

Form Last Updated: 02/07/2024

## Basic Information

Lavery, de Billy (Bureau de Montréal)  
 Office Size: 187  
 Organization Size: 175  
**Languages spoken in this office:**  
 Both French and English

**Primary Contact:**  
 Ms. Anaïs Gascon-Vaillancourt  
 Manager, Student and Articling Programs  
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## Lawyer Demographics

	Man	Woman	Non-binary	Total
All Lawyers	N/A	N/A	N/A	
Equity Partners	N/A	N/A	N/A	
Non-equity Partners	N/A	N/A	N/A	
Associates	N/A	N/A	N/A	
Articling Students	N/A	N/A	N/A	

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	N/A	N/A	N/A
2023	N/A	N/A	N/A
2024	N/A	N/A	N/A
2025	N/A	N/A	N/A
<b>Rotation</b>	N/A	N/A	N/A
<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?: February 5, 2024  
 When is the interviewing period?: Starting 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?  
 McGill University, Faculty of Law, Université de Montréal, Faculté de droit, Université de Sherbrooke, Faculté de droit, Université du Québec à Montréal, Département des sciences juridiques, Université Laval, Faculté de droit, University of Ottawa, Faculty of Law, Common Law Section, Université d'Ottawa, Faculté de droit, Section de droit civil

### Required Application Materials:

Resume, cover letter, post secondary transcripts, law school transcripts  
 Please provide a reference letter if available.

### Preferred Method of Application:

viDesktop Portal  
 All students covered by the Course aux stages must submit their application through viRecruit portal. If you are not covered by the recruitment agreement, please submit your application at [recrutement@lavery.ca](mailto:recrutement@lavery.ca).

## Practice Areas

PRACTICE AREAS	PRACTICE GROUP NAME	# OF LAWYERS
Business , Commercial Law	Business Law	55
Labour	Labour, Employment and Administrative Law	25
Litigation	Litigation and Conflict Resolution	37
Intellectual Property	Intellectual Property	16

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