

MARCH 2026 NALP QUARTERLY BOARD REPORT

Date: March 26, 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)

Please see below the updates about and from the Canadian Section Working Groups.

A. *Diversity Working Group*

Co-Chairs: Nicole Salama (WeirFoulds) & Lisa Del Col (Blake, Cassels & Graydon)

Members:

- Anna Maria Decia-Gualtieri (Windsor Law)
- Glenn Chu (City of Toronto, Legal Services)
- Neil Dennis (Blaney McMurtry)
- Myriah Graves (Fogler Rubinoff)
- Jen Quito (Goldblatt Partners)
- Alex Waite (U Ottawa)
- Aglaia Lowo (Jackman Law)
- Grace Premachandran (Osgoode)
- Shirley Prasad-Naivika (Cassels)
- Lisa Cunningham (Wildeboer Dellelce)

Update

There have been some changes in the group's leadership and membership – Bethany McCoy (Cassels) stepped down as co-chair, and Lisa Del Col (Blakes) has stepped into the role. In addition, Selina Mamo (Gowling WLG) has stepped away due to outside commitments. The group welcomed two new members – Grace Premachandran (Osgoode), Shirley Prasad-Naivika (Cassels), and Lisa Cunningham (Wildeboer). The group will again be organizing the Diversity Summit, to be held in late 2026/early 2027, likely virtually. Additionally, the group has agreed to take on an annual review of the Aderant/vi demographic census, which was a task previously held by an ad hoc group of Canadian NALP members. The group will review applicant feedback and the survey questions to decide if any changes or terminology updates are needed.

B. *CDLE Working Group*

Chair: Maryanne Forrayi (University of Calgary)

Members:

- Lisa Cunningham (Wildeboer Dellelce, Toronto)

- Glenn Chu (City of Toronto, Legal Services)
- Chanelle Desrosiers-Stewart (Bennett Jones, Montreal)
- Robyn Marttila (Western University, London, Ontario)
- Laura Pringle (UVic)
- Kara Sutherland (Dentons, Toronto)
- Analea Wayne (DLA Piper, Calgary)

Update

The CDLE Working Group has not yet met since the last Board report due to the busy recruitment preparation season from January to February in some markets. The working group is set to meet again on March 23. At the March meeting, we will review progress of CDLE engagement and profile completion. We will also poll to see who is willing to stay on the working group for the 2026/2027 academic year and discuss priorities for the coming term.

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))
- Haley Wong (McCarthy Tétrault (Toronto))

Update

Recruitment for 1L summer positions in the city of Toronto concluded in February. Members of the Toronto Summer and Articling Working Group will be meeting on March 26 to debrief on the recruitment process and consider potential updates to the Best Practices in advance of the upcoming articling recruitment cycle.

D. SAWG Vancouver

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

Members:

- Pamela Cyr (Fasken)
- Karen Jung (Fasken)
- Chira Perla (Roper Greyell)
- Robert Hanson (Norton Rose Fulbright)
- Kathryn Schultz (Clark Wilson)
- Laura Pringle (University of Victoria)
- Allison Jackson (Lawson Lundell)
- Christi McCauley (Thompson Rivers University)
- Jennifer McNaught (Blakes)
- Christine York (Alexander Holburn Beaudin + Lang)

Update

- **Vancouver 2027 Summer Recruit:**
 - The Vancouver Bar Association (VBA) held a Roundtable for Vancouver employers to discuss the Pilot Project from 2026 Summer Recruit.
 - It was agreed that the Pilot Project should continue for 2027 Summer Recruit with revisions to certain key dates and deadlines. VSAWG will update the Vancouver Bar Association Guidelines and Best Practices documents to incorporate feedback from the Roundtable. VSAWG will collaborate with the VBA to finalize these documents.
 - VSAWG is also contemplating a unified application deadline for Vancouver 2L summer recruit across provinces to reduce confusion and enhance transparency for students. The BC Law schools are consulting with other Canadian law schools to determine feasibility.

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 2026 OCI schedule has been finalized and distributed to law school and employer members.

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 took place on December 1st. The working group has nothing new to report following the winter meeting.

G. Canadian Industry Data Working Group

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

Members: No other members.

Update

This working group does not have an update at this time, as they are waiting to receive the results from the second survey conducted this year.

As noted in section 3, above, this working group is being merged with the National Recruitment Survey Working Group to form the new Canadian Research Advisory Group. Alex Waite is joining the new Advisory Group. Katie Behan moved on from the Windsor CDO at the end of September.

H. Canadian Research Advisory 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

The 1L Toronto, 1L Calgary, and 2L Ottawa student recruitment survey is open for student responses now. The deadline for survey submissions was extended to March 20 to hopefully garner response numbers in line with previous years.

Planning is underway for the JD Class 2025 Articling Snapshot survey. The Advisory Group will meet over the next few weeks to review the current survey and to see if any changes to the survey are warranted. It will be distributed to the law school CDOs for completion once it is ready.