

MEMORANDUM

To: NALP Board of Directors

From: Terri Karpish, Career Officer, College of Law, University of Saskatchewan, Saskatoon
Chair of the Canadian Section

Date: October, 2010

Re: Second Quarterly Report from the Canadian Section

Canadian Section Working Group Reports:

1. Collaboration and Information Exchange

Vice Chair: Lisa Blair

Committee Members: Marketta Jokinen, Valerie Dufour, Brad Proctor, Margaret Seko, Nadia Myerthall and Bibi Bysterveld

Charges:

1. Utilize the Canadian Listserv to share pertinent information within the Canadian Section
2. Through Bulletin articles and RFP for Conference presentations, share innovative Canadian Employer and School initiatives
3. Share information with NALP on key Canadian recruitment dates and holidays

The working group held conference calls on July 19th and August 30th.

1. To use the listserv to share information within the Canadian Section

In order to best use the listserv the first steps are to ensure we have a fully functioning listserv with wide participation from the membership. To that end:

- We have reached out to members of the community who are not currently on the listserv.
- An e-mail has been drafted explaining how to join the listserv which has been and can continue to be sent to all individuals who are identified by the working group as potential listserv participants.
- Different members of the working group are reaching out across the country.
- After we feel confident that most people are successfully on the listserv and receiving messages, we will move to the sharing information phase. The first step in this process will be to prepare a brief e-mail encouraging people to use the listserv, directing them to NALP's

discussion list rules, and highlighting best practices and sharing ideas. Marketta Jokinen has prepared a draft of this brief guide.

At our next conference call we will move into looking more directly at ways in which we can use the listserv to share information.

2. To use Bulletin Articles and RFPs for Conference Presentations to share information across the border

One RFP was accepted by the 2011 NALP Conference Committee that includes members of the Canadian Section: From Classroom to Boardroom: How Career Services and Law Firm Professionals Can Help Students Prepare for Practice.

Presenters:

- Pamela Cyr, Director Career Services, Faculty of Law, University of British Columbia, Vancouver, BC
- Marketta Jokinen, Director of Recruitment, Borden Ladner Gervais LLP, Vancouver, BC
- Ari Blicher, Director, Student and Associate Programs, Aird & Berlis LLP Toronto,
- Mathew DeGrushe, Assistant Dean, Career Services, Gould School of Law, University of Southern California, Los Angeles, California

3. Share information with NALP on key Canadian recruitment dates and holidays

The issue was raised about finding one standard place to have all Canadian OCI and Career Fair Dates. This matter is on the agenda at both the NALP End of the Year Canadian Section Meeting on Nov 30th and the CLCDN meeting on Dec 1, 2010.

Next Conference call is scheduled for November 16, 2010 at 2:00pm EST

2. Summer and Articling Recruitment Working Group

Vice-Chairs: Mya Bulwa and Ari Blicher

Committee Members: Stacy Keehn, Leeann Beggs, Maryanne Forrayi, Emily Orchard, Sally Woods, Margaret Seko, Valerie Dufour, Christina Beaudoin, Nancy Stitt, Frances Mahil, Nadia Myerthall and Bibi Bysterveld

Charges:

1. Finalize the "Best Practices for Toronto Summer and Articling Recruitment"
2. Electronic Applications – share emerging information that takes hold in the Canadian market

- 1. Finalize the "Best Practices for Toronto Summer and Articling Recruitment"**

After discussions amongst the Working Group and several drafts, as well as some input from Daphne Simon (Associate Registrar of the Law Society of Upper Canada), the Working Group finalized the Best Practices document for the 2010/11 academic year. At the end of August, the Working Group circulated the Best Practices document to the Career Services Offices of the Canadian law schools, requesting that the document be forwarded to students at those schools. At the end of August, the Working Group also circulated the Best Practices document to the entire NALP Canadian section, and arranged for it to be posted on the NALP website.

2. Electronic Applications – share emerging information that takes hold in the Canadian market

As previously reported, the Ontario law schools, along with McGill University's Faculty of Law, used viDesktop as an electronic application collection system for the 2010 Toronto OCIs. 51 employers (OCI and non-OCI) used the viDesktop portal to collect applications. A number of these collected applications ONLY through the portal, however, the majority accepted applications through other means as well (ie. email, fax, mail-in). The portal remained open for students to submit applications until the Law Society of Upper Canada's OCI application deadline of September 10, 2010. After the LSUC deadline, viDesktop reported the following:

- 1201 applicants submitted at least one application on the portal
- 25,368 applications were submitted on the portal (for an average of 21 applications per applicant)

Representatives from the Summer and Articling Working Group will be collecting feedback and comments on the portal from the CDOs and employers. These representatives will then meet with representatives from viDesktop in mid-November to review and discuss the feedback and any other related issues. An update on the feedback will be provided at the NALP Canadian Section Winter Meeting on November 30th, 2010.

3. Canadian Directory of Legal Employers Working Group

Vice Chairs: Pamela Cyr and Kyla Sandwith

Committee Members: Kara Sutherland, Robyn Martilla, Leeann Beggs, Stacy Keehn, Lisa Ricketts

Charge:

Working closely with NALP staff, engage in marketing to expand the number of Canadian Directory of Legal Employers registrants, particularly employers in rural, Western Canadian regions and among small and mid-sized firms.

Conference call Meeting August 25, 2010

The focus of the Group is on increasing employer participation and student participation. With that objective in mind members of the group decided to take the following steps:

- Drafted and distributed to all Canadian law schools a student survey on the CDLE (deadline for student responses is Nov 12th);
- Promoted the CDLE to employers in the major markets as well as with smaller firms and public interest organizations; in particular:
 - Kyla Sandwith canvassed Calgary and Edmonton firms to gauge awareness and interest in the CDLE. The Calgary firms were generally too busy and not looking at the CDLE. The Edmonton firms were also too busy but generally felt that the type of students who were interested in working in Edmonton would find the information out in any event (and they are generally only interested in that type of student); and
 - Pamela Cyr discussed the CDLE at a roundtable meeting between Canadian law schools and some larger law firms from Atlantic Canada. The firms that did not have a NALP Form on the CDLE seemed receptive to adding their profile to the directory.
 - Pamela also reminded all law schools to promote the CDLE to all employers and distribute promotional materials at appropriate events such as career fairs.
 - Pro Bono Students Canada may be open to having student volunteers populate the CDLE with profiles of public interest organizations.
- We are canvassing feedback from smaller employers on their experience with the CDLE;
- Kyla and Pamela are updating with Lisa Quirk from NALP the reminders to employers regarding updating their NALP forms;
- A goal moving forward is for all group members to identify employers in their respective markets not using the CDLE (e.g. using Lexpert instead) and promote the CDLE to them.
- Pamela will give a working group update at the NALP Winter Meeting on November 30, 2010 in Toronto.

4. Diversity Working Group:

Vice-Chairs – Leeann Beggs

Committee Members: Shannon Leo, Stephanie Mitchell, Anne Mundy-Markell, Gail Wong, Emily Orchard

Charge:

Finalize the Best Practices Guide for Canadian Legal Employers on Developing Data Collection.

The Committee was successful in securing a vice-chair and it is anticipated the group will hold a conference call in the near future.

5. End of the Year Canadian Section Meeting (formally known as the Toronto Winter Meeting)

Vice-Chairs: André Bacchus

Committee Members: Stephanie Mitchell, Robyn Martilla, Kara Sutherland, Halla Elias and Brad Proctor

Charge:

Develop content, arrange for speakers and coordinate logistics with NALP staff for the End of the Year Canadian Section Meeting.

The working group held a number of conference calls over the Summer and early Fall to discuss the November 30th - NALP Canadian Section Winter Meeting. The November 30th date was confirmed, a conference theme was chosen and a conference agenda has been set. The title of the conference is, "Looking Ahead...". A save-the-date e-mail was sent out to the Canadian Section on August 26th. A registration invitation was sent out to the Canadian Section on October 14, 2010 and a follow-up registration reminder will be sent out November 8th. Fred Thrasher and Carole Sprague from NALP will be attending. The conference will be hosted by Heenan Blaikie LLP and a networking reception hosted by Goodmans LLP will follow.

The CLCDN will hold a meeting on Dec 1.

*Prepared by Terri Karpish, Career Officer, University of Saskatchewan, College of Law, Saskatoon, Saskatchewan,
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