

2015-2016 OCI SPECIAL EDITION

OSGOODE

Whither justice?



Compelling, but Incomplete...

MICHAEL MOTALA

What's black and white and red all over? For the most part, it is the inaugural issue of *Obiter's* On Campus Interview (OCI) survey.

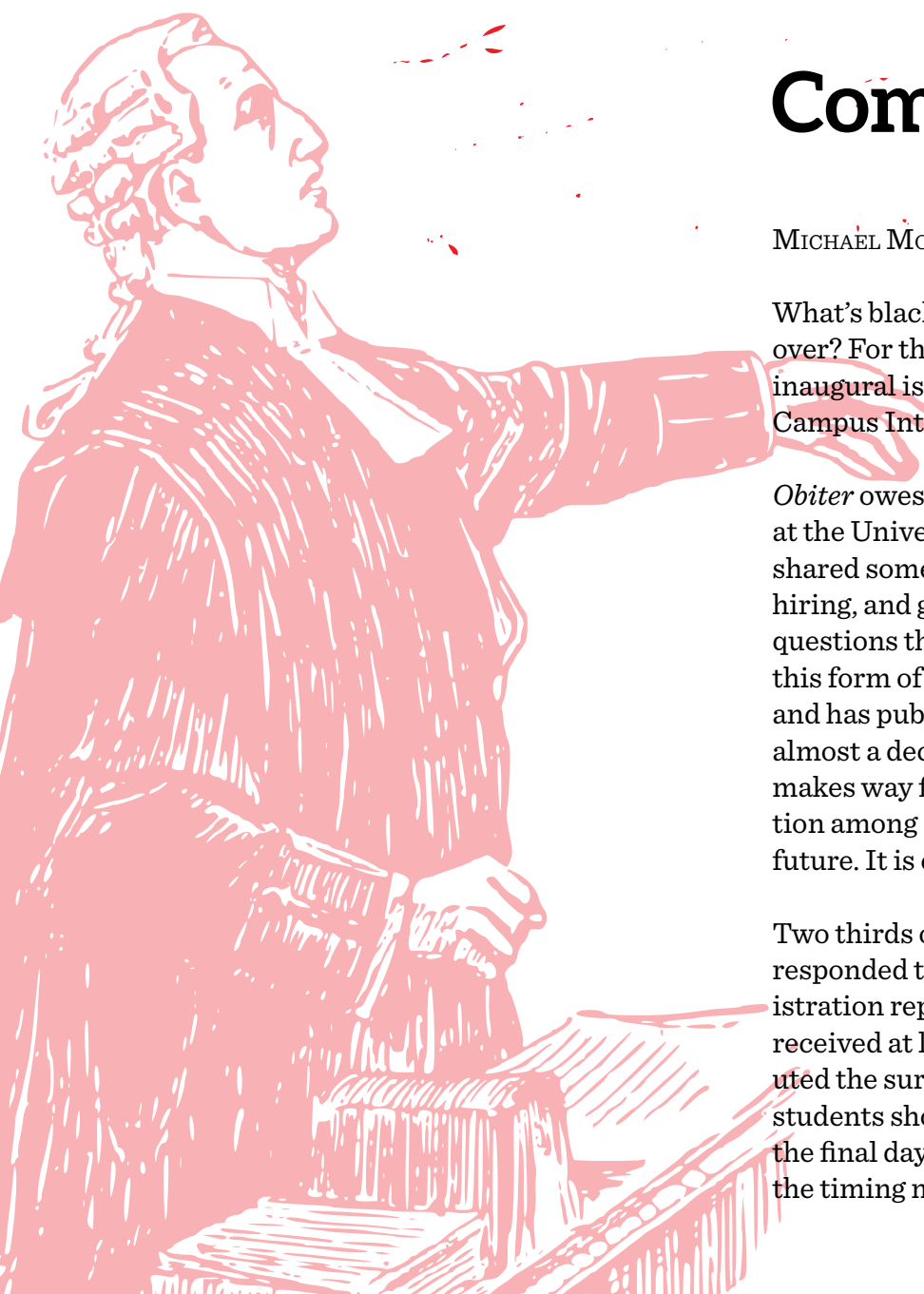
Obiter owes a great debt to *Ultra Vires* at the University of Toronto, who shared some data with us on firm hiring, and gave us a template for our questions this year. UV has pioneered this form of data-driven journalism, and has published these results for almost a decade. Our work this year makes way for sustained collaboration among all Ontario schools in the future. It is exciting.

Two thirds of OCI participants responded to our survey. The administration reported 196 participants received at least one OCI. We distributed the survey by e-mail to 2L students shortly after "call time" on the final day of interview week. While the timing may have been insensitive,

we hoped to capture all insights and frustrations as soon as possible in support of this project.

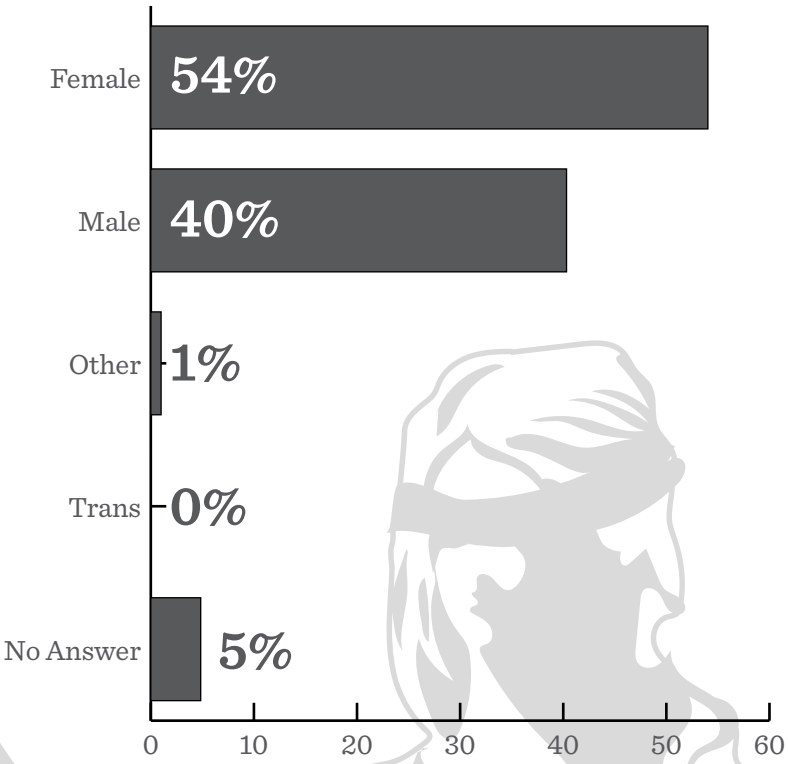
No survey is perfect. There are often errors in question design or method of execution. We recognize that our dataset is open for improvement. However, given the rate of response, we are confident it is sufficiently representative of participants' opinions and feelings about the process. Next year, we hope to improve and deliver even richer data-driven insights to inform future cohorts of students.

Thanks to everyone who participated. We hope you enjoy the result of our blood, sweat and toil—Osgoode's school colours are black and white and red all over after all.

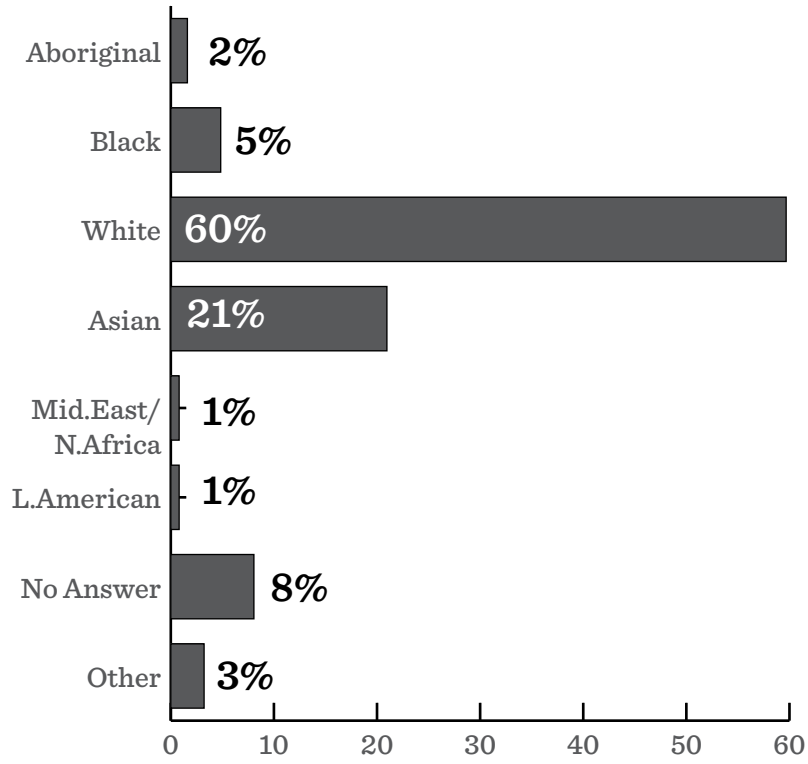


Tell Us About Yourself...

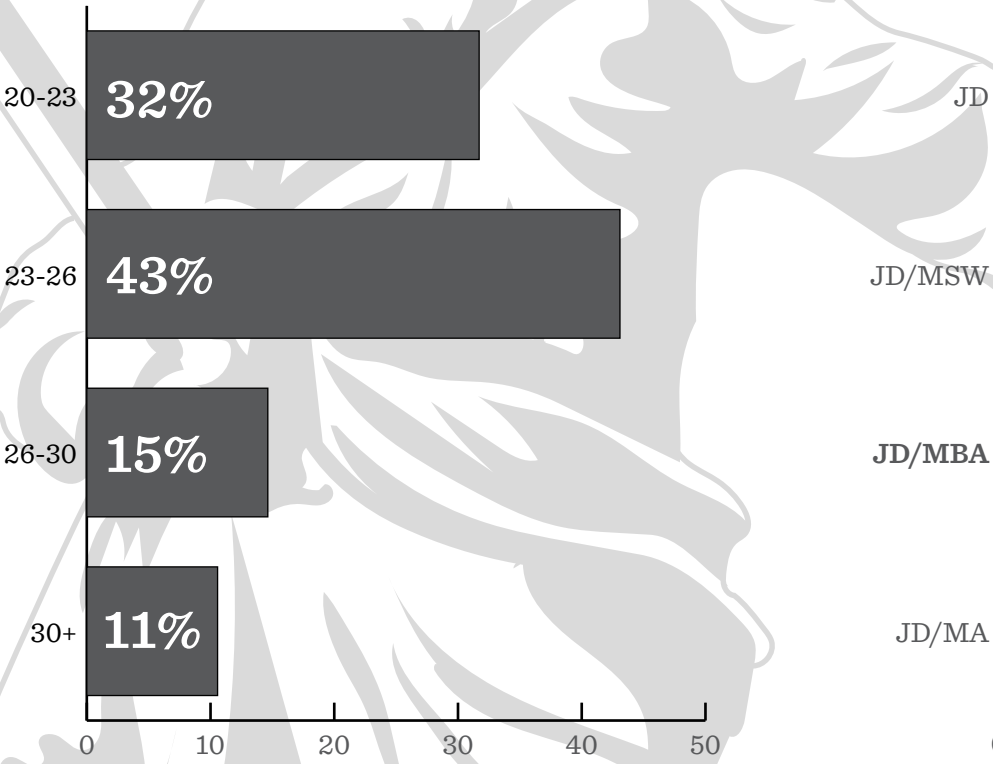
GENDER?



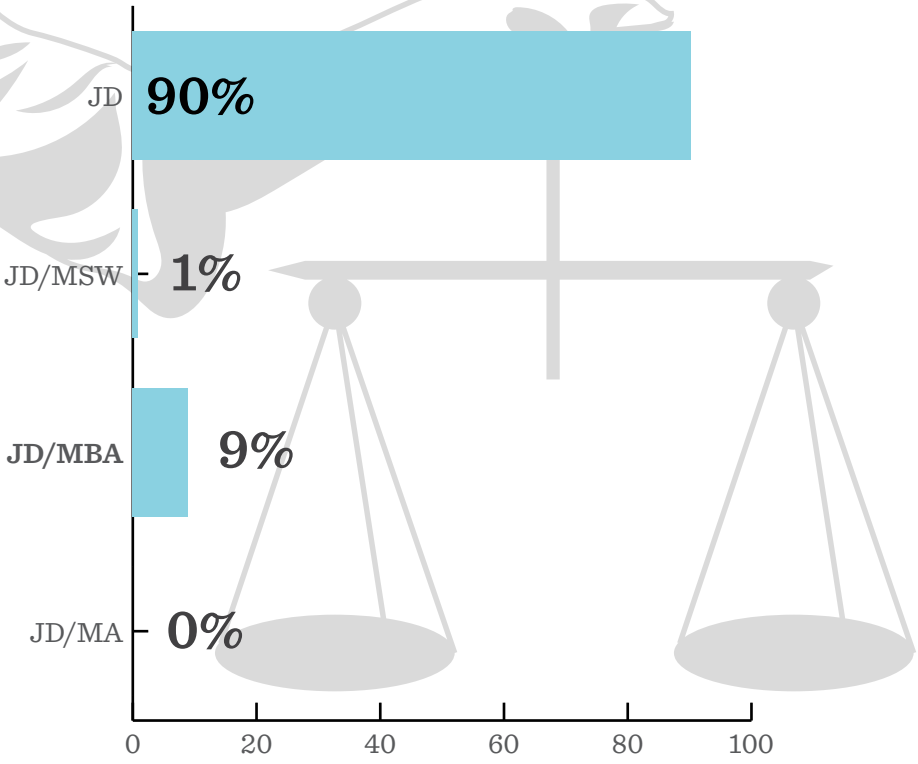
ETHNIC IDENTITY?



HOW OLD ARE YOU?

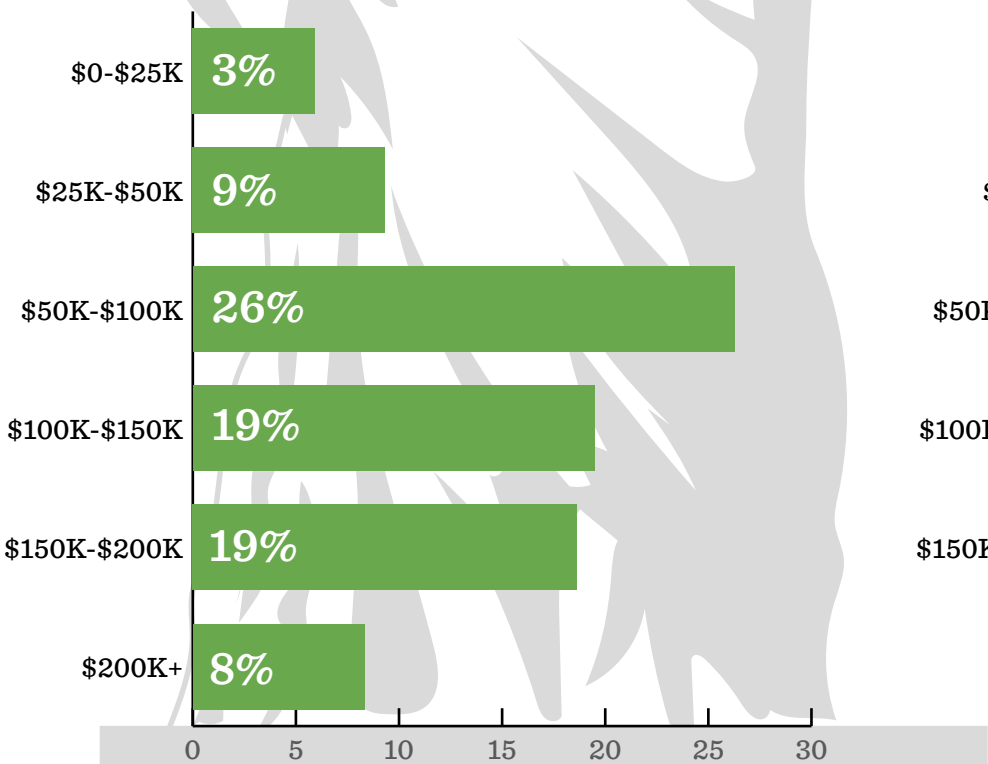


PROGRAM?

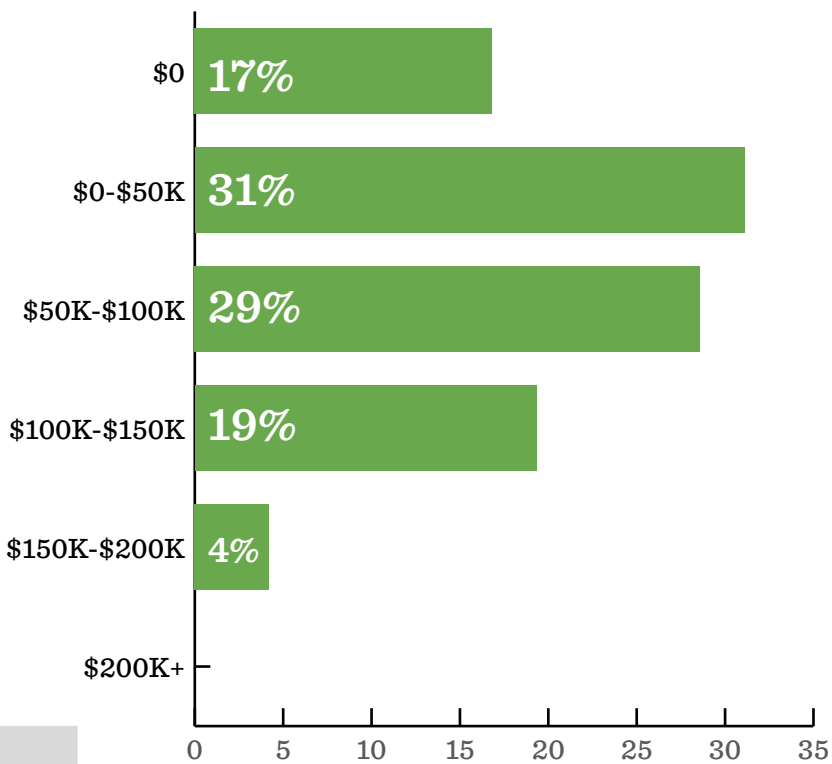


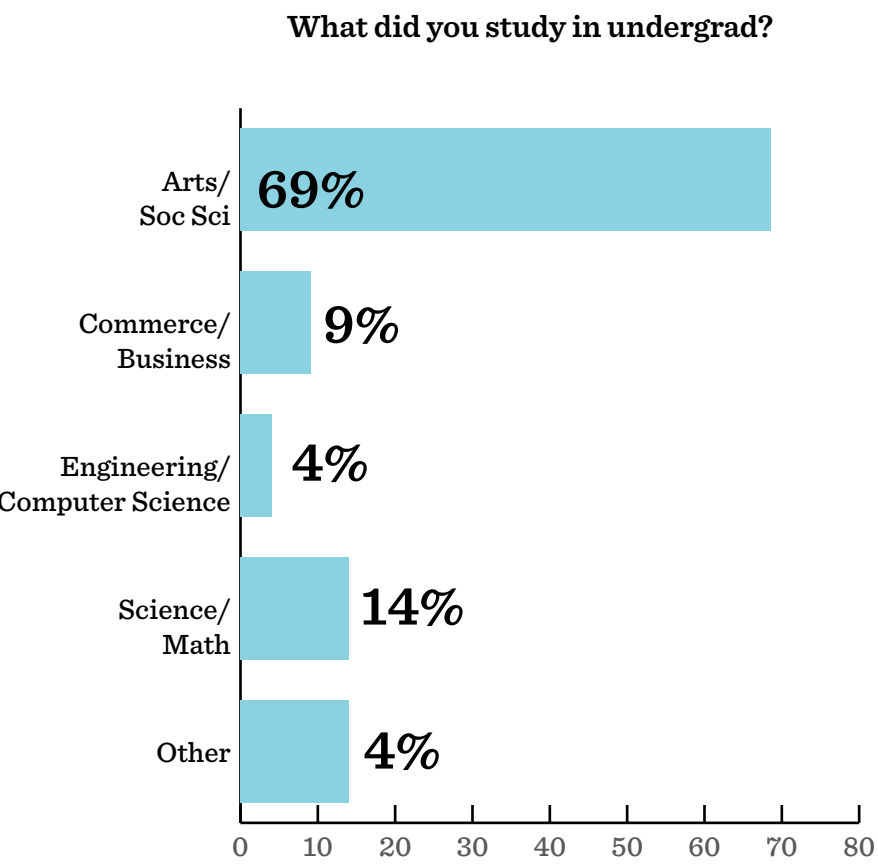
**There was an error in survey design with respect to the age overlap realized after distribution. We apologize for the inaccuracy, and elected to publish in students' interest.*

PARENTAL INCOME?

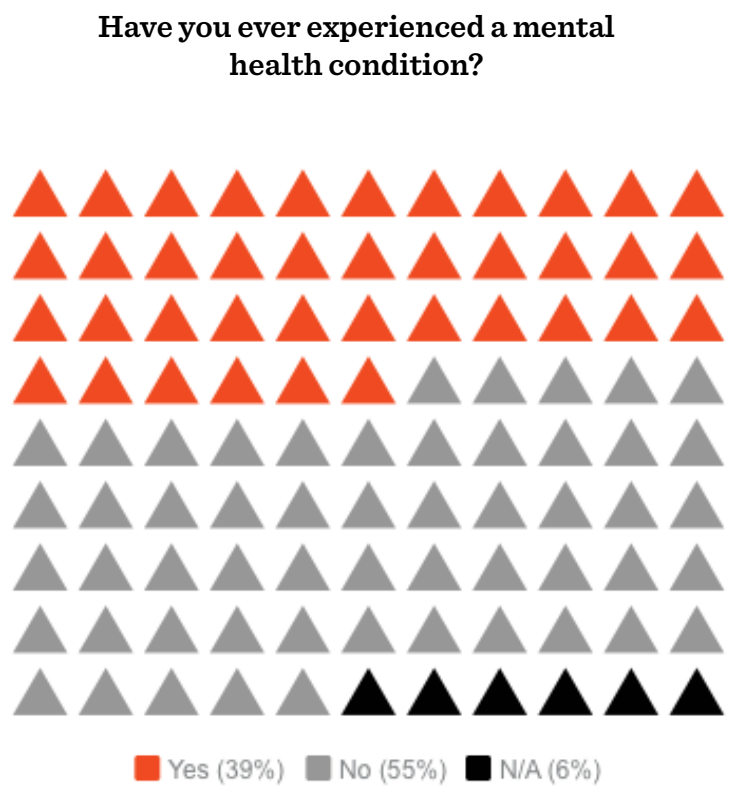


EXPECTED DEBT UPON GRADUATION?

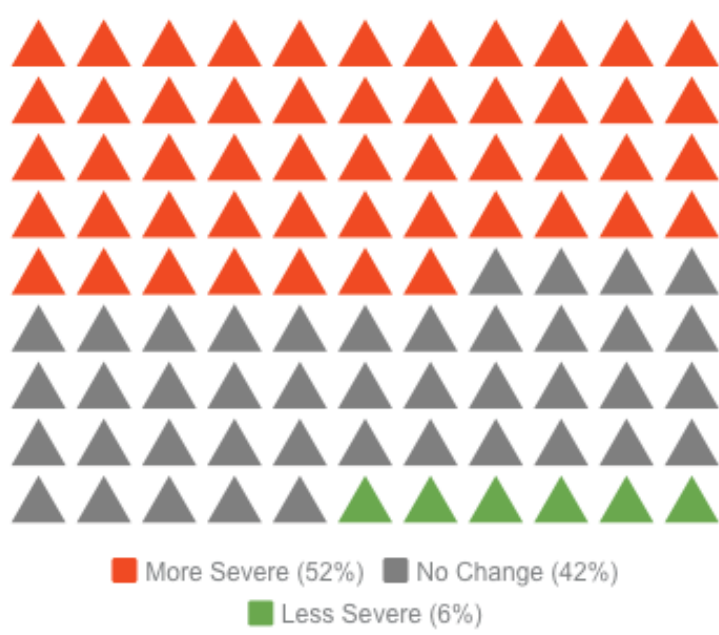




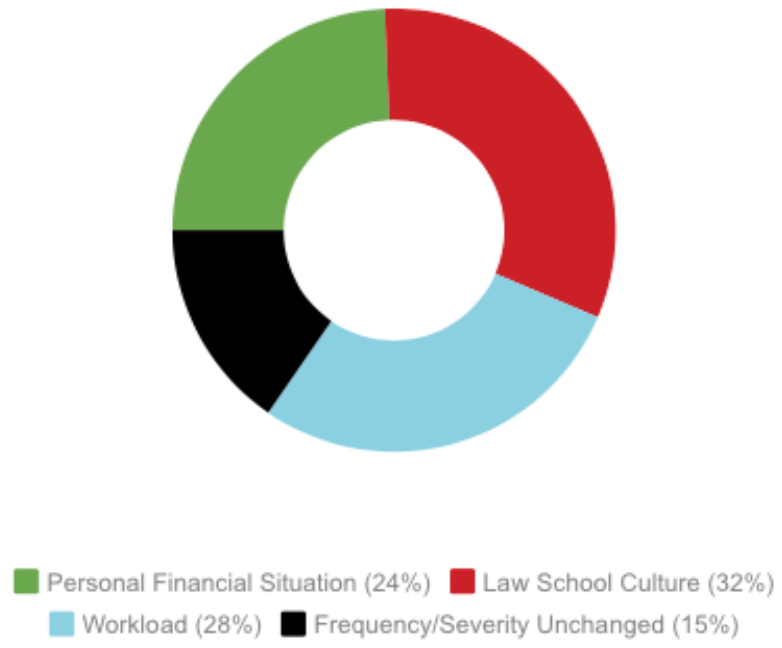
Law School & Mental Health



Has the frequency of your conditions changed during law school?

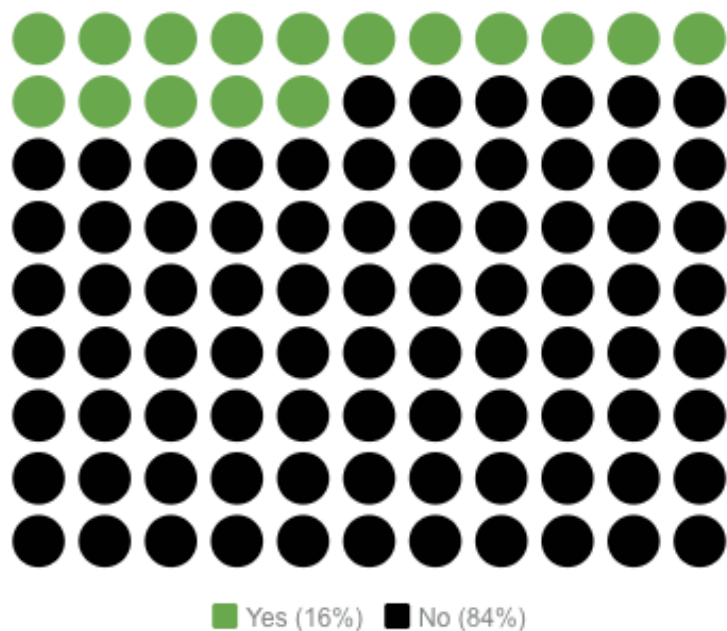


If frequency or severity have increased, what factors have contributed to it?

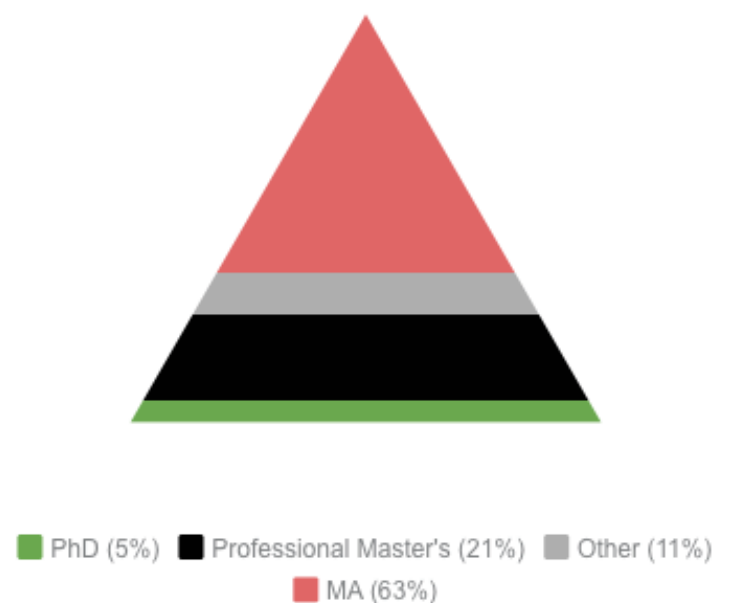


Academic Background

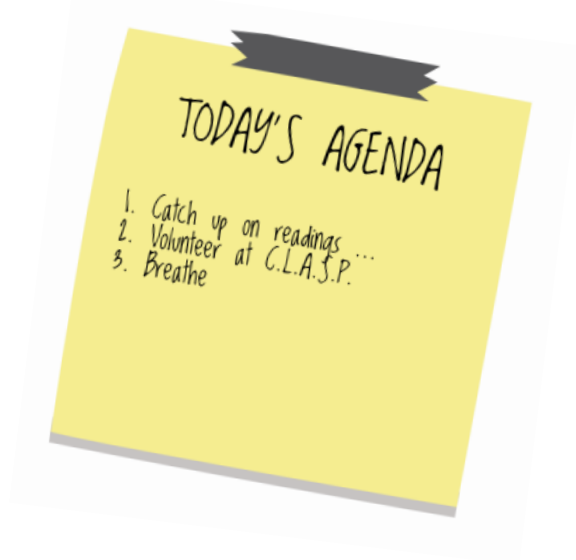
Do you have a postgrad?



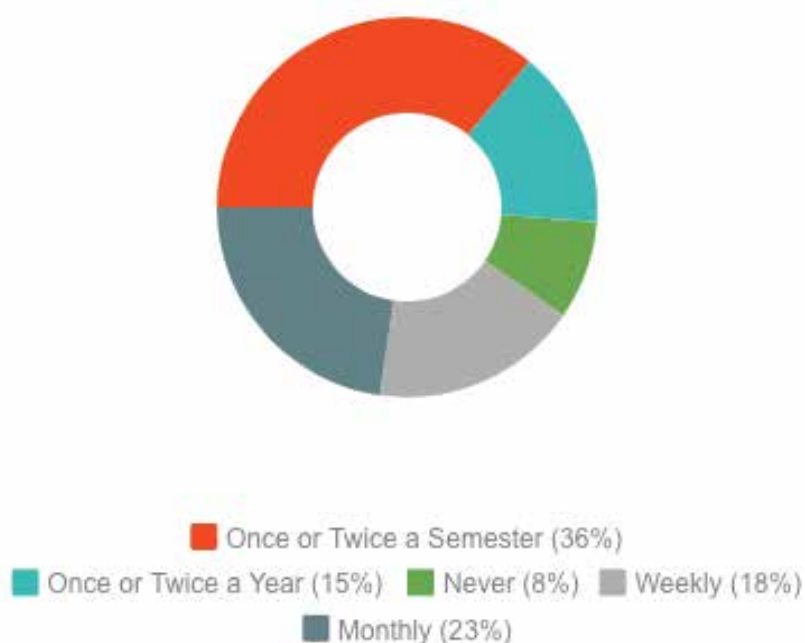
If so, what kind of postgrad?



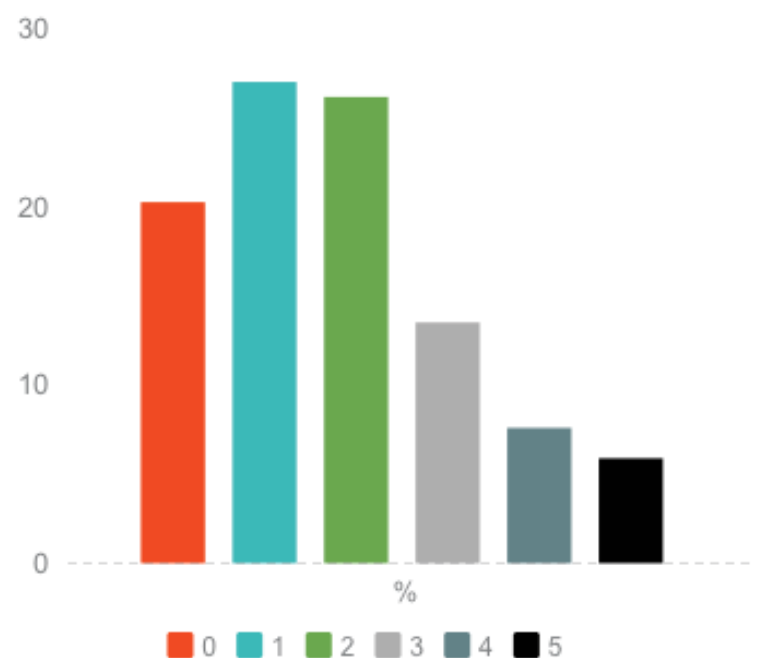
What do you do at school?



How often do you participate in law-school social event?



How many extra-curriculars?



Overall Hiring by Firm

| Firm | Total Students | Osgoode | U of T | Western | Queen's | Ottawa | McGill | Windsor | Other |
|---|----------------|-----------|------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Aird & Berlis | 7 | 2 | 2 | 0 | 2 | 0 | 0 | 1 | 0 |
| Baker & McKenzie LLP | 5 | 2 | 0 | 1 | 1 | 0 | 1 | 0 | 0 |
| Bennett Jones LLP | 16 | 1 | 5 | 1 | 2 | 2 | 1 | 1 | 0 |
| Blake, Cassels & Graydon LLP | 36 | 8 | 15 | 4 | 2 | 1 | 1 | 0 | 4 |
| Borden Ladner Gervais LLP | 21 | 2 | 6 | 5 | 2 | 0 | 3 | 2 | 1 |
| Brauti Thorning Zibarras LLP | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Cassels Brock & Blackwell | 12 | 3 | 3 | 2 | 2 | 0 | 0 | 1 | 1 |
| Dale & Lessmann LLP | 2 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| Davies Ward Phillips & Vinberg LLP | 16 | 7 | 4 | 1 | 1 | 1 | 1 | 0 | 1 |
| Dentons | 12 | 2 | 2 | 1 | 2 | 0 | 1 | 3 | 1 |
| Dickson Wright LLP | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Dimock Stratton LLP | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| DOJ Ontario Region & Public Prosecution Service of Canada | 9 | 0 | 2 | 2 | 2 | 1 | 0 | 1 | 1 |
| DLA Piper | 4 | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 |
| Edward H Royle & Associates | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Epstein Cole LLP | 2 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| Fasken Martineau DuMolin LLP | 13 | 4 | 1 | 1 | 1 | 2 | 1 | 2 | 1 |
| Gardner Roberts LLP | 3 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 0 |
| Gilbert's LLP | 2 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| Goodman's LLP | 13 | 2 | 3 | 1 | 4 | 1 | 0 | 0 | 2 |
| Gowlings | 14 | 4 | 3 | 3 | 1 | 2 | 0 | 1 | 0 |
| Hicks Adams LLP | 4 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Hicks Morley | 5 | 0 | 2 | 1 | 1 | 0 | 0 | 1 | 0 |
| Koskie Minsky LLP | 4 | 0 | 1 | 1 | 0 | 0 | 0 | 2 | 0 |
| Lenzner Slaght Royce Smith Griffin LLP | 5 | 2 | 2 | 1 | 0 | 0 | 0 | 0 | 0 |
| MAG - Constitutional Law Branch | 4 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 |
| MAG - Crown Civil Law Office - Criminal | 8 | 0 | 4 | 0 | 2 | 0 | 1 | 1 | 0 |
| Mathews, Dinsdale & Clark LLP | 3 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| McCarthy Tetrault LLP | 22 | 2 | 4 | 4 | 2 | 3 | 3 | 2 | 2 |
| McMillan LLP | 11 | 1 | 3 | 3 | 0 | 2 | 0 | 1 | 1 |
| Miller Thompson LLP | 9 | 1 | 0 | 2 | 0 | 2 | 0 | 2 | 2 |
| Norton Rose Fulbright Canada LLP | 19 | 6 | 5 | 0 | 1 | 2 | 2 | 2 | 1 |
| Osler, Hoskin & Harcourt LLP | 21 | 3 | 4 | 3 | 4 | 1 | 3 | 2 | 1 |
| Palliare Roland Rosenberg Rothstein LLP | 3 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Paul, Weiss, Rifkind, Wharton & Garrison | 3 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reisler Franklin LLP | 3 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 |
| Shearman & Sterling LLP | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Skadden, Arps, Slate, Meagher & Flom LLP | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| Smart & Biggar | 2 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| Stikeman Elliott LLP | 20 | 3 | 7 | 2 | 3 | 1 | 0 | 3 | 1 |
| Thorsteinssons LLP | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Torkin Manes LLP | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| Torys LLP | 23 | 6 | 8 | 2 | 2 | 0 | 2 | 0 | 3 |
| WeirFoulds LLP | 6 | 1 | 3 | 0 | 1 | 1 | 0 | 0 | 0 |
| Wildeboer Dellelce LLP | 3 | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 0 |
| TOTAL | 395 | 80 | 105 | 48 | 47 | 29 | 20 | 34 | 32 |

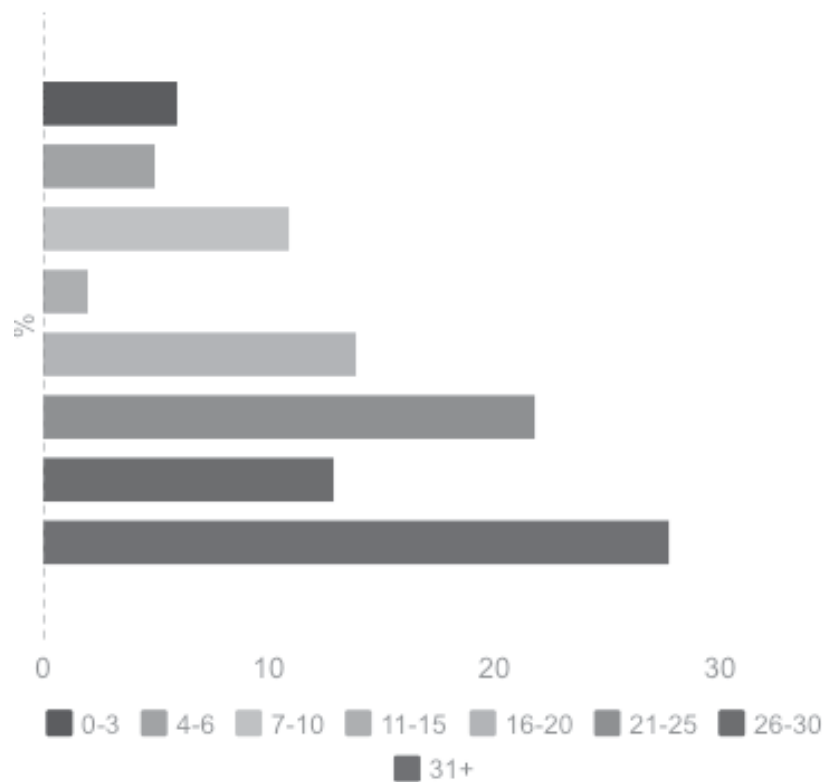
*Above data collected by *Ultra Vires* at the University of Toronto. Special thanks to UV for allowing *Obiter* to reprint.

Analysis

Did you receive a job offer?



How many firms did you apply to?



Offer Distribution

52% Female

45% Male

3% Other/Trans

93% Straight

3% Bisexual

0% Gay/Lesbian

3% Aboriginal

3% Black

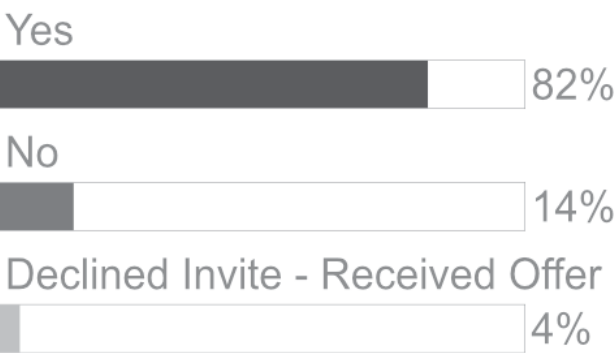
38% Asian

55% White

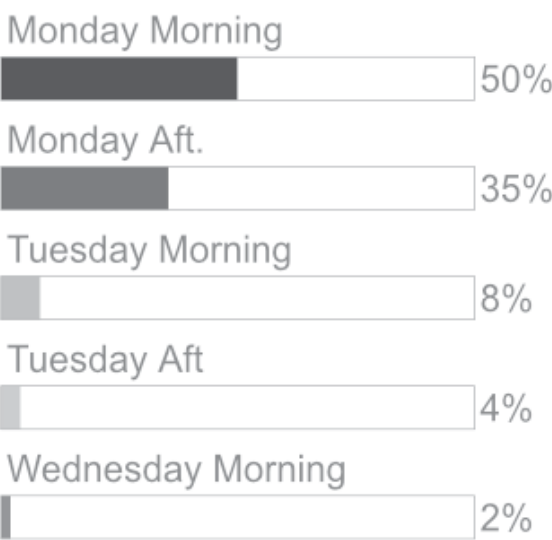
10% No Answer - Ethnicity

3% No Answer - Sexuality

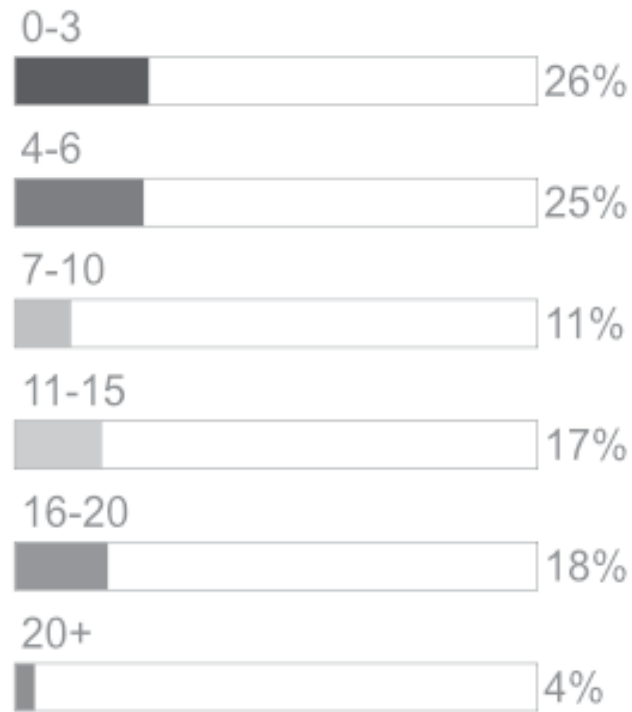
Did you attend any social functions at firms you received offers from (eg. lunch, dinner, cocktails)?



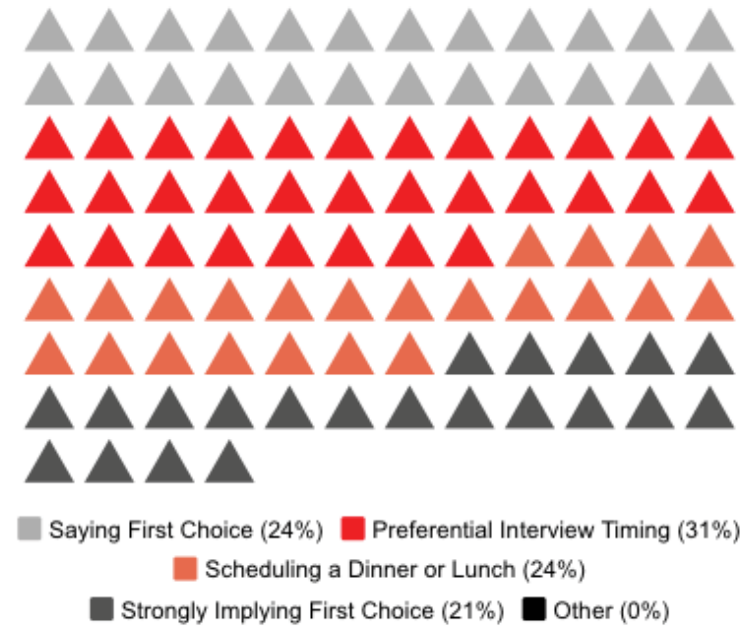
If you accepted an offer, when did you interview with that firm?



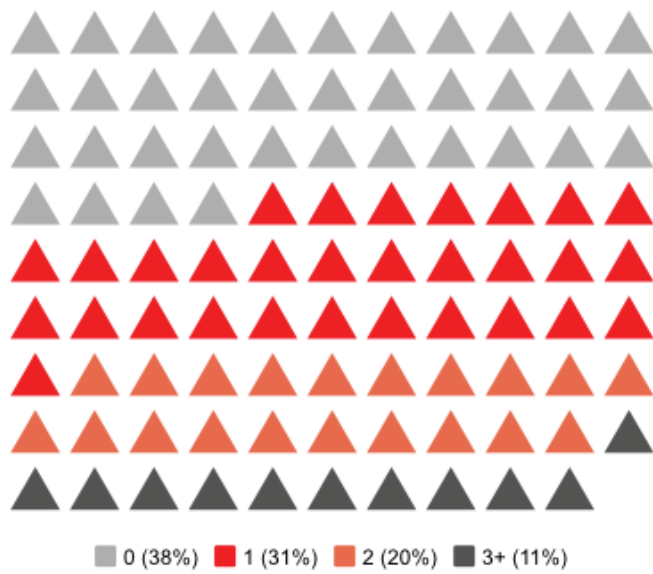
How many OCIs did you attend?



How did you try to signal your preferences to law firms?

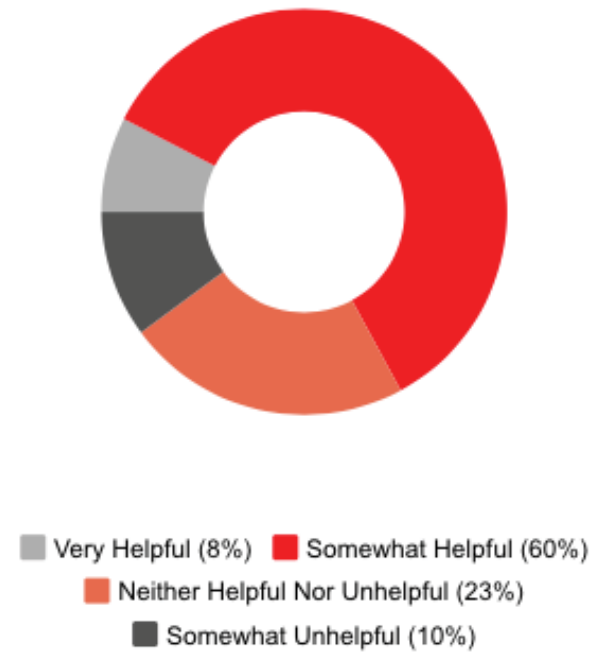


How many job offers did you get?



This graph accounts for the distribution of the total number of offers, indicating that those with more than one offer seized 50% of all individual offers.

Did you find the CDO helpful or unhelpful?



Did you apply to the public sector?



If so, did you receive an offer from a public sector employer?



Your Thoughts ...

Apart from LSUC procedures, did you observe or experience any inappropriate behaviour or comments from lawyers during the process? If yes, please describe what happened:

*“THE PRES-
SURE TO LET
THEM KNOW
THAT
THEY'RE
YOUR #1. BUT
THAT NEVER
CHANGES,
RIGHT? IT'S
ALL PART OF
THE GAME.”*

Asking me how many interviews I had.

Asking who my top choices are.

I didn't experience any violations.

I felt an extreme, extreme amount of pressure by one firm to voice that they were my first choice. I had not made a decision at that time and decided not to tell them they were my first choice unless it were absolutely true.

At a reception it was strongly implied that I had an offer at my first choice firm, at which point I felt comfortable turning down final-stage interviews from other firms.

CALL AT 7:45 AM

CALL AT 3:45 PM

What were some of the most awkward, inappropriate, or unexpected questions you were asked?

I spoke with a lawyer who spoke about other firms negatively.

One lawyer asked my age.

During a second round in-firm interview, a lawyer said "we will call you tomorrow" and nodded his head smiling, which suggested to me that an offer might be made, but it wasn't. I later learned that these kinds of comments were made to a number of other students.

"[Readacted Seven Sister] should not be making all candidates come to the breakfast reception on Wednesday morning when many of them are clearly not in contention. This is not fair to the students and is a waste of everyone's time. They should be telling the candidates who are no longer in contention to not attend the reception."

"Lawyers from one private firm during the initial OCI round read the schedule wrong, and thought it was time for them to take a break when they were supposed to interview me. No one was present at the booth for at least a minute. And one of them did not come back until 5 minutes into the interview."

Any comments on the CDO's services during the Toronto recruitment process?

I think the students would be well served if the CDO released more statistics on the hiring process. Specifically, how many students participate in this process and how many of them get jobs out of this process? The first-year hiring process should have similar statistics. If fewer than 50% of law students get a job out of the OCI process, then this should be very clearly communicated to all students. It will help us to better manage our expectations and not get so down on ourselves if we do not land a job through this. If it's really improbable that people get a job out of this, then I should not be too disappointed if it doesn't work out for me.

There is a serious focus on private/corporate. Not much support for those wishing to pursue a criminal or social justice career.

OCI day they were great at keeping everyone's energy up!

I was a bit unimpressed that they recorded OCI related information sessions but not non-OCI related sessions.

Very vague. Rarely practical.

Like most Osgoode services, I found the CDO useless.

Very upbeat and positive during the OCI days.



Your Thoughts ...

After completing the process, how
do you feel?

Disappointed.

Frustrated.

Unsuccessful.

Great!

Relieved.

Exhausted.

I don't drink.

Relieved that the
madness is over.

It feels surreal! The last few days were a
whirlwind! I'm obviously really happy with
my outcome but I'm also so tired and ready
to relax.

Terrible.

*I feel very disappointed,
quite exhausted, and
very behind in my other
commitments
(school, volunteering,
and extra-curriculars).
I am by no means a
pessimistic person, but I
do feel very discour-
aged and am question-
ing my choices to go to
law school and desire to
work in a big Toronto
firm. Furthermore, I am
very concerned about
my finances and debt
load, as well as my
grades this year since I
now have to devote
MORE time to finding
work after having lost
weeks to the OCI pro-
cess already.*

**It was an emotionally exhaust-
ing week. I didn't even know I
possessed the range of
emotions that I felt over these
three days!**

*Very relieved. Pressure to compete with other
students to be top of the class is significantly
reduced.*

Discouraged.

Disenchanted with law school, gen-
erally. The things people told me
would be looked positively upon in
interviews (ECs) weren't even a
discussion point.

I think the process is unnecessary. LSUC should end the
OCI process and just force firms and MAG to conduct
substantive interviews. OCIs are needlessly stressful. I
spoke to some students who felt as though the employers
that interviewed them already knew which students they
wanted to invite back for a second interview.

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What would you change about the LSUC process?

The in-firm interviews *NEED* to be over a longer period. Also, firms need to narrow down their candidates more before in-firms and between first and second interviews. They allow too many people to interview, wasting their time if they are not fairly likely to be hired.

No more thank you emails!!!!

Nothing. Its a fake but fun process. Welcome to life on Bay Street :)

I could go on about the flaws in the recruitment process and, more broadly, law school generally speaking for hours. Suffice it to say that I believe the problems with the administration of our grades at Osgoode - namely, the curve - are precedent to the problems with the recruitment process - namely, the emphasis on first year performance, and specifically first semester performance. I don't understand why the recruitment process, in this digital age, must begin in August.

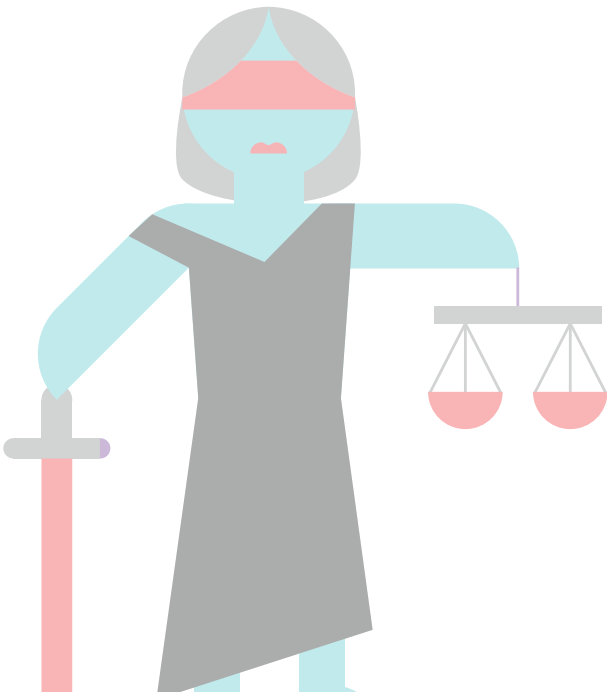


I have nothing productive to say - this was seriously the worst. Encourage people to pursue their interests beyond Bay Street, and invest more in non-OCI job airtime in the schools.

One day longer. Law firm recruiters playing games with students. Misleading students.

It needs to be better regulated, frankly.

I would change my approach and have the mentality that my goal is to get as many offers as possible, possibly to the point of indicating that there is more than one firm that is my "top choice". Though this may be an ethically challenging position to take, having gone through it all, it seems as if firms have no difficulty doing this to students.



Your Thoughts ...

What is one piece of advice you would give to someone participating in this process next year?

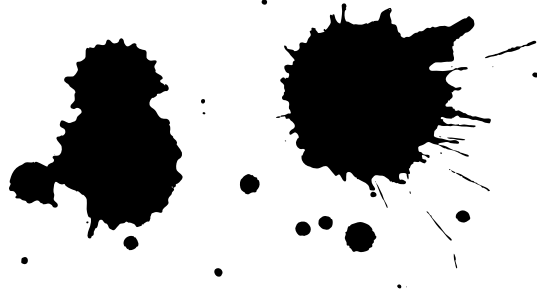
Talk to upper years with similar career paths really help, be prepared.

1L grades are really the only factor that matters

Be yourself: Know what you're looking for going into the process and don't let anyone pressure you.

If people want to split summers, get in touch with students at firms who have done the same and ask about the preferred approach to letting the Toronto firm know about the New York offer.

Do mock interviews.
SIGN UP TO FIRM TOURS. CHECK FIRM WEBSITES STARTING MID MAY. APPLY TO DOZENS OF FIRMS.



Be honest with yourself about the barriers that face you as a candidate -- race, gender, etc. Don't listen to people who say "be yourself and relax", because yes, be yourself, but focus on being the best that you can be. This means hard introspection, not a happy-go-lucky attitude. Most importantly, do a mental walk-through of what you must do to stay productive if you fail, in both big and small ways. Having a plan to move forward will give you hope moving forward and pull you out of the disappointment and frustration you will feel, if/when you do fail.

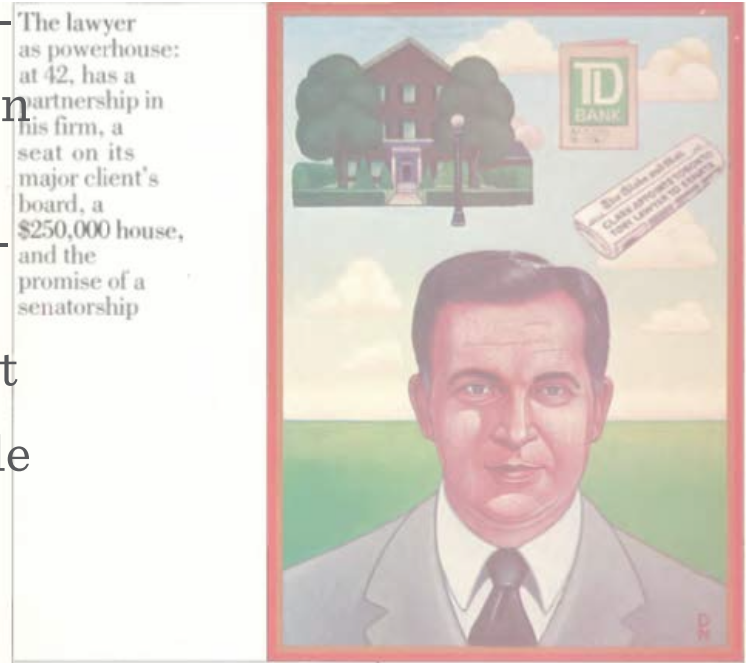
Be authentic in your cover letters - speak in your own voice so the firms see you as a real person. Then prepare, prepare, prepare.

Enjoy it. Even if it is a stressful experience, think about the connections you formed and the people you met. If you don't get a job these connections you make, may prove to be incredibly valuable as you try to find a job.



NEVER act desperate. It is a turn off. Be matter-of-fact in stating that you like them but refrain from groveling because it is simply unprofessional (even as a joke). Desperation = immaturity and a lack of confidence.

I would emphasize the importance of their first year grades to their potential success in the OCI process.



Anything else
you would like
to share?



In law school, you are either a bay st gunner or you are a social justice warrior. The dearth of moderates makes for a poisonous atmosphere. You either become a cliquy study grouper or you socialize with privileged people have never experienced poverty in their lives who aspire to help people in need. Fuck the system.

I ripped the seat of my pants at some point during an in-firm and did not realize until I got home. Hopefully it was unnoticeable, or at least on the subway afterwards.

I understand how helpful the results of this survey are, but posting three minutes after the call time for the process started was not appreciated.

You should ask why I cried. Cried with relief at it being over and of happiness with the outcome. Tears of joy. If you are presenting tears as a bad thing, I insist you exclude my answer from consideration.

We as law students deserve more support.

Judgements are formed quickly with a great deal of arbitrariness

You are worth more than what firms (and people who dont know you) think of you. It is a game. It is not personal. Be creative, take your life by the reins and dont like set backs keep you down. Broaden your vision. Bay Street is a narrow corridor in a vast world. You'll be fine.

Osgoode Hall Law School prides itself on diversity. It boasts one of the most diverse law school environments in the country. I am not sure of the veracity of that statement. I am not sure of how the hard data compares to other law schools. Suffice it to say that Osgoode Hall Law School promotes an image of itself as extremely diverse. The Osgoode administration makes a point of noting the inclusive environment Osgoode provides to students of colour, Aboriginal students, LGBTQ2S+ students, students from varied academic backgrounds, and students with varied interests. I believe that Osgoode Hall Law School has taken greater steps than some law schools in promoting an image of diversity. In other words, I believe the school has to a certain degree achieved its commitment to change the face of the legal community. But this achievement is only on the surface. Osgoode Hall Law School has done very little to support diversity beyond its admission standards. Academic standards still privilege white, straight, male students with a background in political science, history, or economics. I have never felt so much like an outsider as I did throughout the LSUC recruitment process. Osgoode's commitment to diversity is a farce. It is an outrage. It is in no way reflected in the hiring culture at the largest law firms. Osgoode's commitment to diversity has done very little to alter the environment at the firms who recruited through the LSUC system. *The emperor has no clothes. The commitment is meaningless.*

