

JUNE 2024 NALP QUARTERLY BOARD REPORT

Date: October 17, 2024

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 upcoming Canadian Bulletin contributions 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 Enslen & 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*

Chair: Bethany McCoy (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 DEI Working Group has set the date for the upcoming Diversity Summit. It will be taking place on January 17, 2025 from 10:00AM ET to 5:00PM ET, virtually (it will be recorded for the benefit of those who cannot attend in person). The theme of this year's sessions will be Innovation in EDI, and will be focusing on recent changes in approaches and technologies surrounding EDI in the recruitment and employment sphere. Speakers will be from across the country to speak on various topics. Members can look forward to a sign up link going around soon!

B. *CDLE Working Group*

Chair: Maryanne Forrayi (University of Calgary)

Members:

- Ryan Baker (Smar & Biggar)
- 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 launched a Canadian Section employer member survey with a late September deadline for completing this. Canadian employers were emailed directly a personalized email requesting them to complete the survey which requested input on sharing demographic data through the CDLE per the launch of the new demographic data collection. The following questions were asked:

1. Did you complete the newly expanded demographic section of the CDLE (gender identity, sexual orientation, Indigeneity, racial identity, and persons with disabilities) in the last submission round in November/December 2023?
2. If you were not able to complete this section, please provide details as to the specific limitations in terms of being able to provide both the qualitative and quantitative information requested.

3. Students are very interested in viewing the diversity of lawyers as part of your organization. Are there any adjustments we can consider as to how your organization's extended demographic data could be more easily reported through the CDLE moving forward?
4. Please share any other further information that would support the CDLE Working Group in this work.
5. OPTIONAL: This is intended to be an anonymous survey to allow employers to frankly share feedback. However, if you would like to share your organization name, your name and contact details, so we can follow-up with you, or to provide the working group with additional context, please do so.

The survey received 23 responses and the CDLE Working Group will meet again in October to analyze the data and determine how to move forward.

In addition, the Working Group was informed of the conversion of the CDLE to a new platform which will allow more search capabilities. Members were also notified of this at the last Canadian quarterly call.

C. SAWG Toronto

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

Members:

- Erika Bailey (University of Toronto)
- Cheryl Biehler (Fasken (Toronto))
- Megan Percy (Aird & Berlis LLP (Toronto))
- Glenn Chu (City of Toronto)
- Amanda Fiorelli (Davies (Toronto))
- Adam Gilani (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)
- Alison Shamie (for Georgia Brown) (Torys LLP (Toronto))
- Grace Smith (Blake, Cassels & Graydon LLP (Toronto))
- Shawn Swallow (Schulich School of Law)
- Alexandra Waite (University of Ottawa)

Update

This summer, the SAWG undertook a comprehensive review and update of the **Best Practices for Toronto Summer & Articling Recruitment Activities** and the **Split Summer Recruitment Protocol**. These updates aim to enhance guidance on key aspects of the recruitment process, including:

- Intent to Call (ITC) emails;
- Timing of social events; and,
- Transparency in the hiring process.

The recruitment cycle for **2025-2026 articling positions** concluded in mid-August, while the fall recruitment process for **2025 summer positions** is currently in progress. On-campus interviews are ongoing, with in-firm interviews scheduled for November 4-6. The group will hold a debriefing

session following the recruitment season's conclusion, ahead of the NALP Canadian Section Winter Meeting set for late November.

In terms of membership updates, **Tierney Read Grieve** has left **Hicks Morley** (Toronto). We have reached out to her replacement, **Cemeka Douglas**, to invite her to join the working group.

We appreciate the efforts of all participants involved in the recruitment process and look forward to continued collaboration with the regulator, OCI Working Group and broader Canadian Section members as we continue to identify areas for improvement in 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)
- Judith Atwood (McMillan) (*Ilana Schragar on maternity leave as of August 2023*)
- Tory Brown (Allard Law, UBC) (*on maternity leave as of August 2023*)
- Alison Cowan (Fasken)
- Heather Doi, Niall Rand, Spencer Malthouse Allyse Cruise, Catherine Repel, David Penner – (Vancouver Bar Association (VBA))
- Chira Perla (Roper Greyell)
- Kathryn Schultz – Clark Wilson ***New**
- Laura Pringle (University of Victoria)
- Allison Jackson (Lawson Lundell)
- Christi McCauley (Thompson Rivers University)
- Jennifer McNaught (Blakes)
- Stacy Shields (Norton Rose Fulbright) (*on maternity leave until September 2024*)
- Christine York (Alexander Holburn Beaudin + Lang)

Update

An update since our last report is set out below.

- **Process Document for Future Revisions to the Guidelines:** A small working group comprised of 4 VSAWG members (2 VBA, 1 school, 1 employer) drafted a written document that set out the process on how to implement future revisions to the Guidelines, as well as more clearly outline the history and respective roles and responsibilities of the VBA and VSAWG. This document was reviewed and discussed at the VSAWG meeting on August 27th. Following the meeting and further sharing of feedback via email, VSAWG agreed to table the outstanding items for discussion until the conclusion of the Vancouver recruit, as these discussion items concerned issues that would not impact this year's recruit and would instead come into effect for next year's recruit.

E. *OCI Advisory Working Group*

Chair: Shawn Swallow (Dalhousie Law)

Members:

- Natasha Bhimji (Stikeman Elliott, Toronto)
- Theresa Chan
- Cheryl Biehler
- Gabrielle Maunier (Blakes, Calgary)
- Christine York (Alexander Holburn)

Update

Work has started on 2025 OCI schedule and the OCI Working Group will meet in November to finalize the 2025 schedule. 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:

- In-firm recruitment dates will be moved from November 3-5, 2025, to October 27-29, 2025 (“interview week” to “offer day”).
- Call day will be moved from Tuesday, October 21, 2025, to Wednesday, October 22, 2025.

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 Canadian Winter Meeting will be taking place on November 29th and will be hosted by Bennett Jones. The theme for the event is “Tomorrow’s Lawyer.” We are currently working on putting together speakers and topics which we should have set in place by mid-October.

G. *Canadian Industry Data Working Group*

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

Members: No mother members. Seeking employer members.

Update

The Canadian Articling Snapshot Survey for the Class of 2023 and the Survey of Legal Career Professionals have both been completed and are now available on the NALP website. The working group is working on updating the Survey of Canadian Law School Career Services Offices in anticipation of circulating it next year.

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

Summary of activities in the last quarter:

The group discussed the possibility of polling students on their use of AI in preparing applications and conducting interviews in the next survey, and ultimately decided this required further discussion and consultation. The group also obtained a good response rate to the last survey circulated (for articling 2025-2026 recruitment), and published a full summary report for the results of the Fall 2023 recruitment for 2024 Summer positions on schedule, ahead of the current Fall 2024 recruitment process. That report is available in NALP Connected and on the next Canadian recruitment section of the NALP website. Finally, there has been some discussion within members of the group and through the Canadian Section Chair (Laura Pringle) about whether or not to grant access to some non NALP member stakeholders to our survey reports. As of late August, Laura was going to bring it up to NALP leadership on our behalf and keep us posted.

Looking ahead:

By the end of October, we will update and review the content of the next student survey, which will cover the Fall recruitment processes for Toronto, Calgary and Vancouver, and be circulated sometime in mid-November following the conclusion of all three recruits. We do not anticipate making any substantial changes to the content of the survey.