

Form Last Updated: 01/03/2025

Basic Information

BCF Business Law
 Office Size: 270
 Organization Size: 134
Languages spoken in this office:
 Both French and English

Primary Contact:
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Lawyer Demographics

| | Man | Woman | Non-binary | Total |
|---------------------|-----|-------|------------|-------|
| All Lawyers | 35 | 55 | | 90 |
| Equity Partners | | | | |
| Non-equity Partners | | | | |
| Associates | 53 | 32 | | 85 |
| Articling Students | 6 | 14 | | 20 |

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 size 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: | | | |
| How many did you/will you hire for: | | | |
| 2023 | | | |
| 2024 | | | |
| 2025 | | | |
| 2026 | | | |
| Rotation | | | |
| Split/Secondment | | | |

First Year Summer Students

Do you recruit first year summer students?: No
 When is the application deadline for first year summer students?: N/A
 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?: N/A
 When is the interviewing period?: N/A
 Do you participate in on-campus interview (OCI) programs to fill such positions?: No

Campus Recruiting

Will you be participating in OCIs this year?: Yes
 If yes, which schools?
 McGill University, Faculty of Law, Université de Montréal, Faculté de droit, Université de Sherbrooke, Faculté de droit, Université du Québec à Montréal, Département des sciences juridiques, Université Laval, Faculté de droit, Université d'Ottawa, Faculté de droit, Section de droit civil

Required Application Materials:

Resume, cover letter, law school transcripts

Preferred Method of Application:

viDesktop Portal

Practice Areas

| PRACTICE AREAS | PRACTICE GROUP NAME | # OF LAWYERS |
|---------------------------|---------------------------|--------------|
| Business , Commercial Law | Business / Commercial Law | 31 |
| Litigation | Litigation | 38 |
| Environmental | Environmental Law | 2 |
| Financing | Financial Services | 12 |
| Intellectual Property | Intellectual Property | 11 |
| Labour | Labour and Employment | 16 |
| Real Estate | Real Estate | 3 |
| Immigration | Business Immigration | 13 |
| Securities | Securities | 5 |

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