

MEMORANDUM

To: NALP Board of Directors

From: Chantal Morton, Director, Career Services, Osgoode Hall Law School, York University

Date: March 31, 2008

Re: Final Report on Canadian Section

Working Groups

The Canadian Section has four working groups established for 2007-2008.

i) *Canadian Directory of Legal Employers* (continued from 2006), Vice Chair: Kara Sutherland, Fraser Milner Casgrain. Members: Lianne Krakauer, Nancy Stitt, Chantal Morton, Andre Bacchus, Ali Martin-Mayer, Jennifer Moroskat, Marketta Jokinen. This past year has been another busy one – the website design was finalized, and the online form developed in both English and French, and firms have begun to register. There was extensive outreach and marketing in various jurisdictions, and individual members of the group worked hard to ensure the success of this project. The Group is very pleased to report that the Canadian Directory of Legal Employers has now been officially launched at www.nalpcanada.com. The Group continues to monitor the number of employers listed and will be working to ensure maximum participation from Canadian employers.

ii) *Summer and Articling Recruitment* Vice Chair: Leeann Marchand, University of Windsor. Members: Patti MacDonald, Nancy Stitt, Deanna Morash, Robin MacAulay, Stephanie Dohaher, Kelly Callon-McLean, Shannon Leo, and Janine Denney-Lightfoot. This year Shannon Leo, University of Toronto, Deanna Morash, Queen's University, and Janine Denney-Lightfoot, Weirfoulds LLP, worked on a best practices in recruitment guide for students and employers. The guide is modeled on the NALP Interpretations. The next draft of the guidelines will be circulated to the working group in mid-April, 2008, with the intention of opening up the consultation process to the Canadian Section in the next few months. The group continues to consider whether on-line applications are feasible for Toronto Summer recruitment. VI Recruit is conducting a demonstration of their software applications to a larger group of the primary summer employers in early April. The working group is anticipating feedback from the firms on their interest on pursuing the idea of on-line applications further.

iii) *Diversity in the Profession* Vice Chair: Andre Bacchus, Heenan Blaikie. Members: Josee Bouchar; Jewel Amoah; Marisha Roman; Jill Kirson; Kara Sutherland; Karen Kuzmowich; Laleh Moshiri; Mark Jackson; Ritu Bhasin; Stacy Keehn; Skip Horne; Chantal Morton; Lianne Krakauer; Kaila Mikkelsen; Marketta Jokinen; Penny Harvie. The group met twice in 2007-2008, and identified key areas for research and resource development on the issue of diversity in the profession: 1) Agenda Setting Best Practices: Develop a best practices guide around how to make the business case for and how to get the diversity topic on the agenda within organizations; 2) Demographic Data Collection Best Practices; Focus on reviewing existing demographic data surveys and methods in order to develop a best practices model for

demographic data collection; 3) Diversity Programs/Initiatives Guide: Review and develop a guide that would identify potential programs and initiatives which organizations could implement to help foster increased diversity awareness and retention among their members; 4) Diversity “Pipeline” Best Practices: Focus on developing ideas around how to increase the diversity pool within the recruitment cycles of the profession from both the admissions and hiring perspectives. In 2008-2009, it is proposed that two of these issues become the topic for working groups, and the other two issues be left for the future.

iv) *Toronto Winter Meeting*, Vice Chair: Halla Elias, Borden Ladner Gervais. The NALP Toronto Winter Meeting for Canadian Legal Career Professionals was held on Friday, December 7, 2007, hosted by Halla Elias at Borden Ladner Gervais. The meeting was held in December, and dealt with Diversity in the Profession. Details were provided in the third quarter report.

This report can be read with the CLCDN liaison report from Lianne Krakauer, U. of Toronto, Faculty of Law.

Chantal Morton
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