

JUNE 2023 NALP QUARTERLY BOARD REPORT

Date: June 28, 2023

To: NALP Board of Directors (via e-mail)

Cc: Ryan Baker and Grace Premachandran
(Canadian Region Regional Reps)
Keya Dasgupta (NALP Board Member)

From: Myriah Graves (Canadian Section Co-Chair)
Christi McAuley (Canadian Section Co-Chair)

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.

Overview

1. NALP Canadian Section 2022/2023 Bulletin Contributors
2. Updates from the Working Groups

Quick Note

A number of changes to the Canadian *Competition Act* came into force in late June, 2023. A number of the Canadian working groups have reached out to express concern about how this new legislation may impact the functions and charges of its working groups. A number of these emails have been forwarded to Keya and I understand that the Board is considering the impacts of this new legislation. It would be great to have some direction on this issue as soon as possible to give the working groups a better sense of what their goals and charges will be for 2023-2024 in light of this new legislation.

1. NALP Canadian Section 2022/2023 Bulletin Contributors

The upcoming Canadian Bulletin contributions for 2023 are as follows:

ARTICLES and COLUMNS

Author(s) Name, Email	Tentative Topic	Preferred Issue Months
Ebony Rose	Lawyer Learning in a Post- Pandemic World	October
Selina Mamo & Grace Smith	Importance of Real Time Feedback	December
Lisa Del Col	Supporting Trans and Non-Binary Students and Lawyers	January
Lynn Iding	Responding to Microaggressions (and coaching others on how to respond)	February
Ashley Thomassen &	Engagement Strategies and Generational	March

Lauren Sigal

Differences in Law Firms

FEATURE ARTICLES

Author(s) Name, Email	Tentative Topic	Preferred Issue Months
Kohi Richardson	Impact of Disclosure: Sharing and Identifying with your Team	November

2. Updates from the Working Groups

A. *Diversity Working Group*

Co-Chairs: Bethany McCoy (Cassels) and Nicole Salama (Minden Gross LLP)

Members:

- Anna Maria Decia-Gualtieri (Windsor Law)
- Glenn Chu (City of Toronto, Legal Services)
- Lisa Del Col (Osgoode Hall Law)
- Neil Dennis (Blaney McMurtry)
- Myriah Graves (Fogler Rubinoff)
- Jen Quito (Dentons)
- Kyle Elliott (Blakes)

Update

The DEI Working Group will be working towards the upcoming Diversity Summit. The Working Group will also be exploring data collection challenges, best practices in diversifying the talent pipeline and programs/initiatives aimed at attracting, advancing, developing and retaining diverse talent.

The DEI Working Group would be interested in hearing from any NALP members who would like to join the team.

B. *CDLE Working Group*

Co-Chairs: Kara Sutherland (Dentons) & Maryanne Forrayi (U Calgary Law)

Members:

- Ryan Baker (Bereskin & Parr)
- Lisa Cunningham (Wildeboer Dellelce)
- Glenn Chu (City of Toronto, Legal Services)
- Kyle Elliott (Blakes)
- Myriam Lapierre (Osler)
- Robyn Marttila (Western Law)
- Jina Dhillon (UVic Law)
- Samantha Samuels (Cassels Brock)
- Analea Wayne (DLA Piper, Calgary)

Update

Maryanne Forrayi, University of Calgary – Co-Chair

Kara Sutherland, Dentons – Co-Chair

Since our last meeting, the CDLE working group has worked to finalizing the proposed demographic questions for the 2023/2024 CDLE. Throughout the past academic year, we have done much consultation with NALP members including outreach calls to employers, reporting at the NALP Winter meeting and reporting at other NALP Canadian Section quarterly calls. We also posted the final proposed version of the demographic questions on NALPConnect on June 6th requesting any final feedback from members by June 21st. We will be moving forward to provide the proposed changes (attached) to Lisa Quirk this summer for review and implementation in the fall 2023 update of the CDLE. We welcome any feedback from the Board prior to us moving forward with implementation.

C. **SAWG Toronto**

Co-Chairs: Myriah Graves (Fogler, Rubinoff) & Robyn Martilla (Western Law, UWO)

Members:

- Teri MacDonald (Osler, Hoskin & Harcourt LLP)
- Megan Percy (Aird & Berlis LLP)
- Cheryl Biehler (Fasken)
- Georgia Brown (Emma Sako while Georgia is on leave) (Torys LLP)
- Stacy Keehn (University of Ottawa)
- Amanda Fiorelli (Davies)
- Hakim Kassan (McCarthy Tetrault)
- Mya Rimón (Osgoode Hall Law School)
- Michel Lederman (Goodmans LLP)
- Stephanie Mui (Peter A. Allard School of Law)
- Shawn Swallow (Schulich School of Law)
- Scott Warwick (Department of Justice)
- Brian Puddington (PPSC)
- Glenn Chu (City of Toronto, Legal Services)
- Mya Rimón (Osgoode Hall Law School)
- Tierny Read Grieve (Hicks Morely)
- Lindsay Kantor (Torkin Manes)

Update

In late May, 2023 SAWG sent a communication to the Toronto employers. SAWG confirmed that following the IL recruit in early 2023, there has been a growing consensus among many Toronto employers and law school representatives in favour of a return to in-person interviews for Articling and the November 2L interview week. The Toronto OCI process which takes place in the fall will remain virtual this year.

At that time, SAWG also included a copy of the [NALP Best Practices for Toronto Summer & Articling Recruitment Activities](#) and the [Toronto Split Summer Protocol](#). These are intended to supplement the [LSO Recruitment Procedures](#) and provide further guidance to students and employers.

SAWG is also waiting to hear from the Toronto Recruitment Working Group on next steps regarding implementation of any recommendations that may impact the upcoming recruits.

D. SAWG Vancouver

Chairs: Pamela Cyr- Norton Rose Fulbright and Stephanie Mui- Allard Law, UBC ***new**

Members:

Lisa Anderson – Singleton ***new** (*in place of Claire Immega*)

Evan Atkinson & Tory Brown – Allard Law, UBC

Jina Dhillon – UVic Law

Heather Doi, Niall Rand, Elise Kohno, Catherine Repel and David Penner - Vancouver Bar Association Reps

Allison Jackson – Lawson Lundel

Christi McAuley- TRU Law ***new** (*former co-Chair*)

Jennifer McNaught- Blakes

Ilana Schrager – McMillan

Stacy Shields, Norton Rose Fulbright

Christine York- Alexander Holburn

Update

- **Competition Act:** We discussed whether the June 23, 2023 changes to the Act, which makes it a criminal offence to engage in wage-fixing or entering no-poach agreements, would apply to the VBA recruitment process, VBA employer survey re: hiring intentions or NALP section meetings including V-SAWG. It was decided that both the VBA recruitment process and NALP section meetings likely were okay and did not run afoul of the legislation as long as they do not involve employers sharing wage, benefit or other employment information. We will put it on the agenda for our next meeting, where we will have received legal advice from our respective organizations in the interim.
- **VBA Hiring Intentions Survey:** We discussed whether employers who are not complying with the VBA's voluntary guidelines should be included. There was no consensus as some said no and others said yes as the purpose of the survey was informing law students which employers were recruiting and how many students each employer expected to hire.
- **Feedback to Employers post-recruit | NALP Survey:** Equity seeking student organizations at Allard Law are looking for more support during the structured recruit and a direct conduit to provide feedback from the recruit (e.g. incidences of micro-aggression). We discussed how the NALP survey works and how employers received an aggregate report by market as well as any anonymized comments specific to them. The employers shared how they found this feedback to be particularly helpful, especially since they were not always aware of any incidents. The consensus was that the existing NALP survey was important and helpful and creating another feedback mechanism might dilute the existing NALP survey. Law schools should continue to encourage their law students to use the NALP survey, and/or provide any feedback and particularly any more immediate concerns to their CSO or to the organization/recruiter directly.

E. OCI Advisory Working Group

Chair: Chris McKenna (Bennett Jones, Toronto)

Members:

- Natasha Bhimji (Stikeman Elliott, Toronto)
- Shawn Swallow (Dalhousie Law)
- Tiffany Soucy (McMillan LLP)
- Gabrielle Maunier (Blakes, Calgary)
- Christine York (Alexander Holburn)

Update

The OCI Advisory Working Group has completed the schedule for the fall 2023 recruit.

F. *Mid-Winter Meeting Working Group*

Co-Chairs: Ellen Dalicandro (WeirFoulds) and Nicole Salama (Gowling WLG)

Members:

- Lindsay Kantor* (Torkin Manes)
- Megan Percy (Aird & Berlis)
- Grace Premachandran* (Lincoln Alexander Law)
- Piper Riley Thompson (University of Calgary)

Update

The working group for this year's Canadian Winter Meeting has been formed, with four employer-side members and two school-side members (*four of the members are returning). The working group is investigating hybrid or in-person options for this year's meeting. The meeting is expected to take place in early December 2023.

G. *Canadian Industry Data Working Group*

Co-Chairs: Shawn Swallow (Dalhousie Law) & Co-Chair (Vacant)

Members:

- Christi McAuley (TRU Law)
- Ryan Baker (Bereskin & Parr)
- Nanci Shipp (Davies)

Members: Seeking School and Employer Members**Update**

The Canadian Industry, Data Working Group, coordinates three surveys. The annual post-graduate snapshot survey (Graduating Class of 202x) and two biennial surveys – the Canadian Law School Career Services Professionals Salary Survey and the Canadian Legal Career Professionals (Employers) Salary Survey.

- Graduating Class of 2022 Snapshot survey has been circulated, data compiled, analyzed, and posted.
- The 2023 Salary Survey of Canadian Law School Career Services Professionals has been circulated, data compiled, and analysis is in progress.
- The 2024 Salary Survey of Canadian Legal Career Professionals will be circulated to employers in May 2024.

H. National Recruitment Survey Working Group

Chair: Jennifer Nadon (uOttawa Law)

Members:

- Nicola Martin (returning Ontario regional member, Osgoode)
- Maryanne Forrayi (returning Alberta regional member, University of Calgary)
- Christi McAuley (returning BC regional member, TRU)
- Martha McClellan (new Atlantic Canada regional member, UNB)
- Myriah Graves (returning employer advisor member)

Update

The National Recruitment Survey Working group met in early May to debrief recent survey results and plan upcoming activities. In the Spring, the group circulated data we collected through the survey on student preferences for the format of OCIs (virtual or in person) to all members of NALP. In July, the group published a full summary report on Fall 2022 recruitment for Summer 2023 positions in Toronto, Calgary and Vancouver ahead of the upcoming recruitment cycle and shared individualized employer reports. In a continued effort to improve the survey's response rate, the group is focused on circulating surveys promptly at the conclusion of each recruiting cycle, as well as combining, streamlining and/or eliminating redundancy in survey questions. In addition, the group continues to time the production of summary reports and sharing of feedback with employers ahead of each recruiting cycle as a best practice for fulfilling our mandate of helping to inform recruitment best practices. With the addition of Martha McClellan of UNB, the group discussed the possibility of collecting data on the Atlantic recruitment process in future surveys. Finally, at the request of NALP through the Canadian section co-chairs, the group is working on establishing a commitment timeline and framework for the workload involved to attract future members, and will aim to implement staggered two-year mandates for the chair / co-chair position to facilitate leadership transitions moving forward.

I. Toronto Recruitment Review Working Group

Co-Chairs: Lisa Del Col (Osgoode Hall Law School) and Tiffany Soucy (McMillan)

Members:

- Julie Banting (Queen's Law)
- Grace Premachandran (Lincoln Alexander Law)
- Selena Randhawa (Windsor Law)
- Ryan Baker (Bereskin & Parr)
- Cheryl Biehler (Faskens)
- Hayley Wong (Norton Rose Fulbright)

Update

Group Mandate:

- Our mandate is to conduct a review of the Toronto 2L student recruitment process including timing, format and related procedures and make any recommendations to NALP (and the LSO) for changes to improve the recruitment processes.

- Broadly speaking will be looking at four major areas of the recruit: (a) the application process, (b) OCIs and “intent to call” process, (c) the in-firm process and (d) timing/ schedule of the recruit

Work to Date:

Consultant Workshop

- The Working Group retained the services of Gimbal Consulting to assist them in their work. Gimbal is a company consisting of lawyers who provide consultation and guidance on legal process improvement. You can read more about Gimbal [here](#).
- The Working Group had a two-day workshop with Gimbal on December 13 and 14, where they worked to identify the main goals of each stakeholder, and then worked together to identify key pain points and work through possible solutions. The work was very productive.
- They are now doing follow-ups on particular elements they felt they needed more info on before proceeding with finalizing a report with recommendations.

Next Steps:

The Canadian Section had a meeting to discuss the recommendations from this working group. The group has been digesting the feedback received from the Canadian Section members and will be meeting to discuss next steps/implementation of the recommendations by SAWG.