

OCTOBER 2025 NALP QUARTERLY BOARD REPORT

Date: October 16, 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 details about our fall quarterly meeting, as well as updates about and from the Working Groups.

Overview

1. Wellness Content at Quarterly Canadian Section Meeting
2. Restructuring of Canadian Section Survey Working Groups
3. Updates from the Working Groups

1. Wellness Content at Quarterly Canadian Section Meeting

The Canadian Section Co-Chairs and the Canadian Regional Representatives met this summer to discuss ways to add value to the Canadian Section Quarterly Meetings. With the busy 2L recruit season approaching, the group decided to bring in a wellness speaker for our September quarterly section meeting.

Rose Yanco, our current Canadian Well-Being Champion, connected us to Rosana Fernandez, a health coach and expert in workplace dynamics and mental resilience. Rosana delivered a 20-minute session on emotion regulation with a focus on concrete tools our members can use to manage stress during the recruit.

We have not yet received specific feedback from members about the content of this wellness session. However, since many working groups are less active over the summer and have fewer updates to share, the wellness presentation made for a more robust September meeting.

2. Restructuring of Canadian Section Survey Working Groups

NALP is establishing a formal Canadian Research Advisory Group that will assist NALP's research team in updating all of the Canadian legal market surveys and timelines each year. The new Canadian Research Advisory Group will oversee the administration of the following surveys:

- Summer Recruitment Surveys (student surveys)
- Articling Snapshot Survey
- Survey of Legal Career Professionals
- Law School Career Services Survey

- Associate Salary Survey

The new advisory group will include Nicola Martin (Osgoode) and Jennifer Nadon (uOttawa) (currently the co-chairs of the National Recruitment Survey Working Group), Alex Waite (uOttawa, currently co-chair of the Canadian Industry Data Working Group), and Cemeka Douglas (Hicks Morley).

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

This working group does not have any updates at this time.

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

Since our last report, we are very pleased to have a new member join our working group, Chanelle Desrosiers-Stewart, Bennett Jones in Montreal, to represent the Quebec region! Chanelle has been a great addition, sharing input on the CDLE as it pertains to Quebec recruitment.

During the summer months, the CDLE Working Group did a thorough review of the CDLE questions and content. From that committee work, Maryanne Forrayi, Chair, met with Lisa Quirk of NALP for feedback. Lisa was very helpful and supportive with her experience she has amassed over the years of working in these platforms for our members. Based on that feedback, Forrayi consulted with the working group to gain clarification on some items. A document has been submitted to Lisa Quirk with edits to be considered for this upcoming term while others that required more consideration will be further discussed within the working group for the following year. Forrayi was also informed that the platform change for the CDLE will be implemented for the coming year.

The Working Group will meet again in November.

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

Best Practices and Split Summer Protocol

The group reviewed and updated the *Best Practices for Toronto Summer and Articling Recruitment Activities* and the *Split Summer Protocol*. Updates include revised language and guidance to ensure greater inclusivity for internationally trained lawyers/NCA candidates and employers of all types. Notably, Section 10 (“Scheduling Social Events”) now encourages employers to provide flexible options and communicate more transparently about the role of social events in the recruitment process.

New Resources

Two new resources were finalized to make the guidance more accessible and user-friendly:

- *Executive Summary of Key Best Practices for Employers*
- *Executive Summary of Key Best Practices for Students*

Communication of Resources

The Best Practices, Split Summer Protocol and new Executive Summaries have been shared via NALPConnect and distributed directly to Canadian law school CSOs (to circulate to their students) and Toronto employers who hire summer and articling students. NALP will additionally host the materials on its website to ensure broader visibility.

Recruitment Updates

The 2026–27 articling recruitment in Toronto concluded in August and generally ran smoothly. One issue noted was students cancelling interviews after Call Day when they accepted early offers from their summer employers. It is unclear whether the offers were made or accepted post-Call Day, but the timing left little opportunity to slot in other candidates. SAWG will consider updating the Best Practices to encourage employers to make early offers before Call Day to reduce disruption.

SAWG is also monitoring the 2L 2026 summer recruitment cycle which is currently underway. Virtual OCIs will conclude on October 14, followed by in-office interviews and offers the last week of October. The group will reconvene following the recruit to debrief.

Looking Ahead

Following the 2L summer recruitment cycle, SAWG will turn to several post-recruit topics, including:

- Guidance on networking
- Communication of OCI decisions (*Intent to OCI* and rejection emails)
- Timing of early offers, with a view to providing clearer expectations for students and employers
- Communication protocols for cancelling or declining interviews
- The use of AI in recruitment
- The feasibility of piloting a defined window for “Intent to Call” emails

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)
- Pamela Cyr (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)
- Robert Hanson (Norton Rose Fulbright)
- Christine York (Alexander Holburn Beaudin + Lang)

Update

- **Vancouver 2026 Summer Recruit:**
 - The Vancouver Bar Association (VBA) and VSAWG collaborated on updating the Vancouver Bar Association Guidelines and Best Practices documents for the 2026 2L Summer Recruit
 - One of the most significant changes includes the launch of a “Pilot Project”, which provides additional guidance to students and employers as to how to navigate the timing and conduct regarding first choice language
 - The BC law schools have shared the details of the updated Guidelines and Best Practices, as well as guidance around student advising, to the other Canadian law schools. The Vancouver Bar Association assumed responsibility for sharing these updates to employers, with the BC law schools providing additional reminders and guidance to the employers.

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

Planning the 2026 OCI schedule will start after the fall 2025 recruitment period ends.

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 Conference will be taking place on December 1st. Our host this year will be Stikemans and this year's theme is: Winning Through Change – Strategies for a Resilient Future.

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. *National Recruitment Survey 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:

- 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.
- We have worked with NALP to also shorten the content of the survey.
- 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.
- The Recruitment Survey Working Group has been amalgamated into a new Canadian Research Advisory Group. Therefore, going forward we will have one report on behalf of the advisory group pertaining to all Canadian survey activity. Both Nicola Martin and Jennifer Nadon will join the new Advisory Group.

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
- As of October 30, 2025, we will circulate the Fall recruitment survey for Toronto, Calgary and Vancouver, following the conclusion of all three recruits.
- The upcoming report release for the 2025 Survey of Canadian Law School Career Services Offices (anticipated for early November 2025)