

Form Last Updated: 12/08/2023

### Basic Information

Torys LLP - Toronto  
 Office Size: 337  
 Organization Size: 337  
**Languages spoken in this office:**  
 Both French and English

**Primary Contact:**  
 Ms. Alison Shamie  
 Acting Director, Legal Recruitment & Student Development  
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### Lawyer Demographics

	Man	Woman	Non-binary	Total
All Lawyers	221	189		410
Equity Partners	N/A	N/A		
Non-equity Partners	N/A	N/A		
Associates	101	126		227
Articling Students	5	12		17

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

#### 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	Yes
<b>How many did you/will you hire for:</b>			
2022	0	19	19
2023	0	24	20
2024	0	22	22
2025			
<b>Rotation</b>			
<b>Split/Secondment</b>			

### First Year Summer Students

Do you recruit first year summer students?: Case-by-Case

When is the application deadline for first year summer students?: The LSO guidelines for the recruitment of summer students set out the application deadline.

Do you participate in on-campus interview (OCI) programs to fill such positions?: No

### Second Year Summer Students

Do you recruit second year summer students?: Yes

When is the application deadline for second year summer students?: The LSO guidelines for the recruitment of summer students set out the application deadline.

When is the interviewing period?: We follow the LSO guidelines to determine the interviewing period.

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?

Dalhousie University, Dalhousie Law, McGill University, Faculty of Law, Osgoode Hall Law School, York University, Queen's University, Faculty of Law, Thompson Rivers University, University of Alberta, Faculty of Law, University of British Columbia, Faculty of Law, University of Calgary, Faculty of Law, University of Ottawa, Faculty of Law, Common Law Section, Université d'Ottawa, Faculté de droit, Section de droit civil, University of Toronto, Faculty of Law, University of Victoria, Faculty of Law, University of Western Ontario, Faculty of Law, University of Windsor, Faculty of Law, Ryerson University, Lincoln Alexander School of Law

### Required Application Materials:

Resume, cover letter, post secondary transcripts, law school transcripts, list of upper year courses

Reference letters are optional.

### Preferred Method of Application:

viDesktop Portal

## Practice Areas

PRACTICE AREAS	PRACTICE GROUP NAME	# OF LAWYERS
Litigation	Litigation	71
Corporate	Corporate	262
Intellectual Property	Intellectual Property	19
Tax	Tax	30
Real Estate	Real Estate	18
Bankruptcy & Insolvency	Bankruptcy & Insolvency	7

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