

JUNE 2025 NALP QUARTERLY BOARD REPORT

Date: June 27, 2025

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)

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 2024/2025 Bulletin Contributors
2. Section Meeting Planning Discussions
3. Updates from the Working Groups

1. NALP Canadian Section 2025/2026 Bulletin Contributors

Chris McKenna of Bennett Jones LLP Toronto has generously taken on the role of finding NALP Bulletin authors within the Canadian section for the 2025/26 year and he is in communication with Cindy Stevens about them. The Section's first contributor for the year is Ellen Dalicandro of WeirFoulds LLP, who has written "The Business of Law: Why Financial Literacy Should Be Part of Every Lawyer's Professional Development", which will appear in the September 2025 issue.

2. Section Meeting Planning Discussions

With encouragement from the Board, the Canadian Section Co-Chairs and the Canadian Regional Representatives met to discuss adding value to the Canadian Quarterly Meetings. Ideas included wellness check-ins, engaging the Canadian Well-Being Champion, professional development speakers, social activities, and wider discussions on current trends and topics. The Canadian Section Co-Chairs will continue to collaborate with the Regional Representatives to develop these ideas further for future meetings.

3. 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 (Blakes)
- Neil Dennis (Blaney McMurtry)
- Myriah Graves (Fogler Rubinoff)
- Jen Quito (Dentons – parental leave)

- Selina Mamo (Gowlings)
- Madeleine Natal (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 Forrayi (University of Calgary)

Members:

- 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 has focussed on reaching out to employers who have had profiles on the CDLE in the last couple of years. Working group members divided up employers who had not posted yet this year and outreached by email to those employers encouraging them to post and sharing the benefits of their profile. We will continue promotion through mass emails to employers with other recruit correspondence. This item will also be brought forward at the next meeting of Canadian law career advisors to remind them to promote the CDLE.

In terms of the expanded demographic data collection, it was discussed that this is something we still want to encourage with employers, including planning for longer term reporting if multiple years are required for adjustment of collection approaches.

Finally, at our last meeting in early June, we determined that during the summer months, and early fall, we would review the CDLE in detail on the new platform to determine if any edits would be required well in advance of any fall deadlines for update requests. The working group will meet again in July or August.

C. SAWG Toronto

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

Members:

- Erika Bailey (University of Toronto)
- Robin Spillette (Fasken (Toronto))
- Cory Soininen (Aird & Berlis LLP (Toronto))
- Georgia Brown (Torys (Toronto))
- Glenn Chu (City of Toronto)

- Amanda Fiorelli (Davies (Toronto))
- Jacqueline Henry (Department of Justice (Toronto))
- Lindsay Kantor (Torkin Manes (Toronto))
- Cemeka Douglas (Hicks Morley 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

The Toronto SAWG Group recently met on June 18, 2025. The following is a brief summary of what was discussed at the meeting:

Welcoming New Members

We welcomed six new members to the group for 2025–26, representing a range of private and public sector employers.

viLaw Portal Enhancements

Work is underway with Aderant to improve the viLaw Portal, including the addition of a new tag to help identify Internationally Trained Lawyers (ITLs) and NCA candidates.

Refining Best Practices – Social Events

Revised language has been approved to clarify expectations around social events during recruitment, emphasizing transparency and inclusivity.

Executive Summaries for Employers and Students

Draft one-page summaries of the Best Practices have been well received. Further updates are planned to address the needs of ITL/NCA candidates and clarify guidance around timelines and communication practices.

Expanding Outreach

We are exploring ways to broaden awareness of the Best Practices—particularly among non-NALP employers—through channels such as NALP, the OBA, and career services offices. The group is working with NALP to have the Best Practices highlighted on its website and/or working to have it included in an upcoming NALP Bulletin.

Looking Ahead: Comprehensive Review

There is interest in undertaking a more comprehensive review of the Best Practices ahead of 2026, with a focus on emerging issues like the use of AI in recruitment.

D. SAWG Vancouver

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

Members:

- Lisa Anderson (Singleton Reynolds)
- Ilana Schrager (McMillan)
- Tory Brown (Allard Law, UBC)
- Alison Cowan (Fasken)
- Chira Perla (Roper Greyell)
- Morgan Fowler (Richards Buell Sutton)
- Kathryn Schultz (Clark Wilson)
- Laura Pringle (University of Victoria)
- Allison Jackson (Lawson Lundell)
- Christi McCauley (Thompson Rivers University)
- Jennifer McNaught (Blakes)
- Pamela Cyr (Fasken)
- Robert Hanson (Norton Rose Fulbright)
- Christine York (Alexander Holburn Beaudin + Lang)

Update

- **Updates to the VBA Guidelines and VSAWG Best Practices and Pilot Initiative**
 - VSAWG discussed the possibility of launching a pilot initiative for the 2026 2L Structured Recruit in response to concerns raised by the schools and the employers as it relates to the structured summer recruit
 - Specifically, the pilot initiative relates to the use of First Choice Language and employer responses to receiving such language, with the intention to provide more consistency and transparency to the parties involved
 - The pilot project will be reflected in updates to the VBA Guidelines and the VSAWG Best Practices for the 2026 2L Structured Recruit.
 - Further updates were also made to both documents to provide more guidance and clarity around Intention to Call emails and the Blackout Period.
 - VSAWG will meet to review and provide comments to the updated documents before finalizing and sharing with the Vancouver Bar Association for their feedback.
- **VSAWG Process Document**
 - VSAWG and the VBA finalized the process document, with the intention that it should be made available upon request to members. The process document articulates how changes can be proposed and implemented to the VBA Guidelines as it relates to the 2L and Articling Structured recruits in Vancouver.

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: 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 planning committee is well in its way towards organizing another successful conference. Subject to final confirmation, we have our theme in place and are working hard towards determining topics, organizing speakers, and finding a firm to host the meeting. Depending on host availability, the meeting will take place on either November 24th or December 1st.

G. Canadian Industry Data Working Group

Co-Chairs: Alex Waite (Ottawa) and Katie Behan (Windsor)

Members: No other members. Seeking Employer members.

Update

- NALP recently closed the Articling Snapshot Survey for Class of 2024. Eighteen schools responded this year. NALP will circulate the report once it is ready.
- NALP recently opened the Canadian Law Schools Career Services Survey which collects information on career services, staffing, salaries and etc. The survey deadline is Friday, July 25, 2026.

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

- A summary report was published on NALP Connect to share the results of the 2025-2026 articling recruitment survey.
- We will be working on a report for the Fall 2024 recruitment survey in the coming weeks.
- Changes to how the working group administers and communicates results of the survey have not yet been finalized.