

## **JANUARY 2026 NALP QUARTERLY BOARD REPORT**

Date: January 29, 2026

**To:** NALP Board of Directors (via e-mail)

**Cc:** Stephanie Mui and Piper Riley Thompson (Canadian Regional Representatives)  
Myriah Graves (NALP Board Member)

**From:** Laura Pringle (Canadian Section Co-Chair)  
Waleska Vernon (Canadian Section Co-Chair)

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Please see below the summary from the Canadian Section, which includes information about the Canadian NALP Bulletin contributors and an update from the Working Groups.

### **Overview**

1. NALP Canadian Section 2025/2026 Bulletin Contributors
2. Updates from the Working Groups

#### **1. NALP Canadian Section 2025/2026 Bulletin Contributors**

September 2025: Ellen Dalicandro – The Business of Law: Why Financial Literacy Should Be Part of Every Lawyer’s Professional Development

November 2025: Robyn Marttila – Teaching Law Students to Use AI Ethically in Recruiting

November 2025: Jennifer Nadon – Think Like a Lawyer, Act Like One Too: 1L Professionalism on Display

December 2025: Rob De Toni – Boldly Go into the Talent Frontier

#### **2. Updates from the Working Groups**

##### **A. *Diversity Working Group***

**Co-Chairs:** Nicole Salama (Weirfoulds) + Lisa Del Col (Blakes)

##### **Members:**

- Anna Maria Decia-Gualtieri (Windsor Law)
- Glenn Chu (City of Toronto, Legal Services)
- Neil Dennis (Blaney McMurtry)
- Myriah Graves (Fogler Rubinoff)
- Jen Quito (Dentons – parental leave)
- Selina Mamo (Gowlings)
- Madeleine Natale (U Calgary)
- Alex Waite (U Ottawa)
- Aglaia Lowo (U of T)

### **Update**

No updates since the last Board Report.

## **B. CDLE Working Group**

**Chair:** Maryanne Forray (University of Calgary, Calgary, AB)

### **Members:**

- Lisa Cunningham (Wildeboer Dellelce, Toronto, ON)
- Glenn Chu (City of Toronto, Legal Services, Toronto, ON)
- Chanelle Desrosiers-Stewart (Bennett Jones, Montreal, QC)
- Robyn Marttila (Western University, London, ON)
- Laura Pringle (UVic, Victoria, BC)
- Kara Sutherland (Dentons, Toronto, ON)
- Analea Wayne (DLA Piper, Calgary, AB)

### **Update**

The CDLE Working Group met in November and further discussed the requested implemented changes that were submitted to NALP for the late November launch. At the NALP Canadian Winter Meeting, we shared with employers the importance of the CDLE to students and encouraged employers to complete a profile, and to do so thoroughly. Employers were also reminded to complete the demographic data section in any way they can, including linking to data that might be available in other individual employer reports on firm demographics. The Working Group will continue to meet this semester with an eye to further improvements to the CDLE, including a review of functionality and content of the CDLE for the following year. The Working Group is keen on knowing about the CDLE platform change timing for this coming year so we can provide input and consider how that might change functionality going forward.

## **C. SAWG Toronto**

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

### **Members:**

- Erika Bailey (University of Toronto)
- Robin Spillette (Fasken (Toronto))
- Megan Percy (Aird & Berlis LLP (Toronto))
- Georgia Brown (Torys (Toronto))
- Glenn Chu (City of Toronto)
- Amanda Fiorelli (Davies (Toronto))
- Gillian Patterson (Department of Justice (Toronto))
- Lindsay Kantor (Torkin Manes (Toronto))
- Cemeka Douglas (Hicks Morley LLP (Toronto))
- Michel Lederman (Goodmans LLP (Toronto))
- Kohi Richardson (McCarthy Tétrault (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**

The Toronto SAWG Group met in January to address outstanding agenda items from its November meeting.

### **Membership Updates**

The group welcomed new and returning members, including Gillian Patterson (Department of Justice), Kohi Richardson (McCarthy Tétrault), and Megan Percy (Aird & Berlis). Gillian and Kohi are replacing outgoing members Jacqueline Henry and Haley Wong, and Megan has returned following a leave.

### **Ontario Lawyer Licensing Process**

The group received a high-level update on proposed changes to the Ontario lawyer licensing process and noted that several Toronto employers are independently reviewing the proposal and providing feedback to the Law Society of Ontario through appropriate channels.

### **Early Offers of Articles**

The group discussed ongoing concerns regarding the timing of articling offers. There was consensus to amend the Best Practices to encourage employers to extend offers as early as possible, ideally prior to the application deadline and interview call day, to reduce late interview cancellations which disrupt the recruitment process.

### **Networking Guidance**

A request to add networking guidance for students to the Best Practices was considered. The group agreed that no amendments were required at this time and that this issue is better addressed through existing resources, including the CDLE directory.

### **First Choice Language – Vancouver Pilot**

The group reviewed the Vancouver SAWG pilot on first-choice language in the 2L fall recruit. While the pilot demonstrated some benefit, such as earlier decision-making and increased clarity for candidate, significant concerns were identified regarding timing, market differences (shortened recruitment period and much larger number and type of employers), regulatory coordination, and potential unintended consequences for both students and employers in the Toronto market. The consensus was to defer any changes for the 2026 summer recruit and revisit the issue after the Vancouver pilot has completed another cycle.

### **Use of AI in Recruitment**

This item was not discussed and remains an area for future consideration.

### **Next Steps**

The group will follow up with NALP to confirm that the Toronto Best Practices and Executive Summaries are available on the NALP website.

#### ***D. SAWG Vancouver***

**Co-Chairs:** Stephanie Mui (Allard Law, UBC) and Barbara Wang (Blakes)

#### **Members:**

- Lisa Anderson (Poulus Ensom Smith)
- Ilana Schrager (McMillan)
- Tory Brown (Allard Law, UBC)
- Pamela Cyr (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)
- Robert Hanson (Norton Rose Fulbright)
- Christine York (Alexander Holburn Beaudin + Lang)

## Update

- **Vancouver 2026 Summer Recruit:**
  - The Vancouver 2026 Summer Recruit proceeded in accordance with the updated Guidelines and Best Practices.
  - Following the conclusion of the 2026 summer recruitment season, the Vancouver Bar Association (VBA), Employers, and VSAWG held a Roundtable to discuss the updated Guidelines and Best Practices, including whether to continue the Pilot Project for 2027 summer recruit. There was consensus and interest in implementing a modified version of the Pilot Project for the next recruitment season.
  - VSAWG will reconvene a subcommittee to review and update the Guidelines and Best Practices to incorporate feedback from the Roundtable.

### ***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 draft 2026 Fall OCI schedule has been created and is in final review with the Committee. We expect to release it to schools the week of Feb 2<sup>nd</sup>.

### ***F. Mid-Winter Meeting Working Group***

**Co-Chairs:** 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 was successfully held Monday, December 1<sup>st</sup>, with great attendance and valuable professional development sessions throughout the day.

**G. Canadian Research Advisory Group (formerly National Recruitment Survey Working Group and the Canadian Industry Data Working Group)**

**Co-Chairs:** Nicola Martin (Osgoode Law) and Jennifer Nadon (uOttawa Law)

**Members:**

- Maryanne Forrayi (University of Calgary)
- Christi McAuley (Thompson Rivers University)
- Ellen Sterns (University of New Brunswick)
- Myriah Graves (Fogler Rubinoff) (Employer Advisor)

**Update**

After discussions with NALP we have made some substantial changes to our recruitment survey content and delivery and to the recruitment working group itself.

- 1) We have opted to move to two summer recruitment surveys (one for Fall recruitment in Calgary, Toronto and Vancouver and the second which covers Winter recruitment for 1L Toronto and 2L Ottawa). The articling survey will be eliminated.
- 2) We have worked with NALP to also shorten the content of the survey.
- 3) Going forward there will only be anonymized aggregate data so no individual employer feedback or comments will be asked for on the survey nor collected.
- 4) The Recruitment Survey Working Group has been amalgamated into a Canadian Research Advisory Group. Therefore, going forward we will have one report on behalf of the advisory group pertaining to all Canadian survey activity.

**Recent and Upcoming Surveys:**

NALP changed the platforms we use for the surveys and as such, we were unable to produce a recruitment survey for the Fall 2024 summer recruitment cycle. However, we are happy to report:

- The release of the Class of 2024 Articling Snapshot report in late August 2025: [https://www.nalp.org/canadian\\_legal\\_market](https://www.nalp.org/canadian_legal_market)
- Fall survey results (Toronto 2L, Vancouver 2L, Calgary 2L) were shared this week. There were 257 responses to the survey!
- Winter survey (Ottawa 2L, Calgary 1L, Toronto 1L) will go out to students on February 27 and will be open for about 2 weeks.
- Next, we will be reviewing the Articling Snapshot Survey questions for the law school members. The survey will be circulated in the spring, which is the same timeline as last year.