

**YOUNG LAWYERS – CANADIAN BAR ASSOCIATION
DIRECTORATE MEETING 2015**

AGENDA

Day 1 - Saturday, September 26, 8:45 a.m. – 4:30 p.m.

Salon Kafka-Lamartine, Le Centre Sheraton Montreal
1201 Boulevard Rene-Levesque West, Montreal, Québec

1. **Welcome & introductions** – Erika
2. **Roles, responsibilities, reports** (15 mins)
 - Chair** – Erika Carrasco
 - Vice-Chair** – Jordan Brown
 - Secretary-Treasurer** – Preston Parsons
 - Member-at-large** – Vivene Salmon (not in attendance)
 - Past Chair** – Mathieu Leblanc-Gagnon
 - ✓ All exec members introduced themselves, locations and their practice areas
 - ✓ Erika introduced Montreal guests in French: Extra Junior and Juliette from the Jeune Barreau
3. **CBA Overview** – Jennifer/Erika (60 mins)
 - ✓ Jennifer ran through the CBA Overview PowerPoint Presentation
 - ✓ Jaime Boyle (BC), Victoria Jones (AB): won prizes!
 - ✓ Jennifer asked if anyone has any ideas on what the YL can do to add value to members?
 - i. Jaime Boyle (BC): We introduced a Master's Shadowing program
 - ii. Victoria Jones (AB): What about a Forum Conference? It's harder to meet people across practice groups, instead of within practice groups. Easy to identify people in Admin law, but not necessarily people across the country who are young lawyers, with common interests
 - iii. Jaime Boyle (BC): Sololink in BC is an added value used primarily by young lawyers. Sounds like it's only in BC – maybe in AB?
4. **YL-CBA initiatives/plans for 2015/16** – Erika (45 mins)
 - CBA Legal Conference
 - ✓ Jennifer described the CLC:
 - Totally new program this past year.
 - ✓ Mathieu described a bit about it.
 - ✓ Lauren Whyte (YT): We work for Legal Aid and found the programming at the CLC to be not as applicable to solo practitioners or those practicing with fewer resources. I liked the other sessions like Yoga and Compassion Fatigue. Sessions could have been titled better.
 - ✓ Kate Ryder (CCCA): CCCA talk is that they liked the Yoga too and stuff; Concept of "Building a Better Lawyer" resonated well; CCCA has about 3500 lawyers and its own conference; the "Building a Better Lawyer" theme being continued will be a good idea and maybe keep the CCCA more involved; the more we can get out of the entire CLC, the more likely we are to attend the CLC
 - YL-Pro Bono Award & pro bono initiatives
 - ✓ Mathieu discussed the Pro Bono Award and our 2015 winner Deborah Templer
 - ✓ Deadline is October 15 for the next award. Award to be presented at the mid-Winter meeting in Ottawa
 - Futures project

- ✓ Preston gave a high-level overview of the Futures project and the YL's involvement in it
- YL Membership Recruitment and Retention
 - ✓ Erika gave a high-level overview of our membership initiative
- Other possible projects?
 - ✓ Erika & Jennifer noted the International Internship Program and its upcoming deadlines for applications
- Exec Member Reports on what they did:
 - ✓ Erika discussed an overview of how our National Exec works, splitting apart the exec for different roles on different boards
 - ✓ Each executive member discussed their involvement on the different board and committees over the past year including the Board of Directors, Finance Committee, Membership Committee and National Sections and Conferences.

5. **The program exchange** – ALL (45 mins; 2-3 minutes per report)

- Branch Reports
 - ✓ Chris Marr (NB): Practices IP; joined CBA as a requirement for universal membership; enjoys meeting lawyers, being taught by other lawyers, projecting your career by building your profile; NB Branch is very collegial – easy to call someone; Senior Lawyers Letters to Young Lawyers Program
 - ✓ Jennifer Williams (ON): Family law, wills, real estate (small firm); ON YL East Vice-Chair role; joined CBA because volun-told to; enjoys staying involved to meet other lawyers and meeting referral sources; breakfast meetings to speak on practice and career management talks and mock trial program in May with French & English school boards (grades 5-6).
 - ✓ Mike Buchinski (SK): Chair SK YL North – small section (22 members); Criminal law (defence); joined CBA because I started at a “large firm in Saskatoon” and that got me into it; stayed involved because I like the networking meetings; trying in SK to branch out to more remote areas of the province with satellite meetings but that has been largely abandoned because it failed; financial advice for YL members session has done well; advice from judges session has done well
 - ✓ Kate Ryder (CCCA): Works for Cenovus Energy in-house; Current chair of Southern AB CCCA Section (1200 members); Executive officer on the CCCA National Exec; joined the CBA because my first firm hooked me up and then Cenovus Senior in-house counsel hooked me up; stay involved because of the networking opportunities and ability to grow your career and profile; right now looking at how to keep CCCA members who are being laid off from the huge problems in corporate AB due to the economic (oil) downturn; continued movement to get sponsorship and build bridges with external firms and counsel with larger and better events
 - ✓ Jessica Schofield (MB): Chair of YL; joined because everyone else in her department had done so already; trying to reach out for more social and marketing events
 - ✓ Hayley Smith (NWT): Family law with Legal Aid Commission; Current chair of YL NWT; joined out of peer pressure; enjoy the sense of community and camaraderie; social events are needed to get us through the winter; lots of webinars and skype instead of in-person speakers; mock trial; legal outreach work to the public; priority is recruitment and retention of young lawyers – most of them are working for the government and need to pay for it themselves – need to have a high focus on value; mentorship opportunities are an idea that we need;
 - ✓ Ryan Campbell (ON): Labour and Employment with speciality in OH&S; Co-Chair of the YL ON Section – large exec of 24 people; joined CBA in law school for free and because me firm paid; stayed involved because of the opportunities for a young lawyer voice in the future of the profession; members in ON feel a disconnect between the CPD

- opportunities and the networking opportunities so a huge push on social programming is needed – downside to this is that the social programming is too Toronto-centric and complaints about representing the region is important;
- ✓ Meghan Hughes (PEI): Labour and Employment; Branch Chair in PEI; pretty strong PEI membership; really enjoy the CPD from the CBA – helps you to focus in on certain areas of interest as more PEI lawyers are more general practitioners as opposed to more specialized ones; recently held a judges social event was a hit; mock trial for law day; need for mentorship
 - ✓ Meaghan McCaw (NFLD): insurance defence; Chair of YL NFLD; joined the CBA, encouraged to do so; helps make connections in a small bar; mandatory CPD is coming into NFLD in 2016 so looking at more substantive aspects; putting together an “Ask a Lawyer” series in junior high and high schools to start a dialogue over questions faced by youth;
 - ✓ Ryan Brothers (NS): dept. of justice civil litigation; Vice-Chair of YL-NS; joined in law school as a resume builder and networking opportunity; stayed because there is no other real alternative to keep connections with the private bar; NS moving towards entity regulation; bigger firms moving towards in-house training; reaching out to the law school for opportunities; e-discovery workshop on how to do it to comply with e-discovery rules in court and present electronically in court;
 - ✓ Victoria Jones (AB): Junior Co-Chair of YL-AB North – referred to as “Junior Lawyers” instead of “Young Lawyers”; wills and estates litigation; joined the CBA because of a free lunch; helps networking opportunities – lots of our members are members in a small firm sometimes being the only one or only articling student; executive attracts a lot of barristers – trying to get solicitors events more on the radar; doesn’t do much by way of CPD; members have asked for volunteer opportunities outside of the legal world so we’re involved in some of that stuff;
 - ✓ Lauren Whyte (YT): legal aid YT; Co-Chair of YL-YT; joined the CBA because of her boss’ enthusiasm; stayed involved because legal aid pays for it and has enjoyed the connections; law day events; mentorship opportunities key
 - ✓ Jamie Boyle (BC): solicitor doing wills and estates, corporate/commercial development; Branch Chair of Okanagan Young-Lawyers – membership is only around 40 people; joined because encouraged by a senior member of the firm to join; six executive members generally – no formal rotation really or setup – equally solicitor and barristers; stayed because of being involved in something bigger than just the practice of law; giving back to the community; like to plan section meetings – have them once a month; social events like the Big White Ski Trip; Rocket games; pro-bono work; mock trial with the girl guides; REAL program is huge in BC.

Guests – representatives from the Jeune Barreau will provide a brief update on activities from their association.

- ✓ Extra Junior Laguerre – Jeune Barreau Exec Member; tax litigation; VP of the Young Bar of Montreal; attracted by social events at first;
 - Big priority is the employment situation of young lawyers right now and articling jobs
 - Lots of unpaid articles and students who are unable to find articling spots
 - Strategic plan for tackling the situation
- ✓ Juliette Yip – Jeune Barreau Exec Member; in-house lawyer for renewable energy company; Secretary-Treasurer of the Young Bar of Montreal; wanted to get involved, network and give back to the profession
 - Young Bar of Montreal is a 4600 member non-profit group. 10 year or less or practice, in Montreal. Automatically registered when part of the group. Provide consultation to services to the general public as well

- Structure: Exec Committee and then other Board members; 5 permanent employees running the organization; over 250 volunteers on our 11 committees;
- Organized events with other professionals; prices geared strongly to young lawyers
- All room discussion
 - There was a lengthy discussion following the Jeune Barreau's comments about the problem with articling spots and lack of junior associate positions in the market. Primarily macro and micro level issues causing the current situation were debated amongst members. **There was clearly a need here for further discussion and the National Executive should take this as a priority to look into.**

LUNCH (served in meeting room) 11:45am-12:45pm

6. **Legal Futures Initiative** (30 mins) - Preston Parsons/Mathieu Leblanc-Gagnon/Karin Galldin
 - Karin Galldin and Preston Parsons walked through the new Young Lawyers / Legal Futures project to be unveiled soon. The attendees participated in an exercise in groups where they were asked to come up with lists of what skills they believed young lawyers would need in to succeed in the future. Each group then reported on their thoughts and Karin and Preston shared where those thoughts met the findings of the project and where there were other thoughts from the project to share.
 - Four keys issues:
 - Business structure
 - Innovation
 - Education
 - Regulation
 - Five skills to survive:
 - Flexibility/ adaptability
 - Tech savvy
 - Business acumen/ entrepreneur
 - Collaboration with other professions
 - specialization
7. **Re-think Session** (90 mins) – Cathy Cummings and Louise Pauze
 - Cathy and Louise showcased the Re-Think initiative and the status of that initiative.
 - Universal needs:
 - skills for success, assets to knowledge, valued contribution, support, personal wellbeing & personal efficiency
 - Concepts:
 - Governance of CBA & Organizational structure
 - Initiatives:
 - Member connections, Skill for success, Helpful services, Advocacy 360 & Futures Lab

Day 2 - Sunday, September 27, 9:15 a.m. – 12:45 p.m.

8. **YL Membership Recruitment and Retention workshop** - Jennifer Lalonde/Aviva Rotenberg/Karin Galldin (All morning)
 - Meeting attendees gathered to participate in the Recruitment and Retention workshop where attendees were shown information on young lawyer retention in the CBA and asked for suggestions on how to improve that.
 - The challenges:
 - Retention rate

- Definition of a young lawyer
 - Demographics
- The Priorities:
 - Share information about employment opportunities and skills
 - Tools and resources of what the practice of law is becoming
 - Business development tools
 - Goal support
 - New communication method
 - Rename the 'Young Lawyers'
 - Young lawyers in leadership roles in the CBA
- Suggestions were primarily geared around making the CBA more user-friendly so that new members could be more easily drawn into the CBA and would be more likely to stay. A CBA wide Ambassador program as well as the development of a CBA Smartphone/Tablet App were deemed important initiatives to undertake to help orient members and get them engaged, and to keep them connected to the CBA and put the CBA's resources at their fingertips.

9. **Next Meeting/Closing Remarks** – Erika (5 mins)

- Erika closed the meeting and thanked all of the attendees for joining us.