

MEMORANDUM

To: NALP Board of Directors
From: Chantal Morton, Director, Career Services, Osgoode Hall Law School, York University
Date: January 21, 2008
Re: Third Quarter Report on Canadian Section

1. 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. The Group is very pleased to report that the Employer Data Collection site for the Canadian Directory of Legal Employers was launched in December, 2007. Canadian law schools shared their employer databases with NALP and a hard mailing and email communication announcing the launch were sent to approximately 2700 employers. The Group continues to work on the public side of the site and is hoping to launch that before the beginning of March, 2008.

ii) *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 members of the working group included Chantal Morton, Lianne Krakauer, Ritu Bhasin and Margaret Seko. A welcome reception co-sponsored by Bereksin & Parr and Stikeman Elliott was held on Thursday, December 6, 2007 at Stikeman Elliott.

The event was a success. We had approximately 70 participants sign up, and several members from NALP were in attendance: Gihan Fernando, Lisa Dickinson, Jim Leipold and Lisa Quirk. The day included a panel discussion on diversity in the profession, roundtable discussions to brainstorm ways to get diversity on the agenda at firms, best practices for collecting demographic information, and implementing programs to encourage the recruitment and retention of equity seeking groups.

iii) *Demographics/Diversity* 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.

Mandate: The Canadian Diversity Work Group has been tasked with looking at developing best practices for employers and schools to track demographics. In the second quarter, the group met and is in the process of determining first steps. The group suspended work during the fall recruitment season. At the Toronto Winter Meeting held in December 2007 the group announced that it will be breaking the working group's mandate into four sub-groups in order to make the project more manageable. The vice chair is in the process of soliciting members to join the subgroups and setting meeting dates for each group.

The four subgroups created are:

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.

iv) *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. Shannon Leo, Career Services Office, University of Toronto, Faculty of Law, presented a first draft of the Best Practices Guide for Professional Conduct at the Winter Meeting and requested feedback. The group also updated the community on two task forces that will be producing reports that might have an impact on the profession: “The National Task Force on the Accreditation of Law Schools”, and the “LSUC Task Force on Accreditation and the Licensing Process”.

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

Chantal Morton
Osgoode Hall Law School, York University