

Form Last Updated: 12/04/2025

Basic Information

Torys LLP - Toronto
 Office Size: 337
 Organization Size: 421
Languages spoken in this office:
 Both French and English

Primary Contact:
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Lawyer Demographics

	Man	Woman	Non-binary Total
All Lawyers	46%	52%	
Equity Partners	61%	37%	
Non-equity Partners	Refer to Note 2 in Demographic Data Explanation	Refer to Note 2 in Demographic Data Explanation	
Associates	45%	52%	
Articling Students	10	12	22

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 February 2024

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
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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).

The demographic data was collected from our most recent survey and is presented in aggregate percentages for all Equity Partners, Counsel and Associates across all offices.

1. The aggregate, firm-level data provided is from our latest self-identification survey conducted in February 2024.
2. Counsel representation consists of 59% who identify as men and 41% who identify as women.

Recruiting & Hiring

	1st Yr. Summer	2nd Yr. Summer	Articling Students
Do you hire:	Yes	Yes	Yes
How many did you/will you hire for:			
2024			
2025	5	22	20
2026	TBD	24	19
2027			
Rotation			
Split/Secondment			

First Year Summer Students

Do you recruit first year summer students?: Yes

When is the application deadline for first year summer students?: The LSO guidelines for the recruitment of summer students set out the application deadline.

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?: The LSO guidelines for the recruitment of summer students set out the application deadline.

When is the interviewing period?: We follow the LSO guidelines to determine the interviewing period.

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 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 New Brunswick, Faculty of Law, University of Ottawa, Faculty of Law, Common Law Section, Université d'Ottawa, Faculté de droit, Section de droit civil, 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, Toronto Metropolitan University, ITLNC Network OCI Program

Required Application Materials:

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

Reference letters and other documents are optional.

Preferred Method of Application:

viDesktop Portal

Practice Areas

PRACTICE AREAS	PRACTICE GROUP NAME	# OF LAWYERS
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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.