

Form Last Updated: 12/12/2023

Basic Information

Suite 2600
130 Adelaide Street West
Toronto, Ontario M5H 3P5
Office Size: 87
Organization Size: 87

Languages spoken in this office:
Predominately English

Primary Contact:

Mr. Kyle Magee
Senior Manager, Student Programs & Professional Development
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Lawyer Demographics

	Man	Woman	Non-binary	Total
All Lawyers	45	47		92
Equity Partners	18	12		30
Non-equity Partners				
Associates	20	30		50
Articling Students	4	4		8

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	Occasionally
How many did you/will you hire for:			
2022			
2023			
2024	0	11	6
2025			
Rotation			
Split/Secondment	N/A	No	No

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?: No

Second Year Summer Students

Do you recruit second year summer students?: Yes

When is the application deadline for second year summer students?: In accordance with LSO timeline for the Toronto 2L Recruit.

When is the interviewing period?: On Campus Interviews (OCIs) take place in September and October. In Firm Interviews occur at the beginning of November.

Specific recruitment dates are determined in accordance with the LSO recruitment procedures for the Toronto 2L Recruit.

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, Lakehead University, 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 Manitoba, Faculty of Law, University of New Brunswick, Faculty of Law, University of Ottawa, Faculty of Law, Common Law Section, University of Saskatchewan, College of Law, 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 and writing samples, while helpful, are not mandatory.

Preferred Method of Application:

viDesktop Portal

Lenczner Slaght is committed to hiring top notch students and lawyers from all backgrounds, and to provide them with a collegial atmosphere, solid training and real-world work experiences to allow them to develop their skills and become first class advocates. Decreasing Barriers in Student Hiring Lenczner Slaght is committed to having an unbiased recruitment and selection system. We are a work in progress. In 2018, we took the bold step to "anonymize" student applications (by removing a candidate's name) in order to reduce barriers to entry for diverse candidates. We are the first law firm in Canada to implement this and have pioneered the strategy and the processes required to execute this on more than 450 applications. We applied an automated and manual process which removed candidates' names from all documents. However, all other information submitted by candidates will be considered. This new selection system assisted screeners and interviewers to evaluate students on their skills and qualifications, and helped address any unconscious biases and remove barriers. Our application screeners and interviewers also receive training on an annual basis on interviewing skills and unconscious bias. If you have any questions about our

process please contact Kyle Magee. We would love to hear from you.

Practice Areas

PRACTICE AREAS	PRACTICE GROUP NAME	# OF LAWYERS
Litigation	Appeals	86
Litigation	Arbitration	86
Litigation	Class Actions	86
Litigation	Commercial Litigation	86
Competition	Competition & Antitrust	86
Construction Litigation	Construction & Infrastructure	86
Litigation	Defamation & Media	86
Employment Litigation	Employment	0
Litigation	Injunctions	86
Intellectual Property Litigation	Intellectual Property	0
Bankruptcy & Insolvency Litigation	Insolvency & Restructuring	86
Insurance Litigation	Insurance	86
Litigation	Product Liability	86
Litigation	Professional Liability & Regulation	86
Public	Public Law	86
Litigation Securities	Securities Litigation	86
Estate Litigation Trusts	Trusts & Estates Litigation	86

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