

Form Last Updated: 01/31/2024

Basic Information

Suite 3810, Bankers Hall West
888, 3rd Street SW
Calgary, Alberta T2P5C5
Office Size: 17

Organization Size: 245

Languages spoken in this office:

Predominately English

Primary Contact:

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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).

We believe that the success of our firm is built on the unique skills, perspectives, experiences, and values of each individual. We are committed to fostering a strong culture of inclusivity and diversity to create an environment that reflects both our clients and the communities in which we work and live.

We believe in giving back to our communities and recognize that our combined efforts can have a truly significant impact. Our staff and lawyers sit on boards, coach sports teams, spearhead fundraising efforts, mentor youth, and volunteer their time with charitable organizations.

We also believe that we have a responsibility to assist disadvantaged and historically underserved people in securing legal services that could otherwise remain out of reach. Our associates and partners donate their time and expertise to pro bono activities on behalf of a wide spectrum of community organizations and programs.

Cassels conducts a biannual Firm Diversity Census to evaluate the representation of firm members by gender identity, sexual orientation, Indigeneity, racial identity, and persons with disabilities. The most recent Firm Diversity Census at Cassels 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%. <https://community.cassels.com/>

Recruiting & Hiring

	1st Yr. Summer	2nd Yr. Summer	Articling Students
Do you hire:	No	Yes	Occasionally
How many did you/will you hire for:			
2022		4	2
2023		4	6
2024		6	5
2025		TBD	5
Rotation		TBD	TBD
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?: No

Second Year Summer Students

Do you recruit second year summer students?: Yes

When is the application deadline for second year summer students?: August 2024 for 2L summer 2025 positions. The specific deadline is set by each law school that we conduct OCIs at. For non-OCI schools, the deadline will be in late August and will be posted on our website.

When is the interviewing period?: As prescribed by the Law Society of Alberta and the Calgary 2L Summer Recruitment Employer Protocol.

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 Alberta, Faculty of Law, University of Calgary, Faculty of Law, University of Ottawa, Faculty of Law, Common Law Section, University of Saskatchewan, College of Law, 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

Your 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 applying to our Calgary office, please address your application 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://recruitcdn.viglobalcloud.com/>).

Practice Areas

PRACTICE AREAS	PRACTICE GROUP NAME	# OF LAWYERS
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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.