

Form Last Updated: 01/05/2024

### Basic Information

Vancouver, British Columbia  
 Office Size: 55  
 Organization Size: 54  
**Languages spoken in this office:**  
 Predominately English

**Primary Contact:**  
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### Lawyer Demographics

	Man	Woman	Non-binary	Total
All Lawyers	32	21		53
Equity Partners	15	12		27
Non-equity Partners				
Associates	15	9		24
Articling Students	2	0		2

Note that the reported percentages are based on respondent participation in voluntary surveys conducted by the specified employer organization and that the results are reported as a percentage of the respondents who answered the question (which may be different than the total number of lawyers at the organization). Only percentages above a certain minimum threshold are reported in accordance with the policies of employer organizations to protect employee privacy. As such, the total of the percentages to some questions may not equal 100%. In addition, some employers may not be able to answer in the manner requested, due to the nature of their data collection, the nature of the consents sought when the information was collected or due to reporting limitations on sample size.

Date data was collected January 5, 2024

#### A. Gender Identity - complete all that apply

Answer	Percent
Man	
Woman	
Cisgender	
Transgender	
Non-binary/Gender non-conforming/Genderqueer	
Two-Spirit	
Chose not to answer	

#### B. Sexual Orientation

Answer	Percent
Identifies as two-spirit, lesbian, gay, bisexual, queer or another 2SLGBTQ+ identity	
Does not identify as 2SLGBTQ+	
Chose not to answer	

#### C. Indigeneity

Answer	Percent
Indigenous identity (i.e., First Nations, Inuk/Inuit, Métis)	
Does not identify as Indigenous	
Chose not to answer	

#### D. Racial Identity

Answer	Percent
Racialized (total)	
Black (incl. African, Afro-Caribbean and African Canadian)	

Central Asian (incl. Kazakh, Kyrgyz, Tajik, Uzbek)
East Asian (incl. Chinese, Korean, Japanese, Taiwanese)
Latinx (incl. Brazilian, Colombian, Guatemalan, Mexican)
South Asian (incl. East Indian, Pakistani, Bangladeshi, Sri Lankan)
Southeast Asian (incl. Filipino, Vietnamese, Cambodian, Thai, Indonesian)
West Asian/Middle Eastern/North African/Arab (incl. Afghan, Egyptian, Iranian, Lebanese, Turkish, Kurdish)
White
More than one of the above
Other racialized categories not included above
Chose not to answer

**E. Persons with Disabilities (Persons with disabilities include those who have any physical, mental, intellectual, cognitive, learning, communication or sensory impairment, or a functional limitation, whether permanent, temporary or episodic in nature, or evident or not.)**

Answer	Percent
Identifies as a Person with a Disability	
Does not identify as a Person with a Disability	
Chose not to answer	

## Demographic Data Explanation

Please use this box to provide any additional breakouts, comments, limitations, or definitions regarding your lawyers or categories as needed, such as the scope of the respondent population surveyed (e.g., all lawyers, all lawyers and law students, all employees, etc.) or the differences between your organization's categories and those listed above. If you report in a different manner, you may also share that here (e.g., link to organization website).

## Recruiting & Hiring

	1st Yr. Summer	2nd Yr. Summer	Articling Students
Do you hire:	No	Yes	No
<b>How many did you/will you hire for:</b>			
2022		3	3
2023		3	2
2024		4	2
2025		3-4	
<b>Rotation</b>			
<b>Split/Secondment</b>		No	Yes

### First Year Summer Students

Do you recruit first year summer students?: No

When is the application deadline for first year summer students?: n/a

Do you participate in on-campus interview (OCI) programs to fill such positions?:

### Second Year Summer Students

Do you recruit second year summer students?: Yes

When is the application deadline for second year summer students?: Per VBA Guidelines

When is the interviewing period?: Per VBA Guidelines

Do you participate in on-campus interview (OCI) programs to fill such positions?: Yes

### Campus Recruiting

Will you be participating in OCIs this year?: Yes

If yes, which schools?

Thompson Rivers University, University of Alberta, Faculty of Law, University of British Columbia, Faculty of Law, University of Calgary, Faculty of Law, University of Victoria, Faculty of Law

### Required Application Materials:

Resume, cover letter, post secondary transcripts, law school transcripts

### Preferred Method of Application:

viDesktop Portal

## Practice Areas

PRACTICE AREAS	PRACTICE GROUP NAME	# OF LAWYERS
Business , Commercial Law	Business Law	11
Litigation	Litigation & Dispute Resolution	13
Real Estate	Real Estate Development	7
Wills	Wealth Preservation	12
Employment	Employment	3
Family	Family	3
Financing	Lending	4
Bankruptcy & Insolvency	Insolvency	2

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