



## Basic Information

Bureau de Québec  
 Office Size: 45  
 Organization Size: 700  
**Languages spoken in this office:**  
 Both French and English

**Primary Contact:**  
 Ms. Crawford Anthonie  
 Legal Talent Manager  
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## Lawyer Demographics

	Man	Woman	Non-binary	Total
All Lawyers	34	19		53
Equity Partners	19	4		23
Non-equity Partners	n/a	n/a		
Associates	15	15		30
Articling Students	2	1		3

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

### 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?: From February 2, 2024, at 9:00 AM to February 5, 2024, at 5:00 PM.  
 When is the interviewing period?: From March 11, 2024.  
 Do you participate in on-campus interview (OCI) programs to fill such positions?: No

### Campus Recruiting

Will you be participating in OCIs this year?: No  
 If yes, which schools?

### Required Application Materials:

Resume, cover letter, law school transcripts  
 If you wish to apply to our Quebec City office during the recruitment process, please do so by submitting your application through the viRecruit portal "vilawportal.com", along with a copy of your law school, graduate (if applicable) and undergraduate transcripts, a cover letter and resume.

Please make sure to attach a copy of the transcript for your current academic program. If transcripts are not available at the time of your application, make sure you have them for your first interview.

### Preferred Method of Application:

viDesktop Portal



## Practice Areas

PRACTICE AREAS	PRACTICE GROUP NAME	# OF LAWYERS
Commercial	Business Law	21
Intellectual Property	Intellectual Property	3
Litigation	Litigation	23
Employment	Employment and Labour Law	6

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