

MEMORANDUM

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

DATE: June 22, 2020

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SUBJECT: NALP Board – First 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:

Issue	Content Due Date	Type	Topic	Author 1 & Author 2	Length
September 2020	August 1, 2020	Column	Virtual Onboarding	Chris McKenna (Bennett Jones LLP) - McKennaC@bennettjones.com Angela Sordi (BLG) - ASordi@blg.com	750 words
October 2020	September 1, 2020	Column	Coaching Through Unconscious Bias	Lynn Iding (Stewart McKelvey) - iding@stewartmckelvey.com	750 words
November 2020	October 1, 2020	Column	ZoomCIs: Best Practices for Schools, Employers, and Students	Chira Perla (Allard School of Law - UBC) - perla@allard.ubc.ca Pam Cyr (Norton Rose Fullbright LLP) - pamela.cyr@nortonrosefulbright.com	750 words
December 2020	November 1, 2020	Column	Supporting Rural Student Opportunities	Christi McAuley (Thomson Rivers University) - CMcAuley@tru.ca	750 words

March 2021	February 1, 2021	Column	Public Interest	Tracy Wachmann (Allard School of Law - UBC) wachmann@allard.ubc.ca	750 words
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Updates from the Working Groups

A. V-SAWG Quarterly Report

Co-Chairs:

- Pamela Cyr – Norton Rose Fulbright (Vancouver)
- Chira Perla – UBC Allard Law

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
- Natasha Rana – Vancouver Bar Association (DLA Piper - Van)
- Ilana Schrager – McMillan (Vancouver)
- Christine York – Alexander Holburn

Update

Since our last quarterly report (April 7, 2020), V-SAWG has continued to focus on recruitment and employment issues related to the COVID-19 pandemic. A summary of the issues and where they currently stand is listed, below.

- Articling 2019-2020 Students
 - Licensing: For those students still needing to complete PLTC and anticipating a call day of prior to August 2020:
 - April licensing exams postponed to May 19 and 22, with the exams administered remotely.
 - Interview assessments conducted remotely.
- Summer 2020 Positions
 - Start Dates/Format: Most positions delayed the start of their summer program until early-mid June, with virtual starts.
 - Cancellations: Some reports of cancelled summer programs (at both large and small employers, national and regional).
- Articling 2020-2021 Students
 - Start Dates: To the best of our knowledge, largely proceeding in the normal course (some smaller employers reporting deferred starts).
 - Licensing: May 2020 PLTC session deferred to June 8, 2020 and conducted remotely. Licensing examinations have been scheduled for August 4 & 7, 2020.
- Articling 2021-2022 Recruit

- V-SAWG recommended, and the has VBA approved, to move the Vancouver articling recruit from this summer (June-Aug 2020) to the fall of 2020. The LSBC has approved the job offer date (as per Law Society Rule 2-58).
- Summer 2021 Recruit
 - V-SAWG recommended, and the has VBA approved, to move the recruit from the fall of 2020 (Sept-Oct) to early 2021 (Jan-March).
 - Dates were set on a national basis via the OCI Working Group.
 - Agreement that all Vancouver employer OCIs would be remote, with the exception of an in-person option for local (i.e., Vancouver) OCIs. However, due to current public-health recommendations, it is expected that local OCIs will also be remote.
- Best Practices for Virtual In-Firm Accommodations
 - Discussion on whether there is the need for a rule or recommendation on accommodating student requests for virtual in-firm interviews, which may be required for a variety of reasons (health, financial, travel limitations, and the fact many students will not physically be in the city of the school they are attending this year). Language has been drafted for V-SAWG feedback, with the suggestion that the VBA and/or V-SAWG adopt this language as part of their Articling Interview Guidelines or Best Practices, respectively.
- viLawPortal GPA field
 - In response to COVID-19, Canadian law schools adopted mandatory or opt-in pass/fail grading schemes for 2019-2020 Term 2 and full-year classes. Most Vancouver employers require applicants to complete the GPA field on viLawPortal. To best ensure the GPA field continues to function as intended, conventions have been drafted for law schools to share with their students applying for 2021-2022 Articling and 2021 2L Summer. The draft conventions are currently at the feedback stage within V-SAWG.

B. SAWG – Toronto

Vice 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).

UPDATE

SAWG has updated the **Best Practices for Toronto Summer and Articling Recruitment Activities** in anticipation of the upcoming recruitment drive for 2021-2022 articling positions which is currently scheduled to take place this coming November. Further revisions may be contemplated as a result of the shift to virtual interviews in some markets.

SAWG committee members and other Firm and Student members across various Firms and Schools have met recently to discuss various issues impacting student issues at Firms as a result of COVID-19. Below is a summary of the current status:

2020 Summer Programs:

- a. Summer programs, for the most part, have been delayed and shortened. In a few instances, programs were cancelled. Most summer program commenced on or around June 8th virtually.
- b. Semesters at law schools were completed in April and grades at most schools have shifted to a pass/fail/credit model. Schools will resume in the Fall, in most instances on line but grades will be alpha numeric.
- c. Schools have advised that some Firms have rescinded offers for the summer. Schools will look to support students who are in this position.

2020-2021 Articling Programs:

- a. The LSO has abridged articling to 8 months from the traditional 10 months
- b. Licensing exams are now being offered online
- c. At the moment, these programs are scheduled to start in early September at most Firms. It is still TBD whether they will be in person or virtual.

Upcoming Recruitment for 2021-2022 Articling and 2021 Summer Positions

- a. Recruitment for 2021-2022 articling positions and 2022 summer positions in the "City of Toronto" were scheduled to start this summer. The Law Society of Ontario (LSO) who regulates the timing of recruitment has assessed the situation regarding the COVID-19 (coronavirus) and along with recommendations from SAWG and the OCI working group have determined to postpone the recruitment period to November and have now published revised recruitment dates emphasizing the provision in the recruitment rules that allow for remote interviews.
- b. Summer student recruitment for 2021 has been postponed to early 2021 with revised dates circulated. OCI's will be virtual. The In-Firm process will be determined closer to the date with the hope that it can occur in person in some firm.

SAWG is continuing to monitor the impact of the COVID-19 global pandemic on employers and students and remains in close contact with the LSO, the NALP Canadian Region Section and the Canadian Legal Career Development Network (CLCDN).

C. Winter Meeting Working Group – Quarterly Report

The Winter Meeting Working Group has finalized our volunteer members for the upcoming cycle. Leanne Shafir and Ryan Baker will co-chair the working group, 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).

The Winter Meeting Working Group has scheduled our first team call for June 18, 2020 to discuss the theme, goals and plans for the December 2020 Meeting.

Our mandate from NALP is to “explore dedicating a half-day session to discussing and resolving some of the recurring issues related to student recruitment in Canada, including how to accommodate innovation, best practices in recruitment into the processes.” We will incorporate this mandate in to the theme and topics for the 2020 Meeting, which will be discussed by the group at our first meeting.

D. CDLE Working Group Quarterly Report

The CDLE Working Group has finalized our volunteer members for the upcoming cycle. Lisa Cunningham and Ryan Baker will co-chair the working group, and are joined by Georgia Brown (Torys); Katrina Henn (Weirfoulds); Danielle Laflamme (BLG); Robyn Marttila (Western, and SAWG representative); and Laura Pringle (UVic).

The CDLE Working Group submitted our 2019-20 Report to the NALP Board of Directors on June 15, 2020, containing a number of recommendations to improve the CDLE employer form in response to feedback from a survey of law students as well as discussions with the NDLE/NDLE Working Group and Lisa Quirk of NALP.

The CDLE Working Group will have a call in the next few weeks to discuss our goals and plans for the upcoming year, which are: (i) to continue marketing the CDLE to employers who have yet to sign up, particularly employers in rural, western Canadian regions and among small and mid-sized firms; (ii) continue to monitor and track membership and usage of the CDLE; and (iii) review the practice areas section of the CDLE and consider narrowing the list of options, similar to the streamlining process the NDLE/NDLS undertook in 2017.

E. OCI Working Group

Members: Christopher McKenna (Chair), Chira Perla (Vice-Chair), Neil Dennis, Natasha Bhimji, Gabrielle Maurier, Kelly Tracey

Past Activities: The OCI Working Group had a busy second quarter and were instrumental in assigning new dates to upcoming recruitment procedures in Vancouver, Calgary and Ontario (both articling and OCI). This required multiple meetings within the group, school, student and employer stakeholders and working closely with SAWG to develop and guide the affected law societies with additional changes to recruitment procedures. Anna Decia (outgoing Vice-Chair), Ilana Schragar, Kara Sutherland, Robyn Martilla and Stacy Keehn, among others, dedicated time to the committee to assist in this process.

Upcoming/Current Activities: The OCI Working Group will be working closely with SAWG to continue to develop best practice procedures for the upcoming recruits, including technical requirements for remote OCIs, dinners/receptions, and in-firm interviews. The OCI Working Group will also continue to work with the affected law societies, along with SAWG, to advise on best practices and what additional changes, if any, are required to recruitment procedures/guidelines within the affected provinces.

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)

On leave: Kirsten Parker and Kathleen Behan

Update: We circulated the Class of 2019 Snapshot Survey to the CLCDN early March. We initially sought completion by March 29th but this was extended due to the major changes we have all experienced in our work lives recently. Judy is waiting on one more survey that was delayed due to the LSO. Once that is in she can prepare the report. The Employer Salary Survey was prepared and circulated at the beginning of June. We have done a couple of follow ups on this one encouraging our employer members in Canada to complete it and extended the deadline to next Friday. We will be doing another follow up today or Monday as response rates are still a good bit lower than last time. We are slightly overdue for our next quarterly meeting but will be looking for times that suit everyone next week.

G. Diversity Working Group

Chair – Lina Nadar

Members – TBD

Update: Lina has taken over from Neil Dennis. Lina has not had a chance to connect with Neil Dennis to get up to speed on the next steps for the group. I have shared the previous NALP Board Reports with her, as well as the Charge from NALP for this year. Lina will have a fuller update next time.

H. National Recruitment Survey

Chair – Sophie Roy-LaFleur

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

Update: There is no update for this working group at this time. Sophie will convene a meeting of the group in the coming weeks. She was waiting until they had a better sense of the recruitment calendar for the coming year, which they do now.

