

JUNE 2024 NALP QUARTERLY BOARD REPORT

Date: June 20, 2024

To: NALP Board of Directors (via e-mail)
Cc: Ryan Baker and Stephanie Mui
(Canadian Region Regional Reps)
Myriah Graves (NALP Board Member)
From: Lindsay Kantor (Canadian Section Co-Chair)
Laura Pringle (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 2024/2025 Bulletin Contributors
- 2. Updates from the Working Groups

1. **NALP Canadian Section 2024/2025 Bulletin Contributors**

The upcoming Canadian Bulletin contributions are as follows:

ARTICLES and COLUMNS

Author(s) Names	Tentative Topic
Cheryl Biehler	Tips for students on how to develop a business mindset
Ryan Baker	NALP Foundation's Stay Study and how one firm benefited by completing it
Lauren Sigal & Natasha Yard	Different generations in the workplace
Robyn Enslin & Chanelle Desrosiers Stewart	Lessons learned in new PD roles
Angela Sordi & Ann Gomez	Practice Management and Wellness

FEATURE ARTICLES

Author(s) Name	Tentative Topic
Laura Pringle & Francine Proctor	Supporting students to find experiential learning opportunities during law school and the benefits this provides them post-graduation.

2. Updates from the Working Groups

A. *Diversity Working Group*

Chair: Bethany McCoy (Cassels)

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 EDI Working Group has started planning the Diversity Summit, to take place virtually after the Winter Meeting. The theme of this year's Summit will be "The Future of EDI" and will be exploring topics including innovative technologies in the space, modern areas of interest, and evolving attitudes towards EDI. Further details to come.

B. *CDLE Working Group*

Chair: Maryanne Furray (University of Calgary)

Members:

- Ryan Baker (Bereskin Parr)
- Lisa Cunningham (Wildeboer Dellelce)
- Glenn Chu (City of Toronto, Legal Services)
- Robyn Marttila (Western)
- Laura Pringle (UVic)
- Kara Sutherland (Dentons)
- Analea Wayne (DLA Piper)

Update

Since our last report, the working group has been reviewing in more detail the responses to the new demographic data collection from Canadian employers determining if there are any Canadian employer leaders in the data reporting. The working group is set to meet again on June 21 and we will discuss engagement strategies to consider leading up to the fall reporting. We thank the Board for their proactive outreach, offering to support our working group to identify strategies for this engagement. We will reach out to Nikia Gray and Mary Beale following our June meeting for additional ideas and support on employer engagement. As well, the working group will continue to highlight to employer members the importance of the CDLE for students and encourage employer participation.

There have been a few changes to the working group for this term. Kara Sutherland will continue to participate on the working group, however is not continuing on in the co-chair role. The working group thanks her very much for her leadership during her recent term with the working group.

C. SAWG Toronto

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

Members:

- Erika Bailey (University of Toronto)
- Cheryl Biehler (Fasken (Toronto))
- Megan Percy (Aird & Berlis LLP (Toronto))
- Glenn Chu (City of Toronto)
- Amanda Fiorelli (Davies (Toronto))
- Adam Gilani (Department of Justice (Toronto))
- Lindsay Kantor (Torkin Manes (Toronto))
- Hakim Kassam (McCarthy Tétrault LLP (Toronto))
- Michel Lederman (Goodmans LLP (Toronto))
- Teri MacDonald (Osler, Hoskin & Harcourt LLP (Toronto))
- Tierney Read Grieve (Hicks Morley (Toronto))
- Mya Rimon (Osgoode Hall Law School)
- Alison Shamie (for Georgia Brown) (Torys LLP (Toronto))
- Grace Smith (Blake, Cassels & Graydon LLP (Toronto))
- Shawn Swallow (Schulich School of Law)
- Alexandra Waite (University of Ottawa)

Update

SAWG last met on March 28, 2024, to review the draft "NALP Best Practices". We made some minor updates and circulated the document in advance of the articling recruit which will be taking place in August, 2024.

We will be scheduling another meeting in the next month or two to discuss any additional issues that may come up in the advance of the 2L recruit in the Fall.

D. SAWG Vancouver

Co-Chairs: Pamela Cyr (Norton Rose Fulbright) and Stephanie Mui (Allard Law, UBC)

Members:

- Lisa Anderson (Singleton Reynolds)
- Evan Atkinson (Allard Law, UBC)
- Judith Atwood (McMillan) (*Ilana Schrager on maternity leave as of August 2023*)
- Tory Brown (Allard Law, UBC) (*on maternity leave as of August 2023*)
- Alison Cowan (Fasken)
- Heather Doi, Niall Rand, Spencer Malthouse Allyse Cruise, Catherine Repel, David Penner – (Vancouver Bar Association (VBA))
- Chira Perla (Roper Greyell) ***New**
- Laura Pringle (University of Victoria)
- Allison Jackson (Lawson Lundell)
- Christi McCauley (Thompson Rivers University)
- Jennifer McNaught (Blakes)
- Stacy Shields (Norton Rose Fulbright) (*on maternity leave until September 2024*)
- Christine York (Alexander Holburn Beaudin + Lang)

Update

An update since our last report is set out below.

- **Revisions to VBA Best Practices and Guidelines for Recruitment:** Although the VBA did not proceed with revisions to the VBA Best Practices and Guidelines for Recruitment (“Guidelines”) surrounding (1) a rolling blackout period starting when each law school finished their respective OCIS; (2) mandatory employer responses to students providing them with “first choice language”; and (3) an e-mail protocol for Offer Call day (modelled on Calgary) rather than using the telephone, they proceeded to unilaterally add a new s.11 to the Guidelines which mandated employers send release emails to students who were no longer being considered for a position. All 3 BC law school reps on V-SAWG as well as the entirety of employer representatives urged the VBA to withdraw section 11, as it is not realistic given the dynamic nature of interview week and would likely only add to students’ stress and potentially have employers’ opt out of some or all of the Guidelines as they may not be practically able to advise all students who are not moving forward before Offer Call Day. The VBA relented and recently withdrew the section.
- **Process for Future Revisions to Guidelines:** We are next meeting on June 18, the focus of which will be to discuss a written document setting out the history and respective roles of the VBA and V-SAWG as well as outline agreeable terms for a process moving forward for any VBA changes to the Guidelines. V-SAWG will seek to have representatives advise the VBA on any future changes to the Guidelines as well as seek V-SAWG approval before making any changes. We hope that this new process allows the VBA to benefit from the expertise of V-SAWG members as well as provide continuity between the VBA recruitment representatives and provides an efficient process for making any changes moving forward.
- **Revisions to *Best Practices*** – In advance of the Summer 2025 recruit, we will look at any changes that may be required to the *Best Practices* document, as we didn’t have an opportunity to delve into this given all the proposed changes to the *Guidelines*.

E. OCI Advisory Working Group

Chair: Shawn Swallow (Dalhousie Law)

Members:

- Natasha Bhimji (Stikeman Elliott, Toronto)
- Tiffany Soucy (McMillan LLP)
- Chris McKenna (Bennett Jones, Toronto)
- Gabrielle Maunier (Blakes, Calgary)
- Christine York (Alexander Holburn)

Update

The 2024 OCI schedule has been finalized and distributed to schools and employers. Additionally, work has been done on the 2025 OCI schedule to ensure there are no conflicts with the International Bar Association Global Conference and the Toronto in-firm interviews scheduled for November 2025.

F. Mid-Winter Meeting Working Group

Co-Chairs: Piper Riley-Thompson* (University of Calgary) and Rob De Toni (Siskinds)

Members:

- Megan Percy* (Aird & Berlis)
- Jessica Barbosa (Lincoln Alexander Law)
- Nicole Lachance (University of Alberta)
- Amanda Fiorelli (Davies Ward Phillips & Vineberg LLP)

Update

The working group for this year's Canadian Winter Meeting has been formed, with three employer-side members and three school-side members (*two of the members are returning). The meeting is expected to take place in early December 2023. The current working theme is "Tomorrow's Lawyer."

G. Canadian Industry Data Working Group

Co-Chairs: Alex Waite (Ottawa) and Katie Behan (Windsor)

Members: No other members. Seeking Employer members.

Update

The Industry Data working group manages three surveys. The Class of 202X Snapshot Survey occurs annually, and there are two biennial surveys – the Law School Salary Survey and the Survey of Legal Career Professionals – Employers

- Annual Class of 2023 Snapshot Survey: Was circulated with the goal of having the report published in June, and 14 schools have responded so far. We have followed up with the remaining schools and anticipate a few more surveys being submitted in the next few days.
- Biennial Law School Salary Survey: Next Law School Salary Survey in 2025.
- Biennial Survey of Legal Career Professionals - employers: Was circulated end of April 2024 with the goal of having the report published in June 2024.

H. National Recruitment Survey Working Group

Co-Chairs: Nicola Martin (Osgoode Law) and Jennifer Nadon (uOttawa Law)

Members:

- Maryanne Forrayi (University of Calgary)
- Christi McAuley (TRU)
- Ellen Sterns (UNB)
- Myriah Graves (Fogler Rubinoff) (Employer Advisor)

Update

Summary of activities in the last quarter:

Nicola Martin joined Jennifer Nadon as co-chair of the group for the next cycle, consistent with the working group's goal of facilitating leadership transition through staggering the co-chairs' terms. The group agreed to a request by NALP's research department to publish our summary reports on

the NALP website directly moving forward (in addition to NALP Connect). We published a full summary report of the results for the 2024-2025 articling recruitment survey, ahead of the 2025-2026 articling recruitment cycle.

Looking ahead:

The group is exploring the possibility / necessity of crafting some survey questions to poll students on their use of generative AI in applications and interviews during structured recruitment, and may pilot this in our next round of surveys. We are also updating the survey content for the next articling survey, to be circulated to students across Canada shortly after the last offer call day. Finally, we are working on publishing a full summary report of the results for the 2023 Fall recruitment process for 2024 Summer positions, ahead of the Fall 2024 recruitment cycle.