

Form Last Updated: 01/31/2024

## Basic Information

Toronto, Ontario  
 Office Size: 200  
 Organization Size: 245  
**Languages spoken in this office:**  
 Predominately English

**Primary Contact:**  
 Ms. Shanice Prendergast  
 Assistant Director of Professional Resources  
 Suite 3200, Bay Adelaide Centre – North Tower 40 Temperance St.  
 Toronto, Ontario (ON) M5H 0B4  
**Phone:** 416 350 6913  
[sprendergast@cassels.com](mailto:sprendergast@cassels.com)

## Lawyer Demographics

	Man	Woman	Non-binary	Total
All Lawyers				
Equity Partners				
Non-equity Partners				
Associates				
Articling Students				

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).

The most recent Firm Diversity Census was conducted in June 2023 by Global Learning, a leading external service provider in the diversity, equity, and inclusion space. The Firm Diversity Census data is based on the responses of the firm members who chose to participate in the Census. The overall participation rate for the firm was 83.2%. The results of the Firm Diversity Census can be reviewed at <https://community.cassels.com/culture-from-within/>.

## Recruiting & Hiring

	1st Yr. Summer	2nd Yr. Summer	Articling Students
Do you hire:	Occasionally	Yes	Occasionally
<b>How many did you/will you hire for:</b>			
2022		24	21
2023	0	25	23
2024	0	23	24
2025		TBD	TBD
<b>Rotation</b>			
<b>Split/Secondment</b>	No	No	Yes

### First Year Summer Students

Do you recruit first year summer students?: No

When is the application deadline for first year summer students?: Set by the Law Society of Ontario

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?: Set by the Law Society of Ontario

When is the interviewing period?: Set by the Law Society of Ontario

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, Ryerson University, Lincoln Alexander School of Law

### Required Application Materials:

Resume, cover letter, post secondary transcripts, law school transcripts, list of upper year courses

our application has four elements; the cover letter, resume, a copy of all post secondary transcripts and your upper year course list. Your cover letter should be clear, concise, accurate and free of grammatical and spelling errors. The tone of your cover letter should provide a bit of insight into who you are. There is no one sort of person we're looking for at Cassels. The most important advice we can give you is to be authentic – give us a little insight into what makes you a unique candidate! And, please keep it to one page. Your resume should be structured as a series of headings and point-form (or bulleted) content and may be up to two pages in length. In addition to your educational qualifications and work experience, your resume should also indicate what you do in your spare time (your interests, extracurriculars, hobbies, etc.) Throughout your cover letter and resume you should emphasize how your experiences connect with our competencies. You should submit copies of your official transcripts. We understand that often when you copy the official version, a safety feature will read "VOID" or "COPY" across the page. Don't worry about this; please just ensure that your grades are legible. Your intended upper year course list should be submitted in a bulleted list, organized by year (i.e. second year courses and third year course). This list should represent your honest intentions. We understand you do not have control over what courses are offered from year to year and you may not be able to take all of the courses listed. If you are applying to our Toronto office, please address your application to Shanice Prendergast. If you are applying to our Vancouver office please address your application to Jennifer Lau. If you are interested in our Calgary office, please address all applications to Tessa Neeser. For more information on How to Apply, see <https://cassels.com/join-us/student-opportunities-how-to-apply/>.

**Preferred Method of Application:**

viDesktop Portal

We only accept applications through the viDesktop portal (<https://recruitedn.viglobalcloud.com/>).

## Practice Areas

PRACTICE AREAS	PRACTICE GROUP NAME	# OF LAWYERS
----------------	---------------------	--------------

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.