



Form Last Updated: 01/15/2024

### Basic Information

222 Bay Street, Suite 3000  
 P.O. Box 53  
 Toronto, Ontario M5K 1E7  
 Office Size: 185  
 Organization Size: 800

**Languages spoken in this office:**  
 Predominately English

**Primary Contact:**  
 Ms. Haley Wong  
 Legal Talent Assistant Director  
 222 Bay Street, Suite 3000  
 P.O. Box 53  
 Toronto, Ontario (ON) M5K 1E7  
**Phone:** 416-216-2336  
 haley.wong@nortonrosefulbright.com

### Lawyer Demographics

	Man	Woman	Non-binary	Total
All Lawyers	83	70		153
Equity Partners				
Non-equity Partners				
Associates	33	47		80
Articling Students	6	9		15

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		16	15
2023		17	15
2024		14	17
2025			
<b>Rotation</b>			
<b>Split/Secondment</b>	N/A	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?: No

### Second Year Summer Students

Do you recruit second year summer students?: Yes  
 When is the application deadline for second year summer students?: We hire in accordance with the recruitment guidelines set by the LSO.  
 When is the interviewing period?: We hire in accordance with the recruitment guidelines set by the LSO.  
 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, University of Ottawa, Faculty of Law, Common Law Section, University of Toronto, 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  
 We invite all second-year law student candidates to apply! Please include a copy of your law school, graduate (if applicable) and undergraduate transcripts, together with your cover letter, résumé and a list of upper year courses as your application. We do not require reference letters, but will be happy to review them should you wish to send them in as part of your application package.

We encourage second year summer students to apply through the viDesktop Portal.

### Preferred Method of Application:

viDesktop Portal  
 N/A

## Practice Areas

PRACTICE AREAS	PRACTICE GROUP NAME	# OF LAWYERS
Business , Commercial Law	Business Law	78
Employment	Employment & Labour	28
Intellectual Property	Intellectual Property	34
Litigation	Litigation	21

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.