

JANUARY 2025 NALP QUARTERLY BOARD REPORT

Date: January 30, 2025

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 Canadian Bulletin contributions for the 2024/2025 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*

Co-Chairs: Bethany McCoy (Cassels) & Nicole Salama (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 Canadian Diversity Summit was successfully held on January 17, 2025, and was attended by NALP members from US and Canada. Thank you to everyone who attended, and to the Diversity Working Group for their hard working in putting together an excellent day with some fantastic panels!

B. *CDLE Working Group*

Chair: Maryanne Forrayi (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 CDLE working group reviewed the Canadian Section employer member survey results regarding feedback on the expanded demographic collection section of the CDLE. In response to the survey feedback, the following changes were requested to the current version of the CDLE and implemented with the support of NALP:

- To provide some explanation to students on limitations, at this point, of employers reporting out on some of the data: Added: Students, note that some employers may be limited in their ability to report demographic data in this section as outlined below. Employers are encouraged to work towards collection and reporting of this data. In addition, please refer to the Diversity & Inclusion section of the CDLE for more information on employers' initiatives.
- To break up the older data collection section from the newer one: New title added: Expanded Demographic Data

Note that the working group discussed many other elements from the survey responses. Only realistic enhancements, given the publishing cycle, were presented to NALP for updating at this time. The working group will continue discussions and present any further recommendations if needed for the future cycle. In addition, the working group agreed that the collection of the additional demographic data, though it can be challenging for firms, by way of requesting the information, sets a target for firms to work towards and supports the advancement of D & I initiatives and reporting at firms.

For the remainder of the term, the working group will work towards engaging more employers to participate in the CDLE and encourage their thorough completion of it. NALP has provided a historical list of CDLE employers from 2022 to 2024 that the working group can use to support our work on this.

C. SAWG Toronto

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

Members:

- Erika Bailey (University of Toronto)
- Cheryl Biehler (Fasken (Toronto))
- Ari Blicher (*while Megan Percy is on leave*) (Aird & Berlis LLP (Toronto))
- Georgia Brown (Torys (Toronto))
- Glenn Chu (City of Toronto)
- Amanda Fiorelli (Davies (Toronto))
- TBD (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))
- Stephanie Mui (Peter A. Allard School of Law (Vancouver))
- Mya Rimon (Osgoode Hall Law School)
- Jennifer Shamie (*while Grace Smith is on leave*) (Blake, Cassels & Graydon LLP (Toronto))
- Shawn Swallow (Schulich School of Law (Halifax))
- Alexandra Waite (University of Ottawa (Ottawa))

Update

Recruitment for 2025 2L summer positions in Toronto concluded in November 2024. The process for 2025 1L summer positions is currently underway, with in-firm interviews scheduled from February 18–20, 2025.

In November, the Summer and Articling Working Group (SAWG) convened to debrief on the 2L fall recruitment process. In contemplating any changes/recommendations, the group considered that the timeline for this fall's recruitment for 2026 2L summer students is compressed to accommodate the International Bar Association Conference, which is taking place in Toronto during what is traditionally November in-firm interview week.

While the group deliberated on the potential benefits of implementing a defined Intent to Call (ITC) period, it was agreed that the compressed schedule for this year's process is not conducive to introducing such a significant change.

SAWG identified opportunities to enhance the viLaw Portal in collaboration with Aderant. Planned improvements include adding job posting fields and tags to streamline the identification and batch printing of applications from foreign-trained lawyers (NCA candidates).

During the most recent recruitment cycle, employers observed an increase in last-minute declines on Call Day, the reasons for which remain unclear. Schools also reported a rise in conflicting evening events, such as receptions and dinners, which forced students to make decisions about attendance even before in-firm interviews took place. While the schools expressed concerns about these conflicts and the presence of alcohol at social events, there was no consensus to eliminate such events from the recruitment process.

Concerns were also raised regarding rule-breaking and maintaining the integrity of the recruitment process. To address these, SAWG emphasized the importance of encouraging students to report violations through the National Recruitment Survey.

Additionally, some employers advocated for a return to in-person or hybrid On-Campus Interviews (OCIs). However, due to the logistical efficiencies, cost-effectiveness, and equitable nature of virtual OCIs, the consensus was to continue with the fully virtual format for the time being.

SAWG will reconvene in the spring to debrief on the 1L recruitment cycle and continue working with the NALP membership, other working groups, and the regulator to implement recommendations and best practices that improve the recruitment process.

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)
- Ilana Schrager (McMillan)
- Tory Brown (Allard Law, UBC)
- Alison Cowan (Fasken)
- Chira Perla (Roper Greyell)
- Kathryn Schultz (Clark Wilson)
- Laura Pringle (University of Victoria)
- Allison Jackson (Lawson Lundell)
- Christi McCauley (Thompson Rivers University)
- Jennifer McNaught (Blakes)
- Stacy Shields (Norton Rose Fulbright)
- Christine York (Alexander Holburn Beaudin + Lang)

Update

- **Member Update:** VBA is no longer a member of V-SAWG
- **Summer 2025 Recruit Debrief – VBA Roundtable:** The 3 main themes of the feedback from the BC law schools were as follows:
 - Students giving “**first choice**” language – not sure how to say it, when to say it, pressure to say it and generally they are not sure how to read employers responses;
 - Prebooking dinners and whether **meals** are a good idea at all – there are too many and it is causing stress and exhaustion

- the student preference conveyed by the law schools is for receptions as they allow them to attend multiple for a shorter amount of time; and
 - **Blackout Period** – a lot of student stress in the week after the last “OCI” completes and the blackout period commences.
- **Looking ahead – Finalize Process Document for Future Revisions to the VBA Guidelines**
 - Our priority is to finalize process document with the VBA, the purpose of which is to clearly outline the history and respective roles and responsibilities of the VBA and VSAWG, and to prevent the VBA from making any unilateral changes in the future without V-SAWG’s approval. At the VBA Roundtable, it became clear when looking at the issues from the summer 2025 recruit, that the VBA may still “ideate” or consider changes without sufficient knowledge or consultation with V-SAWG, and propose changes that may not be in the best interests of law students or employers. For example, they brought up instituting a match program.
 - We have consulted with NALP and have the necessary direction to finalize the process document, which we hope to provide at our next quarterly report. A summary of NALP’s guidance and the information we require to finalize the document is as follows:
 - The process document should be called a transfer memo or best practices document
 - No signatories
 - The VBA may receive the recruitment survey if it joins as a NALP member: <https://www.nalp.org/join>
 - We will encourage them to join NALP at the low rate of \$350/year!
 - NALP is a 501(c)(6) nonprofit corporation incorporated on July 8, 1982 in the State of Louisiana
 - Thank you Fred Thrasher!
 - For future changes, we should provide that they should only be made with V-SAWG’s approval, no need to get into the meaning of “general consensus” (note NALP did not weigh in on this point).

E. OCI Advisory Working Group

Chair: Shawn Swallow (Dalhousie Law)

Members:

- Natasha Bhimji (Stikeman Elliott, Toronto)
- Cheryl Biehler (Hicks Morley)
- Theresa Chan (University of Toronto)
- Christine York (Alexander Holburn)

Update

The 2025 OCI schedule has been finalized and posted on NALP Connect. Given the impact of the International Bar Association Global Conference taking place in Toronto in November 2025, The following dates have been adopted by the LSO for the 2026 Toronto Summer Student Recruitment Procedures:

- Call Day: Friday October 17, 2025, at 8:00 am
- Interview Week: Monday October 27, 2025, at 8:00am – Wednesday October 29, 2025 at 3:00pm
- No-Contact Period: Wednesday October 29, 2025, at 3:00pm – 5:00pm
- Offer Day: Wednesday, October 29, 2025, at 5:00pm.

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 NALP Canadian Winter Meeting took place on November 29, 2024. The theme for the meeting was tomorrow's lawyer and covered the following topics: change management; proactive routines, managing the hybrid lawyer and preparing tomorrow's lawyer for AI. The day also included a presentation from Skip Horne from the NALP Foundation entitled: Unlocking Retention: Findings from the Inaugural Canadian Stay Study. 87 people registered for the event, and overall, the day was a success.

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

Our current survey collecting student feedback on the Fall 2024 structured recruitment processes is set to close on January 31st. We expect a lower response rate this round due to the migration of the survey to the Survey Monkey platform which resulted in circulating the survey in January instead of

November. In the coming months, the group will be (1) putting together a report to communicate the results of the last round of articling recruitment surveys, ahead of the next articling recruit; (2) engaging in ongoing discussion with NALP on the circumstances under which survey questions or results could be shared with non-NALP stakeholders, and (3) at the request of NALP, taking a closer look at making changes to our surveys and the way results are compiled that will reduce the workload associated with their administration.