

## MEMORANDUM

To: NALP Board of Directors

From: Lisa Blair, Assistant-Dean, Student Services, University of Ottawa  
Canadian Section Chair

Date: March 16, 2009

### **Re: Third Quarter Report on Canadian Section**

The fourth quarter saw the wrap up of the summer recruiting season in Ottawa and London and the preparation is beginning for the articling recruitment season across the Country.

Shannon Leo and Catherine Bleau are the NALP representatives to the Canadian Legal Career Development Network (CLCDN) of which all school NALP members are also a part and they will be submitting a report to the Board of Directors under separate cover.

The Canadian Section recently elected Margaret Seko of the law firm Bereskin & Parr LLP to be our Regional Coordinator and we are looking forward to having a representative from our Section assist in the planning of the Annual Education Conference in Puerto Rico.

### **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/will be:

1. **Foreign Trained Lawyers in Canada: Helping Them and Hiring Them** (Ivana Kadic and Jane Price) -- Was published in the October 2008 Bulletin issue
2. **Pro Bono Students Canada** (Jennifer Moroskat) -- January 2009 issue
3. **Demystifying Accommodations for Students with Disabilities (working title)** (Amy Grumberg) -- March 2009 issue
4. **\* NEW TOPIC \* Bridging the Pay Gap: Everyone Wins** (Anne Mundy-Markell) -- April 2009 issue

The Canadian Section hopes to continue contributing to the NALP Bulletin on matters of interest to both the Canadian and U.S. NALP membership.

## Working Groups

The Canadian Section has four working groups established for 2008-2009.

- 1) **Summer and Articling Recruitment.** Vice Chair Stacy Keehn, University of Ottawa.

Members: Patti Macdonald, Shannon Leo, Janine-Denney-Lightfoot, Nancy Stitt, Leanne Marchand, Jennifer Moroskat, Bibiane Bysterveld, Regina Goldis, Catherine Valestuk, Ari Blicher, Deanna Morash, Joanne Silkauskas, Nadia Myerthall and Maryanne Forrayi

This working group has been working extensively with the issue of electronic applications. In mid-February a report on the progress of the electronic applications project was sent to the working group members. It included a copy of a document provided by viDesktop outlining their proposal for creating a portal through which students can apply to firms electronically. In addition working group members were asked to provide feedback on (1) whether they would be willing to direct their students to the portal for firms who wish to receive applications electronically (whether they own the viRecruit system or not)? (2) whether they would likely wish to receive applications through the portal or still by paper (either from the schools or directly from the students). The feedback from the school members has been positive and the schools members of the group would be willing to direct their students to the portal subject to firm requests and once they have been assured that the model is workable, and there will be sufficient support. The feedback from employer members was equally positive although approximately ½ of the responders (11 in total) indicated they would prefer to receive paper applications. It should be noted that this did not include a significant number of Toronto based law firms who are on-board with the proposal. In addition the support comes subject to assurances that the portal will be workable for the employers as well. The next steps include submitting the feedback results to the group and setting up a demonstration with viDesktop.

The other issue this working group has been active with is the creation of a “Best Practices Recruitment Guide” for Toronto Summer and Articling Recruitment. The final draft was circulated for comment at the NALP Winter Meeting. Those comments are currently being collected and summarized. Once all the feedback has been considered and implemented a final product will be circulated across the Canadian Section.

- 2) **Diversity.** Vice Chair, Chantal Morton, Osgoode Hall Law School, York University.  
Members: Kara Sutherland, Andre Bacchus, Karen Kuzmowich, Terri Karpish, Jill Kirson and Marketta Jokinen.

This group has worked on formulating a draft annotated bibliography. This has been circulated for further comment to working group members and some

external advisors within the NALP Canadian Section. The annotated bibliography on diversity resources will be circulated to the wider community at the end of April as the working group is currently at the formatting stage.

- 3) **Toronto Winter Meeting.** Vice Chairs: Deborah Dalfen, Torys LLP and Leanne Beggs, Queen's University.  
Members: Lisa Blair, Kerry Parker Smith, Monina Glowacki, Chantelle Courtney, Joanne Clarfield Schaefer, Janine Denney-Lightfoot and Shannon Leo.

As this meeting took place on December 3, 2008. There is nothing more to report from this working group. As has already been reported to the NALP board the event was a great success. The meeting was preceded by a Cocktail Reception the evening before that provided an opportunity for Canadian Section members to mingle with each other and NALP Representatives. The theme for the meeting was designated as "Top Trends in Career Development and Law Firm Recruiting". The trends explored were:

Trend One: On-Line Recruiting

Trend Two: Professionalism - Presenting Best Practices

Trend Three: On-Line Identities

This working group should be continued for next year and it has been suggested that it be renamed the "End of Year Canadian Section Meeting".

- 4) **Canadian Directory of Legal Employers.** Vice Chair: Kara Sutherland, Fraser Milner Casgrain LLP.  
Members: Chantal Morton, Andre Bacchus, Nancy Stitt, Suzanne Bambrick

The Canadian Directory of Legal Employers 2009 version launched on January 5, 2009. Lisa Quirk has done some significant outreach to employers to explain the process of relisting for 2009. Currently there are about 148 employers listed. The working group is continuing its outreach efforts and has discussed how to raise the directory's profile in Western Canada. One idea is to try and recruit a new Vice Chair next year from the West to lead the project.

### **Environmental Scan and Regional Outreach**

The listserv continues to be utilized only occasionally but several members have recently used the listserv to send relevant information out to other Section members.

### **Recommendations for Next Year**

It is recommended that the name of the Toronto Winter Meeting be changed to the "End of Year Canadian Section Meeting" and the name of next year's working group should be changed accordingly.

It is recommended that the CDLE working group be chaired by someone from the Western part of Canada as this is where the most outreach needs to be done to legal employers.

It is recommended that the Summer and Articling Recruitment working group continue to focus on the issue of electronic applications as well as any new issues that are raised by Section members at the Annual Education Conference.

There is always continuing work to be done around Diversity issues – the continuation of this working group will depend on initiatives from Section members and the identification of a discrete issue that could be moved forward over the course of the next academic year.

Ritu Bhasin, a current NALP Board Member and Canadian Section Liaison has also suggested that a new working group might be formed that could look at ways in which information could be better shared between Canadian and American NALP members. The thinking behind this initiative is that the Canadian Section may have expertise to share or information to offer on issues currently facing the NALP U.S. membership. Several potential issues have been identified including those of condensed interview weeks and more frugal event planning. Another potential area is that of visa requirements for Canadian students studying at U.S. institutions and wanting to work in U.S. law firms and vice-versa. This group could also look at ways to keep the NALP office informed of pertinent Canadian information. (i.e. adding postal code capability to online and hardcopy NALP forms or identifying key Canadian recruitment dates/holidays etc for the NALP office which will prevent Canadian members from attending NALP events, etc). Similarly, this group could look for areas in which the U.S. membership could share its expertise with Canadian Section Members. The group would be tasked at looking for innovative ways to share this information including but also beyond contributions to the NALP Bulletin and Annual Education Conference RFP's. A potential name for this new working group might have something to do with the cross-border sharing of information. The feasibility of this working group will depend on the capacity of the Canadian Section Members as exhibited at the Annual Education Conference in Washington, D.C. and decisions made on the continuation of the working groups from 2008-2009.