

# EDI PROGRAM OVERVIEW

## SPEAKERS/FACILITATORS BIOGRAPHIES

### EQUALITY DIVERSITY & INCLUSION CONFERENCE

THE POWER OF ALL OF US

Improving Equality, Diversity and Inclusion (EDI) Makes Business Sense for Lawyers and Law Firms

OCTOBER 9 • 2018 | 2PM - 5:30PM | (REGISTRATION AT 1PM)

## THE CONFERENCE WILL EXPLORE

### What Are Our Responsibilities?

- Regulations
- Rules
- Good Sense
- Legislation

### How?

- Building a Pathway Forward.
- Improving EDI within Organizations.
- Improving EDI with clients, customers, colleagues, and the public.

### Why? The Case for Improving EDI

- Business
- Numbers
- Social

To Register Visit  
[www.lpp-edi.eventbrite.ca](http://www.lpp-edi.eventbrite.ca)

Ted Rogers School of Management  
Ryerson University  
55 Dundas Street West, Toronto, Ontario

Attendance is free for members of  
the Law Society of Ontario  
This program contains 3.5 EDI Professionalism Hours



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Ryerson  
University

LAW  
PRACTICE  
PROGRAM

**Date:**  
Tuesday October 9, 2018

**Time:**  
2:00pm to 5:30pm (registration begins at 1:00 PM)

**Location:**  
Ted Rogers School of Management,  
Ryerson University  
55 Dundas Street West,  
Toronto ON, M5G 2C3

# PROGRAM

Society, and the legal profession, have struggled with equality, diversity and inclusion (EDI). This conference focuses on the legal profession. It looks at what the legal landscape is, considers why improving EDI matters to personal, organizational and societal success (including financial success), and helps start to develop a path to a stronger future.

## Opening

- Malcolm Mercer, Treasurer, Law Society of Ontario

## What Are Our Responsibilities? Legislation, Regulations, Rules and Good Sense

- Tanya (Toni) De Mello, Director of Human Rights, Ryerson University

## Why? The Case for Improving EDI:

### The Business Case, The Social Case and The Numbers Case

- Ranjan Agarwal, Partner, Bennett Jones LLP
- Alexie Landry, Chief of Staff, Global Financial Advisory, Clients & Industries, Deloitte LLP

## Break

## How to Improve EDI? Building a Path Forward

- Facilitated Workshops on actions that strengthen EDI, and likely improve the organizational or individual future success. Different fact situations will help identify issues and better approaches. Internal and external relations will be considered, as will different strategies for firms and organizations of different types and sizes. The identified actions will be collected and distributed to all participants.

## The Power of All of Us

- Summarizing Workshop Discussions
- Concluding Remarks



### Notification of Video/Photography

In accordance with Section 30(2) of the Freedom of Information and Protection of Privacy Act (1990), personal information including images and recordings in connection with this notice is collected under the authority of the Ryerson University Act (1977). Ryerson will take photographs and/or videotape LPP events. Ryerson may capture your image or record your voice in connection with this event. Ryerson and the Law Practice Program (LPP) may reproduce, use, exhibit, display, broadcast and distribute these images and recording in any media now known or later developed for promoting, publicizing or explaining Ryerson and its activities for administrative, educational or research purposes. Personal information may be disclosed to outside service providers for processing and production. If you have concerns about your image being used for these purposes, please contact LPP by emailing [lpp@ryerson.ca](mailto:lpp@ryerson.ca).

## PRESENTERS



**Malcolm M. Mercer**  
Treasurer  
Law Society of Ontario

Malcolm M. Mercer was elected on June 28, 2018 to lead the Law Society of Ontario — the governing body of Ontario’s 52,000 lawyers and 8,600 paralegals — as its 67th Treasurer. He succeeds former Treasurer Paul Schabas.

Treasurer Mercer was first elected Bencher in 2011 and was re-elected in 2015. He has chaired the Law Society’s Advertising and Fee Arrangements Issues Working Group and served as Vice-Chair for the Professional Regulation Committee and the Alternative Business Structures Working Group.

He also served on the Access to Justice Committee, Paralegal Standing Committee, Priority Planning Committee, and Summary Disposition Committee — as well as the Compliance-Based Entity Regulation Task Force, the Real Estate Working Group and the Challenges Faced by Racialized Licensees Working Group.

As well, he has chaired the Ethics and Professional Responsibility Committee of the Canadian Bar Association (CBA), and was a member of the CBA Task Force on Conflicts of Interest. He served as a member of the National Committee on Accreditation of the Federation of Law Societies of Canada (FLSC) and is also a director of Pro Bono Law Ontario and the Victorian Order of Nurses Canada.

Treasurer Mercer was called to the Bar of Ontario in 1984 after receiving an LLB from the University of Toronto in 1982. He also holds a B.Sc., in systems design and engineering (1977).

He is a partner in McCarthy Tétrault LLP’s Litigation Group in Toronto, with a focus on commercial and corporate matters and professional negligence.



**Tanya (Toni) De Mello**  
Director of Human Rights  
Ryerson University

Tanya (Toni) De Mello has over 20 years experience in the private, non-profit and government industries. She started as an economist, working in business as a finance and audit consultant but also worked in the community outside of her day job. After working as a Management Consultant for several years and co-founding two local NGOs in her free time, Toni went on to complete a Master degree at Princeton University in Public Policy and Urban Planning.

After Princeton, she worked in peacebuilding, through the Office of the United Nations High Commissioner for Refugees (UNHCR) in Geneva and later in the UNHCR Field Office for Emergency Relief through the UN World Food Programme (WFP) in Senegal. She then returned to UNHCR in a field office in Colombia, South America.

She is now a human rights lawyer and she is currently working as the Director of Human Rights at Ryerson University. In this role, she deals with discrimination, harassment and sexual violence investigations, education and programming.

Lastly, she is also completing a PhD at the University of Toronto where she is looking at the “Fit” interview used in legal recruiting and asking: Who fits? And Who doesn't?



**Ranjan Agarwal**  
Partner  
Bennett Jones LLP

Ranjan's practice is focused on complex disputes, including class action, commercial, arbitration, constitutional, and employment matters. He has appeared as lead or co-counsel in over 15 cases before the Supreme Court of Canada. He has also briefed and argued numerous cases in Federal Court, Ontario and across Canada, and provides strategic advice to companies, organizations, and individuals at all stages of complex litigation. Ranjan recently acted for Bureau Veritas SA, a publically-traded multinational testing agency, in the successful dismissal of a \$2 billion class action. He is also counsel to Luxtona LLC in Canadian litigation with the Russian Federation arising from the breakup of Yukos oil company.

In its national rankings, Lexpert Magazine, Benchmark Canada and Chambers Canada have all recognized Ranjan as a future or rising star in dispute resolution. Among other recognitions, Precedent magazine, the Canadian Bar Association, and the Ontario Bar Association have recognized him for his pro bono and community service. In 2015, Canadian Lawyer magazine recognized Ranjan as one its Top 25 Most Influential lawyers.

Ranjan is an Adjunct Professor at the University of Toronto, and co-author of Class Actions Law and Practice. He has published numerous articles on a wide variety of litigation issues in the Supreme Court Law Review, National Journal of Constitutional Law, Alberta Law Review, Journal of Parliamentary and Political Law, and the Arizona Journal of International and Comparative Law. He is also Past President of the South Asian Bar Association of Toronto, one of North America's largest diverse bar associations, and Treasurer of the Ontario Bar Association.





**Alexie Landry**  
Chief of Staff, Global Financial  
Advisory, Clients & Industries  
Deloitte LLP

Alexie Landry, LL.B, B.C.L. is a Senior Manager with Deloitte Forensic as part of the Legal Project Solutions service offering. Alexie's practice focuses on complex eDiscovery matters in the context of both litigation and regulatory proceedings. Alexie is also the Chief of Staff for the Global Financial Advisory Clients & Industries program, where she works alongside the firm's global leadership team to execute on the firm's strategic mandates as they relate to global industry eminence and priority client relationships.

Alexie joined Deloitte as part of its acquisition of ATD Legal Services P.C., where she was an Associate and Project Manager. Before joining ATD, Alexie practiced class action and commercial litigation at a prominent Toronto boutique law firm. Alexie's class action experience includes work in the areas of medical and pharmaceutical product liability, and misrepresentation in both insurance products and post-secondary education credentials.

Alexie completed McGill University's joint Bachelor of Laws/Bachelor of Civil Laws program, graduating with distinction, and also has a First Class Honours Bachelor of Science from Dalhousie University. Before attending law school, Alexie interned in the Office of the Premier of Ontario, and worked as Legislative Assistant and Issues Manager for a high-profile provincial Cabinet Minister.

## FACILITATORS



**Alia Ahmed**  
Counsel  
Crown Law Office Civil  
Ministry of the Attorney General

Alia Ahmed was called to the Ontario bar in 2003, the New York bar in 2011 and has earned her LLM in Administrative Law. Over her 16 years as a public servant, Alia has worked in legal services, policy and legislative development/implementation, project management and operational support.

Most notably, she participated in the passage of the Accessibility for Ontarians with Disabilities Act, 2005, the establishment of the Human Rights Legal Support Centre and the launch of the first Quiet Space in the Ontario public service. She returned to legal practice in 2010, focusing primarily on procurement law and e-discovery. Most recently, Alia was appointed as the Legal Officer for Doctors without Borders Canada.



**May Cheng**  
Partner  
Intellectual Property Group  
Osler Hoskin & Harcourt LLP

May M. Cheng, C.S., is a Certified Specialist in Intellectual Property Law (Trademark/Copyright), and a partner in the Intellectual Property Group at Osler Hoskin & Harcourt LLP.

She has 25 years of experience in advising clients on all aspects of intellectual property protection and enforcement, including branding strategy, licensing and anti-counterfeiting. She is regularly involved in injunctive proceedings and appeals to the Federal Court of Canada in trade-mark disputes and infringement cases.

May has participated in early diversity and inclusion initiatives including the Working Group on the Law Society's Justicia Project in 2007, aimed at retention of women in private practice, and has been outspoken about this issue, contributing articles for Precedent Magazine in Fall 2008 and 2017.

May has received a lot of industry recognition for her professional accomplishments and is ranked as one of the Top 250 Women in IP, a global ranking, published by Managing Intellectual Property Magazine (both in 2017 and 2018). She also received the President's Award from the Women's Law Association of Ontario in 2016, for her work in mentoring women in law and her community work.

In May 2018, May was recognized by the Federation of Asian Canadian Lawyers in their Inclusive Leaders Showcase, based on a nomination process.



**Richard Coutinho**  
Client Lawyer  
Office of Public Guardian and  
Trustee  
Ministry of the Attorney General

RICHARD ASHOK COUTINHO is Client Lawyer with the Office of the Public Guardian and Trustee, Ministry of the Attorney General. He was called to the Ontario Bar in 2001 after graduating from the University of Toronto, Faculty of Law. He also holds a Bachelor of Arts (Hon.) in Comparative Religion from McGill University, a Master of Theological Studies from Harvard Divinity School and a Master of Laws from Harvard Law School.

After articling and working as Litigation Counsel with the Office of the Public Guardian and Trustee, Richard worked at the Ministry of the Attorney General's Crown Law Office -- Civil (negligence and malicious prosecution; aboriginal litigation) as well as the Constitutional Law Branch (aboriginal litigation) before returning in 2008 to the Office of the Public Guardian and Trustee as Client Lawyer. Richard has appeared at all levels of court, including the Supreme Court of Canada, and has particular experience in mental health and estates litigation, family, real estate and personal injury law. Richard is on the Executives for the Elder Law (serving as Secretary) and the Sexual Orientation and Gender Identity Law sections of the Canadian/Ontario Bar Associations.

Richard also serves as an elected Board Member (Vice-President, Articling Students and Retirement) of the Association of Law Officers of the Crown, which represents approximately 700 civil legal counsel and articling students employed by the government of Ontario. In this capacity, Richard has organized mentoring events for articling students for the past five years. Richard is presently a Board Member for Central Toronto Youth Services, a community-based, accredited Children's Mental Health Centre that serves many of Toronto's most vulnerable youth.





**Ashlee Froese**  
Founder of Froese Law

Ashlee Froese is a Toronto-based branding and fashion lawyer and trademark agent, who founded Froese Law, a boutique cross border branding law firm. Ashlee is recognized as a Certified Specialist in Trademarks Law by the Law Society of Ontario and has been ranked as one of the top 1000 trademarks lawyers globally. Ashlee's scope of practice includes trademarks, copyright, licensing, domain name, social media, marketing, advertising, packaging and labelling laws and negotiation and drafting of commercial agreements.

Ashlee holds numerous leadership and mentorship positions including, executive committee member (Ontario Bar Association), brand strategy council member (Canadian Marketing Association), advisor (Ryerson Fashion Zone), committee member (Intellectual Property Institute of Canada), committee member (International Trademarks Association), past co-chair (Fashion Group International), and past-chair (Toronto Intellectual Property Group). Ashlee is a guest speaker and published author on branding and fashion law across North America and is regularly asked to provide media commentary on key legal developments. Prior to launching Froese Law, Ashlee was a partner on Bay Street. She can be followed on @froese\_law or @ashlee\_froese.



**Omar Ha-Redeye**  
Lawyer & Professor  
Ryerson University

Omar Ha-Redeye is a sole practitioner and contract faculty member at Ryerson TRSM. He is actively involved in EDI issues in the bar, and regularly presents and facilitates events on this topic for the profession.

Omar obtained his JD from Western University, and his LLM from Osgoode Hall. Prior to law he worked in several careers, including nuclear medicine, health management and public relations.

He received the Queen Elizabeth II Diamond Jubilee Medal in 2012 for promoting access to justice for marginalized populations in Canada, and for promoting equality in society generally.



**Faithe Holder**  
Partner  
Real Estate and Financial Services  
Gowling WLG

Faithe Holder is a partner in the Real Estate and Financial Services Department in Gowling WLG's Toronto office.

Faithe focuses her practice primarily on Infrastructure/public-private partnership (P3), commercial real estate and construction law with expertise in the acquisition, financing and disposition of commercial properties and drafting, negotiating and reviewing a variety of agreements including P3 agreements, agreements of purchase and sale, leases, service agreements, standard construction contracts, consultant contracts, tenders, requests for proposals and other procurement documents.

Faithe is an advisor on Gowling WLG's Diversity and Inclusion Council, provides training on unconscious bias to members of the Firm and has received her mental health first aid certification from the Mental Health Commission of Canada.



**Ian Hu**  
Counsel  
Claim Prevention & PracticePRO  
LAWPRO

As the face of Claims Prevention and practicePRO at LAWPRO, Ian evangelizes the principles of good law practice management and claims prevention. He has spoken at over 100 events, from keynotes to panels, for law firms, schools, societies, and bar associations across Canada. Having had experience in private practice under his belt with various sizes of firms, Ian has seen the trials and tribulations lawyers go through.

He was the first racially diverse Chair of the Sole, Small Firm & General Practice Section at the Ontario Bar Association. He has served as Vice President of the Federation of Asian Canadian Lawyers, mentored young lawyers, and advocated for diverse lawyers and students. He is co-Chair of the American Bar Association's Law Practice Today Board. He has been appointed a Leadership Member of the American Bar Association's Law Practice Division, serving with several committees. He was an Executive Member of the Advocates' Society Personal Injury & Insurance Practice Group.

Ian invites you to chat on LinkedIn, tweet him @IanHuLawpro or comment on his blogs at SlawTips.ca and Avoidaclaim.com.



**Lai-King Hum**  
Founder  
Hum Law Firm

Lai is committed to the promotion of diversity and inclusion in the legal profession, and access to justice in the provision of legal services. She has held roles as past-President of the Federation of Asian Canadian Lawyers and Chair of the Roundtable of Diversity Associations, both lawyer groups committed to diversity initiatives. In 2014, after 15 years at national firms in Montreal and Toronto, Lai founded a boutique law firm focusing on workplace law, human rights, professional regulation, and litigation. Licensed in Ontario and Quebec, she advises and represents individuals, businesses, not-for-profit organizations, and entrepreneurs across Canada, as well as U.S. and China. Her clients include those in education, healthcare, manufacturing, and financial / banking services. A member of ADR Institute of Ontario, she also conducts workplace investigations as well as mediations.

In addition to her practice, Lai is a Deputy Judge, Toronto Small Claims Court of the Superior Court of Justice. She is also a Counsel in the Discrimination and Harassment Counsel Program (Law Society of Ontario) and a Tribunal Member at the Condominium Authority Tribunal. Lai is a board member of Up with Women (not-for-profit organization operating in various cities in Ontario providing coaching to homeless women) and trustee with CPAC Foundation. She is also active with Chinese business associations. While passionate about her work and non-profit commitments, Lai also enjoys time with family, friends, gardening, and travelling.



**Rosel Kim**  
Associate  
Goodmans LLP

Rosel Kim is an associate at Goodmans. Rosel has a broad transactional-based practice involving all aspects of corporate and securities law, with a particular emphasis on mergers and acquisitions and corporate governance.

Rosel has been recognized for her leadership and her community involvement. In 2018, she was recognized as an “Inclusive Leader” by the Federation of Asian Canadian Lawyers and was shortlisted for Canadian Lawyer Magazine’s Top 25 Most Influential Lawyers list. She was selected as a 2017 CivicAction DiverseCity Fellow as one of 25 emerging leaders from the Greater Toronto Area. She has been invited to speak on issues of diversity in the legal profession and contributes advice columns for Precedent Magazine, a leading magazine for Canadian lawyers.

Rosel received joint civil law and common law degrees and a Master of Arts in English Literature and Cultural Studies from McGill University. Her personal writing exploring race, feminism and immigrant identity has been featured on Huffington Post, The Puritan and The Vancouver Observer.



**Jolie Lin**  
Deputy General Counsel  
BMO Financial Group

Jolie Lin is Vice-President & Deputy General Counsel, Canadian Personal and Business Banking, and Assistant Corporate Secretary.

She is accountable for managing legal and regulatory risk for Canadian Personal and Business Banking business as well as Corporate Finance Division, Treasury and Payment Solutions and SAMU lines of business in Canada. Jolie was most recently Vice-President & Deputy General Counsel, Technology & Operations and Chief Knowledge Officer.

Prior to BMO, Jolie practiced for almost 20 years in the Financial Services Group at Osler, Hoskin & Harcourt LLP where she represented a diversified group of institutional lenders, banks, real estate investment trusts, pension funds, and large corporate borrowers. She joined the bank in 2009.

Jolie received her Bachelor of Law degree from Osgoode Hall Law School in Toronto, Canada. She is a board member of Canada's National Ballet School, and a member of Women General Counsel Canada.



**Mariam Moktar**  
Associate  
Lenczner Slaght Royce Smith  
Griffin LLP

Mariam maintains a varied civil litigation practice, focusing on professional liability and regulation, employment litigation, commercial litigation, administrative law and class actions. She has appeared at all levels of court in Ontario, the Federal Court as well as various administrative boards and tribunals.

During her articling year, Mariam worked closely on a high profile case concerning a senior politician at the Superior Court of Justice. She then clerked for various judges of the Superior Court of Justice in the Central West Region, and served judges of the Divisional Court where she gained a broad experience in civil, criminal, family and administrative law.

Mariam now represents a breadth of clients, from physicians and working professionals to corporations. She understands the importance of knowing clients and their unique legal needs, and she provides the practical advice needed to solve their problems.





**Shirin Movahed**  
Attorney  
Froese Law

Shirin Movahed is a lawyer who is licensed to practice in New York, Florida and DC. She is registered with the Law Society of Ontario as a Foreign Legal Consultant. With over 10 years' experience practicing corporate, commercial, litigation and intellectual property law, Shirin provides a deep understanding of entering the US market. Having previously worked at several large national and international law firms, Shirin brings her formidable years of experience and expertise to her clients in the financial, entertainment, consumer product, celebrity, fashion and art industries.

Shirin has lectured at universities, cultural institutions and trade associations on intellectual property rights and protection, as well as on what it takes to do business in the U.S. Shirin was selected by Thomson Reuters' to their elusive list of New York Super Lawyers Rising Stars and top female lawyers.



**Lina Nadar**  
Diversity & Inclusion Manager  
Gowling WLG

As Gowling WLG's manager of diversity and inclusion, Lina brings expertise in championing diversity and a sharp understanding of how to create an inclusive workplace.

A strategic and solutions-focused diversity professional, Lina designs and advises on D&I strategies, ensuring that D&I principles and best practices are embedded in the workplace culture. This includes the design of strategies to engage, support, and advance employees across the firm.





**Judy Naiberg**  
Legal and Business Affairs  
Sony Music Entertainment

Judy leads the Legal and Business Affairs department of the Canadian affiliate of Sony Music Entertainment, the world's second largest recording company. As a member of the Executive Team, she is a key advisor to the President in the development of company strategy. Judy also provides guidance across all business units both in Canada and abroad on a wide variety of issues including content acquisition, licensing, marketing, sales, digital distribution, transactional matters and litigation. She works closely with Canada's recording industry association, Music Canada, to advocate for legislative reform and changes in public policy in an effort to curtail piracy and promote Canada's legitimate music market. She is a member of the Board of Directors of Re:Sound Music Licensing, the Canadian not-for-profit agency dedicated to securing, enforcing and distributing fair compensation for artists and record companies for their performance rights. She is a mentor and frequent lecturer on a variety of matters including commercial drafting, entertainment law and women in leadership roles. She is a member of the steering committee of the Ryerson Law Practice Program (LPP) and created and co-taught the LPP's In-House Counsel Intensive Course.

Prior to joining Sony, Judy was a commercial and medical malpractice litigation lawyer with McCarthy Tétrault LLP in Toronto.



**Richa Sandill**  
Associate  
Wilson Vukelich LLP

Richa Sandill is an Associate at Wilson Vukelich LLP practicing in Labour & Employment Law in the firm's Litigation Department. She is developing a broad ranging employment & labour law practice, including a particular interest in training and advising clients on human rights, discrimination, and workplace harassment matters. Prior to joining Wilson Vukelich LLP in 2018, Richa articulated and practiced at a leading Toronto boutique employment law firm where she acted on behalf of both employers and employees, including assisting in a number of complex employment litigation disputes. She has appeared before the Ontario Superior Court of Justice and the Human Rights Tribunal of Ontario.

Richa is a dedicated legal writer, having written or been quoted in publications such as the Canadian HR Reporter, the Huffington Post, the Ontario Bar Association's JUST Magazine, the Law Times, and the Globe & Mail. She is also an extremely active member of the legal progression. She currently serves as Secretary for the Ontario Bar Association's Women Lawyers Forum, and the Ontario Bar Association's Constitutional, Civil Liberties, and Human Rights section. She has served on both of these sections' executive committees since 2014. Additionally, in August 2017, she was elected to the Board of Directors of the South Asian Bar Association.

In her spare time, Richa enjoys spending time with friends and family, following international cinema, and keeping up with dance classes. Richa is fluent in Hindi and spoken Urdu, and welcomes the opportunity to provide legal services to the South Asian community.



**Julia Shin Doi**  
General Counsel and Secretary of  
the Board of Governors  
Ryerson University

Julia Shin Doi is General Counsel and Secretary of the Board of Governors of Ryerson University. As an Executive Group member, she provides legal and governance advice and has operational responsibility for access to information, privacy, records management, and compliance. Julia leads a team of lawyers and professionals, and advises a board of 24 members.

Julia is also a member of the Board of Directors of Ryerson Futures Inc. and a past member of the national Board of Canadian Universities Reciprocal Insurance Exchange.

Julia is an adjunct professor at Osgoode Hall Law School, where she has taught since 2001. She is an instructor in Ryerson's Law Practice Program and has also guest lectured on contract drafting for the Faculty of Law, University of Toronto. Her past roles include: director of the Osgoode Business Clinic, assistant director of the LLM in Business Law, and instructor of Osgoode Professional Development's Commercial Legal Drafting Workshop. Julia teaches contract drafting to lawyers through the Canadian Corporate Counsel Association, Spring Training Workshop. She is an Executive in Residence for the Certified In-House Counsel - Canada designation offered by the Canadian Corporate Counsel Association and University of Toronto's Rotman School of Management.

Julia is the co-author of the leading Canadian text on drafting boilerplate contract clauses, *Behind and Beyond Boilerplate: Drafting Commercial Agreements*. She has also published and presented in the areas of licensing, securing copyright, and privacy law, and served on the editorial board of the Intellectual Property Institute of Canada's *Canadian Intellectual Property Review*. Julia is a past member of the editorial board of the *Canadian Corporate Counsel Association Magazine*. She serves on the judging panel for Canadian Lawyer InHouse Magazine Innovatio Awards.



**Donna Walwyn**  
Pension & Employee Benefits  
Lawyer

Donna Walwyn headed the Pension and Employee Benefits Practice Group at Baker McKenzie LLP in Toronto. She has a wide range of experience in private practice and, prior to becoming a lawyer, worked for Ontario's pension regulator. Donna also practiced pension and benefits law exclusively with a leading boutique firm in Toronto.

Ms. Walwyn advises corporations, board of trustees, plan administrators and internal pension and benefits committees on all areas of pension and employee benefits law. These included plan and fund governance, regulatory compliance, retirement fund investment, fiduciary duties and obligations, executive compensation, health and welfare plan administration and pension and employee benefit issues in the general employment law and unionized context. She also provides pension specialist support in litigation and insolvency matters. Donna is the Immediate Past President of the Canadian Association of Black Lawyers, a Fellow of the Leadership Council for Legal Diversity, and a Member of the Ontario Bar Association, Finance Committee and the Law Society of Upper Canada, Equity Advisory Group as well as other professional and community associations.

Ms. Walwyn is the recipient of a Lexpert Zenith Award for her work in advancing Diversity & Inclusion and an R.E.D. Award for Outstanding Pro Bono Contribution in Advancing Rights for Street Youth. Donna is a graduate of the University of Western Ontario, Faculty of Law and a 2000 call to the Ontario bar.



**Brendan Wong**  
Partner  
Borden Ladner Gervais

Brendan Wong is a partner in the Commercial Litigation and Competition and Marketing Law Groups in the Borden Ladner Gervais office in Toronto. Brendan's commercial litigation practice includes a focus on shareholder and partnership litigation, banking litigation (including insolvency litigation), fraud and injunction litigation, and competition law. He is fluent in English and conversational in French.

Brendan has appeared before the Ontario Court of Appeal, Ontario Divisional Court, Superior Court of Justice, Federal Court (Trial Division), Federal Court of Appeal and the Barbados Supreme Court. Brendan has also appeared before tribunals and arbitrators.



**Hilda Wong**  
Senior Vice President and General  
Counsel  
First National

Hilda Wong is the Senior Vice President and General Counsel for First National and oversees all aspects of First National's legal affairs including formation of legal policy, compliance and regulatory matters, governance, contract negotiation and employment matters and is responsible for First National's privacy and anti-money laundering programs.

Ms. Wong joined First National in 2007 as Senior Legal Counsel and was appointed General Counsel in 2013 and Senior Vice President in 2017. Prior to joining First National, Ms. Wong was a partner with the national law firm of Gowling Lafleur Henderson LLP. Ms. Wong has extensive experience in all aspects of financing and real estate. Ms. Wong holds a Bachelor of Laws from the University of Toronto and has been in practice since 1993. She is also on the board of executives for the Women General Counsel Canada organization.



## HOSTS



**Gina Alexandris**  
Senior Director  
Law Practice Program (LPP)  
Ryerson University

For over 20 years, Gina has been inspiring and supporting individuals and organizations to strategically define their hopes and achieve their goals. As the Senior Program Director of Ryerson's Law Practice Program, Gina is responsible for the development, implementation and general management of the new innovative transition year training program for licensing Candidates in Ontario. In this role, she is responsible for ensuring academic excellence and the quality of service and program delivery for participants, and outreach to hundreds of contributing members of the legal profession. Gina has also been actively involved with the development of Ryerson's proposal for its new innovative law school.

With a passion for adult education, leadership and diversity, she completed her Masters of Education in 2012 and received her Coaching Certification in 2017.

Gina developed and directed the award-winning Internationally Trained Lawyers Program at the University of Toronto's Faculty of Law and spent more than 12 years with Osgoode Hall Law School of York University, first as Director of Career Services, followed by nine years as the Assistant Dean of Student Services. Between 2013 and 2014, Gina was the Director, Strategic Planning and Knowledge Management for the Legal Services Division of the Ministry of the Attorney General of Ontario. Following her graduation from Osgoode Hall Law School, Gina began her legal career practicing family law and civil litigation in Toronto, Canada.

She is a proud Greek-Canadian soccer mom living with her family in Toronto.



**André Bacchus**  
Assistant Director  
Law Practice Program (LPP)  
Ryerson University

As the Assistant Director of the Work Placement Office at the Law Practice Program (LPP), André is responsible for working with the Profession to identify work placements throughout Ontario, as well as developing and implementing the candidate preparation and support structures to ensure placements benefit both employers and candidates. In his role André develops and delivers a number of Professional Development sessions each year to assist candidates with application preparation, networking and outreach, in-placement success strategies and post-placement next steps. André is also a frequent panelist and guest speaker at law schools and legal conferences where he discusses the LPP and presents on topics related to career planning.

Prior to joining the LPP, André was the Director of Professional Development at Heenan Blaikie LLP. In this role, André was responsible for all aspects of the Toronto office's associate and student programs, as well as managing the office's orientation, continuing legal education, mentoring and review programs. Following his legal studies, André was admitted to the New York State Bar and worked as an Associate with the New York office of Fried, Frank, Harris, Shriver & Jacobson LLP.

Upon returning to Toronto, André worked as a Recruitment Manager for Robert Half Legal and also served as the Director of Career Services at Osgoode Hall Law School where he utilized his knowledge and experience to advise law students on their career opportunities and job search strategies. Prior to attending law school, André held various positions with the Toronto offices of McMillan LLP and Blake, Cassels & Graydon LLP. Over the course of his career,

André has gained a wealth of knowledge about the legal industry and has gained considerable experience both in the practice of law and in the professional development community generally.



**Chris Bentley**  
Managing Director  
Law Practice Program (LPP)  
Ryerson University

Chris is the Managing Director of the Legal Innovation Zone (LIZ) and the Law Practice Program (LPP), both housed at Ryerson University, Toronto. Chris led the development of the LPP, a modern approach to lawyer licensing authorized by the Law Society of Ontario. He also co-founded LIZ, Canada's first incubator dedicated to legal startups, to help deliver better legal solutions to consumers. It supports legal startups, R & D for law firms, businesses, organizations and government, and practical reform initiatives.

Chris was elected as an Ontario MPP for London West from 2003-2013. He was a member of Cabinet for all 10 years, serving as Minister in 5 Cabinet posts: 4 years as Attorney General, as well as Labour, Training Colleges and Universities, Aboriginal Affairs, and Energy. He drove a number of change initiatives, such as Justice on Target (that reduced, for the first time in 18 years, the time to trial and the number of court appearances per criminal case), a health and safety initiative that reduced workplace injuries by 20 % in 3 years, the 4 Pillars of Family Reform, Civil Justice Reform, the largest funding increase in Legal Aid's history, and was part of a new approach to indigenous relations recognized by the United Nations. He also helped drive the implementation of the Reaching Higher investments in postsecondary education.

For 23 years before politics Chris practiced criminal defence and labour law. He taught part-time for 10 of those years at Western's Law School, and helped establish and became the first Chairperson of Neighbourhood Legal Services, London and Middlesex, which provides legal services to those who cannot afford them.

U of T Law and Cambridge U grad, Chris enjoys life with his wife, Wendy, and 2 daughters. He also runs, and has run 3 Boston Marathons.



# RYERSON'S LAW PRACTICE PROGRAM (LPP)

GREAT LAWYERS START HERE



# FOUR YEARS OF THE LPP

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# LAW PRACTICE PROGRAM (LPP)

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## Ryerson's Law Practice Program (LPP)

### It's Working!

**Ryerson's successful Law Practice Program (LPP) assists the LSO in meeting its public interest obligations by better preparing lawyers to serve the Public in the 21<sup>st</sup> Century.**

#### **Very Successful – Candidates Are Working After Their Call**

**Tab 1**

1. 90% of Year III, once Called, were working in law or law-related positions one year post-LPP (plus 5% are otherwise employed)
2. 84% of Year II, once Called, were working in law or law-related positions one year post-LPP (plus 3% are otherwise employed)
3. 75% of Year I, once Called, were working in law or law-related positions one year post-LPP (plus 5% are otherwise employed)

#### **Experiential Training That Better Serves the Public**

**Tab 2**

1. High-quality, skills-based training meets the highest public service and protection requirements
2. Standardized, supervised and assessed – Meets the highest standards for training set by the LSO
3. Excellent lawyers - 200 plus - develop, deliver, mentor, supervise and assess it
4. High-quality training that lawyers need to successfully serve the Public in the 21<sup>st</sup> Century

#### **Work Placements for All**

**Tab 3**

1. 100% of Candidates have been placed in each of the first four years
2. 870 plus new placements over 4 years across the province: mid-size, boutique, small and large private firms; in-house; all 3 levels of government; and legal clinics
3. 80% paid Year IV (stipends: 16% Year IV)

#### **Strong, Diverse Candidates - Very Successful LSO Diversity Program**

**Tab 4**

1. Candidates reflect the Province of Ontario
2. 874 (of 1061) Candidates completed the 4-month training, then 4-month work placement
3. Very successful diversity program by the LSO
4. About half are from Canadian law schools (all Ontario except Lakehead) - of the internationally-educated, half (25% of the total) started here and then went to the US or overseas for law school
5. Over 4 years: 70 different languages. Year IV: 52 Candidates completed 31 different Masters Degrees, and 1 PhD; 27 Candidates had practiced abroad on average 3 years

#### **Innovative – Prepares Candidates to Serve 21<sup>st</sup> Century Society & Improves Access to Justice**

**Tab 5**

1. Prepare Candidates to combine strong foundational skills with the ability to take advantage of change to better serve 21st Century Society
2. Business of Lawyering and Innovation components help Candidates succeed in meeting client needs in a modern and efficient way
3. Group-firm work and learning encourages success working in teams
4. Diversity and international experience opens eyes and minds to better serve Ontarians

**For the Profession, by the Profession.**



# LAW PRACTICE PROGRAM (LPP)

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## SUCCESS AFTER THE LPP

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- 75% of Year I, once Called, were working in law or law-related positions one year post-LPP (plus 5% are otherwise employed)

A sampling of their **job titles and roles** for Year I, II, III, and IV include:

- Account Manager
- Associate Legal Counsel
- Compliance Manager
- Contract Review Specialist
- Duty Counsel
- Ethical Wall Coordinator
- International Law Consultant
- Lawyer in Association
- Legal Consultant
- Legal Editor
- Legal Operations Specialist
- Operations
- Privacy Officer (Compliance)
- Project Coordinator
- Senior Processing Officer
- Tech Start-Up Developer
- Anti- Money Laundering Client Analyst
- Bilingual Staff Lawyer
- Consulting
- Contract Reviewer
- Early Resolutions Officer
- In-House Corporate Counsel
- Junior Lawyer
- Leasing Manager
- Legal Counsel
- Legal Manager
- Legal Research
- Partner
- Private Practitioner
- Resolution Manager
- Sole Practitioner
- Associate Lawyer
- Business Manager
- Contract Executive
- Contracts Administrator
- E-Discovery
- In-House Counsel
- Junior Partner
- Legal Clinic Staff Lawyer
- Legal Counsel and Compliance Coordinator
- Legal Officer
- Listings Analyst
- Policy Organizational Specialist
- Professor
- Returning Officer and Board Secretariat
- Strategic Planner

# LAW PRACTICE PROGRAM (LPP)

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## TRAINING

*High-quality, innovative skills-based training, that is standardized, comprehensive, mentored and assessed.*

### LPP Training Component

Think about running your own general practice law firm, with three other partners, incorporating technology and online opportunities. That is what our Candidates do when they begin the Ryerson LPP each August.

#### The Training Component: Introducing the Virtual Law Firm (VLF)

During the Training Component, Candidates are randomly placed into virtual law firms (VLFs) of approximately four people. This ensures that LPP Candidates are exposed to group dynamics from the very beginning, which is relevant to today's successful professional development. We have had approximately 60 firms in each of Years 1, 2, 3, and 4. Each firm is paired with a Mentor, who is a member of the legal profession in Ontario. Our Mentors come from across the province, average about 15 years of practice, and cover all areas of practice and workplace settings (clinics, government, private practice of all sizes, in-house counsel). These Mentors act as "Supervising Lawyers" for the VLFs, meeting with the entire firm once weekly for 17 weeks via webinar, and then bi-weekly with individual Candidates. During these interactions, Mentors and firms review the case file work that the Candidates have been working on that week, or have coming up, as well as discuss specific themes of Professionalism and Ethics, Practice and Client Management.

#### Competencies and Practice Areas

So what do the Candidates do during the Training Component? The LPP is "work" not school. On the basis of the expectations of the Law Society's mandate, our goal is to develop and assess in our Candidates the following skills (broadly):

- Professionalism and Ethics
- Analytical
- Research (legal and factual)
- Communications (oral and written)
- Practice Management
- Client Management

How do we develop these skills? Our Candidates meet at Ryerson 3 times for a week at a time (launch week end of August; middle of October; and middle of December). These 3 weeks offer Candidates the opportunity to engage in intensive workshops or panels (e.g. Trial Advocacy, Corporate Counsel), be assessed in-person by the bench and bar, develop and expand their professional network with each other (future colleagues) as well as members of the profession. The rest of the 14 weeks they are "working" in a simulated environment, responding to lawyer and client requests on a rapid, regular, intense basis.

# LAW PRACTICE PROGRAM (LPP)

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Their work is “delivered” via case files in the subject areas mandated by the LSO:

- Administrative Law (previously a Landlord/Tenant matter; more recently an Immigration matter);
- Business Law
- Civil Litigation
- Criminal Law
- Family Law
- Real Estate Law
- Wills & Estates Law

## Input by the Profession: Subject Matter Experts, Mentors and Assessors

Each of the case files is developed by a Subject Matter Expert (SME), a leading Ontario practitioner in their field. The SME develops/updates a background story, online reference resources, precedents and “typical” file assignments. These assignments (over 100 in 2016) include client meetings, to opening a file to research, responding to clients’ questions, to drafting or reviewing contracts or pleadings, through to arguing or presenting before a court or tribunal, and then billing and collecting fees. Candidates receive these assignments throughout the business day/week as “emails” from “Senior Partners” in the relevant practice area. The case files are layered, beginning with work on one, then a second, eventually with all seven, therefore also building the skill of professional prioritization (aka practice management). Sometimes VLFs are working on a single file for a day or two; other times they are juggling the expectations of multiple files, as is the case in “real world” practice.

VLFs connect with their Mentors, each other, Managing Partners, Subject Matter Experts and their clients virtually through web conferencing and other online platforms (e.g. video “meetings”). Who are these clients, you might ask? In five of the files, the VLFs have the benefit of live-actor simulators, trained on the file and the requirement of “client management” skills, through Ryerson’s specialized Interpersonal Skills Teaching Centre (ISTC – see: <http://www.ryerson.ca/istc>).

Candidates submit some work through their firm, most individually. They are offered feedback by their Mentors on some of their work (particularly as they first begin the work), or self-assess based on model answers available by the SMEs (and then discussed during the weekly Firm Meetings with the Mentors). In addition, however, Candidates will be assessed by other members of the profession as specific Assessors for particular subject matter tasks (Motions, Client meetings, Negotiations, Opening/Closing Statements, Cross/Direct Examinations, Submissions, Bail Hearing, Supervisor Meetings), during the 2<sup>nd</sup> and 3<sup>rd</sup> in-person meetings. Candidates are assessed monthly by their Mentors on all six of the competencies noted above. Candidates are assessed as “Developing”, “Meets Expectations” or “Exceeds Expectations” by their Mentors and Assessors, and overall success depends on consistent and developing performance throughout the four months.

# LAW PRACTICE PROGRAM (LPP)

**LAW  
PRACTICE  
PROGRAM**

**RYERSON  
UNIVERSITY**

## Training Component

17 weeks



- Ethics and Professionalism
- Oral and Written Communication
- Analytical Skills
- Research Skills
- Client Relationship Management
- Practice Management

AUG OCT DEC



**ONGOING MEETINGS & EVENTS**

- Professional Development and Guest Speakers
- Client interviews, meetings & negotiations
- Weekly meetings with Managing Partners
- Courthouse and Tribunal visits
- Hearings and appearances before assessors
- Virtual Firm meetings led by lawyer Mentors

**GENERAL FILE WORK**

- Open and manage files, including retainers, conflict checks, tickler systems
- Manage, review, analyze and address correspondence and memos to file
- Docket all matters - billable and otherwise, review accounts and prepare draft invoices

**CLIENT MATTERS**

- Administrative Law
- Business law
- Civil Litigation
- Criminal Law
- Family Law
- Real Estate Law
- Wills and Estates Law

**ASSIGNMENTS**

- Legal Research and Memorandum
- Draft Retainer
- Draft Demand Letter
- Respond to urgent voice message
- Draft Opinion Letter
- Draft Designation
- Draft letter to opposing counsel
- Draft Agreement of Purchase and Sale
- Draft Application and Financial Statement
- Draft Statement of Claim
- Memo - Bail Hearing
- Search of Title through Teraviv
- Review Pleadings of other side
- Draft Letter of Intent
- Confirming Representation and Capacity
- Draft Application
- Small Claims Research
- Draft Powers of Attorney for Property and Personal Care
- Draft Requisition Letter
- Draft Reporting Letter
- Draft Closing Agenda, Share Purchase and Non-competition Agreements
- Contract Drafting
- Draft questions for Examination-in-Chief and Cross-Examination
- Draft Statement of Funds and Statement of Adjustments
- Discuss file strategy
- Draft Third Party Consents and Promissory Note
- Prepare Case Conference Materials
- Guilty Plea and Sentencing
- Draft Affidavit of Documents
- Draft Will
- Present submissions to the Landlord & Tenant Board
- Prepare client for examinations
- Review and use precedents and checklists

**SPECIAL PROJECTS**

- Intensive Trial Advocacy Program
- Business Plan
- Access to Justice Innovation Challenge
- In-House Counsel Concentration

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# Thank You

**to our mentors, assessors, curriculum developers, guest speakers, the Ontario Bar Association for our strategic alliance, and The Law Society of Ontario.**



2017/2018 LPP Candidates

Alexa Abiscott  
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# Thank You



2017/2018 LPP Candidates

## 3 Day Intensive Trial Advocacy Program LPP

Developed & delivered by:



**Sheila R. Block, Partner**  
Torys LLP



**James Seckinger, Professor**  
University of Notre Dame

### With support from:

100+ Practitioners, from many organizations, providing advocacy training

and



Looking forward to the 2018–2019 Law Practice Program

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| Brian Illion          | Molly Reynolds           | Allison Worone      |
| Judie Im              |                          |                     |

## WORK PLACEMENTS

*High-quality, supervised and assessed.*

### Work Placement Component

Candidates move on to the four-month Work Placement only after they have successfully completed the Training Component. We recruit employers on the basis that our Candidates are ready to “hit the ground running” in January. Our employers span the range of practice areas and office settings across the province. Candidates are prepared for both general and more focused practice areas for their Work Placements. A list of our employers is attached.

### Securing Work Placements

Once an LPP Candidate has successfully completed the 4-month intensive Training Component they are eligible to begin their work placement. LPP Candidates can secure work placements in two ways: **1)** by applying to the job postings we have secured through the program's outreach efforts; and/or **2)** conducting outreach to potential employers they would like to work with which we then review and confirm the work placement's eligibility. It is important to note that the vast majority of LPP Candidates secure their work placements through applying to the job postings the Work Placement Office secures and posts in our PlacePro database.

To secure the over 870 work placement job postings, during the first four years of the program, the Work Placement Office, along with the outreach efforts of the overall LPP team, made many phone calls to prospective employers, attended and presented at numerous legal association and legal conference events, as well as, placed advertisements in a variety of legal publications including the Ontario Reports, Canadian Lawyer Magazine, the Lawyers Weekly, Precedent Magazine, Legal Association Newsletters and in the National Post.

The Work Placement Office works diligently throughout the year to develop the work placement opportunities with potential employers. In addition to conducting many outreach phone calls, they conduct numerous follow-up calls to confirm the employers participation (i.e. to get the Employer Profile Form from the employer to create the placement position); the position is then vetted and posted for LPP Candidates to apply to; once the position closes the LPP Candidate applications are then reviewed to create a shortlist that employers can review; the applications are then submitted to the employers along with a link to all the applications submitted for their placement position; follow-up calls are then placed to confirm which candidates the employer would like to interview; and again, follow-up calls are made to confirm who the employer has decided to hire. Once the LPP Candidate accepts the position the Work Placement Office sends a completed Work Placement Agreement and Education Plan to the employer and the LPP Candidate to sign and return. The employer also receives a Pre-Placement FAQ & Checklist to assist them in preparing for their LPP Candidate's arrival in January.

Within the current legal and economic environment, over the past four years, the Work Placement Office has been able to create over 870 work placement opportunities that would not have otherwise existed in Ontario. Over 73% of roles are paid, with the overwhelming majority being fully paid, with some stipends. We believe this compares favourably with what is actually going on with articling. The participating employers include large and small employers across all legal sectors from private practice to in-house and legal clinics to all 3 levels of government.



# LAW PRACTICE PROGRAM (LPP)

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The Work Placement Office has once again been working diligently to secure enough opportunities to meet the demands of our expanded LPP Candidate pool and has a 100% rate of placement for all LPP Candidates during the first four years of the program.

## In-Placement Check-Ins

During the four-month work placement period the Work Placement Office conducts two in-depth check-in calls with each employer as well as an in-depth check-in call with the LPP Candidate. These check-in calls provide us with the opportunity to gather feedback on the LPP Candidate's performance, as well as, the LPP Candidate's experience. The feedback received during the employer check-in calls can be very insightful and, in most instances, quite extraordinary. Employers tend to immediately comment on how well-prepared the LPP Candidate was to "hit the ground running". In fact, they often mention that they operate at a significantly higher level than other licensing candidates they have encountered in the past. Similarly, LPP Candidates during their check-in calls also comment on how prepared they felt arriving into the new work environment particularly since many of the experiences they are engaging in are tasks they prepared for or completed during the Training Component.

In addition to the formal check-in calls, the Work Placement Office reminds both employers and LPP Candidates that they are always available to support them with any matters that may arise during the work placement. In some cases this may mean acting as a facilitator or providing additional resource support to the employer or the LPP Candidate.

## Post-Placement Success

Early indications are that LPP Candidates, once called, are meeting with excellent employment success:

- 90% of Year III, once Called, were working in law or law-related positions one year post-LPP (plus 5% are otherwise employed)
- 84% of Year II, once Called, were working in law or law-related positions one year post-LPP (plus 3% are otherwise employed)
- 75% of Year I, once Called, were working in law or law-related positions one year post-LPP (plus 5% are otherwise employed)

# Thank You

to our work placement employers,  
our strategic partner, the Ontario Bar Association  
and The Law Society of Ontario.



2017/2018 LPP Candidates

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Chagpar & Associates  
Chapnick & Associates  
Chicago Title Insurance  
Company Canada  
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CLEO - Community Legal  
Education Ontario

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and Speech-Language  
Pathologists  
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Ontario College of Trades  
Ontario Institute for Cancer Research (OICR)  
Ontario Motor Vehicle Industry Council (OMVIC)  
Oyubuli Law Professional Corporation

PA Law Firm Professional Corporation  
Pacific Exploration & Production Corporation  
Paliare Roland Rosenberg Rothstein LLP  
Parnega Langley LLP  
Patrick Orr, Barrister and Solicitor  
Paula Seymour, Barrister & Solicitor  
Peter Loucks Professional Corporation - Loucks & Loucks  
Philips Canada  
PointClickCare Corp.  
Primero Mining Corp.  
Pro Bono Law Ontario  
Q9 Networks  
Randy Ai Law Office - Labour & Employment Lawyer  
Raviele Vaccaro LLP  
RBC - Royal Bank of Canada  
Reach Canada  
Rekai LLP  
Rexdale Community Legal Clinic  
Riches, McKenzie & Herbert LLP  
Rodan Energy Solutions Inc.  
Roos Law Professional Corporation  
Rosenblatt Immigration Law  
Ross & McBride LLP  
Roth Law Offices  
Rubenstein, Siegel  
Rusonik, O'Connor, Robbins, Ross, Gorham & Angelini LLP  
Rutman & Rutman Professional Corporation  
Ryerson University  
RZCD Law Firm LLP  
Salim J. Khot Legal Professional Corporation  
Scotiabank - Bank of Nova Scotia  
Shael Eisen Professional Corporation  
Shemesh Criminal Law

Shillers, LLP  
Sobeys Inc.  
Soble, Davis & Day LLP  
Society of Composers, Authors and Music Publishers of Canada (SOCAN)  
Solomon Orjiwuru Law Office  
Sony Music Entertainment Canada Inc.  
Stephen Hebscher, Barrister Sudbury Community Legal Clinic  
Tangerine Bank  
Teva Canada Limited  
The Law Society of Upper Canada (LSUC)  
The Sheridan College Institute of Technology and Advanced Learning  
Thomas G. Chalmers  
Thomson Mahoney Delorey  
Toronto Catholic District School Board  
Toronto International Film Festival (TIFF)  
Travel Industry Council of Ontario  
Valdman Law Professional Corporation  
W. Grant Buchan-Terrell  
Wakulat Dhirani LLP  
Warren Camacho LLP  
Wasserman Law Firm  
William Demant Group of Companies, Canada  
Wolfson Law Professional Corporation  
Workers' Health & Safety Legal Clinic  
Workplace Safety & Insurance Board (WSIB)  
Wyatt, Purcell, Stillman & Angevine LLP  
Yossi Schochet, Barrister & Solicitor  
YWCA Peterborough  
Haliburton





## RYERSON LAW PRACTICE PROGRAM (LPP)

# Thank You

to our work placement employers, our strategic partner,  
the Ontario Bar Association and The Law Society of Upper Canada.

Ahmed Law  
Aboriginal Legal Services of Toronto  
Access Copyright  
Aecon Group Inc.  
Aequitas Neo Exchange Inc.  
Alcohol and Gaming Commission of Ontario  
Allen & Allen, Barristers and Solicitors  
Anissimoff Mann Professional Corporation  
Annie A. Cheng, Barrister and Solicitor  
Association in Defence of the Wrongly Convicted (AIDWYC)  
ATX Law Professional Corporation  
Axxess Law Corporation  
Babin Bessner Spry LLP  
Bahmadi Law Professional Corporation  
Ballantyne Yates LLP  
Barbra Schlifer Commemorative Clinic  
Beber Professional Corporation  
Berger Law Firm  
Bernstein, Newman & Associates  
BMO - Bank of Montreal  
Bookman Law Professional Corporation  
Brookfield Asset Management  
Business Immigration Law Group  
Cabanela Law Office  
Cambridge LLP  
Canada Industrial Relations Board (CIRB)  
Canadian Civil Liberties Association (CCLA)  
Canadian Environmental Law Association (CELA)  
CASPLO - College of Audiologists & Speech-Language Pathologists of Ontario  
Castle-Trudel Criminal Defence  
Centre for Addiction and Mental Health (CAMH)  
Centre for Spanish Speaking Peoples  
Centre Francophone De Toronto  
Chehab & Khan, Barristers Solicitors  
CIBC - Canadian Imperial Bank of Commerce  
CitiFinancial Canada Inc  
City of Barrie  
City of Hamilton  
City of London  
CLEO - Community Legal Education Ontario  
Cohen, Sabsay LLP  
College of Nurses of Ontario  
Community Advocacy & Legal Centre (Belleville)  
Community Legal Clinic of York Region  
Community Legal Clinic Simcoe-Haliburton-Kawartha Lakes  
Côté Professional Corporation  
CSE - Communications Security Establishment  
CST Trust Company  
Delaney's Law Firm  
Deol & Nagpal Law Firm LLP  
Dooley Lucenti Barristers & Solicitors  
Dorrington & Associates Professional Corporation  
Echelon General Insurance Company  
Edgar Chana Law  
Edward M. Otto, Barrister & Solicitor  
eHealth Ontario  
Elgin-Oxford Legal Clinic  
Enriched Investing Incorporated  
Equifax Canada  
Eunice Kim & Associate Professional Corporation  
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Family and Children's Services of Frontenac, Lennox and Addington  
Farooq & Chaudry LLP  
FCT  
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Fleet Street Law  
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Forbes Chochla LLP  
Francesca E. Yaskiel, Barrister & Solicitor  
Garfin Zeidenberg LLP  
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Gary Anandasangaree & Associates  
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Gilead Sciences Canada Inc  
GlaxoSmithKline Inc (GSK)  
Goldman Hine LLP  
Goodmans LLP  
Govedaris Professional Corporation  
Government of Canada - Foreign Affairs, Trade and Development  
Graham Estate Law  
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Grill Barristers  
Harbic Law  
Heal & Co. LLP  
Hicks Morley Hamilton Stewart Storie LLP  
Hodder Barristers  
Housing Services Corporation (HSC)  
Howard Kelford & Dixon, Barristers & Solicitors  
Hudson's Bay Company (HBC)  
Hull & Hull LLP  
Hung Tan Truong Law Office  
Huron Perth Community Legal Clinic  
Impact Law LLP  
Infrastructure Ontario  
Janice R. Johnson, Barrister & Solicitor  
Janis P. Criger, Barrister & Solicitor



Jeffrey F. Mazin, Barrister & Solicitor  
Jewitt McLuckie & Associates  
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Justice for Children and Youth  
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Kazembe & Associates PC  
Kensington Bellwoods Community Legal Services  
Kingston Community Legal Clinic  
Knezy Mourawed LLP  
Koshiy Law  
Koskie Minsky LLP  
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Law Office of Joanna J. Ringrose  
Law Office of Rosalind E. Conway  
Law Offices of Warren & Jansen  
LawPRO  
Legal Aid Ontario - Major Case Management Office  
Legal Aid Ontario - North York  
Lenczner Slaght Royce Smith Griffin LLP  
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Loucks & Loucks - Barristers & Solicitors  
Lozano Law Office  
Luke's Place  
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Malicki Sanchez Law  
Marok Law Office  
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Ministry of Attorney General - Court Services Division  
Ministry of Attorney General - Crown Law Office Civil  
Ministry of Government and Consumer Services  
Ministry of Health and Long-Term Care, Legal Services Branch  
Mount Sinai Hospital  
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NEI Investments  
Neighbourhood Legal Services (London & Middlesex) Inc.  
Nissan Canada Inc.  
Olalere Law Office  
Ontario Bar Association (OBA)  
Ontario Hospital Association (OHA)  
Ontario Motor Vehicle Industry Council (OMVIC)  
Pacific Rubiales Energy Corp.  
Paliare Roland Rosenberg Rothstein LLP  
Pallett Valo LLP  
PCK - Perry + Currier Inc. / Currier + Kao LLP  
Pinto Wray James LLP  
Pro Bono Law Ontario (PBL0)  
RBC - Royal Bank of Canada  
Rene Larson Law Office  
Rerri Law Firm  
Rexdale Community Legal Clinic  
Richard M. Goldman, Barrister & Solicitor  
Rochon Geneva LLP  
Rosenblatt Immigration Law  
Rosen Fromstein LLP  
Roth Law Offices  
Ryan LLP  
Ryerson University

Sack Goldblatt Mitchell LLP  
Sahara Lawyers Professional Corporation  
Schible Law  
Sears Canada Inc.  
Shael Eisen Professional Corporation  
Sheridan College  
Siddiqui Law Office  
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Solar Income Fund Inc.  
SP Law Office PC  
Squire Law Office  
St. Michael's Hospital  
Stephen Hebscher, Barrister & Solicitor  
Stevensons LLP  
Subhash Joshi Law Office  
Sunnybrook Health Sciences Centre  
T. Edmund Chan, Barrister & Solicitor  
Tangerine Bank  
TD Bank Group  
Teva Canada Limited  
The Children's Aid Society of Hamilton  
The Law Office of Alesha A. Green  
The Law Office of Vaneer Senthoooran  
The Law Society of Upper Canada (LSUC)  
Thompson Dymond  
Toronto International Film Festival (TIFF)  
Vasuki Devadas Law Office  
Wakalat Dhirani LLP  
Wendy Harris Bentley, Barrister & Solicitor  
Wolfson Law Professional Corporation  
Woolgar VanWiechen Ketcheson Ducoffe LLP  
Workplace Safety & Insurance Board (WSIB)



# Ryerson Law Practice Program

## BE PART OF THE FUTURE

*"Industrious, hard-working ...!  
Her contributions to the organization  
started 10 minutes after she got here.  
We got exactly what we wanted and  
there are no surprises. ... We are  
very happy to be involved in  
the program."*

**Ontario Motor Vehicle  
Industry Council (OMVIC)**

*"She was fabulous.  
She was able to hit the ground  
running. We were able to get  
her involved in a lot of different  
things: contractual negotiations,  
regulatory discussions and policy  
developments - and she was  
able to contribute."*

**Royal Bank of Canada  
RBC**

*"His work is top quality... [He] is  
doing a great job, the LPP provides  
Candidates with practical experience  
and it benefits us too because  
he is assisting us."*

**Chicago Title Insurance Company  
Canada**

*"She exceeded our expectations.  
...Up there with 1st and 2nd year  
lawyers. ...I wish all students  
could go through the LPP so  
they get consistent training  
across the board."*

**GFL Environmental Inc.**

*"The LPP...has been  
wonderful. I adored the  
candidate that we had.... He  
was absolutely amazing, very high  
calibre. The practical training  
that he is getting here is amazing...  
and we as an organization are  
benefitting from it as well."*

**Infrastructure Ontario**

*"Our LPP student was thrown  
into the middle of a trial and was  
required to take the lead on it. She did  
an outstanding job and was  
victorious at the end of the day."*

**Nissan Canada**

**INNOVATIVE • EXPERIENTIAL • ENTREPRENEURIAL**

**To participate as a Mentor or to provide a Work Placement opportunity visit:**

**[ryerson.ca/lpp](http://ryerson.ca/lpp)**

**LAW  
PRACTICE  
PROGRAM**

**Ryerson  
University**

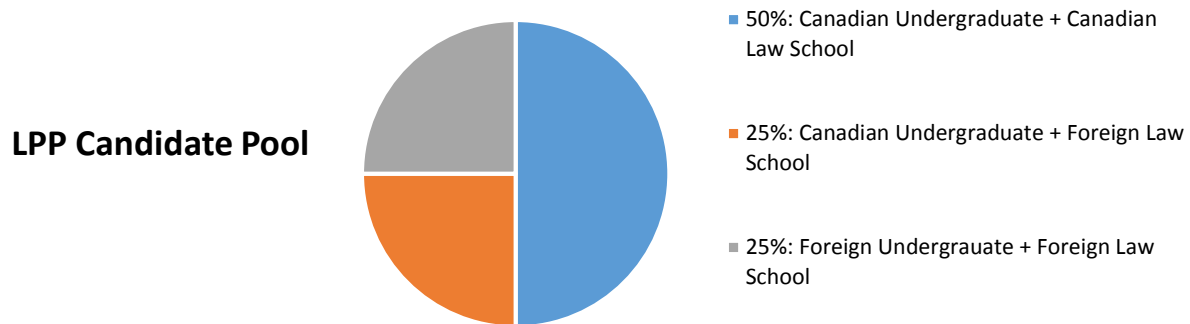
# LAW PRACTICE PROGRAM (LPP)

## CANDIDATES

*Curious, Creative, Intelligent, Diverse, Ambitious*

Over the last four years **50% of LPP Candidates have graduated from one of 15 different law schools across Canada** (all of the Ontario schools, except Lakehead) and of the internationally-educated (**62 different law schools from around the world**), half of them (25% of the total) started here and then went to the US or overseas for law school.

**In Year IV: 52 Candidates completed 31 different Masters Degrees, and 1 PhD;** 27 Candidates have practiced abroad on average 3 years.



Masters Programs				
Art History	Arts	Business Administration	Chemical Engineering (MAsc)	Communication Studies
Economics	Education (MEd)	Gender and Women's Studies	Industrial Education and Training	Industrial Relations
Industrial Relations (Human Resources/Labour Relations)	International Political Economy	International Relations	Journalism	Law
Law – Canadian Common Law	Law – Common Law	Law – Energy Law	Law – Global Professional (GPLLM)	Law – Intellectual Property Law
Law – International Business Law	Law – International Economic Law	Law – Legislative Drafting	Law - Refugee Law	Law - Taxation Law
Philosophy	Public & International Affairs	Public Administration	Public Policy	Sociology
War Studies				
PhD Program				
International Human Rights				

# LAW PRACTICE PROGRAM (LPP)

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**Year I, Year II, Year III, and Year IV: LPP Candidates are fluent in 68 languages** ranging from American Sign Language to Yoruba.

- American Sign Language
- Armenian
- Bosnian
- Cree
- Dari
- Farsi
- German
- Hebrew
- Hungarian
- Indigenous Language
- Japanese
- Khmer
- Latin
- Malay
- Mandarin
- Pashto
- Portuguese
- Russian
- Sinhala
- Swedish
- Tamil
- Ukrainian
- Vietnamese
- Arabic
- Belarusian
- Cantonese
- Croatian
- Edo
- Filipino
- Greek
- Hindi
- Ibibio
- Isoko
- Kamba
- Korean
- Latvian
- Malayalam
- Nepali
- Persian
- Punjabi
- Serbian
- Spanish
- Tagalog
- Teochew
- Urdu
- Yoruba
- Aramaic
- Bengali
- Chinese
- Danish
- English
- French
- Gujarati
- Hindko
- Ibo
- Italian
- Kannada
- Krio
- Luganda
- Mandar
- Oriya
- Polish
- Romanian
- Shona
- Swahili
- Taiwanese
- Twi
- Uzbek

# LAW PRACTICE PROGRAM (LPP)

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## INNOVATION

*Preparing lawyers to successfully serve Society in the 21<sup>st</sup> Century: breaking new ground in the area of skills development and practice management.*

A few examples of LPP innovations include:

- **Virtual Law Firms (VLFs) - Simulated Practice:** Using the university learning management system, the LPP has created a virtual law office setting with incoming email and voice messages from “partners”, “associates”, “law clerks” and “clients”. The virtual law office contains an administrative area with general resources including: an Office Manual; a virtual library of resources and precedents; the partners “in-tray” for the submission of assignments for assessments; and, a “lunchroom” discussion board for Candidates and Mentors to exchange ideas and suggestions.
- **Technology** - The VLF is enhanced with the additional technology of: web conferencing via Webex; Google Docs for collaboration and file management; WestlawNext Canada and LexisNexis for legal research (as well as the practice management tools offered by both companies to new lawyers); Clio for practice management, docketing and billing; Teranet and Lawyer Done Deal for real estate files; Clausehound for drafting; and, Kira Talent for interview preparation.
- **Intensive Trial Advocacy Program (ITAP)** - Sheila Block (Partner at Torys LLP) and Jim Seckinger (Professor of Law at the University of Notre Dame) developed and delivered a 3 Day Intensive Trial Advocacy Program with the support of 65 practitioners from various organizations for candidates in Year II, III and IV and are doing so again in Year V.
- **Alternative Dispute Resolution (ADR)** - In Year IV, Allan Stitt delivered his Harvard Negotiations Workshop, enhancing the presentations and his online Negotiation Module previously offered to LPP Candidates. In Year IV, Colin Stevenson offered his Mediation Workshop. Candidates also engage in ADR via their business, civil litigation and family files.
- **A2J Innovation Challenge** - Each year the VLFs prepare a pitch to deliver a legal service smarter, faster and better. These pitches might involve people, process and/or technology. The top 7 VLFs pitch to a panel of experts. The winning firm then has lunch with the Chief Justice to discuss their innovative idea and the opportunity to work with the Legal Innovation Zone to help bring their idea to fruition.



# LAW PRACTICE PROGRAM (LPP)

- **Business Plan** - The practice of law is a profession, but it is also a business. Whether you are in private practice, a corporate in-house law department, or part of a public institution, understanding the business aspects of the practice of law is essential to success. Each year the VLFs prepare a business plan to set up a firm the day after their Call. Business plans include 2 years of financial statements for submission to the Bank. This Plan also includes the areas in which they intend to practice, the business structure they propose to implement, their plans to develop a client base, and a financial pitch to a bank to secure financing.
- **In-House Counsel Concentration** - Candidates develop a greater understanding of the work and challenges of in-house counsel, through panel discussions, presentations and workshops on topics including: company policies; ethical dilemmas in the in-house context; proactive litigation management; deal management; contract administration; and corporate financial literacy. They gain an appreciation of working as a business partner with their internal clients rather than focusing only on the legal issues.
- **Client Simulations - Interpersonal Skills Teaching Centre (ISTC** – see: <http://www.ryerson.ca/istc>) - the LPP has revolutionized the development of practice and client management skills of future lawyers, by offering live (in-person and online), performance-based simulations with actors trained through the ISTC. These simulators allow Candidates to experience working with clients, over four months, in a variety of practice settings, from the first interview through to client calls, client/witness preparation to negotiations/mediations and in-court trials.

Sample view of the VLF:

The screenshot displays the LPP website interface. At the top, there are navigation links: "My Home", "Law Practice Program 3", "Messages", "General Resources", "Firm Resources", "Submissions for Review", and "Discussions". The main content area is titled "Messages" and shows an email titled "Additional Information For Civil New Client Interview". The email is from "Civil Litigation Law Clerk" to "LPP Virtual Law Firm" dated "Monday, August 29, 2016 at 3:00 p.m.". The subject is "Additional Information For Civil New Client Interview". The email body starts with "Dear Candidates," and contains the following text:

Attached please find the Schedule for this week's Civil Client Interview.

The firm's WebEx coordinator should be sure to:

- include the following information in the **WebEx invitation**, as well as **any correspondence** to us relating to the Interview: **Firm # - Civil Client Interview**;
- invite your client to the meeting, using the email at the top of the column where you will find your Firm #;
- invite your Mentor to the meeting, as they may choose to participate to "observe" you; and
- reference back to the short video about setting up WebEx appointments if required – located under Firm Resources > Tools > Virtual Meeting (WebEx) > "How to Setup a WebEx Meeting" (other Firm members may wish to review "How to Join a WebEx Meeting").

In addition, please refer to the Interview Rubric, attached, for some guidance as you prepare for your client meeting this week.

Please ensure you are prepared and on time to begin at the given appointment time.

The LPP Team

Attached:  
Aug 31 & Sept 1 - Civil Client Interview Schedule  
Interview Rubric

On the right side of the page, there is a "Browse Resources" sidebar with "Bookmarks" and "Recently Visited" sections. Under "Bookmarks", there are links for "General Resources" and "Firm Resources".