

MEMORANDUM

To: NALP Board of Directors

From: Kara Sutherland
Director of Professional Resources, Fraser Milner Casgrain LLP

Date: February 11, 2010

Re: Third Quarterly Report on Canadian Section

The following is an update from the Canadian Section. All of the Working Groups have been meeting and making progress on their projects, as detailed further below.

NALP Bulletin

The Canadian Section submitted four proposals for publication in the NALP Bulletin and all were accepted. This year's Canadian contributions to the NALP Bulletin have been as follows:

- 1) **Career Office Branding** (Catherine Bleau and Lianne Barski) – This article was submitted past the deadline so it will be used in an issue where an extra article is needed.
- 2) **Update on Coming to Canada: From American Attorney to Canadian Lawyer WITHOUT ARTICLING** (Anne Mundy-Markell) -- December 2009 issue
- 3) **Articling and Licensing in Canada** (Nadia Myerthall and Bibi Bysterveld) -- January 2010 issue
- 4) **Connecting Students with the Profession - New Programming Concepts for New Times** (Ivana Kadic) -- February 2010 issue

CANADIAN SECTION WORKING GROUP REPORTS

1. Summer and Articling Working Group Report

Chair: Stacy Keehn -- Members: Alison Cowan, Ari Blicher, Christina Beaudoin, Bibiane Bysterveld, Catherine Valestuk, Frances Mahil, Janine Denney-Lightfoot, Joanne Clarefield Schaefer, Joanne Silkauskas, Kara Sutherland, Leeann Beggs, Maryanne

Forrayi, Nadia Myerthall, Nancy Stitt, Patti MacDonald. Regina Goldis, Shannon Leo, Stephanie Donaher.

The subgroups of the Summer and Articling Working group have met over the Fall and Winter, and a meeting will be set before the conference in April. Below is a status update.

Best Practices Guide for Toronto Summer & Articling Recruitment

The Best Practices Guide for the Toronto Summer & Articling Recruitment was presented at the Toronto Winter Meeting in December. Based on the feedback at the meeting the general sense was that it should be sent out for comment one more time. After meeting with the working group we will make the determination and since most of the original subgroup members have moved into new roles I will be asking for volunteers for a final revision if we determine that it will be sent out for comment.

Electronic Applications

The working group has been exploring the feasibility of electronic applications in the Canadian market. The option that has been most fully explored was a portal developed by viRecruit. The project was put in hold for the fall recruitment period due to time constraints and consultation and testing with interested firms took place early in the winter. It became clear that the question of whether electronic applications were feasible in the market was quickly becoming an assessment of a product for facilitating electronic applications and as such exceeded the role of the working group. The project is no longer being pursued within the context of the working group, however a group of interested firms and schools continue to explore and test the portal.

2. Diversity Working Group

Co-Chairs: André Bacchus, Karen Kuzmowich -- Members: Marketta Jokinen, Kara Sutherland, Brad Proctor, Jewel Amoah, Josee Bouchard, Jill Kirson, Diana Reynolds, Pam Cyr, Leeann Beggs.

In 2009 the Canadian Diversity Working Group (CDWG) continued to press ahead with its mandate to: a) identify a common set of diversity categories for use in the Canadian diversity data collection process; b) develop a best practices guide for approaches to collecting diversity statistics in the Canadian legal environment for use in the demographic data collection process in the CDLE; and, c) eventually develop a diversity initiatives best practices guide for Canadian legal employers to leverage in addressing diversity concerns within their particular organizations.

With its mandate in mind the CDWG developed the Diversity Information Gathering Questionnaire (DIGQ) for use in surveying employers across various industry sectors in Canada to find out: a) how they go about gathering diversity statistical information in

their particular industry and b) what types of programs and/or policies they have in place to address diversity concerns within their particular organizations. In an effort to ensure fair or equivalent comparisons could be made the CDWG limited the industry sectors it focused on to professional services organizations. The industry sectors the CDWG targeted included government, banking, education, healthcare, consulting and accounting.

Utilizing the DIGQ members of the CDWG, over the last few months, have started to reach out to various personal contacts in the identified industry sectors to gather the desired information. This process is continuing, however, the CDWG members have realized that the information gathering process is taking a little longer than anticipated. Once the information gathering process has been completed the CDWG will then turn its collective mind to developing the best practices guides outlined in the latter portion of its mandate.

As such, the members of the CDWG would like to recommend that in 2010 its mandate remain unchanged and that once the information gathering process has been completed in the first half of the year the CDWG members will review the information gathered and start drafting the best practices guides.

3. Toronto Winter Meeting Working Group

Chair: Joanne Clarfield Schaefer – Members: Andre Bacchus, Lisa Blair, Karen Kuzmowich, Kerry Parker Smith, Kara Sutherland.

The Toronto Winter Meeting was held on Tuesday, December 1, 2009, and was a great success. 60 people were in attendance and the sessions were very well received. The social dinner at the end of the conference also went very well.

This annual event will take place again in December, 2010, and a new working group will be struck to organize the conference.

4. Information Exchange Working Group

Co-Chairs: Jill Kirson and Lisa Blair -- Members: Anne Mundy Markell, Robyn Martila, Aisha Topsakal, Nadia Meyerthall, Ritu Bhasin, Bibiane Bysterveld, Kara Sutherland.

The members of the Information Exchange working group held a conference call on January 26, 2010. The group discussed the future of working group and all agreed that in its present incarnation it should probably not continue for another year. In addition, the group confirmed there was no firm interest in participating in the Attrition Survey

To wrap up this year the group will:

- Canvas the Canadian listserv for any input or recommendations about the NALP website.
- Circulate a cross country timeline within the Canadian group.

There was some discussion regarding the possibility of changing the focus of the working group to a Canadian informational exchange focus – in particular, to improve communication via the listserv. There were some mixed feelings:

- some felt they were too busy for another listserv – either to read or contribute
- some felt that a Canadian focused exchange would be helpful
- we thought it should go on to the agenda for the meeting in Puerto Rico to see if there is interest/buy-in

The future of this working group will be discussed in Puerto Rico.

5. Canadian Directory of Legal Employers Working Group

Chair: Kerry Parker Smith – Members: Andre Bacchus, Leeann Beggs, Kara Sutherland, Marketta Jokinen, Robyn Marttila, Brad Proctor, Marie Harding.

The CDLE is now up and running for its third year. There are currently 160 employers listed (down from a high of 197 last year) so we must continue to work on outreach. This will be the focus for the group next year, as well as reviewing the form and making any necessary refinements for 2011.