

Form Last Updated: 01/17/2025

## Basic Information

1501 McGill College Avenue  
26th Floor  
Montréal, Quebec H3A 3N9  
Office Size: 115  
Organization Size: 231

**Languages spoken in this office:**  
Both French and English

**Primary Contact:**

Ms. Nanci K. Ship  
Chief Legal Talent & Culture Officer  
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8th Floor  
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## Lawyer Demographics

	Man	Woman	Non-binary	Total
All Lawyers	70	48	N/A	118
Equity Partners				
Non-equity Partners				
Associates	24	19	N/A	43
Articling Students	7	13	N/A	20

### Expanded Demographic Data

Students, note that some employers may be limited in their ability to report demographic data in this section as outlined below. Employers are encouraged to work towards collection and reporting of this data. In addition, please refer to the Diversity & Inclusion section of the CDLE for more information on employers' initiatives.

With respect to any demographic data reported in the chart below, 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	Yes
<b>How many did you/will you hire for:</b>			
2023			
2024			17
2025			
2026			
<b>Rotation</b>			
<b>Split/Secondment</b>	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?:

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?: January 31 to February 3, 2025

When is the interviewing period?: Interviews will take place as of March 17, 2025.

Do you participate in on-campus interview (OCI) programs to fill such positions?: No

### Campus Recruiting

Will you be participating in OCIs this year?: Yes

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, Université d'Ottawa, Faculté de droit, Section de droit civil

### Required Application Materials:

Resume, cover letter, post secondary transcripts, law school transcripts, list of upper year courses

During the Course aux Stages, we ask that students apply via the portal at vilawportal.com. During the remainder of the year, students can apply directly [via our website](#).

### Preferred Method of Application:

viDesktop Portal

## Practice Areas

PRACTICE AREAS	PRACTICE GROUP NAME	# OF LAWYERS
Competition	Competition Antitrust and Foreign Investment	1
Corporate	Capital Markets and Securities	8
Corporate	Corporate	33
Environmental	Environmental and Indigenous	3
Financing	Financial Restructuring & Insolvency	5
Corporate	Corporate Governance	4
Mergers & Acquisitions	M&A	27
Real Estate	Commercial Real Estate	15
Tax	Tax	16
Dispute Resolution	Dispute Resolution	32
Corporate	Finance	6
Pension	Employment, Labour and Executive Compensation	6
Corporate	Investigations and White-Collar	4
Corporate	Private Equity	18
Tax	Private Client	6
Corporate	Hedge Funds and Alternative Asset Management	2
Estate	Family Office	10
Corporate	Fund Formation	5
Financing	Shareholder Activism	2
Corporate	Communications and Media	1
Real Estate	Energy	1
Corporate	Infrastructure	3
Technology	Life Sciences	6
Corporate	Retail	3
Technology	Technology	6
Corporate	Venture Capital and Growth Companies	6
Financing		

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