

Form Last Updated: 12/03/2025

**Basic Information**

Suite 1200  
 200 Burrard Street  
 Vancouver, British Columbia V7X1T2  
 Office Size: 130  
 Organization Size: 750  
**Languages spoken in this office:**  
 Predominately English

**Primary Contact:**  
 Ms. Miranda Vigna  
 Manager, Professional Recruitment and Student Programs  
 Suite 1200  
 200 Burrard Street  
 Vancouver, British Columbia (BC) V7X1T2  
**Phone:** 604.632.3491  
 MVigna@blg.com

**Lawyer Demographics**

	Man	Woman	Non-binary	Total
All Lawyers				
Equity Partners	47	20		67
Non-equity Partners				
Associates	30	32		62
Articling Students	3	7		10

**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	Occasionally
<b>How many did you/will you hire for:</b>			
2024			
2025		12	
2026		11	
2027			
<b>Rotation</b>			
<b>Split/Secondment</b>	N/A	Yes	Yes

### 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?: The application deadline is as set out in the Vancouver Bar Association (VBA) Articling Guidelines.

When is the interviewing period?: In-firm interviews are scheduled in accordance with the Vancouver Bar Association (VBA) Guidelines. This means in-firm interviews typically take place in Vancouver in mid-October.

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, Thompson Rivers University, 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 Ottawa, Faculty of Law, Common Law Section, 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, ITLNCA Network OCI Program

### Required Application Materials:

Resume, cover letter, post secondary transcripts, law school transcripts

### Preferred Method of Application:

viDesktop Portal

## Practice Areas

PRACTICE AREAS	PRACTICE GROUP NAME	# OF LAWYERS
Real Estate	Commercial Real Estate	8
Commercial Corporate Mergers & Acquisitions	Corporate Commercial	18
Arbitration Commercial Competition Construction Dispute Resolution Fraud Gaming Litigation Sports	Disputes Commercial & Construction	34
Expropriation Environmental Litigation Maritime Municipal Regulated Industries	Environmental, Municipal, Expropriation and Regulatory	7
Banking Bankruptcy & Insolvency Financing Securitization , Structured Finance	Financial Services	9
Insurance Litigation Product Liability Tort	Insurance Tort and Liability	7
Employment Labour Litigation	Labour and Employment	7
Corporate Mergers & Acquisitions Public Public Finance Securities	Securities and Capital Markets	20
Estate Tax Wills	Tax	7
Intellectual Property Patent Trademark	Intellectual Property	7

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