

Form Last Updated: 12/13/2023

## Basic Information

Suite 1200  
200 Burrard Street  
Vancouver, British Columbia V7X1T2  
Office Size: 130  
Organization Size: 750  
**Languages spoken in this office:**  
Predominately English

**Primary Contact:**  
Ms. Morgan Baker  
Manager, Professional Recruiting and Student Programs  
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## Lawyer Demographics

	Man	Woman	Non-binary	Total
All Lawyers	80	55		135
Equity Partners				
Non-equity Partners				
Associates	28	35		63
Articling Students	4	9		13

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
<b>How many did you/will you hire for:</b>			
2022		11	
2023		13	
2024		12	
2025			
<b>Rotation</b>			
<b>Split/Secondment</b>		Yes	Yes

### First Year Summer Students

Do you recruit first year summer students?: No

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

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?: The application deadline is as set out in the Vancouver Bar Association (VBA) Articling Guidelines.

When is the interviewing period?: In-firm interviews are scheduled in accordance with the Vancouver Bar Association (VBA) Guidelines. This means in-firm interviews typically take place in Vancouver in mid-October.

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 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

### Preferred Method of Application:

viDesktop Portal

## Practice Areas

PRACTICE AREAS	PRACTICE GROUP NAME	# OF LAWYERS
Discrimination Employment Employment Discrimination Human Rights Labour Litigation	Labour and Employment	6
Construction International Litigation	Construction	7
Insurance Litigation Personal Injury Tort	Insurance and Tort Liability	6
Business , Commercial Law Commercial Corporate Financing Real Estate	Commercial Real Estate	11
Expropriation Energy Environmental Litigation Maritime Municipal Oil & Gas Transportation Law	Environmental, Municipal, Expropriation and Regulatory	6
Aboriginal Litigation	Aboriginal	2
Arbitration Commercial Dispute Resolution International Litigation	Commercial Litigation	24
Intellectual Property Litigation Technology Trademark	Intellectual Property	6
Business , Commercial Law Commercial Corporate Financing Mergers & Acquisitions Transactional	Corporate Commercial	25
Corporate Employee Benefits Estate Mergers & Acquisitions Tax Wills	Tax	8
Commercial Mergers & Acquisitions Securities	Securities and Capital Markets	18
Banking Bankruptcy & Insolvency Business , Commercial Law Corporate Financing Transactional	Financial Services	11
Aboriginal Administrative Construction Dispute Resolution Expropriation Employment Energy Environmental Human Rights Insurance Intellectual Property Labour Litigation Maritime	Disputes	9

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