

Form Last Updated: 01/09/2026

Basic Information

45 O'Connor Street
 Suite 2000
 Ottawa, Ontario K1P 1A4
 Office Size: 14
 Organization Size: 360
Languages spoken in this office:
 Both French and English

Primary Contact:
 Ms. Jordana Loporcaro
 Director, Professional Resources and National Legal Talent Acquisition
 World Exchange Plaza
 45 O'Connor Street, Suite 2000
 Ottawa, Ontario (ON) K1P 1A4
Phone: 514.987.5083
 jordana.loporcaro@mcmillan.ca

Lawyer Demographics

	Man	Woman	Non-binary	Total
All Lawyers	11	7		18
Equity Partners				
Non-equity Partners				
Associates	1	6		7
Articling Students	1	1		2

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	Yes
How many did you/will you hire for:			
2024			
2025		2	2
2026		2	2
2027			
Rotation			
Split/Secondment	N/A	No	No

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?: January 21, 2026

When is the interviewing period?: February 17, 2026 to February 26, 2026.

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, University of Ottawa, Faculty of Law, Common Law Section, University of Toronto, 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, law school transcripts, list of upper year courses

Please provide copies of your official transcripts, when available. If not available, please submit unofficial transcripts while waiting for the official ones.

Please note that as part of our ongoing commitment to ensure a fair and inclusive recruitment process, we do not consider reference letters and/or writing samples as part of an applicant's package. As a result, any reference letters and/or writing samples that are submitted will be removed from a candidate's package before it is reviewed for consideration for our summer student program.

McMillan is committed to providing support in its recruitment processes to applicants with disabilities, including accommodation that takes into account an applicant's accessibility needs. If you require accommodation at any time during the recruitment process, please let us know or email human.resources@mcmillan.ca to submit your accommodation request.

Preferred Method of Application:

viDesktop Portal

We prefer to receive applications electronically through the viDesktop Portal.

Practice Areas

PRACTICE AREAS	PRACTICE GROUP NAME	# OF LAWYERS
Employment	Employment & Labour Relations	5
Litigation	Litigation & Dispute Resolution	8
Regulated Industries	Procurement	4
Financing	Financial Services Banking & Finance Insurance	1
International	International Trade Law	7
Competition	Competition, Antitrust & Foreign Investment	1
Government	Government & Public Policy	2

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.