, 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 October 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. RFP Responses

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

Presenter(s)	Topic
Jordana Laporte, Sarah Rohne	Building Law Student Resilience: Practical Tools for Programming and Counselling
Leah Terranova, Michelle Jackson, Ellen Schlesinger	Counselling 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
Lynn Iding	Ahead of the Curve (ball): Coaching LGBT Lawyers and Students on Coping with Unconscious Bias

## **B. NALP 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:**

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. The working group has started mapping out a rough draft of the 2018 schedule

### **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)

The NALP Canadian Winter Meeting is set for December 6 and will be held at McMillan.

The theme will be Millennials – specifically educating / coaching, recruitment and retention of this generation of lawyers. Ritu Bhasin will be the keynote speaker. A second panel will also address this theme, and the working group is working on the composition and focus of this panel. The remainder of the day will include updates from the National Committee on Accreditation, the Law Society of Upper Canada, working group reports and a recruitment debrief. This year there will not be a cocktail party. Instead, longer networking breaks will occur during the conference.

### **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)

The working group has confirmed that it would be the first point of contact for any request regarding data collection in Canada.

The 2016 associate salary survey conducted by TLOMA (Toronto Legal Office Management Association) was released to participating firms. The 2016 survey includes data from Western Canada and Quebec as a number of national law firms chose to participate in the survey. NALP members should contact their Directors to confirm participation and secure a copy of the associate salary data. During the Canadian Region conference call, there was a question as to whether the schools could have access to the survey. TLOMA has been contacted about this, and the group is awaiting an answer.

Katie Behan is taking the lead on the NALP Articling Snapshot Survey. During a CLCDN call, the group discussed changing the timing of the survey so that the survey could include more data collection. The survey will launch in February with the results available in June.

#### **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 NALP National Recruitment Survey Working Group just released the Summary Report and Employer Reports from the Winter Survey (1L recruitment in Calgary and Toronto and 2L recruitment in Ottawa). The Summer Survey (articling recruitment in Vancouver, Calgary, Toronto and Ottawa) was just completed and the results were received from NALP in late-September. The Group will be distributing a Fall Survey in November to solicit feedback once again on all the 2L recruitment processes (Vancouver, Calgary and Toronto). If available, very preliminary results will be presented at the NALP Winter Meeting in December.

#### **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 focus of the working group this year is increasing employer representation with a particular emphasis on the Atlantic and Prairie regions, small firms, as well as government/public sector employers. The 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 middle of October. Upcoming meetings are January 12 and April 6.

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

**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 Slaught), Heather Wiltse (University of Victoria), Marla Billinghamurst (University of Manitoba), Carmen Rendall (McMillan), Kari Abrams (Blakes), Sindy Peixoto (Borden Ladner Gervais), Carol Chestnut (Stikeman Elliott)

**Report:**

The working group is considering the report released by the Law Society of Upper Canada recommending abolishing the LPP (Law Practice Program – alternative to articling) and recommending changes to the articling process (some of which the working group reviewed in the spring, such as a change in the format of Bar exams, timing, how they deal with foreign trained lawyers, abridged articles potential). The working group is considering whether or not to submit a collective response to the report.

**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 held its first call on August 10<sup>th</sup>, 2016. During this meeting, members agreed that since the Canadian Diversity Summit took place relatively recently (December 2015) that a Webinar would be a suitable event for this year. The webinar will focus on diversity and inclusion from an international perspective.

Working group members from various law firms agreed to reach out to colleagues from their respective international offices who, in various capacities, engage in diversity and inclusion initiatives. The group will be meeting again in October, at which point the speaker will be identified.