

MEMORANDUM

To: NALP Board of Directors

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

Date: April 12, 2010

Re: Final Quarterly Report on Canadian Section for 2010

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/will be:

- 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) How U.S. Attorneys Can Become Qualified in Canada** (Anne Mundy-Markell) -- December 2009 issue
- 3) Articling and Licensing in Canada** (Nadia Myerthall and Bibi Bysterveld) -- January 2010 issue
- 4) Employer Outreach for Internationally Trained Lawyers** (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.

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 and is currently being finalized for circulation.

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.

This working group will be charged with specific tasks for 2011 which will be discussed further at the 2010 conference – in particular, providing an information exchange on the advances being made on both the school and law firm sides with respect to electronic applications; and seeing if other Canadian markets want to adopt the Toronto Best Practices Guide.

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.

The Canadian Diversity Working Group (CDWG) has started to work in on the mandate it was tasked with during NALP's Annual Education Conference held this past April in Washington, DC. The CDWG was tasked with developing a diversity data collection best practices guide for use by Canadian legal employers as well as identifying a common set of diversity categories for use in the diversity data collection process and for use by the Canadian Directory of Legal Employers (CDLE) in its demographic data collection process.

The CDWG has held several conference calls with its members and has worked on drafting a Diversity Information Gathering Questionnaire for use in surveying employers

in various industry sectors. The Questionnaire has been updated and finalized and members of the CDWG have agreed to contact employers in designated industry sectors to complete the Questionnaire and gather information about diversity data collection practices.

In addition, the Ontario Human Rights Commission has recently released a best practices guide for employers on gathering demographic statistics called "Count Me In". This working group will review this guide in 2010 and use it to help craft a guide specifically designed for law firms.

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 very successful. A 2010 working group will be struck at the conference to plan the next conference.

4. Information Exchange Working Group

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

The Group is currently in the process of finalizing a cross country timeline for circulation to the Canadian Section.

The members of this working group think that this it needs to better define its focus for 2010-2011. For example, increasing information exchange within the Canadian Section and better utilizing the listserv (e.g. having people commit to posting a certain number of items monthly etc.) and ensure cross-country recruitment timeline is kept up to date.

5. Canadian Directory of Legal Employers Working Group

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

The CDLE currently has 179 listed employers, after the rollout for this year and continues to grow. The working group continues to communicate with members of the Canadian Section regarding increased outreach to employers.

The CDLE working group will focus on (1) employer outreach; and (2) reviewing current form to ensure no changes are necessary for 2011.