

## MESSAGE FROM THE EXECUTIVE DEAN

By Stephanie Ball  
Executive Dean  
School of Justice & Emergency Services

The School of Justice & Emergency Services (JES) office has undergone some significant changes in the past few months. Our long time administrative coordinator, Mary Bartosik, has retired after more than 35 years. In addition, Pina Craven, student advisor, is retiring at the end of July having worked at the college for over 30 years. Many alumni will remember both of these women, who are known for their tireless work ethic and strong support of students. We will miss them.

We are also welcoming Claire McCormack and Treina Kennington to the team, in their roles as administrative coordinators.

In addition, Associate Dean Moreen Tapper has moved to the role of interim dean of CAFÉ – our Centre for Academic and Faculty Enrichment. This is a great move for Moreen and we wish her well. Ralph Hofmann will be filling in for her on an interim basis in JES – an exciting change for him. Ralph brings a wealth of experience to the role, having worked as a faculty member within the paramedic program, as program coordinator and in administrative roles across the college.

As we transition through these changes, the priority of each member of our administrative team is to support our students so please do not hesitate to reach out if you need assistance or just want to say hello to the new faces in the JES office.

## FROM THE CO-ORDINATOR'S DESK...

By Kathleen Stewart

If I had to sum up this past year in one word, it would be “dynamic”. With the exception of 2006 when 100 per cent of our graduates were employed in related work within six months of graduation, I cannot recall a year when there was so much activity on the job front. Starting as early as January, it seemed a week did not go by without one or more phone calls from firms advising me of a position they were looking to fill in the spring with a new graduate. As the term progressed, the calls became more frequent and I started to feel like an employee of Indeed.com – it was not a bad feeling, I assure you.

This dynamic employment environment has continued through the spring, and while it is not unusual to have a high rate of activity in the Toronto area, I have not seen this number of opportunities in the Durham Region for law clerk graduates in all of my 17 years of teaching. Long before students completed their classes this term in mid-April, over 20 students had secured employment in their field. Many were in various stages of interviewing and I feel confident that those interviews have converted into job offers for several students (if you're one of those students, be sure to let me know so I can brag about you).

It would appear that the tides have officially turned and there are far more opportunities than qualified people to fill them. This is great news for our new graduates and students currently moving into their second or third year of the program.

In addition to this fantastic job news, the Durham College (DC) community has been a flurry of activity as we celebrate our 50th anniversary, as well as the 50th anniversary of the community college system in Ontario. College campuses have experienced an incredible transformation over the past 50 years. In addition to traditional diplomas, there are graduate certificates, advanced diplomas, applied degrees, pathways to universities and so much more for students across the province, the country, and the world! See what's happening at DC in celebration of the 50th at [www.durhamcollege.ca/50](http://www.durhamcollege.ca/50).

I hope you enjoy this issue of Legal Reflections and invite you to consider making a submission to next year's edition.





## BECOMING AN ILCO CERTIFIED EXPERT

By Amanda Gailling-Striukas

It's hard to believe it's been 10 years since I graduated from the Legal Administration program (now [Law Clerk Advanced](#) program) at DC.

Since graduating I've had the privilege of working for a law firm, a government corporation and insurance and software companies in corporate, securities, corporate secretarial and compliance law clerk capacities. I still remember my time at DC in the program and wondering where my career would take me. It has been a wonderful ride and I look forward to the next 10 years in this field.

In addition to working as a law clerk, over the last four years I have had the opportunity to sit on the Certification Committee for The Institute of Law Clerks of Ontario (ILCO). The Certification Committee was created to develop a process to certify law clerks who have 10 years of experience and who consider themselves to be experts in the areas of law in which they are employed. Once the process was developed, the committee started accepting applications for certification. Since November 2015 the committee has reviewed and approved 34 applications for certification. The certification application process requires the following:

- Successful completion of the application document.
- Fee of \$150 + HST.
- At least one statement of reference (must include one from current employer).
- Five hours of continuing legal education each year (including a mandatory ethics course every five years).
- At least two letters of reference.
- Curriculum vitae.
- Additional documentation if available (awards, speaking engagements, recognitions).

Once law clerks are approved for certification, they are able to use the certification marks in their everyday work. The certification marks include a standardized logo and ILCO certified expert language. So far, we have seen these marks used on business cards and email signatures - a great touch to show clients, colleagues and future employers.

I believe that certification is an important developmental milestone for law clerks who have been working for 10 years in their career. It allows them to join a distinguished group of professionals and be recognized for their excellence and dedication to the profession, an important step for individuals looking for the next achievement and advancement in their career.

If law clerks have any questions, they can contact ILCO membership services or find more information on the ILCO website: <http://www.ilco.on.ca/membership-information/new-ilco-certified-expert>.

## ANNUAL INSTITUTE OF LAW CLERKS OF ONTARIO CONFERENCE

By Virginia Harwood

In May, law clerks from across Canada gathered in the lovely and historical city of Halifax, Nova Scotia for the 27th annual Institute of Law Clerks of Ontario (ILCO) conference. Attendees, including Darla Weir and Virginia Harwood from DC were treated to East Coast hospitality and beautiful vistas.

Exhibitors showcased emerging practice supports and legal resources over four days of networking and product demonstrations. The conference offered a diversified selection of concurrent sessions across core legal disciplines including family law, corporate, litigation, and real estate. In addition, workshops on emerging trends in practice innovation, privacy legislation, and intellectual property offered opportunities for sharing best practices in the framework of the digital workplace.

David Usher, Canadian musician and best-selling author, through his keynote address prompted me to reflect upon creativity. We all have great ideas, right? Do we often implement these ideas? Repeatedly ideas perish. We run out of time, resources, energy, etc., etc.

Uniquely, David spoke about the importance of structure in the realm of creativity. Creativity is a collection of ideas, both old and new – this can be messy. An eventual creative idea sparks from the appropriate collision of the idea collection. So, why do we need structure in creativity? Well, the creative idea is only 5 per cent of the creative equation; the execution of the idea is 95 per cent of the creativity. In order to execute the creative idea one needs detailed structure – a plan and a dedicated team. Consequently, this point resonated with law clerks. Law clerks are planners, organizers, and often provide the important 95 per cent to the creativity equation! Ideas can be frightening but having a structure for creativity gives us the ability to take risks and see our creativity to fruition. Let's step into our creative structures, be curious, and let the creative collisions begin.

Notably, we also enjoyed spending time with members of the ILCO Board of Directors all of whom are great supporters of the Law Clerk programming at DC. Ottawa will be the host city for the 2018 annual ILCO Conference. The conference committee dedicates many volunteer hours to ensure all attendees have a memorable and meaningful professional learning experience. I hope you will take time to connect and learn at the next ILCO conference.







## SECOND ANNUAL LEGAL NETWORKING EVENT

By Kathleen Stewart

Last year, I reported on a new offering for our third-year students: a networking event, held in lieu of the traditional career fair event. It is always exciting, and a little bit nerve-wracking to try something new because the possibility of failure looms. However, I have a co-worker who likes to quote an unknown source of wisdom, "If it doesn't challenge you, it won't change you" and I can identify with that.

I was pleased to report last year that the event went well and many students were happy that they had been 'made' to do something outside of their comfort zone. This year was no exception and our employers included:

- Aird & Berlis LLP
- Region of Durham
- Davies, Ward, Philips & Vineberg LLP
- Fairmore Family Law Financial Solutions
- McCarthy Tétrault LLP
- Stikeman Elliott LLP
- Nexera Law Group
- Osler, Hoskin & Harcourt LLP

It was a lively, active, and dare I say dynamic event, that resulted in several post-event interviews and job offers. The experience can help students discover their strengths, identify gaps in their job search skills and set goals and plans for addressing those gaps. The opportunity to network was a great confidence booster as it helped demystify what employers want and helped students realize that employers are very easy to interact with. This year, an invitation was extended to the Office Administration program graduates and the Law Clerk Advanced Fast-Track students, which created a more diverse talent pool for the employers.

I would like to thank our wonderful employers and the student committees who helped make the event a reality.

## IN THE FIELD — CHANGES IN FIELD PLACEMENT

By Kathleen Stewart

The field placement component of the Law Clerk Advanced program has long been the jewel in the crown. It is one of the many things that differentiates Durham College's program from others in the province. Though change in this area can be slow — no one wants to mess with a good thing — change is inevitable and healthy.

Two significant changes have occurred this past year and one more may be coming soon.

### PLACEMENT I

In the second year of the program, the two-week, 70-hour placement has traditionally taken place in March, mid-way through the term. Last year, a decision was made to move the experience to the end of the term for both practical and pedagogical reasons. Students generally feel better equipped to tackle their first law office experience, which can be very daunting, once their studies have concluded. It also helps avoid the March break period and Easter holidays. Finally, it provides a great segue into our next placement change.

### PLACEMENT II AND III

This spring and summer, the opportunity for students to complete their second and third field placement is being piloted. When employers were canvassed, there was an overwhelmingly positive response as there is no lack of work in the spring and summer months, either because it is the peak period for the business cycle (e.g. real estate) or because employees are on holidays creating work opportunities for placement students. Regardless of the reason, it creates additional flexibility in the program that many students both want and need as demands on students continue to increase.

A small number of students have elected to participate in the pilot. We hope that we are able to build on this opportunity and that it yields positive results for everyone involved.

### CO-OPERATIVE EDUCATION

Co-op opportunities are distinguished from traditional field placements in several ways. First, they are fully paid opportunities. Second, there are a limited number of them available each year and students must compete for them with no guarantee that they will be selected by the agencies offering a co-op. Finally, co-ops are traditionally offered in a block format with students leaving their studies for a period of time and then returning for a final semester.

There is a move towards adding co-op opportunities to the college menu with some programs potentially participating as early as 2018. There is a great deal of work yet to be done to fully structure and organize co-operative education, the first of which is scanning the environment to see if it is conducive to such an offering. Stay tuned for more information on this exciting development.



## 2017 LEGAL CAREER PREPARATION AWARD WINNERS

For the 11th straight year, students in the Law Clerk Advanced program have raised funds for student bursaries. Full-time students in the final semester of the program who have a cumulative grade point average of 3.0 or higher are eligible to apply for the bursary known as the Legal Career Preparation award. Unlike many bursaries that have financial need as the primary requirement, this award recognizes students who demonstrate strong employability skills throughout their three years at Durham College.

Recipients of this award have successfully demonstrated the following:

1. A strong commitment to their education as evidenced by regular attendance and active, quality participation in class.
2. Essential employability skills including strong written and verbal communication skills, an ability to meet deadlines while producing quality work, consistently demonstrating initiative, and a high degree of Professionalism.
3. Strong interpersonal skills including the ability to work collaboratively with others in a positive and productive manner, the ability to adapt to change, resolve conflict, and solve problems in a team environment.

This year's recipients were:

- Vanessa Campigotto – Vanessa has accepted employment with Davies, Ward, Phillips & Vineberg LLP.
- Brianna Williams – Brianna has accepted employment with Mason, Bennett, Johncox.

Congratulations ladies.



### ALUMNI PROFILE: CROSSING THE BRIDGE

By Stefano Ciarlariello

In my three successful years in the Law Clerk Advanced program at DC, I gained invaluable skills that I will forever carry forward in both my academic and professional life. In 2013, I realized that retail jobs did not allow me to embrace my

full career potential and my confidence level reflected this sense of a lack of accomplishment. In retrospect, DC not only help me rebuild my own personal self-esteem, but I walked across the convocation stage feeling completely contrary to my mindset three years ago—the sky is truly my limit.

When I graduated from my program in 2017, I immediately secured a full-time position with the world's largest firm, Dentons Canada LLP. Our class had organized a networking event at DC's W. Galen Weston Centre for Food, where I was able to connect with two human resource representatives from Dentons. After a formal interview, I was offered a summer-term job as a legal administrative assistant. During my employment, I was exposed to various areas of law, ranging from corporate law to estate litigation. By the time my summer term ended, Dentons offered me several job opportunities with different lawyers in their own respective areas of practice. While I very grateful for these amazing opportunities, I was also very interested in further developing my knowledge of the law. Although it was not an easy decision to part with Dentons, they encouraged my aspirations to continue my studies. In fact, I maintain contact with many of the individuals who work there because of their welcoming legal team.

I took advantage of the bridge program with the University of Ontario Institute of Technology to fast-track my education and, after completing the bridging requirements, was admitted directly into the third year of the Bachelors in Legal Studies, with a specialization in Alternate Dispute Resolution. Although there have been challenges and obstacles along the way, DC has given me a strong

foundation – I am certain that I have all of the skills and resources to continue succeeding through each academic pathway. The additional year of study in DC's law clerk program gave me exposure to subject areas that made the transition from college to university easy! For example, the Alternative Dispute Resolution exposure that I gained through the LCAD program made my decision to continue my studies in this specific direction effortless. I am thankful for the diverse course selection I had during my time at Durham College.

I heard repeatedly from many sources while I was in school that "the legal world is very small". Thus, positive and professional networking is fundamental to any individual entering the legal field, and it starts with your professors and colleagues. I continue to take initiative by seizing any opportunity to network in the legal field. My ability to express my employability skills led to me sharing my student experience as voice on the Law Clerk Advanced Program Advisory Committee in my second and third years at the college. I understand the amount of dedication and planning required to make and maintain a program that is so well recognized. DC has immensely changed my life and I am excited to be pursuing my law clerk career; not just because I have a diploma to demonstrate my qualifications, but because I can confidentially contribute to the legal field with improved knowledge and skills.



### NOW WHAT? TAKING YOUR CAREER TO THE NEXT LEVEL THROUGH CONTINUED EDUCATION.

By Kayly Machado

Readers of last summer's Legal Reflections may remember that I ended my alumni profile by announcing that I was returning to school.

Now, one year into my university endeavor, I would like to provide two pieces of advice to anybody considering continuing education: 1) decide whether it is something you really want and 2) speak with your employer.

If you're thinking of returning to school to pursue a higher level of legal education, be it law school, obtaining your paralegal licence or simply to obtain a new skill, the most important thing to consider is how much you really want it. Leaving a career, especially if you have a mortgage or other financial commitments is not for the faint of heart, and if you're not fully invested in the transition then every step will feel like a struggle when it should really feel like an adventure. Do your research and determine whether pursuing this specific goal will advance your career prospects or simply leave you in the same career but slightly more educated.

Once you've decided that you would like to head down this path, the next most important step is to speak with your boss or human resources person. A good employer knows that it costs far more to hire and train a new employee than it does to retain an existing one, so they may be willing to work with you to help you achieve your goals. Especially if the education you're pursuing will add value to their firm.

My first foray into continuing education was to obtain my Chartered Insurance Professionals certificate. As the courses were self-study, I was able to work full time and my employer kindly accommodated my time off to write the necessary exams. Many employers will offer to pay for one relevant course or class per year so make sure to consult your employee handbook to see if these incentives are available to you and take advantage of them if they are.

If you're not ready to fly the career coop just yet, a self-study or evening course may be the best bet for you. There are many ways that you can add value to your current position through individual courses. A course in medical terminology or insurance may benefit those in the personal injury industry, or a basic accounting course may assist clerks who work in the family, corporate or wills and estates sectors. DC for example offers a number of online and evening classes.



However, if you're looking to enter a program of full-time study, speak with your boss as soon as possible. I gave my employer nearly a year's notice that I was intending to return to school to ensure we had more than enough time to hire and train my replacement and to work out the logistical side of things. I was then offered an opportunity to work with the firm during my days off and through summer holidays which made the financial aspect of transitioning from law clerk to student a little bit easier. While this may not be feasible in all firms, it is definitely worth exploring the opportunity. Giving your employer early notice also demonstrates your respect for their company.

In short, continuing education can be both fun and rewarding but laying the proper groundwork is the key to success. Your current employer can be your best ally in this transition but if you don't ask them, then the answer will always be no.

Best wishes in all your future endeavors.

## ROBOT LAW CLERKS?

By Nicole Doyle

From the time I became a librarian, I've been told that I will eventually be replaced by a computer. We won't need books anymore, so why would we need libraries? Why do we need people to help us find information? Can't we just Google? Now, I find myself teaching legal research and hearing that I will soon be replaced by a robot. This robot even has a name: [ROSS](#). One of my earliest friends in grade school was named Ross. Wouldn't that be ironic?

While ROSS continues to grow and learn through repeated queries from some large law firms, the reality is that artificial intelligence will not replace us anytime soon. Legal technology continues to grow in importance, though, and at a recent conference of the Canadian Association of Law Libraries, I had the opportunity to hear about some current trends.

One of the most interesting, I think, is data analytics for law. Legal research is so rarely about numbers. It is all about text: finding the right keywords, reading the headnotes/summaries of cases to determine how relevant they are, using tools such as the Canadian Abridgment that help to categorize case law. Big Data is pervasive these days and so it is not surprising that it has entered the legal information world. Companies such as [LOOM Analytics](#) and [Blue J Legal](#) are quantifying search results and providing legal analytics. For example, does a judge typically find for the plaintiff or defendant in certain types of cases? How long does a particular type of legal action take? These results can help to provide predictive analytics and provide additional information for lawyers and clients (for example, how much might this legal action cost a client).

Justice Canada's lawyers are also working with a variety of technology tools as they move toward digital litigation. These include technologies to gather documents from repositories, such as network drives and email, and filter to find the ones most relevant for litigation. At this point, the department uses a patchwork of technologies for the various stages of litigation, many of which show great promise to make the lawyer's job more efficient.

When a presenter mentioned [CaseMap](#), a case management tool from Lexis Nexis, my thoughts turned to my law clerk students. I've been exposing my third-year class to this technology for the past several years and hearing about its benefits to Justice Canada validated my choice to include this in the curriculum. The truth is that getting on board with new technologies will help law clerks thrive in the future. I don't think that we will see robot law clerks anytime soon, nor do I think that libraries will suddenly disappear however, our work will be reinvented by systems that can offer efficiencies and additional data and information that we might not otherwise be able to obtain. I look forward to discussing these new developments with my students for years to come.



## RHUBARB BERRY COBBLER: FROM VIRGINIA'S GARDEN AND KITCHEN

The spring always brings me to my gardens to plant and harvest all the great "grow-my-own-eat-local" produce (oh, and did I mention a bit of weeding too). Ultimately, this process leads me into the kitchen to create, adapt, and experiment with recipes.

This recipe is perfect for June with all the fresh berries and rhubarb available in gardens and farmers' markets. The colour is perfect for a Canada 150 celebration! Did someone also say "ice cream"?

This summer, I hope you enjoy the abundance of fresh Canadian-grown produce. Happy Canada Day!

### FILLING:

- 3/4 cup sugar
- 2 tbsp cornstarch
- 5 cups coarsely chopped rhubarb
- 3 cups quartered strawberries or 3 cups of fresh raspberries

### TOPPING:

- 1 cup milk
- 1tbsp white vinegar
- 1 ½ cups all-purpose flour
- ½ cup sugar
- 1 ½ tsp baking powder
- ½ tsp baking soda
- ½ tsp salt
- 1/3 cup cold butter (cut into small cubes)

**Filling:** In small bowl, stir sugar and cornstarch. Place rhubarb and strawberries into a 13 x 9 baking pan. Gently stir in sugar mixture.

**Topping:** Stir together milk and vinegar and let stand for 10 minutes. In a large bowl, whisk flour with sugar, baking powder, baking soda and salt. Using a pastry blender or two forks, cut in butter until crumbly and you see small bits of butter. Stir in milk mixture just until blended – it will not be smooth!

Using a large spoon, dollop evenly over fruit. Bake 30-35 minutes in pre-heated 400 °F oven. Topping should be golden and fruit bubbling.