

Form Last Updated: 12/18/2023

## Basic Information

1000, De La Gauchetière West, suite 900  
 Montréal, Quebec H3B 5H4  
 Office Size: 125  
 Organization Size: 750  
**Languages spoken in this office:**  
 Both French and English

**Primary Contact:**  
 Mr. Renaud Gravel  
 Professional Recruiting Manager  
 1000, de la Gauchetière West Street, suite 900  
 N/A  
 Montréal, Québec (QC) H3B 5H4  
**Phone:** 514-954-2569  
 rgravel@blg.com

## Lawyer Demographics

	Man	Woman	Non-binary	Total
All Lawyers	84	65		149
Equity Partners				
Non-equity Partners				
Associates	37	41		78
Articling Students	12	15		27

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:			Yes
How many did you/will you hire for:			
2022			
2023			
2024			
2025			
Rotation			
Split/Secondment			No

### 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?: No  
 If yes, which schools?

### Required Application Materials:

Resume, cover letter, post secondary transcripts, law school transcripts  
 Reference letters are not necessary. For those students who have a University degree other than a Law degree, academic transcripts are required, exclusive of CEGEPs.

### Preferred Method of Application:

viDesktop Portal  
 All students must apply through the Course aux stages, even those who could "legally" be hired outside of this process.

## Practice Areas

PRACTICE AREAS	PRACTICE GROUP NAME	# OF LAWYERS
Commercial	Business / Commercial Law	25
Tax	Tax	7
Litigation	Litigation	24
Labour	Labour & Employment	23
Maritime	Maritime	7
Construction	Construction	9
Intellectual Property	Intellectual Property	1
Securities	Securities	7
Health	Health	6
Real Estate	Real Estate	7
Financing	Financial Services	19
Environmental	Environmental Law	1
Aboriginal	Aboriginal Law	2
Tort	Insurance & Tort Liability	10

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