

MARCH 2025 NALP QUARTERLY BOARD REPORT

Date: March 20, 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 (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

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 has met after some of our Canadian market significant recruits. Until the end of April the working group members will focus on outreach to members who have not yet submitted profiles to the CDLE. This will be a combination of personalized emails to members and mass emails to employers when other correspondence about recruits is going out via the law schools. While we are encouraging CDLE participation, we will also continue to collect any informal feedback on reasons that might prevent employers from participating in the CDLE.

If any further revisions are to be considered for the CDLE, the working group will present this to NALP by the end of the summer months for fall updates. The working group is appreciative of Lisa Quirk, NALP staff member, in supporting the continual improvements of the CDLE.

The CDLE Working Group is currently seeking a co-chair (employer-side) and representation from Quebec for the coming year. Many of the working group volunteers will remain on the working group for the coming academic year.

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

The Toronto 1L summer recruitment process concluded in February and proceeded smoothly by all accounts. SAWG is currently reviewing and updating the Best Practices for Toronto Summer and Articling Recruitment Activities in preparation for the upcoming recruitment cycle. The process for 2026-2027 articling positions in Toronto is set to take place this summer, with applications due by June 27 and interviews scheduled for the week of August 11.

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: The Class of 2023 survey closed in June 2024 and the report was circulated soon after. Please find copy of the report enclosed.
- The Class of 2024 survey will be circulated in the coming weeks. Please email Katie or Alex if there are any proposed changes to the survey. It has been reviewed based on feedback provided by participating schools last year.
- Biennial Law School Salary Survey: The 2025 survey will be circulated in the coming weeks.
- Biennial Survey of Legal Career Professionals - employers: The 2024 survey closed in July 2024 and the report was circulated soon after. Please find a copy of the report enclosed.

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

The group recently received the results of the Fall 2024 recruitment survey from the NALP research team and will be preparing a summary report to share with NALP members in the coming months. As expected, the survey response rate was lower this round. The group is also preparing an articling recruitment summary report which will be published in the coming weeks. Discussions between the working group and NALP administrators regarding upcoming changes to the survey and to the process by which it is administered, and results are communicated, are ongoing.