

Form Last Updated: 12/15/2025

### Basic Information

20th Floor, 250 Howe Street  
 Vancouver, British Columbia V6C 3R8  
 Office Size: 66  
 Organization Size: 600  
**Languages spoken in this office:**  
 Predominately English

**Primary Contact:**  
 Ms. Susan Pardy  
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### Lawyer Demographics

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

#### 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
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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).

Dentons Canada has launched an updated demographic survey, focused on capturing a broad range of demographic information to further understand the distinct identities within our Firm community. The data we collect is used to develop, assess, and refine our policies, processes, and initiatives in alignment with our inclusion, diversity, equity, and accessibility (IDEA) strategy. The disclosure of data requires Firm members' consent and is subject to privacy thresholds to protect the anonymity of our Firm members.

We are currently in the process of re-launching an internal awareness campaign to encourage participation in the survey and to obtain individual consent for demographic data to be shared, in aggregate. Our goal is to share our demographic data once we have more fulsome participation rates.

## Recruiting & Hiring

	1st Yr. Summer	2nd Yr. Summer	Articling Students
Do you hire:	Yes	Yes	Yes
<b>How many did you/will you hire for:</b>			
2024			
2025	2	7	6
2026	2	5	8
2027			
<b>Rotation</b>			
<b>Split/Secondment</b>	No	No	Yes

### First Year Summer Students

Do you recruit first year summer students?: Yes

When is the application deadline for first year summer students?: Details will be provided through the career offices at UBC, UVic and TRU.

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 recruit in accordance with the VBA guidelines.

When is the interviewing period?: We interview in accordance with the VBA guidelines.

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 Ottawa, Faculty of Law, Common Law Section, Université d'Ottawa, Faculté de droit, Section de droit civil, 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

### 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
Banking	Banking	9
Bankruptcy & Insolvency	Bankruptcy & Insolvency	8
Corporate	Corporate	15
Litigation	Litigation & Dispute Resolution	15
Construction	Construction & Infrastructure	12
Employment	Employment & Labour	6
Immigration	Immigration	3
Tax	Tax	2
Wills	Wealth Preservation	1
Real Estate	Real Estate	13

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