

THE ITL  
**EXPERIENCE**  
SURVEY REPORT

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Findings and Recommendations on the Experiences of Internationally Trained Lawyers in Canada

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# ACKNOWLEDGEMENTS & CONTRIBUTORS

The ITL Experience Survey was made possible through the collaboration, dedication and support of individuals and organizations committed to advancing equity, inclusion and meaningful representation within the Canadian legal profession.

We extend our sincere gratitude to The Counsel Network for partnering with us to bring this survey to life. We also acknowledge the invaluable support of the Canadian Association of Black Lawyers (CABL), whose engagement contributed meaningfully to the success of this initiative. We thank our survey sponsors, Osuji & Smith Lawyers, for their unwavering commitment and generous support.

We further recognize and thank the internationally trained lawyers (ITLs) and allies across Canada who contributed their time and shared their lived experiences by completing the survey. Their participation provides essential insight into the realities faced by ITLs navigating requalification, career development and integration into the Canadian legal landscape. Their voices form the foundation of this report.



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# EXECUTIVE SUMMARY

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Over the past two decades, Canada has welcomed a growing number of internationally trained lawyers who bring legal knowledge, global insight and diverse professional experience. As the Canadian legal profession becomes more interconnected and influenced by cross border legal issues, these lawyers offer perspectives that strengthen institutions, enrich legal analysis and support a clearer understanding of international legal frameworks.

Despite these contributions, many internationally trained lawyers face significant barriers on the path to licensure, professional integration and meaningful employment. These challenges have often been discussed informally, yet they have lacked a comprehensive evidence base that can inform constructive and sustained change.

The ITL Experience Survey was created to address this gap. Its purpose is to provide clear data on the realities encountered by internationally trained lawyers as they navigate requalification processes, articling placements, employment opportunities and the transition into legal practice in Canada. By moving beyond anecdotal accounts, the survey seeks to promote informed dialogue and support efforts that build a more inclusive professional landscape.

This report presents the findings of the survey and highlights key themes that emerged from respondent experiences. The report includes both statistical survey results and contextual discussion intended to help explain the professional environment in which internationally trained lawyers pursue licensure and employment. Unless otherwise indicated, statements regarding experiences, barriers and trends are based on survey responses. Contextual sections are included to support understanding of the licensing process, employment pathways and professional integration environment in Canada. Preliminary findings from the survey were presented at the 2025 Internationally Trained Lawyers Conference in Calgary, Alberta where participants emphasized the importance of wider engagement across the legal community. The discussions at the conference highlighted a shared commitment to understanding the experiences of internationally trained lawyers and to exploring opportunities for coordinated action.

This report now presents the full findings of the survey. It identifies key areas where renewed reflection collaboration and reform may strengthen the experiences of internationally trained lawyers and support the continued development of a legal profession that is fair, dynamic and globally responsive. The detailed results of the survey are attached to this report as Appendix A.

***The results of the survey point to the need for continued national dialogue regarding the integration of internationally trained lawyers into the Canadian legal system.***



The ITL Experience Survey examines the realities faced by internationally trained lawyers as they navigate the Canadian legal profession. The survey aimed to provide clear and reliable data on the challenges and opportunities within the journey from initial accreditation to professional integration.

The survey explored several dimensions of the internationally trained lawyer experience, including:

- The Accreditation and Licensing Process**
- Employment and Career Progression**
- Access to Articling Opportunities**
- Mentorship and Professional Networks**
- Workplace Integration**
- Experiences of Bias or Discrimination**

The findings reveal consistent patterns across these areas. Many respondents reported difficulty securing employment that acknowledges their previous legal training and experience. Limited access to articling opportunities remains a central barrier and is often influenced by a lack of established professional networks within Canada.

Among those who obtain positions in the profession, many describe workplace expectations that require them to demonstrate competence at levels perceived to exceed expectations placed on Canadian trained colleagues. These experiences are often accompanied by challenges related to professional belonging and inclusion. This report invites regulators, employers, educators and professional organizations to consider how Canada can strengthen pathways for internationally trained lawyers while maintaining the high standards that guide the legal profession.

# KEY STATISTICS

**49%** said they engage in **code switching** regularly in their legal careers

**70%**  
felt they had to prove their competence more than Canadian trained peers

**58%**  
of respondents felt the need to adjust their communication style

- Additional findings:**
- 46% felt they had to adapt their behaviour or personality
  - 31% changed or simplified their name to improve hiring or workplace interactions

**14%**  
altered their appearance to align with expectations

**Roughly six in ten (61%) respondents agreed that they had experienced some form of discrimination or bias during job applications or while working in the legal field in Canada.**

**61%**  
of ITLS experienced discrimination or bias

**39%**

**66%** of internationally trained lawyers (respondents) say colleagues or supervisors have asked them "Where are you from?" in a professional context.

**66%**  
66% say colleagues or supervisors have asked them 'Where are you from?' in a professional context.

- Additional findings:**
- 58% say colleagues were surprised by their intelligence
  - 57% say colleagues were surprised by their achievements

**34%**

# SURVEY METHODOLOGY

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The ITL Experience Survey was designed to collect reliable data on the experiences of internationally trained lawyers across Canada. The survey collected responses from 200 participants, representing candidates at different stages of the licensing and employment pathway, including:

NCA Candidates

Articling Students

Newly Called Lawyers

Experienced Practitioners

## Survey Design and Data Collection

The survey included both quantitative and qualitative questions. Quantitative items measured experiences related to licensing, employment outcomes, workplace environments and access to professional support. Open ended questions gathered qualitative insights that allowed respondents to describe their experiences in their own words. These responses were reviewed and analyzed to identify recurring themes and to provide context for the quantitative data.

## Scope of Inquiry

The survey gathered information across several dimensions of the internationally trained lawyer journey, including:

- experiences with the accreditation and licensing processes
- access to articling and supervised practice
- employment patterns and career progression
- integration into workplace settings
- perceptions of mentorship, community networks and institutional support

This structure allowed the survey to capture both procedural aspects of the licensing pathway and the broader professional realities faced by respondents.

## Licensing and Requalification Pathways

The survey examined how respondents move through the NCA assessment and the provincial licensing requirements. Most internationally trained lawyers begin the process with an NCA evaluation that determines the coursework or examinations required to demonstrate equivalency with a Canadian common law degree.

Survey responses suggest that the academic component of requalification, while demanding, is generally viewed as manageable. Many respondents noted that completing NCA requirements requires significant preparation, particularly for individuals balancing work commitments financial pressures and family obligations.

A consistent theme among respondents was that the greater challenge lies in progressing from academic equivalency to professional integration. Many reported that even after completing NCA requirements and licensing examinations, securing an articling position or comparable supervised training remained a major barrier. Respondents also indicated that information about the licensing pathway can be difficult to navigate, especially for those without established professional networks in Canada. Peer communities mentorship programs and informal guidance often played an important role in helping candidates understand available options and next steps.

## **Representation within the Profession**

While the report highlights important barriers to entry, it also points to a broader issue regarding long-term representation within the profession. The relatively low presence of internationally trained lawyers in senior and leadership roles suggests that integration is not only about access but also about progression. Addressing this gap will be essential to ensuring that internationally trained lawyers are fully represented across all levels of the profession.

## **Interpretation**

Taken together, the survey methodology provides insight into the full range of experiences that shape the journey of internationally trained lawyers. While the licensing framework offers a clear academic and regulatory structure, the responses highlight the need for additional forms of support transparency and coordination to assist candidates as they move toward professional practice in Canada.

# ARTICLING BARRIERS



Access to articling opportunities remains one of the most significant barriers identified by respondents in the survey. Although articling is a central component of the licensing process in most Canadian jurisdictions, many internationally trained lawyers report persistent difficulty securing placements that would allow them to complete this requirement and move toward full licensure.

Several factors contribute to these barriers. First, internationally trained lawyers often compete with Canadian law graduates for a limited number of articling positions. Employers frequently prioritize candidates who have completed Canadian legal education programs, particularly those who have participated in structured recruitment cycles offered through law schools.

Second, many respondents indicated that the absence of Canadian legal experience may create a perceived gap in their qualifications.

Even when internationally trained lawyers possess substantial legal experience in other jurisdictions, employers may view that experience as less directly transferable to Canadian practice.

Third, professional networks play an important role in the recruitment process. Canadian law graduates typically benefit from institutional career services, alumni networks and coordinated recruitment programs. Internationally trained lawyers who are new to Canada may not initially have access to these support systems, which can limit their visibility to potential employers.

The survey findings suggest that without targeted support and broader recruitment practices, internationally trained lawyers may continue to face challenges accessing the opportunities needed to complete licensure.

# EMPLOYMENT BARRIERS

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Beyond the articling stage, the survey examined how internationally trained lawyers experience the broader Canadian legal job market and the pathways available for career advancement. Respondents described a range of challenges that influence how they access employment opportunities and progress within the profession.

Many respondents noted that entering the legal job market often requires navigating employer perceptions of international credentials and prior legal experience. While several respondents indicated that some employers value the global insight brought by internationally trained lawyers, others reported that hiring decisions can place greater emphasis on Canadian educational or professional backgrounds. This dynamic can limit the range of roles available to internationally trained lawyers at the outset of their careers in Canada.

As a result, many respondents described beginning their Canadian careers in junior or entry level roles that did not reflect the level of responsibility they previously held in other jurisdictions.

For those who had established senior roles abroad, this adjustment was described as a significant shift that required recalibrating expectations and rebuilding professional standing.

Despite these challenges, respondents consistently emphasized their ability to progress over time through Canadian work experience, networking, mentorship and continued professional development. Many indicated that as employers observed their performance and expertise, opportunities for advancement became more accessible and aligned more closely with their skills and experience.

These findings highlight both the barriers and the resilience that characterize the career journeys of internationally trained lawyers in Canada. They also underscore the importance of workplace cultures that recognize diverse professional pathways and that support equitable access to career development opportunities.



# WORKPLACE EXPERIENCES

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## Workplace Integration

Workplace integration was a significant theme in the survey findings, with respondents reporting a mix of positive experiences and notable challenges as they entered and advanced within Canadian legal workplaces.

## Positive Workplace Experiences

Many respondents reported strong experiences of inclusion and support. The most frequently mentioned positive experiences included:

- 74 percent experienced strong rapport with colleagues and supervisors
- 71 percent felt included in professional conversations and meetings
- 65 percent reported a sense of belonging within their team or organization
- 78 percent described their workplace as inclusive
- 70 percent indicated they were able to be themselves at work

These results show that many internationally trained lawyers integrate successfully when organizations promote collaboration, transparency and inclusive practices

## Subtle Pressures and Perceptions

Alongside positive experiences, a significant number of respondents reported navigating subtle pressures related to competence, communication and cultural expectations. Findings include:

- 70 percent felt they needed to prove their competence more than Canadian trained colleagues
- 52 percent felt that Canadian trained colleagues had workplace information they did not
- 42 percent felt the need to downplay or hide their previous legal experience
- 49 percent had to engage in code switching

These patterns suggest that many internationally trained lawyers face expectations that require additional effort to establish or reinforce professional credibility.



## Behaviours Impacting Belonging

Respondents also noted specific behaviours from colleagues and supervisors that shaped their workplace experience:

- 66 percent were asked which country they were from
- 58 percent encountered expressions of surprise at their intelligence or competence
- 57 percent reported surprise at their achievements

Although sometimes framed as casual or curious, these interactions can reflect underlying assumptions about internationally trained lawyers and contribute to feelings of being perceived as an outsider.

## Language and Cultural Dynamics

Respondents whose first language was not English or French also reported:

- 30 percent experienced language-related challenges in the workplace
- 32 percent encountered cultural challenges when interacting with clients

These findings highlight the importance of inclusive communication practices and support mechanisms, particularly in client-facing roles.

## Importance of Mentorship and Leadership

Across the survey, respondents emphasized that supportive mentorship and inclusive leadership had a meaningful impact on their workplace integration. Respondents reported that workplaces were most effective when supervisors:

- offered constructive and timely feedback
- acknowledged prior professional experience
- created opportunities for skill development and visibility

Collectively, these findings underscore the importance of workplaces that recognize diverse professional pathways and support equitable integration for internationally trained lawyers.

# EXPERIENCES OF BIAS

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## Bias and Professional Perception

The survey results show that experiences of bias are a significant feature of the professional journey for many internationally trained lawyers in Canada. These experiences range from subtle microaggressions to more direct forms of differential treatment, and they influence how respondents perceive their integration into the legal profession.



## Prevalence of Bias

A majority of respondents reported experiencing some form of bias or discrimination during job applications or in the workplace.

- 61 percent indicated they had experienced discrimination or bias during job applications or while working in the legal field
- 40 percent indicated they had not experienced such treatment

Experiences were not uniform across demographic groups. Respondents identifying as Black African were more likely to report bias during job applications or workplace interactions compared to respondents identifying as Caucasian or Asian.

## Credential and Experience Based Bias

Many respondents encountered bias related to the recognition of foreign credentials.

- 66 percent of respondents stated that foreign legal education is slightly or not recognized at all in Canada

Respondents frequently described situations where their international training or prior legal roles were undervalued or questioned. These concerns also appeared during the bar admission process, where

- 41 percent reported recognition of foreign qualifications as a barrier

## Microaggressions and Subtle Forms of Bias

Respondents described a range of microaggressions and subtle workplace behaviours that signaled assumptions about their competence, background, or identity. Common experiences included:

- 66 percent were asked which country they were from
- 58 percent reported colleagues or supervisors being surprised by their intelligence or competence
- 57 percent reported surprise at their achievements
- 45 percent reported colleagues being surprised they spoke English properly
- 49 percent felt their credentials were scrutinized more than those of Canadian trained peers
- 40 percent felt their mistakes were judged more harshly

These patterns highlight a recurring expectation gap that internationally trained lawyers often work to overcome, even after securing positions in the profession.

## Exclusion and Differential Treatment

Experiences of social and professional exclusion were also reported.

- 35 percent felt excluded from professional conversations
- 32 percent reported experiencing microaggressions related to race
- 27 percent experienced microaggressions related to other demographic factors
- 24 percent reported experiencing overt racism
- 18 percent experienced other forms of overt discrimination

## Cultural and Language Based Challenges

For respondents whose first language is not English or French:

- 30 percent experienced language related challenges in the workplace
- 32 percent reported challenges interacting with clients due to cultural differences

These findings reinforce that integration challenges for internationally trained lawyers extend beyond technical legal work into communication dynamics and client facing interactions.

## Variation of Experiences

Although many respondents reported experiencing bias, others described positive workplace environments where colleagues were supportive, inclusive and respectful. This variation indicates that individual workplaces differ significantly in culture and practice.

# CODE SWITCHING

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## Understanding Code Switching in Professional Settings

Code switching refers to the practice of adjusting communication style, tone, language, behaviour or cultural expression to align with dominant norms in a workplace or social environment. For internationally trained lawyers, code switching can involve modifying accents, altering communication patterns, adopting culturally familiar expressions or changing aspects of personal presentation to fit perceived expectations of Canadian legal workplaces.

Code switching is widely documented among immigrant and minority professionals. Research shows that while it can help individuals navigate professional environments, it often places an added cognitive and emotional burden on the person who is doing the adjusting. This may include increased stress, reduced authenticity in the workplace, limited confidence in professional interactions and decreased access to informal networks that facilitate career advancement. For many internationally trained lawyers, these pressures compound the existing challenges of credential recognition and workplace integration.



## Code Switching Among Internationally Trained Lawyers

The survey findings show that code switching is a significant part of the experience for many internationally trained lawyers working in Canada. Respondents described making ongoing adjustments to communication style and professional presentation in order to fit expectations in interviews, client meetings and daily workplace interactions.

### Key findings include:

- 58 percent of respondents felt the need to adjust their communication style
- 46 percent felt the need to adapt their behaviour or personality
- 31 percent changed or simplified their name to improve their chances during hiring or workplace interactions
- 14 percent altered their appearance to better align with expectations
- 49 percent agreed that they felt the need to engage in code switching regularly in their current legal practice

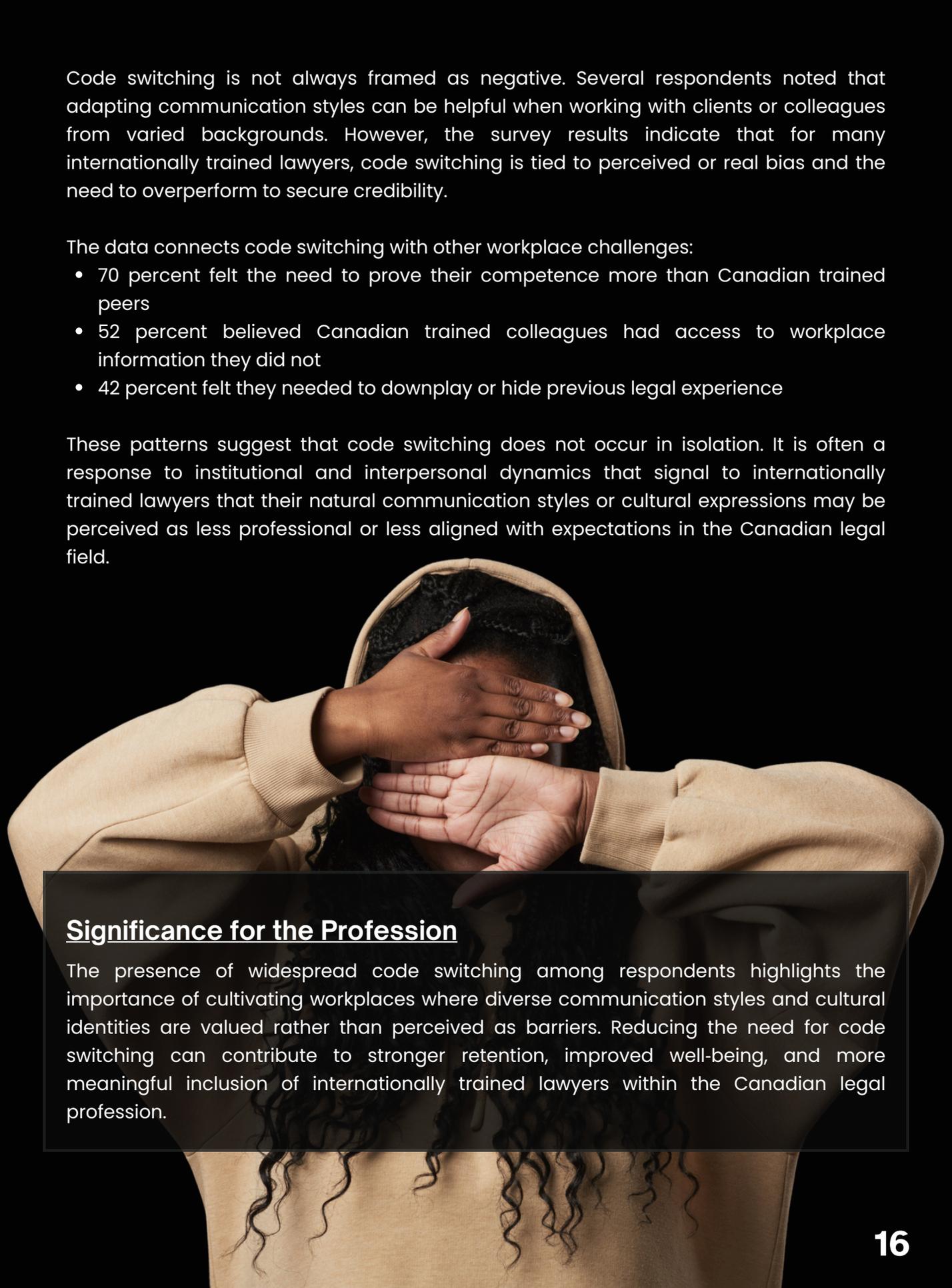
These results show that many internationally trained lawyers feel pressure to conform to dominant social and professional norms that may not reflect their cultural or linguistic background.

Code switching is not always framed as negative. Several respondents noted that adapting communication styles can be helpful when working with clients or colleagues from varied backgrounds. However, the survey results indicate that for many internationally trained lawyers, code switching is tied to perceived or real bias and the need to overperform to secure credibility.

The data connects code switching with other workplace challenges:

- 70 percent felt the need to prove their competence more than Canadian trained peers
- 52 percent believed Canadian trained colleagues had access to workplace information they did not
- 42 percent felt they needed to downplay or hide previous legal experience

These patterns suggest that code switching does not occur in isolation. It is often a response to institutional and interpersonal dynamics that signal to internationally trained lawyers that their natural communication styles or cultural expressions may be perceived as less professional or less aligned with expectations in the Canadian legal field.



## **Significance for the Profession**

The presence of widespread code switching among respondents highlights the importance of cultivating workplaces where diverse communication styles and cultural identities are valued rather than perceived as barriers. Reducing the need for code switching can contribute to stronger retention, improved well-being, and more meaningful inclusion of internationally trained lawyers within the Canadian legal profession.

# SYSTEMIC THEMES

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Analysis of the survey responses reveals several interconnected systemic themes that shape the experiences of internationally trained lawyers as they move through accreditation, licensure, and professional integration in Canada. These themes point to structural factors that influence access to opportunities and long-term career progression.

## Recognition of International Experience

A recurring theme throughout the survey is the limited recognition of foreign legal education and professional experience.

- 66 percent of respondents indicated that their foreign legal education was slightly recognized or not recognized at all
- 41 percent experienced challenges related to recognition of foreign qualifications during bar admission
- 56 percent identified lack of recognition of their international law degree as a barrier when seeking articling positions

Respondents reported that employers often prioritize Canadian credentials even when internationally trained lawyers possess substantial experience in complex legal environments abroad. This dynamic contributes to downward career mobility and reinforces the perception that international experience is undervalued within Canadian legal hiring and promotion practices.

## Access to professional networks

Access to professional networks strongly influences the early stages of legal careers in Canada. Many respondents reported that they entered the profession without the established networks that Canadian law students acquire through school-based recruitment cycles, summer programs, and alumni connections.

The survey reflects the importance of these networks:

- 65 percent cited difficulties with networking or building a professional network during bar admission
- 43 percent felt unfamiliarity with the recruitment process affected their chances of securing positions
- 52 percent felt that Canadian trained peers possessed information about workplace expectations that they did not

Lack of early access to networks can slow professional integration, limit mentorship opportunities, and reduce visibility to potential employers.

## Workplace Culture and Integration

Integration challenges persist even after internationally trained lawyers enter the profession. Respondents reported both positive and negative experiences within workplace environments.

### **Supportive experiences included:**

- 78 percent described their workplace as inclusive
- 71 percent felt included in professional conversations
- 65 percent felt a sense of belonging within their team

### **However, substantial proportions reported experiencing subtle or overt forms of bias, including:**

- 70 percent felt the need to prove their competence more than Canadian trained peers
- 49 percent felt their credentials were scrutinized more
- 42 percent felt they had to downplay or hide previous legal experience
- 49 percent agreed they engage in code switching regularly

These findings show that workplace integration is closely tied to perceptions of competence and belonging, and that cultural, linguistic and experiential diversity is not always fully acknowledged or supported.

## Institutional Transparency

Many respondents described challenges navigating the licensing and employment pathway due to fragmented information and limited guidance. While the accreditation process itself is structured, access to accurate information about next steps, articling opportunities and the nuances of the job market was identified as inconsistent.

### **Key data points include:**

- 52 percent felt their colleagues had workplace information they did not
- 28 percent cited cultural or legal system unfamiliarity as a barrier during the bar admission process
- 65 percent of those seeking articling positions cited recruitment process unfamiliarity as a challenge

Respondents relied heavily on informal peer networks, online communities and mentorship programs to supplement gaps in formal institutional guidance.

# THE ARTICLING CONUNDRUM

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Securing an articling position continues to be one of the most significant structural barriers faced by internationally trained lawyers in Canada. While respondents reported a range of obstacles throughout the licensing process, issues related to articling surfaced repeatedly as a central challenge, both in terms of access and systemic fairness.

## **Survey findings confirm the magnitude of the barrier:**

- 66 percent identified competition with locally trained lawyers as a major challenge in securing articling positions
- 56 percent reported that their international law degree was not adequately recognized during the process
- 47 percent cited lack of Canadian legal experience as a barrier
- 43 percent were unfamiliar with the recruitment processes that guide articling hiring

These results point to a systemic pattern where internationally trained lawyers are structurally excluded from the primary recruitment pipelines that Canadian law students rely on.

## **A Recruitment System Designed Around Canadian Law Schools**

In Canada, articling recruitment is closely tied to the law school calendar, creating a closed system that is difficult for internationally trained lawyers to enter. Most large and mid-sized firms begin hiring as early as the first year of Canadian law school. This process typically unfolds in predictable stages:

### **1L Summer Recruitment**

Firms hire 1L summer students through structured on campus interviews and formalized timelines.

### **2L Summer Recruitment**

Many of the 1L hires return as 2L summer students and in some cases, firms start the process from 2L. Additional positions are filled during 2L on campus interviews, further narrowing the field.

### **Articling Offers**

A significant proportion of 2L summer students often receive articling offers at the end of the 2L summer program. In the rare cases where firms decide to conduct an articling recruit, the number of positions available are very limited.

### **Associate Hiring**

Once articling concludes, many of these candidates typically transition into associate roles, completing the pipeline from law school to firm.

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This pipeline effectively channels Canadian trained candidates from the classroom into articling positions and onward into early legal careers. It also means that by the time internationally trained lawyers enter the licensing process, most of the available articling positions at established firms have already been filled through multi year recruitment cycles that operate entirely outside their reach.

## The Hyper-Competitive External Market

When firms do advertise articling positions outside the traditional pipeline, internationally trained lawyers face intense competition. Respondents described competing against:

- large numbers of other internationally trained lawyers
- Canadian graduates who did not secure articling positions through on campus recruitment

Since these external postings are unpredictable, infrequent and often short lived, internationally trained lawyers must apply widely, often with minimal insight into selection criteria or employer expectations.

## Consequences for Internationally Trained Lawyers

**The structure of the articling recruit system produces a series of predictable outcomes:**

- delays in licensure as candidates search for placements
- downward career mobility as highly experienced professionals accept junior roles
- increased pressure to accept unpaid or underpaid articling opportunities
- prolonged entry into the Canadian legal job market
- difficulty demonstrating competence due to lack of structured access to employers
- internationally trained lawyers deciding to apply for exemptions and abridgements to skip the articling process altogether

The survey results show that while individual effort and resilience are considerable, the barriers created by the articling system itself are structural and long standing.

# RECOMENDATIONS SNAPSHOT

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**1. A NATIONAL CHARTER FOR THE INTEGRATION OF INTERNATIONALLY TRAINED LAWYERS**

**2. ENHANCING TRANSPARENCY IN THE ACCREDITATION PROCESS**

**3. ARTICLING REFORM - DEVELOPING ITL INCLUSIVE ARTICLING PATHWAYS**

**4. STRENGTHENING RETENTION AND CAREER ADVANCEMENT**

**5. ENGAGING RECRUITERS AND TALENT PROFESSIONALS**

**6. SUSTAINED ENGAGEMENT ACROSS THE PROFESSION**



# RECOMMENDATIONS

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The findings of the ITL Experience Survey point to both immediate and long-term opportunities for reform within the Canadian legal profession. The recommendations in this section are intended to support coordinated action by regulators, employers, academic institutions, recruiters and professional organizations. They reflect the systemic nature of the challenges identified and the need for solutions that strengthen pathways to entry, improve workplace integration and promote long-term career advancement for internationally trained lawyers. While the recommendations set out important principles for reform, their effectiveness will depend on practical implementation. To support meaningful change, future efforts should include defined timelines, measurable outcomes, and pilot initiatives that can be tested and scaled. Translating these recommendations into action will require not only commitment, but also clear accountability and coordination across institutions.

## 1. A National Charter for the Integration of ITLs

### **A Call to Collective Action**

The survey findings confirm that internationally trained lawyers continue to face significant barriers that limit fair access to employment, articling opportunities, and long-term career advancement. These challenges are not isolated. They reflect systemic patterns within the Canadian legal profession that require coordinated action rather than piecemeal solutions.

To support meaningful reform, this report proposes the creation of a National Charter for the Integration of Internationally Trained Lawyers. The Charter would unite legal institutions across Canada around a shared commitment to equitable hiring practices, transparent recruitment pathways and supportive workplace environments. It would also formalize the profession's recognition of the value that internationally trained lawyers bring through their global experience, comparative legal perspectives and diverse professional backgrounds.

### **The Charter would function as a voluntary commitment adopted by:**

- law firms
- law societies
- legal employers
- academic institutions
- professional associations
- recruiters and talent organizations

### **Purpose and Principles**

The National Charter for the Integration of internationally trained lawyers would set out clear principles that legal employers and institutions commit to uphold.

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**These principles would include:**

- recognizing relevant international legal experience in recruitment
  - expanding articling and supervised practice opportunities for internationally trained candidates
- reviewing hiring practices to identify barriers that unfairly limit access
- improving transparency in hiring and articling recruitment
- implementing mentorship and onboarding supports tailored to internationally trained lawyers
  - promoting inclusion in workplace culture, leadership development and career progression

These commitments would provide a visible and unified framework to guide institutional practices nationwide.

**Why the Profession Needs a National Commitment**

Survey results show that many internationally trained lawyers struggle to secure employment that reflects their skills and experience. They encounter limited recognition of foreign credentials, difficulty accessing articling pathways, and workplace expectations that require them to prove their competence repeatedly. A national commitment to inclusive hiring would help address these systemic inequities by encouraging employers to adopt recruitment practices that are transparent, fair and globally informed.

**A Collective Signal of Change**

By endorsing the Charter, institutions would demonstrate a shared commitment to unlocking the full potential of internationally trained lawyers within the Canadian legal system. The Charter would also serve as an important public signal that the profession recognizes the value of global legal talent and is prepared to take coordinated steps to ensure that all qualified candidates can participate meaningfully in the legal landscape. This collective action can help shift the culture of legal hiring and improve opportunities for internationally trained lawyers to contribute fully to the profession, strengthening its inclusiveness, global relevance and long-term growth.

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## 2. Enhancing Transparency in the Accreditation Process

Although a majority of respondents had completed the NCA process, many described the pathway as difficult to navigate due to fragmented information and unclear expectations.

**To improve the experience of future candidates, the profession should consider:**

- expanded orientation resources that provide practical guidance on the licensing pathway
- enhanced data transparency on licensing outcomes for internationally trained lawyers
- stronger collaboration between the NCA, law societies and academic institutions to provide consistent guidance across jurisdictions.

Clearer information will help candidates make informed decisions and manage the financial, academic and professional commitments associated with requalification.

## 3. Articling Reform - Developing ITL Inclusive Articling Pathways

The articling system remains one of the most significant structural barriers for internationally trained lawyers. The survey findings show that 66 percent of respondents cite competition with locally trained lawyers as a major obstacle, and many described the articling recruitment process as opaque and inaccessible.

Given the closed nature of the Canadian articling pipeline, the profession should explore reforms that create more structured and equitable access for internationally trained lawyers. These reforms could include:

- an ITL specific articling recruitment stream operated annually
- firm commitments to allocate a defined number of articling positions to internationally trained candidates
- participation by employers in coordinated ITL recruitment cycles
- law society facilitated matching programs between firms and internationally trained candidates
- publication of articling availability and hiring criteria to increase transparency

These measures would help create predictable and accessible pathways into articling for candidates who are currently excluded from school-based recruitment systems.

## 4. Strengthening Retention and Career Advancement

Survey results reveal that internationally trained lawyers continue to face challenges even after entering the profession. Respondents reported higher expectations to prove competence, difficulty navigating workplace norms, and limited access to advancement opportunities.

### **Employers can help address these barriers through:**

- structured mentorship programs that pair internationally trained lawyers with senior practitioners
- leadership development opportunities that recognize diverse pathways to legal practice
- explicit inclusion of internationally trained lawyers within diversity and inclusion frameworks
- regular evaluation of retention patterns to identify barriers that disproportionately affect internationally trained lawyers.

Supporting long-term integration ensures that internationally trained lawyers can build sustainable and rewarding careers.

## 5. Engaging Recruiters and Talent Professionals

Recruiters and talent consultants increasingly influence hiring decisions. Their participation is essential to expanding opportunities for internationally trained lawyers.

### **Key initiatives could include:**

- educating recruitment professionals about the NCA process and international legal qualifications
- encouraging evaluation processes that consider global experience
- collaborating with legal associations to identify candidates with international expertise

Better engagement with the recruitment industry can broaden opportunities and reduce systemic bias in hiring.

## 6. Sustained Engagement Across the Profession

The integration of internationally trained lawyers is a shared responsibility across all parts of the profession. The survey results highlight the importance of continued dialogue to ensure that reforms reflect the lived realities of internationally trained lawyers.

### **Future efforts should prioritize:**

- coordinated discussions between regulators, employers, academics and professional organizations
- support for the annual ITL Conference dedicated to discussing and addressing issues affecting internationally trained lawyers
- ongoing review of barriers identified in this report

Sustained engagement will help ensure that reforms remain relevant and responsive.

# CONCLUSION

## NATIONAL STEERING COMMITTEE

To advance the findings of this report, we will explore the formation of a national steering committee composed of representatives from:

- law societies
- legal employers
- professional associations
- academic institutions
- Canadian Bar Association

The committee's mandate would be to refine and explore practical steps to advance the recommendations identified in this report.

The Canadian legal profession stands at an important moment of reflection.

As the profession continues to evolve within an increasingly global legal environment, internationally trained lawyers represent both a significant opportunity and a test of the profession's commitment to inclusion, fairness, and excellence.

The findings of the ITL Experience Survey highlight not only the challenges faced by internationally trained lawyers, but also the resilience, adaptability, and value they bring to the profession.

Addressing these challenges will require more than incremental change. It will require sustained dialogue, coordinated action, and a willingness to examine how existing structures may be refined to better reflect the realities of a global legal workforce. Through data-driven engagement and collective leadership, the Canadian legal profession has the opportunity to strengthen pathways to integration while maintaining the high standards that define it.

This report is intended as a starting point for that conversation.

# Appendix A



## Experience in Canada 2025

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*Prepared by:* [www.brammresearch.com](http://www.brammresearch.com)

**March 2026**

## Background

The goal of this study was to understand ITL members’ experiences and opinions regarding the following:

- Challenges experienced in pursuing Canadian education, employment and dealings with colleagues.
- Member involvement in networking, CPD/CLE effectiveness and assessment of law society success in addressing challenges faced by internationally trained lawyers.
- ITL members’ basic demographics, as well as career and education information to provide a detailed respondent profile.

The first response arrived on January 28<sup>th</sup> and the final one on May 22<sup>nd</sup> for a total of 115 days in field. here in total, there were 200 completions.

## Displaying Results

Each question or bank of questions is summarized with a chart, and then a breakout table. The tables provide an overview of the results for key survey groups. Results are shown in total, then gender, age, racial description, core legal education, years licensed outside of Canada and satisfaction with career progression. Examples are shown below:

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL</b>	<b>200</b>	<b>200</b>	<b>119</b>	<b>73</b>	<b>69</b>	<b>61</b>	<b>68</b>	<b>74</b>	<b>36</b>	<b>30</b>	<b>25</b>
<b>Response category #1</b>											

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL</b>	<b>200</b>	<b>200</b>	<b>63</b>	<b>38</b>	<b>75</b>	<b>47</b>	<b>48</b>	<b>29</b>	<b>101</b>	<b>37</b>	<b>62</b>
<b>Response category #2</b>											

## Study Highlights

- **Satisfaction with career progression:** One in two (51%) are *satisfied with their Canadian career progression*, one in five (19%) are neutral, and the remainder (31%) are dissatisfied.
- **Changing legal specialization:** while just over one in ten (13%) believe that *changing their legal specialized would improve their career prospects*, an additional one in three (35%) are uncertain and still considering their options. Close to one in two (47%) plan to stay in their current specialty and 6% are unsure.
- **Legal profession changes need to better support internationally trained lawyers:** over two-thirds of respondents mentioned *increase opportunities for internationally trained lawyers to demonstrate their qualifications through work experience (75%), introduce targeted resources, sponsorship and mentorship programs for internationally trained lawyers (69%), enhance networking and professional development opportunities (also 69%) and increase representation of internationally trained lawyers in leadership positions (68%)*.

## Challenges Encountered in Credentialing/Finding Employment

- **Ease of requalification process:** about one-third (32%) *found the whole process easy*, 29% *found one element of the process easy and one part difficult*, 23% *found the whole process difficult*, 2% *have not started the process* and 14% *are indifferent about the level of difficulty*.
- **Canadian recognition of foreign legal education:** two-thirds (66%) believe that *foreign legal education is either slightly recognized or not recognized at all*.
- **Bar admission challenges:** *difficulties with network/building a professional network or articling requirements (both 65%)* were most likely mentioned by qualified lawyers as a challenge during the bar admission process.

## Study Highlights (continued)

### Challenges Encountered in Credentialing/Finding Employment (continued)

- **Challenges finding employment:** *adjusting your communication style* (58%) or *adapting your behaviour or personality* (46%) were mentioned most often as challenges in finding employment.
- **Articling challenges:** *competition with locally trained lawyers* (66%) and *lack of recognition of your international law degree* (56%) were articling challenges that qualified lawyers were most likely to mention.

### Challenges Encountered in the Workplace

- **Workplace situations (positive):** *I experienced strong rapport with colleagues and supervisors* (74%), *I feel included in professional conversations and meetings* (71%) and *I feel a sense of belonging within my team or organization* (65%) are the positive workplace situations mentioned most often.
- **Workplace situations (negative):** *I feel the need to prove my competence more than my Canadian-trained lawyer peers* (70%), *my Canadian-trained lawyer peers seem to have information about the workplace or processes that I do not* (52%) and *I had to downplay or hide my legal experience* (42%) are the negative workplace situations mentioned most often.
- **Behaviour of colleagues/supervisors towards you:** *asked which country you are from* (66%), *were surprised by your intelligence or competence* (58%) or *were surprised by your achievements* (57%) were mentioned most frequently.
- **Other workplace experiences (positive):** *the workplace was inclusive* (78%) or *you were able to be yourself in your work environment* (70%) were mentioned most frequently.
- **Other workplace experiences (negative):** *you had to work hard to get noticed* (64%) or *you had to prove your competence more than your Canadian-trained lawyer peers* (60%) were mentioned most frequently.
- **Language or cultural challenges:** three in ten respondents with a first language other than English or French have *faced a language-related challenge in the workplace*, while one-third of respondents (32%) have *encountered challenges interacting with clients due to cultural challenges*.

## Study Highlights (continued)

### Professional Development, Advancement and Support:

- Close to three in four (72%) *find Canadian CPD & CLE programs accessible.*
- Respondents are equally split whether CPD/CLE programs *adequately address the legal issues relevant to internationally trained lawyers*, though only two in ten (21%) *feel law societies are adequately addressing the challenges faced by internationally trained lawyers in the Canadian legal profession.*
- Just under six in ten (58%) *have accessed mentorship opportunities or professional guidance.* Of those accessing mentorship or professional guidance, most (90%) *found it helpful or very helpful.*
- Half of respondents *have had access to community or support networks.* Of those who have most (88%) *have found them useful.*

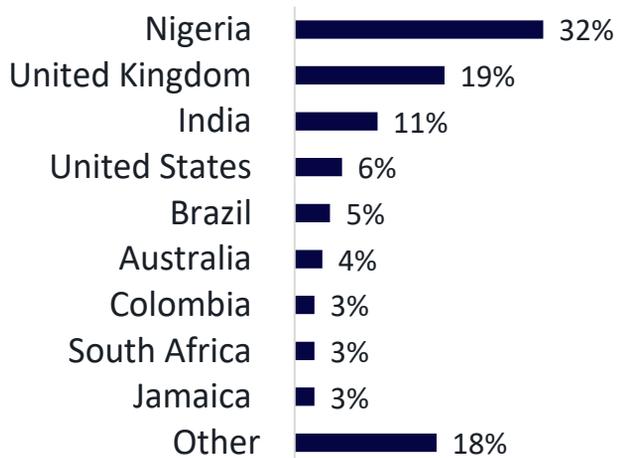
### Subgroup Differences:

- Attitudinal differences are often seen between those satisfied and dissatisfied with their career progression in Canada.

# Legal Education & Qualifications

## Core Education Country

In what country did you receive your core legal education (e.g., LL.B., J.D.)?



- Respondents are most likely to name *Nigeria* (32%), the *United Kingdom* (19%) or *India* (11%) as the country where they received their core legal education.
- Those most recently licensed outside Canada (less than 5 years) are most likely to have received their core legal education in the *United Kingdom* (35%), followed by *India* (11%) or *Nigeria* (9%).

Q5. Base: All respondents answering question (200).  
Due to rounding, totals may not add to 100%.

## Core Education Country

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>119</b>	<b>73</b>	<b>69</b>	<b>61</b>	<b>68</b>	<b>74</b>	<b>36*</b>	<b>30*</b>	<b>25*</b>
Nigeria	32%	63	34%	25%	35%	34%	25%	84%	0%	0%	0%
United Kingdom	19%	38	18%	22%	19%	13%	24%	7%	39%	20%	28%
India	11%	21	8%	15%	19%	10%	3%	0%	0%	67%	4%
United States	6%	12	5%	8%	0%	7%	12%	0%	22%	3%	8%
Brazil	5%	9	5%	4%	3%	8%	3%	0%	6%	0%	0%
Australia	4%	7	4%	3%	4%	3%	3%	0%	11%	3%	8%
Colombia	3%	5	3%	3%	3%	3%	1%	0%	0%	0%	0%
South Africa	3%	5	2%	3%	1%	2%	4%	1%	6%	0%	0%
Jamaica	3%	5	3%	1%	1%	2%	4%	1%	0%	0%	0%
Other	18%	35	18%	16%	14%	18%	21%	7%	17%	7%	52%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>63</b>	<b>38*</b>	<b>75</b>	<b>47*</b>	<b>48*</b>	<b>29*</b>	<b>101</b>	<b>37*</b>	<b>62</b>
Nigeria	32%	63	100%	0%	9%	38%	50%	48%	27%	41%	34%
United Kingdom	19%	38	0%	100%	35%	11%	10%	3%	20%	24%	15%
India	11%	21	0%	0%	11%	13%	13%	3%	9%	11%	13%
United States	6%	12	0%	0%	5%	2%	6%	14%	6%	5%	6%
Brazil	5%	9	0%	0%	3%	6%	6%	3%	7%	0%	3%
Australia	4%	7	0%	0%	8%	0%	2%	0%	7%	0%	0%
Colombia	3%	5	0%	0%	3%	2%	2%	3%	3%	3%	2%
South Africa	3%	5	0%	0%	4%	2%	0%	3%	3%	0%	3%
Jamaica	3%	5	0%	0%	1%	2%	4%	3%	1%	5%	3%
Other	18%	35	0%	0%	21%	23%	6%	17%	18%	11%	21%

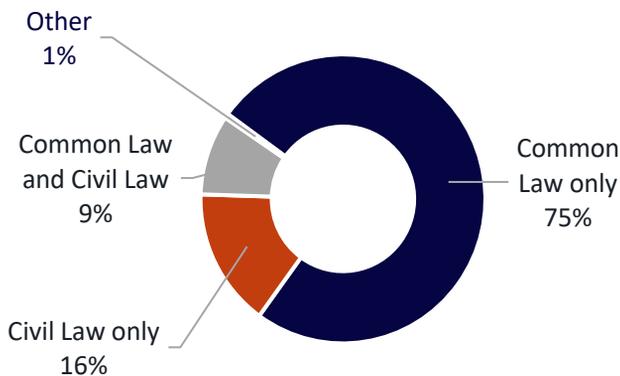
Q5. Base: All respondents answering question (200).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

## Legal System Studied

In which type of legal system did you receive your core legal education?



- Respondents were most likely to indicate receiving their core legal education in *common law only* (75%), followed by *civil law* (16%) or *both* (9%).
- Respondents under 35 years of age were most likely to mention *common law only* (83%).

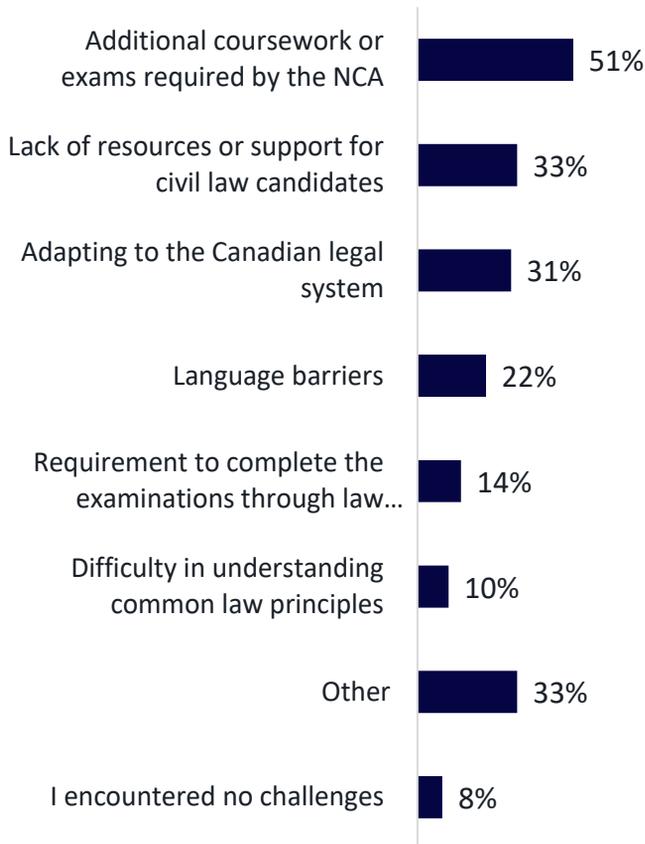
	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>119</b>	<b>73</b>	<b>69</b>	<b>61</b>	<b>68</b>	<b>74</b>	<b>36*</b>	<b>30*</b>	<b>25*</b>
Common Law	75%	150	75%	77%	83%	72%	69%	96%	69%	87%	60%
Civil Law	16%	31	15%	16%	12%	20%	16%	1%	17%	0%	20%
Common Law and Civil Law	9%	18	9%	7%	6%	8%	13%	1%	14%	13%	20%
Other	1%	1	1%	0%	0%	0%	1%	1%	0%	0%	0%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>63</b>	<b>38*</b>	<b>75</b>	<b>47*</b>	<b>48*</b>	<b>29*</b>	<b>101</b>	<b>37*</b>	<b>62</b>
Common Law	75%	150	100%	95%	77%	66%	85%	66%	71%	86%	74%
Civil Law	16%	31	0%	0%	13%	23%	10%	17%	18%	14%	13%
Common Law and Civil Law	9%	18	0%	5%	8%	11%	4%	17%	10%	0%	13%
Other	1%	1	0%	0%	1%	0%	0%	0%	1%	0%	0%

## Civil Law Challenges

What challenges did you encounter while pursuing legal qualification in Canada as a civil law candidate?\*



- Respondents are most likely to mention *additional coursework of exams required* (51%), *lack of resources/support for civil law candidates* (33%) or *adapting to the Canadian legal system* (31%) as challenges they faced as a civil law candidate.

Q6b. Base: All respondents answering question (49).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Multiple responses allowed, total will exceed 100%.

## Civil Law Challenges

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>49*</b>	<b>49*</b>	<b>29*</b>	<b>17*</b>	<b>12*</b>	<b>17*</b>	<b>20*</b>	<b>2*</b>	<b>11*</b>	<b>4*</b>	<b>10*</b>
Additional coursework or exams required by the NCA	51%	25	59%	47%	50%	59%	45%	50%	45%	75%	40%
Lack of resources or support for civil law candidates	33%	16	38%	29%	42%	29%	30%	50%	27%	0%	10%
Adapting to the Canadian legal system	31%	15	38%	18%	42%	24%	30%	100%	27%	50%	20%
Language barriers	22%	11	14%	35%	8%	24%	30%	50%	27%	25%	0%
Requirement to complete the examinations through law schools in Canada	14%	7	17%	12%	25%	0%	20%	50%	0%	0%	10%
Difficulty in understanding common law principles	10%	5	10%	12%	17%	6%	10%	0%	18%	0%	0%
Other	33%	16	45%	18%	33%	29%	35%	0%	27%	50%	30%
<i>I encountered no challenges</i>	8%	4	3%	12%	8%	6%	10%	0%	9%	0%	20%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>49*</b>	<b>49*</b>	<b>0</b>	<b>2*</b>	<b>16*</b>	<b>16*</b>	<b>7*</b>	<b>10*</b>	<b>28*</b>	<b>5*</b>	<b>16*</b>
Additional coursework or exams required by the NCA	51%	25	N/a	50%	38%	75%	43%	40%	57%	80%	31%
Lack of resources or support for civil law candidates	33%	16		0%	38%	31%	43%	20%	36%	40%	25%
Adapting to the Canadian legal system	31%	15		0%	25%	38%	29%	30%	39%	20%	19%
Language barriers	22%	11		0%	19%	25%	29%	20%	21%	40%	19%
Requirement to complete the examinations through law schools in Canada	14%	7		0%	13%	25%	14%	0%	14%	0%	19%
Difficulty in understanding common law principles	10%	5		0%	13%	6%	14%	10%	14%	20%	0%
Other	33%	16		100%	38%	31%	14%	40%	25%	0%	56%
<i>I encountered no challenges</i>	8%	4		0%	13%	13%	0%	0%	7%	0%	13%

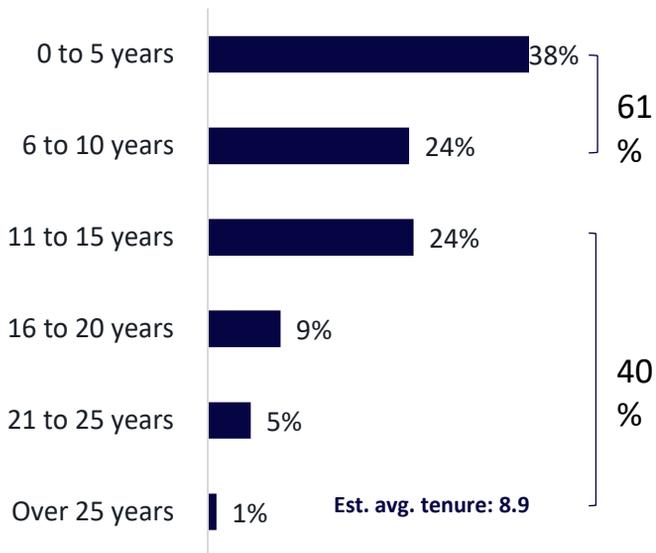
Q6b. Base: All respondents answering question (49).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Multiple responses allowed, total will exceed 100%.

## Years of Law Experience

How long have you been licensed to practice law outside of Canada?



- On average survey respondents have been licensed to practice law outside Canada for *roughly 9 years*.
- Just over six-in-ten have been licensed 10 years or less.

Q7. Base: All respondents answering question (199).  
Due to rounding, totals may not add to 100%.

## Years of Law Experience

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>199</b>	<b>199</b>	<b>119</b>	<b>73</b>	<b>69</b>	<b>61</b>	<b>68</b>	<b>74</b>	<b>35*</b>	<b>30*</b>	<b>25*</b>
0 to 5 years	38%	75	38%	40%	58%	23%	31%	19%	51%	47%	56%
6 to 10 years	24%	47	25%	22%	30%	31%	10%	27%	11%	27%	28%
11 to 15 years	24%	48	21%	26%	12%	41%	21%	35%	17%	23%	12%
16 to 20 years	9%	17	10%	5%	0%	5%	21%	15%	3%	3%	4%
21 to 25 years	5%	10	4%	7%	0%	0%	15%	4%	14%	0%	0%
Over 25 years	1%	2	2%	0%	0%	0%	3%	0%	3%	0%	0%
<b>Estimated average</b>	<b>8.9</b>	<b>8.9</b>	<b>8.9</b>	<b>8.7</b>	<b>5.4</b>	<b>9.3</b>	<b>12.2</b>	<b>10.8</b>	<b>9.0</b>	<b>6.9</b>	<b>5.9</b>

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>199</b>	<b>199</b>	<b>63</b>	<b>37*</b>	<b>75</b>	<b>47*</b>	<b>48*</b>	<b>29*</b>	<b>101</b>	<b>36*</b>	<b>62</b>
0 to 5 years	38%	75	11%	70%	100%	0%	0%	0%	45%	33%	29%
6 to 10 years	24%	47	29%	14%	0%	100%	0%	0%	20%	19%	32%
11 to 15 years	24%	48	38%	14%	0%	0%	100%	0%	24%	31%	21%
16 to 20 years	9%	17	17%	0%	0%	0%	0%	59%	7%	14%	8%
21 to 25 years	5%	10	5%	0%	0%	0%	0%	34%	5%	3%	6%
Over 25 years	1%	2	0%	3%	0%	0%	0%	7%	0%	0%	3%
<b>Estimated average</b>	<b>8.9</b>	<b>8.9</b>	<b>11.8</b>	<b>5.4</b>	<b>2.5</b>	<b>8.0</b>	<b>13.0</b>	<b>20.4</b>	<b>8.2</b>	<b>9.5</b>	<b>9.9</b>

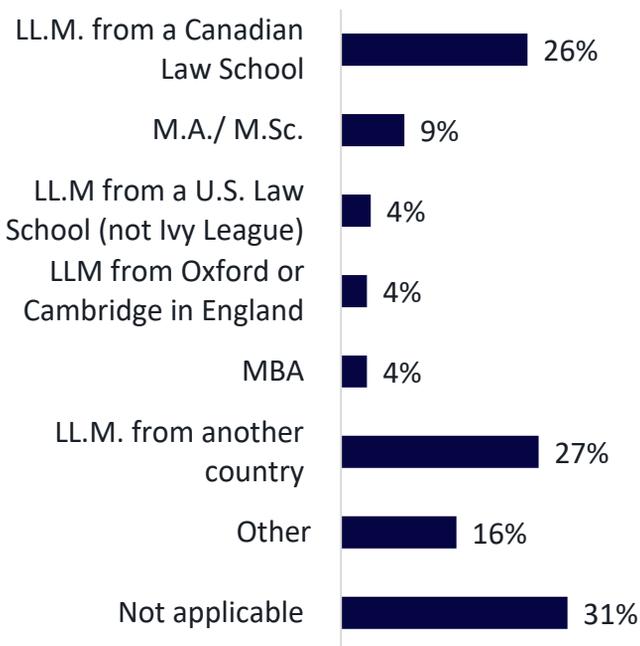
Q7. Base: All respondents answering question (199).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

## Advanced Degrees

Do you hold any of the following advanced degrees?



- One in four respondents (26%) report having an *LLM from a Canadian Law School*, a much smaller proportion report having a *LLM from either a non-Ivy League U.S. school (4%)* or from either *Oxford or Cambridge (4%)*. One in four (27%) report having a *LLM from another country*.
- Under one in ten report have a *M.A./M.Sc. (9%)* or *MBA (4%)*.
- Over one in ten (16%) report having *another advanced degree*.
- Respondents under 35 are most likely to report having an *LLM from a Canadian Law School (38%)*.

Q11. Base: All respondents answering question (196). Multiple responses allowed, total will exceed 100%.

## Advanced Degrees

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>196</b>	<b>196</b>	<b>117</b>	<b>71</b>	<b>68</b>	<b>59</b>	<b>67</b>	<b>74</b>	<b>33*</b>	<b>30*</b>	<b>24*</b>
LL.M. from another country	27%	53	25%	30%	16%	36%	31%	41%	21%	20%	13%
LL.M. from a Canadian Law School	26%	50	26%	27%	38%	25%	12%	22%	18%	43%	17%
M.A./ M.Sc.	9%	17	9%	8%	7%	5%	13%	5%	9%	10%	8%
LL.M from a U.S. Law School (not Ivy League)	4%	8	3%	7%	1%	5%	6%	4%	3%	0%	4%
LLM from Oxford or Cambridge in England	4%	7	4%	1%	0%	3%	6%	7%	0%	0%	8%
MBA	4%	7	2%	7%	1%	5%	4%	3%	0%	7%	4%
Other	16%	31	16%	17%	12%	12%	24%	12%	12%	23%	21%
Not applicable	31%	60	30%	31%	34%	29%	30%	20%	55%	20%	42%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>196</b>	<b>196</b>	<b>63</b>	<b>37*</b>	<b>73</b>	<b>46*</b>	<b>47*</b>	<b>29*</b>	<b>99</b>	<b>37*</b>	<b>60</b>
LL.M. from another country	27%	53	41%	8%	16%	24%	32%	52%	28%	24%	27%
LL.M. from a Canadian Law School	26%	50	21%	30%	32%	30%	21%	7%	29%	27%	18%
M.A./ M.Sc.	9%	17	5%	5%	5%	11%	6%	17%	6%	14%	10%
LL.M from a U.S. Law School (not Ivy League)	4%	8	5%	0%	1%	4%	6%	7%	5%	3%	3%
LLM from Oxford or Cambridge in England	4%	7	8%	3%	1%	2%	6%	7%	1%	11%	3%
MBA	4%	7	2%	0%	3%	2%	4%	7%	2%	3%	7%
Other	16%	31	8%	14%	15%	9%	23%	17%	18%	11%	15%
Not applicable	31%	60	22%	46%	40%	41%	15%	17%	29%	32%	32%

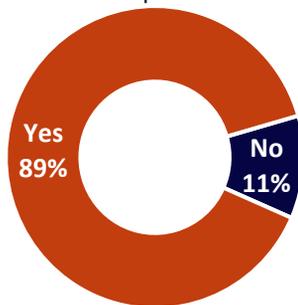
Q11. Base: All respondents answering question (196).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Multiple responses allowed, total will exceed 100%.

## Completed NCA Requirements

Have you completed the requirements to qualify for practice in Canada through the NCA process?



- Virtually all (89%) respondents have completed the requirements to qualify for practice through the NCA process.

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>199</b>	<b>199</b>	<b>119</b>	<b>72</b>	<b>69</b>	<b>60</b>	<b>68</b>	<b>73</b>	<b>36*</b>	<b>30*</b>	<b>25*</b>
Yes	89%	177	92%	88%	87%	87%	93%	90%	97%	90%	96%
No	11%	22	8%	13%	13%	13%	7%	10%	3%	10%	4%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>199</b>	<b>199</b>	<b>62</b>	<b>38*</b>	<b>75</b>	<b>47*</b>	<b>47*</b>	<b>29*</b>	<b>101</b>	<b>37*</b>	<b>61</b>
Yes	89%	177	90%	97%	92%	85%	89%	86%	98%	81%	79%
No	11%	22	10%	3%	8%	15%	11%	14%	2%	19%	21%

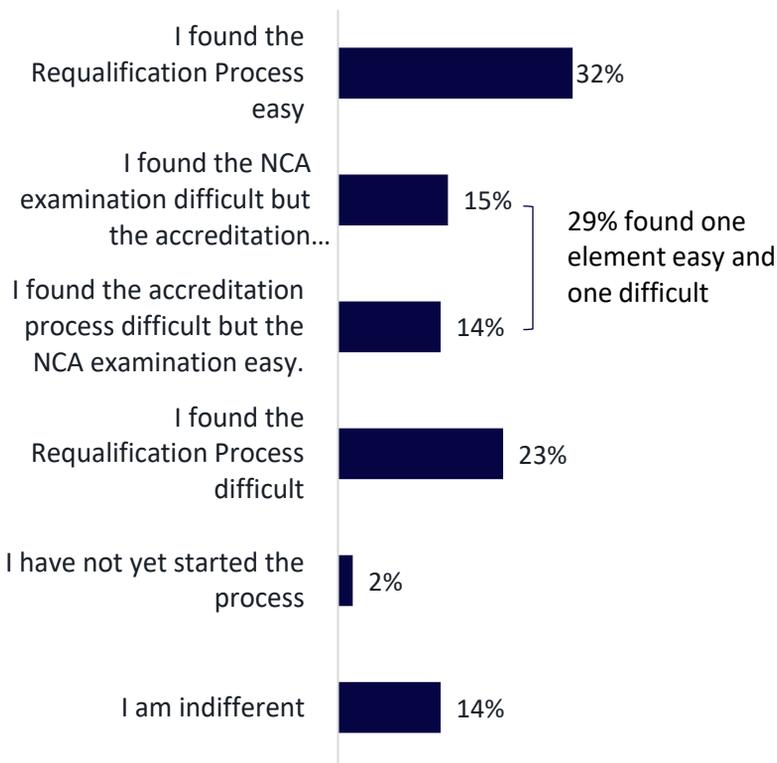
Q8. Base: All respondents answering question (196).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

## Ease of Accreditation Process/Exam Experience

How did you find the accreditation process and completing the NCA examinations?



- One in three (32%) respondents found the Requalification Process easy, one in four (23%) found it difficult and three in ten (29%) found one element of the process difficult and one element easy.
- Respondents dissatisfied with their career progression in Canada were more likely to find the accreditation process *difficult* (34%).

Q9. Base: All respondents answering question (199).  
Due to rounding, totals may not add to 100%.

## Ease of Accreditation Process/ Exam Experience

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>199</b>	<b>199</b>	<b>119</b>	<b>72</b>	<b>69</b>	<b>60</b>	<b>68</b>	<b>73</b>	<b>36*</b>	<b>30*</b>	<b>25*</b>
I found the Requalification Process easy	32%	64	34%	32%	32%	38%	28%	34%	22%	37%	52%
<b>Found at least one element difficult (NET)</b>	<b>29%</b>	<b>58</b>	<b>29%</b>	<b>29%</b>	<b>25%</b>	<b>25%</b>	<b>37%</b>	<b>16%</b>	<b>39%</b>	<b>33%</b>	<b>32%</b>
I found the NCA examination difficult but the accreditation process easy	15%	30	14%	17%	12%	15%	19%	7%	14%	13%	24%
I found the accreditation process difficult but the NCA examination easy.	14%	28	15%	13%	13%	10%	18%	10%	25%	20%	8%
I found the Requalification Process difficult	23%	45	21%	28%	28%	20%	21%	26%	25%	20%	12%
<i>I have not yet started the process</i>	2%	4	1%	3%	0%	2%	4%	1%	3%	0%	0%
<i>I am indifferent</i>	14%	28	14%	8%	16%	15%	10%	22%	11%	10%	4%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>199</b>	<b>199</b>	<b>62</b>	<b>38*</b>	<b>75</b>	<b>47*</b>	<b>47*</b>	<b>29*</b>	<b>101</b>	<b>37*</b>	<b>61</b>
I found the Requalification Process easy	32%	64	37%	29%	33%	45%	26%	21%	37%	30%	26%
<b>Found at least one element difficult (NET)</b>	<b>29%</b>	<b>58</b>	<b>13%</b>	<b>39%</b>	<b>35%</b>	<b>17%</b>	<b>34%</b>	<b>28%</b>	<b>37%</b>	<b>27%</b>	<b>18%</b>
I found the NCA examination difficult but the accreditation process easy	15%	30	3%	21%	15%	11%	21%	14%	20%	8%	11%
I found the accreditation process difficult but the NCA examination easy.	14%	28	10%	18%	20%	6%	13%	14%	17%	19%	7%
I found the Requalification Process difficult	23%	45	24%	18%	17%	30%	23%	24%	15%	24%	34%
<i>I have not yet started the process</i>	2%	4	2%	0%	0%	0%	2%	10%	1%	0%	5%
<i>I am indifferent</i>	14%	28	24%	13%	15%	9%	15%	17%	11%	19%	16%

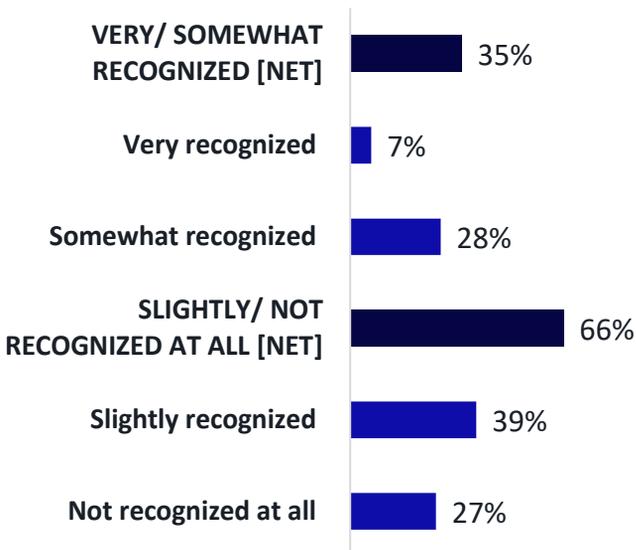
Q9. Base: All respondents answering question (199).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

## Rating of Foreign Legal Education Recognition in Canada

How would you rate the recognition of foreign legal education in Canada?



- Two-thirds (66%) of respondents indicate that foreign legal education is either *slightly recognized* (39%) or *not recognized at all* (27%).
- Women (68%) are more likely than men (58%) to indicate foreign legal education is either *slightly* or *not recognized at all* in Canada.
- It is possible that the country where respondents received their legal education may impact the perception of how it is recognized in Canada.

Q10. Base: All respondents answering question (200).  
Due to rounding, totals may not add to 100%.

## Rating of Foreign Legal Education Recognition in Canada

	Total		Gender		Age			Racial Description			
	%	N	Woma n	Man	<35	35 to 39	40+	Black - African	Caucasia n	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>119</b>	<b>73</b>	<b>69</b>	<b>61</b>	<b>68</b>	<b>74</b>	<b>36*</b>	<b>30*</b>	<b>25*</b>
<b>Very/ Somewhat recognized</b>	<b>35%</b>	<b>69</b>	<b>32%</b>	<b>42%</b>	<b>30%</b>	<b>39%</b>	<b>35%</b>	<b>34%</b>	<b>39%</b>	<b>30%</b>	<b>44%</b>
Very recognized	7%	13	5%	10%	3%	11%	6%	5%	6%	10%	12%
Somewhat recognized	28%	56	27%	33%	28%	28%	29%	28%	33%	20%	32%
<b>Slightly/ not recognized at all</b>	<b>66%</b>	<b>131</b>	<b>68%</b>	<b>58%</b>	<b>70%</b>	<b>61%</b>	<b>65%</b>	<b>66%</b>	<b>61%</b>	<b>70%</b>	<b>56%</b>
Slightly recognized	39%	78	39%	37%	39%	38%	38%	46%	42%	37%	32%
Not recognized at all	27%	53	29%	21%	30%	23%	26%	20%	19%	33%	24%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisf ied
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>63</b>	<b>38*</b>	<b>75</b>	<b>47*</b>	<b>48*</b>	<b>29*</b>	<b>101</b>	<b>37*</b>	<b>62</b>
<b>Very/ Somewhat recognized</b>	<b>35%</b>	<b>69</b>	<b>33%</b>	<b>24%</b>	<b>36%</b>	<b>34%</b>	<b>29%</b>	<b>41%</b>	<b>39%</b>	<b>38%</b>	<b>26%</b>
Very recognized	7%	13	5%	5%	9%	4%	4%	7%	6%	11%	5%
Somewhat recognized	28%	56	29%	18%	27%	30%	25%	34%	33%	27%	21%
<b>Slightly/ not recognized at all</b>	<b>66%</b>	<b>131</b>	<b>67%</b>	<b>76%</b>	<b>64%</b>	<b>66%</b>	<b>71%</b>	<b>59%</b>	<b>61%</b>	<b>62%</b>	<b>74%</b>
Slightly recognized	39%	78	48%	55%	36%	38%	52%	24%	42%	35%	37%
Not recognized at all	27%	53	19%	21%	28%	28%	19%	34%	20%	27%	37%

Q10. Base: All respondents answering question (200).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

# Bar Admission Process in Canada

## Current Requalification Status

What is your current status in the requalification process to practice law in Canada?



- Roughly six in ten (58%) respondents are *qualified to practice in at least one province*. Most of the remaining respondents are either a *NCA candidate* (10%) are involved in articling: *currently articling* (12%) or *searching for a placement* (15%).
- Seven in ten (71%) respondents who are satisfied with their current career progression are qualified to practice in at least one province.

Q12. Base: All respondents (200).  
Due to rounding, totals may not add to 100%.

## Current Requalification Status

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>119</b>	<b>73</b>	<b>69</b>	<b>61</b>	<b>68</b>	<b>74</b>	<b>36*</b>	<b>30*</b>	<b>25*</b>
Qualified to practice in at least one Canadian province	58%	116	61%	52%	42%	62%	69%	58%	67%	53%	68%
NCA Candidate	10%	19	8%	14%	9%	11%	9%	12%	6%	7%	4%
Currently articling	12%	24	14%	10%	19%	8%	9%	9%	17%	10%	16%
In search of an articling placement	15%	30	13%	18%	25%	15%	6%	16%	8%	23%	8%
Recently arrived in Canada and yet to start the requalification process	2%	3	1%	1%	1%	2%	1%	0%	0%	0%	0%
Non-practicing	4%	8	3%	5%	4%	2%	6%	4%	3%	7%	4%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>63</b>	<b>38*</b>	<b>75</b>	<b>47*</b>	<b>48*</b>	<b>29*</b>	<b>101</b>	<b>37*</b>	<b>62</b>
Qualified to practice in at least one Canadian province	58%	116	63%	79%	56%	51%	67%	59%	71%	57%	37%
NCA Candidate	10%	19	13%	3%	5%	15%	10%	10%	4%	22%	11%
Currently articling	12%	24	10%	5%	17%	11%	6%	10%	15%	8%	10%
In search of an articling placement	15%	30	10%	11%	17%	19%	13%	7%	7%	8%	32%
Recently arrived in Canada and yet to start the requalification process	2%	3	0%	0%	1%	2%	2%	0%	1%	0%	3%
Non-practicing	4%	8	5%	3%	3%	2%	2%	14%	2%	5%	6%

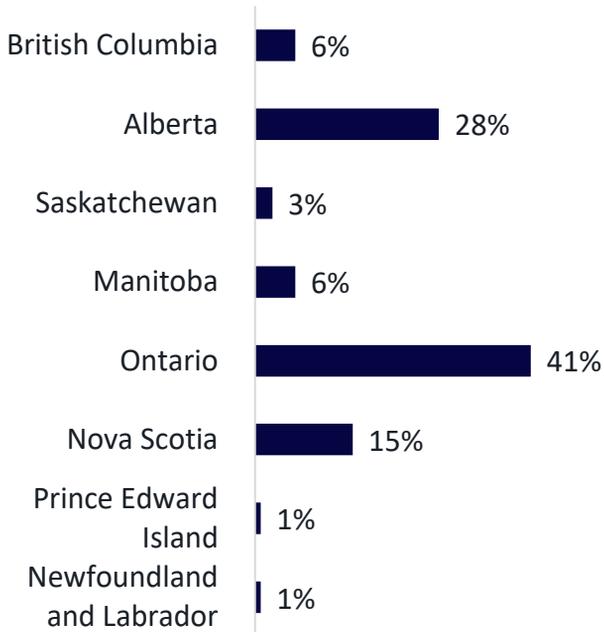
Q12. Base: All respondents (200).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

## Province Called to Bar in

In what Province or Territory were you first called to the Bar in Canada?



- Of respondents that have been called to the bar in Canada, *Ontario* (41%) and *Alberta* (28%) are the provinces most frequently cited, followed by *Nova Scotia* (15%) and *British Columbia* (6%).

Q12c. Base: All respondents qualified to practice in at least one Canadian province (116).  
Due to rounding, totals may not add to 100%.

## Province Called to Bar in

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>116</b>	<b>116</b>	<b>73</b>	<b>38*</b>	<b>29*</b>	<b>38*</b>	<b>47*</b>	<b>43*</b>	<b>24*</b>	<b>16*</b>	<b>17*</b>
British Columbia	6%	7	7%	5%	7%	8%	4%	2%	8%	0%	12%
Alberta	28%	32	27%	29%	24%	29%	28%	26%	50%	6%	35%
Saskatchewan	3%	3	3%	0%	0%	5%	2%	7%	0%	0%	0%
Manitoba	6%	7	5%	5%	7%	3%	9%	7%	4%	13%	0%
Ontario	41%	48	42%	45%	52%	45%	34%	30%	25%	75%	41%
Nova Scotia	15%	17	12%	16%	10%	8%	21%	23%	13%	6%	12%
Prince Edward Island	1%	1	1%	0%	0%	0%	2%	2%	0%	0%	0%
Newfoundland and Labrador	1%	1	1%	0%	0%	3%	0%	2%	0%	0%	0%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>116</b>	<b>116</b>	<b>40*</b>	<b>30*</b>	<b>42*</b>	<b>24*</b>	<b>32*</b>	<b>17*</b>	<b>72</b>	<b>21*</b>	<b>23*</b>
British Columbia	6%	7	3%	7%	12%	4%	3%	0%	6%	10%	4%
Alberta	28%	32	25%	40%	31%	38%	9%	35%	33%	33%	4%
Saskatchewan	3%	3	8%	0%	2%	4%	3%	0%	3%	0%	4%
Manitoba	6%	7	8%	0%	7%	4%	3%	12%	4%	10%	9%
Ontario	41%	48	30%	50%	40%	38%	53%	29%	39%	33%	57%
Nova Scotia	15%	17	25%	0%	7%	8%	25%	24%	15%	14%	13%
Prince Edward Island	1%	1	0%	3%	0%	4%	0%	0%	0%	0%	4%
Newfoundland and Labrador	1%	1	3%	0%	0%	0%	3%	0%	0%	0%	4%

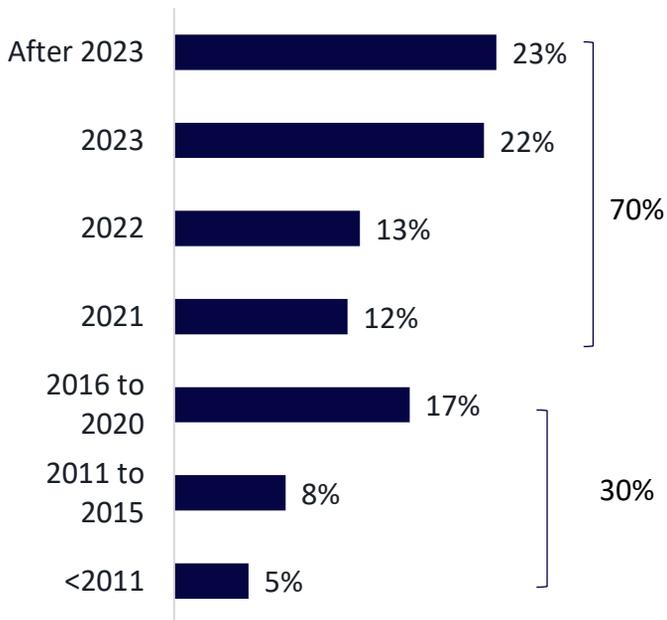
Q12d. Base: All respondents qualified to practice in at least one Canadian province (116).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

## Year Called to Bar

In what year were you called to the Bar in Canada?



- Seventy percent of respondents qualified to practice in Canada were called to the bar in Canada after 2020.

Q12b. Base: All respondents qualified to practice in at least one Canadian province answering question (114). Due to rounding, totals may not add to 100%.

## Year Called to Bar

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>114</b>	<b>114</b>	<b>73</b>	<b>36*</b>	<b>29*</b>	<b>38*</b>	<b>45*</b>	<b>42*</b>	<b>23*</b>	<b>16*</b>	<b>17*</b>
After 2023	23%	26	23%	19%	28%	26%	18%	29%	17%	25%	29%
2023	22%	25	21%	28%	38%	18%	16%	26%	13%	31%	24%
2022	13%	15	12%	14%	24%	13%	4%	19%	9%	13%	6%
2021	12%	14	12%	14%	3%	13%	18%	14%	9%	13%	6%
2016 to 2020	17%	19	19%	11%	7%	24%	18%	12%	9%	19%	18%
2011 to 2015	8%	9	5%	14%	0%	5%	16%	0%	17%	0%	18%
<2011	5%	6	7%	0%	0%	0%	11%	0%	26%	0%	0%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>114</b>	<b>114</b>	<b>39*</b>	<b>29*</b>	<b>41*</b>	<b>24*</b>	<b>32*</b>	<b>16*</b>	<b>72</b>	<b>19*</b>	<b>23*</b>
After 2023	23%	26	28%	21%	15%	33%	28%	19%	22%	32%	17%
2023	22%	25	26%	17%	27%	25%	16%	19%	22%	16%	26%
2022	13%	15	23%	3%	7%	8%	28%	6%	7%	26%	22%
2021	12%	14	10%	10%	12%	8%	13%	19%	15%	5%	9%
2016 to 2020	17%	19	13%	14%	17%	25%	13%	13%	19%	5%	17%
2011 to 2015	8%	9	0%	21%	17%	0%	3%	6%	10%	11%	0%
<2011	5%	6	0%	14%	5%	0%	0%	19%	4%	5%	9%

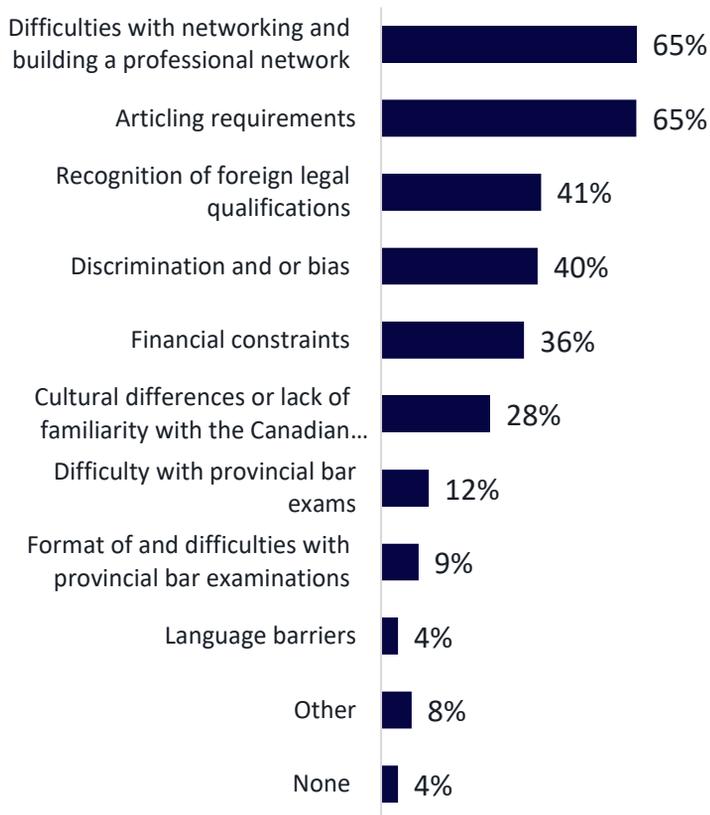
Q12b. Base: All respondents qualified to practice in at least one Canadian province answering question (114).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

## Bar Admission Challenges

What challenges did you encounter during the bar admission process in Canada?



- Respondents who have been called to the bar are most likely to cite *difficulties with networking and building a professional network* or *articling requirements* (both 65%) as challenges they faced, followed by *recognition of foreign legal qualifications* (41%), *discrimination and or bias* (40%) or *financial constraints* (36%).
- Only 4% indicated that they did not face any challenges.

Q12d. Base: All respondents qualified to practice in at least one Canadian province (116). Due to rounding, totals may not add to 100%.

## Bar Admission Challenges

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>116</b>	<b>116</b>	<b>73</b>	<b>38*</b>	<b>29*</b>	<b>38*</b>	<b>47*</b>	<b>43*</b>	<b>24*</b>	<b>16*</b>	<b>17*</b>
Difficulties with networking and building a professional network	65%	75	64%	68%	72%	58%	68%	60%	58%	81%	59%
Articling requirements	65%	75	60%	74%	62%	58%	72%	65%	58%	75%	59%
Recognition of foreign legal qualifications	41%	47	34%	50%	41%	39%	40%	35%	54%	56%	29%
Discrimination and or bias	40%	46	38%	37%	48%	32%	38%	40%	33%	63%	12%
Financial constraints	36%	42	38%	34%	34%	34%	38%	33%	46%	44%	18%
Cultural differences or lack of familiarity with the Canadian legal system	28%	32	27%	29%	38%	24%	26%	23%	17%	50%	29%
Difficulty with provincial bar exams	12%	14	10%	18%	24%	8%	9%	9%	8%	19%	12%
Format of and difficulties with provincial bar examinations	9%	11	11%	8%	10%	8%	11%	2%	8%	25%	6%
Language barriers	4%	5	3%	8%	3%	3%	6%	2%	4%	6%	6%
Other	8%	9	10%	5%	0%	5%	15%	5%	17%	6%	0%
None	4%	5	3%	5%	7%	3%	4%	7%	8%	0%	0%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>116</b>	<b>116</b>	<b>40*</b>	<b>30*</b>	<b>42*</b>	<b>24*</b>	<b>32*</b>	<b>17*</b>	<b>72</b>	<b>21*</b>	<b>23*</b>
Difficulties with networking and building a professional network	65%	75	63%	57%	52%	83%	69%	65%	57%	67%	87%
Articling requirements	65%	75	63%	60%	67%	50%	69%	71%	60%	76%	70%
Recognition of foreign legal qualifications	41%	47	35%	40%	26%	50%	53%	41%	35%	48%	52%
Discrimination and or bias	40%	46	35%	43%	36%	29%	50%	41%	31%	57%	52%
Financial constraints	36%	42	30%	37%	31%	33%	34%	53%	31%	48%	43%
Cultural differences or lack of familiarity with the Canadian legal system	28%	32	25%	10%	19%	38%	38%	18%	26%	24%	35%
Difficulty with provincial bar exams	12%	14	13%	10%	17%	4%	16%	6%	15%	5%	9%
Format of and difficulties with provincial bar examinations	9%	11	3%	7%	10%	4%	13%	12%	13%	0%	9%
Language barriers	4%	5	3%	0%	2%	13%	3%	0%	4%	10%	0%
Other	8%	9	3%	17%	5%	8%	6%	18%	4%	0%	26%

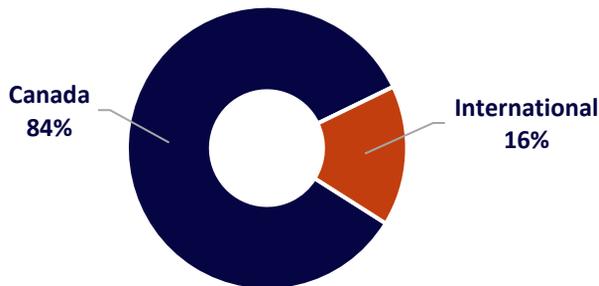
Q12d. Base: All respondents qualified to practice in at least one Canadian province (116).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

## Location of Articling

Did you complete your articling program in Canada or abroad?



- Most respondents who are qualified to practice in Canada *completed their articling program in Canada (84%)*.

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>111</b>	<b>111</b>	<b>70</b>	<b>37*</b>	<b>27*</b>	<b>38*</b>	<b>44*</b>	<b>38*</b>	<b>24*</b>	<b>16*</b>	<b>17*</b>
Canada	84%	93	87%	78%	89%	87%	80%	76%	83%	88%	94%
International	16%	18	13%	22%	11%	13%	20%	24%	17%	13%	6%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>111</b>	<b>111</b>	<b>35*</b>	<b>30*</b>	<b>41*</b>	<b>23*</b>	<b>31*</b>	<b>15*</b>	<b>70</b>	<b>20*</b>	<b>21*</b>
Canada	84%	93	74%	93%	95%	87%	71%	73%	84%	80%	86%
International	16%	18	26%	7%	5%	13%	29%	27%	16%	20%	14%

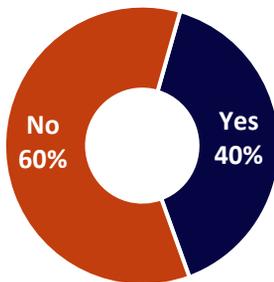
Q12e. Base: All respondents qualified to practice in at least one Canadian province answering question (111).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

## Exemption/Abridgement of Articling

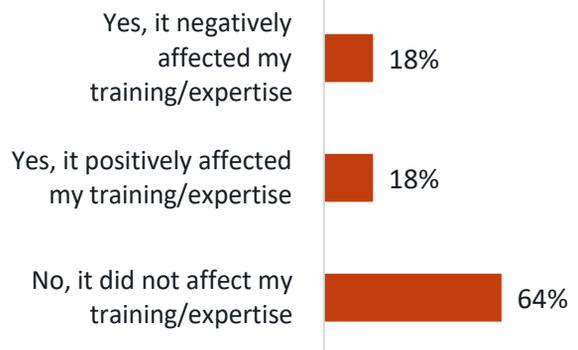
Did you apply for an exemption or abridgement of Articles?



- Four in ten respondents who are qualified to practice in Canada *applied for either an exemption or abridgement of articles.*
- Of those who applied for an exemption or abridgement, close to two-thirds (64%), indicated *it did not impact their training or expertise.* The remaining were evenly split between feeling it *positively* (18%) or *negatively* (also 18%) *impacted their training or expertise.*

Q12f. Base: All respondents qualified to practice in at least one Canadian province (116).  
Due to rounding, totals may not add to 100%.

If you received an exemption or abridgement, do you believe it has affected your legal training or expertise in Canada?\*



Q12h. Base: All respondents who received an exemption or abridgement answering question (45).  
\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.  
Due to rounding, totals may not add to 100%.

## Exemption/Abridgement of Articling

Did you apply for an exemption or abridgement of Articles (as applicable)?	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>116</b>	<b>116</b>	<b>73</b>	<b>38*</b>	<b>29*</b>	<b>38*</b>	<b>47*</b>	<b>43*</b>	<b>24*</b>	<b>16*</b>	<b>17*</b>
Yes	40%	46	41%	37%	28%	42%	45%	44%	29%	44%	35%
No	60%	70	59%	63%	72%	58%	55%	56%	71%	56%	65%

Did you apply for an exemption or abridgement of Articles (as applicable)?	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>116</b>	<b>116</b>	<b>40*</b>	<b>30*</b>	<b>42*</b>	<b>24*</b>	<b>32*</b>	<b>17*</b>	<b>72</b>	<b>21*</b>	<b>23*</b>
Yes	40%	46	48%	13%	19%	33%	63%	59%	38%	38%	48%
No	60%	70	53%	87%	81%	67%	38%	41%	63%	62%	52%

If you received an exemption or abridgement, do you believe it has affected your legal training or expertise in Canada?	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>45*</b>	<b>45*</b>	<b>29*</b>	<b>14*</b>	<b>8*</b>	<b>15*</b>	<b>21*</b>	<b>19*</b>	<b>7*</b>	<b>7*</b>	<b>6*</b>
Yes, it negatively affected my training/expertise	18%	8	17%	21%	0%	33%	14%	16%	14%	0%	50%
Yes, it positively affected my training/expertise	18%	8	17%	21%	25%	20%	14%	21%	14%	29%	17%
No, it did not affect my training/expertise	64%	29	66%	57%	75%	47%	71%	63%	71%	71%	33%

If you received an exemption or abridgement, do you believe it has affected your legal training or expertise in Canada?	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>45*</b>	<b>45*</b>	<b>19*</b>	<b>4*</b>	<b>7*</b>	<b>8*</b>	<b>20*</b>	<b>10*</b>	<b>26*</b>	<b>8*</b>	<b>11*</b>
Yes, it negatively affected my training/expertise	18%	8	16%	25%	29%	25%	10%	20%	15%	13%	27%
Yes, it positively affected my training/expertise	18%	8	21%	0%	14%	25%	15%	20%	15%	25%	18%
No, it did not affect my training/expertise	64%	29	63%	75%	57%	50%	75%	60%	69%	63%	55%

Top tables: Q12f. Base: All respondents qualified to practice in at least one Canadian province (116).

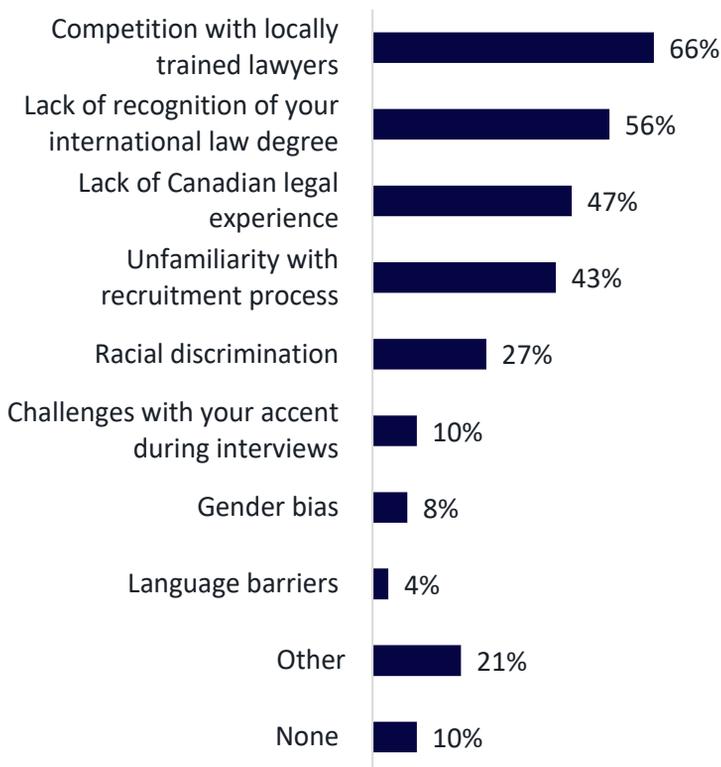
Bottom tables: Q12h. Base: All respondents receiving an exemption or abridgement answering question (45).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

## Articling Challenges

What challenges did you face in securing an articling position in Canada?



- *Competition with locally trained lawyers (66%), lack of recognition of your international law degree (56%) and lack of Canadian legal experience (47%) are the three most frequent challenges faced in securing a Canadian articling position, mentioned by respondents that are either qualified to practice in Canada, or who are currently articling.*
- *Competition with locally trained lawyers (85%) is more likely to be mentioned by respondents under 35 years of age as a challenge.*

Q12i. Base: All respondents qualified to practice in at least one province, or currently articling who answered question (135).

Multiple responses allowed, total will exceed 100%.

## Articling Challenges

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>135</b>	<b>135</b>	<b>86</b>	<b>45*</b>	<b>41*</b>	<b>41*</b>	<b>51</b>	<b>46*</b>	<b>29*</b>	<b>19*</b>	<b>21*</b>
Competition with locally trained lawyers	66%	89	65%	69%	85%	51%	65%	70%	55%	68%	67%
Lack of recognition of your international law degree	56%	75	52%	62%	68%	37%	63%	54%	52%	58%	48%
Lack of Canadian legal experience	47%	63	44%	51%	54%	44%	45%	48%	52%	47%	38%
Unfamiliarity with recruitment process	43%	58	41%	47%	59%	39%	33%	28%	48%	63%	33%
Racial discrimination	27%	36	29%	24%	37%	15%	29%	37%	7%	37%	14%
Challenges with your accent during interviews	10%	14	8%	16%	17%	10%	6%	13%	0%	26%	0%
Gender bias	8%	11	13%	0%	5%	10%	10%	7%	7%	0%	10%
Language barriers	4%	5	3%	4%	5%	0%	6%	0%	0%	16%	0%
Other	21%	28	23%	16%	15%	20%	27%	20%	24%	32%	10%
None	10%	14	12%	7%	2%	22%	6%	11%	10%	5%	14%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>135</b>	<b>135</b>	<b>42*</b>	<b>31*</b>	<b>55</b>	<b>28*</b>	<b>32*</b>	<b>19*</b>	<b>84</b>	<b>23*</b>	<b>28*</b>
Competition with locally trained lawyers	66%	89	67%	71%	71%	61%	66%	63%	63%	65%	75%
Lack of recognition of your international law degree	56%	75	55%	65%	58%	50%	53%	63%	51%	61%	64%
Lack of Canadian legal experience	47%	63	50%	42%	42%	36%	63%	53%	45%	52%	46%
Unfamiliarity with recruitment process	43%	58	29%	48%	49%	43%	34%	37%	44%	48%	36%
Racial discrimination	27%	36	36%	23%	16%	39%	25%	42%	19%	43%	36%
Challenges with your accent during interviews	10%	14	14%	6%	7%	7%	25%	0%	12%	9%	7%
Gender bias	8%	11	5%	13%	7%	14%	6%	5%	10%	4%	7%
Language barriers	4%	5	0%	3%	2%	7%	6%	0%	6%	0%	0%
Other	21%	28	19%	16%	20%	14%	22%	32%	17%	22%	32%
None	10%	14	12%	6%	7%	18%	13%	5%	14%	4%	4%

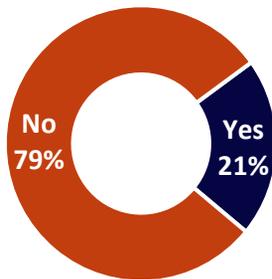
Q12i. Base: All respondents qualified to practice in at least one province, or currently articling who answered question (135).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Multiple responses allowed, total will exceed 100%.

## Summer Student Positions

Did you have to apply for a summer position before securing an articling position?



- One in five (21%) respondents who have or are currently articling *needed to apply for a summer position before obtaining an articling position.*
- Respondents under 35 were more likely to mention *needing to apply for a summer position to land an articling position* (36%).

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>134</b>	<b>134</b>	<b>86</b>	<b>45*</b>	<b>42*</b>	<b>43*</b>	<b>48*</b>	<b>46*</b>	<b>29*</b>	<b>18*</b>	<b>21*</b>
Yes	21%	28	19%	27%	36%	16%	13%	11%	21%	39%	14%
No	79%	106	81%	73%	64%	84%	88%	89%	79%	61%	86%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>134</b>	<b>134</b>	<b>42*</b>	<b>31*</b>	<b>55</b>	<b>28*</b>	<b>33*</b>	<b>18*</b>	<b>84</b>	<b>22*</b>	<b>28*</b>
Yes	21%	28	12%	29%	31%	21%	12%	6%	27%	14%	7%
No	79%	106	88%	71%	69%	79%	88%	94%	73%	86%	93%

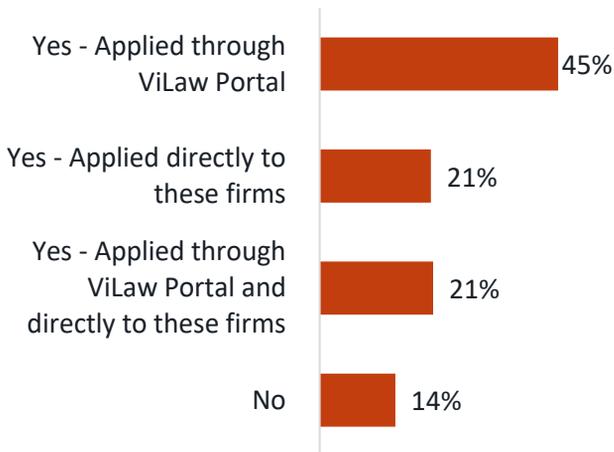
Q12j. Base: All respondents qualified to practice in at least one province, or currently articling who answered question (135).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

## Summer Student Positions

Did you apply for summer law student positions at a law firm?\*\*\*



- Over four in ten (45%) having to apply for a summer position before obtaining an articling position *applied through the ViLaw Portal*, two in ten *applied directly to firms* and another two in ten *applied directly to firms and through the ViLaw Portal* (both 21%).

\*\*\*Medium (20 to 30 lawyers) or large (more than 30 lawyers) national, regional, boutique, full service, or corporate law firm

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>29*</b>	<b>29*</b>	<b>17*</b>	<b>12*</b>	<b>16*</b>	<b>7*</b>	<b>6*</b>	<b>5*</b>	<b>7*</b>	<b>7*</b>	<b>3*</b>
Yes - I applied through ViLaw Portal	45%	13	35%	58%	63%	29%	17%	60%	43%	43%	67%
Yes - I applied directly to these firms	21%	6	24%	17%	13%	29%	33%	0%	29%	14%	33%
Yes - I applied through ViLaw Portal and directly to these firms	21%	6	18%	25%	25%	29%	0%	20%	14%	43%	0%
No	14%	4	24%	0%	0%	14%	50%	20%	14%	0%	0%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>29*</b>	<b>29*</b>	<b>5*</b>	<b>9*</b>	<b>18*</b>	<b>6*</b>	<b>4*</b>	<b>1*</b>	<b>24*</b>	<b>3*</b>	<b>2*</b>
Yes - I applied through ViLaw Portal	45%	13	60%	56%	39%	83%	25%	0%	46%	67%	0%
Yes - I applied directly to these firms	21%	6	0%	11%	28%	0%	25%	0%	21%	0%	50%
Yes - I applied through ViLaw Portal and directly to these firms	21%	6	40%	22%	17%	17%	50%	0%	21%	0%	50%
No	14%	4	0%	11%	17%	0%	0%	100%	13%	33%	0%

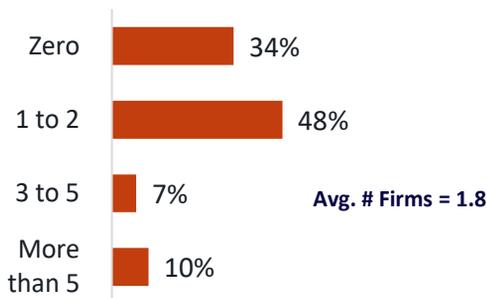
Q12k. Base: Respondents applying for summer positions (29).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

## Summer Student Positions

*Approximately how many law firms made you an offer for a summer law student position?*



- Those applying to a law firm for a summer position received offers from an average of 1.8 firms.
- One in three (34%) did not receive an offer from any firms.

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>29*</b>	<b>29*</b>	<b>17*</b>	<b>12*</b>	<b>16*</b>	<b>7*</b>	<b>6*</b>	<b>5*</b>	<b>7*</b>	<b>7*</b>	<b>3*</b>
Zero	34%	10	29%	42%	25%	29%	67%	20%	29%	43%	0%
1 to 2	48%	14	53%	42%	50%	57%	33%	80%	29%	43%	67%
3 to 5	7%	2	6%	8%	6%	14%	0%	0%	14%	14%	0%
More than 5	10%	3	12%	8%	19%	0%	0%	0%	29%	0%	33%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>29*</b>	<b>29*</b>	<b>5*</b>	<b>9*</b>	<b>18*</b>	<b>6*</b>	<b>4*</b>	<b>1*</b>	<b>24*</b>	<b>3*</b>	<b>2*</b>
Zero	34%	10	20%	44%	33%	0%	75%	100%	29%	33%	100%
1 to 2	48%	14	80%	22%	44%	83%	25%	0%	54%	33%	0%
3 to 5	7%	2	0%	11%	6%	17%	0%	0%	8%	0%	0%
More than 5	10%	3	0%	22%	17%	0%	0%	0%	8%	33%	0%

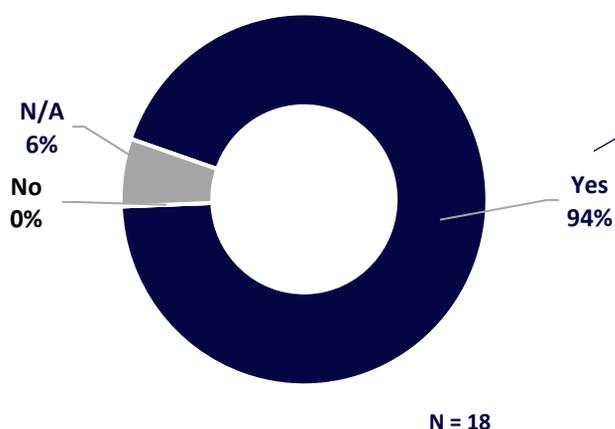
Q12I. Base: Respondents applying for summer positions (29).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

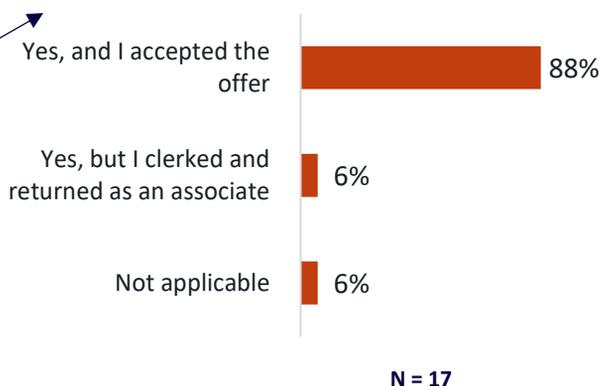
Due to rounding, totals may not add to 100%.

## Summer Student Positions

Did you accept one of these offers for a summer law student position?



Did you receive an offer to article at the firm that you worked at during the summer?



- Almost all (94%) of those receiving an offer from a law firm for a summer position accepted one of the offers they received.
- Of those accepting an offer most received an offer to article later (88% accepted, 6% clerked and returned as an associate).

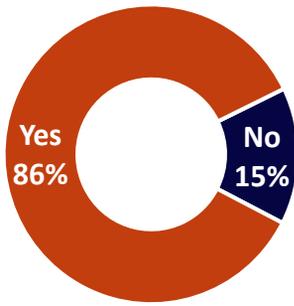
Q12m. Base: Respondents receiving at least one offer for a summer position (18).  
Due to rounding, totals may not add to 100%.

Q12n. Base: Respondents accepting an offer for a summer position (18).  
Due to rounding, totals may not add to 100%.

# Employment, Including During the Licensing Process

## Employment During Licensing Process

Did you work in Canada in any capacity while completing the licensing process?



- Most (86%) respondents *worked in at least some capacity while in their licensing process.*

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>119</b>	<b>73</b>	<b>69</b>	<b>61</b>	<b>68</b>	<b>74</b>	<b>36*</b>	<b>30*</b>	<b>25*</b>
Yes	86%	171	86%	85%	84%	89%	84%	91%	89%	83%	72%
No	15%	29	14%	15%	16%	11%	16%	9%	11%	17%	28%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>63</b>	<b>38*</b>	<b>75</b>	<b>47*</b>	<b>48*</b>	<b>29*</b>	<b>101</b>	<b>37*</b>	<b>62</b>
Yes	86%	171	94%	87%	80%	83%	92%	93%	89%	89%	77%
No	15%	29	6%	13%	20%	17%	8%	7%	11%	11%	23%

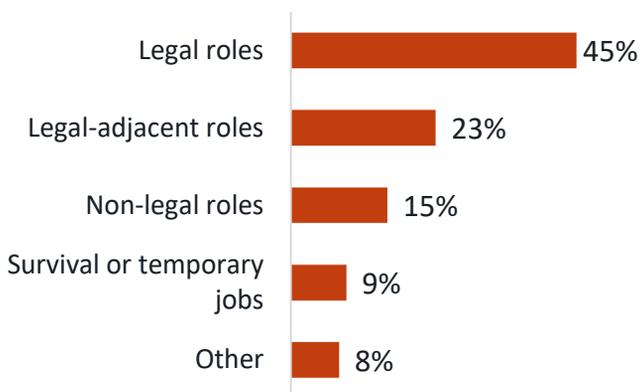
Q13. Base: All respondents (200).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

## Employment During Licensing Process

### What Type of Job Did You Work In?



- Two-thirds (68%) of respondents working during the licensing process worked in *legal* (45%) or *legal-adjacent* (23%) roles, followed by *non-legal* (15%), *survival/temporary* (9%) jobs or *others* (8%).
- Women were more likely than men (74% vs. 57%) to work in *legal* or *legal-adjacent* roles.

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>170</b>	<b>170</b>	<b>102</b>	<b>61</b>	<b>58</b>	<b>54</b>	<b>56</b>	<b>66</b>	<b>32</b>	<b>25</b>	<b>18</b>
Legal roles	45%	77	51%	34%	53%	43%	39%	38%	53%	32%	61%
Legal-adjacent roles	23%	39	23%	23%	17%	26%	27%	29%	13%	20%	17%
Non-legal roles	15%	26	15%	16%	12%	15%	18%	21%	16%	12%	17%
Survival or temporary jobs	9%	15	8%	11%	10%	7%	9%	5%	16%	20%	0%
Other	8%	13	4%	15%	7%	9%	7%	8%	3%	16%	6%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>170</b>	<b>170</b>	<b>58</b>	<b>33</b>	<b>60</b>	<b>39</b>	<b>44</b>	<b>26</b>	<b>90</b>	<b>32</b>	<b>48</b>
Legal roles	45%	77	38%	61%	45%	67%	39%	27%	51%	47%	33%
Legal-adjacent roles	23%	39	29%	12%	17%	21%	30%	31%	21%	19%	29%
Non-legal roles	15%	26	21%	15%	18%	10%	11%	19%	10%	25%	19%
Survival or temporary jobs	9%	15	5%	9%	13%	3%	5%	15%	7%	3%	17%
Other	8%	13	7%	3%	7%	0%	16%	8%	11%	6%	2%

Q13b. All respondents working in Canada while completing the licensing process who answered question (170).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

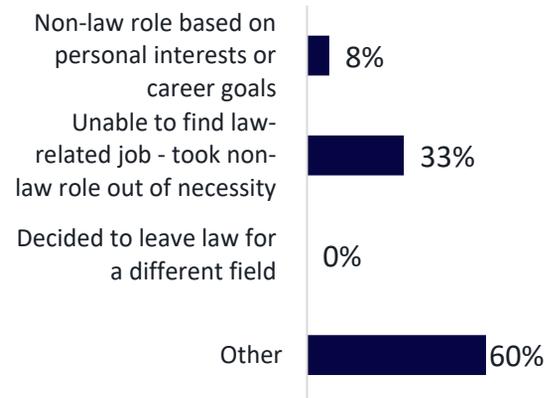
## Current Employment Situation

Which of the following best describes your current employment situation?



- Just over half (53%) of respondents work as a lawyer for various types of employers, most frequently at a *small law firm* (14%), *in-house counsel* (12%) or at a *government institution or crown corporation* (10%).
- Of the remaining 9% work as a *sole practitioner*, 24% work in *other roles* and 16% are *unemployed*.
- Of respondents not working in a law-related role, 33% took a non-law role *out of necessity due to not being able to find a law-related job*, 8% took a non-law role for *personal reasons*. The remainder took a non-law role for *other reasons*.

If you are not currently working in a law-related role, which of the following best describes your situation?\*



Q19. Base: All respondents (200).  
Due to rounding, totals may not add to 100%.

Q19b. Base: Respondents working in a non law related role answering question (40).  
\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.  
Due to rounding, totals may not add to 100%.

## Current Employment Situation

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>119</b>	<b>73</b>	<b>69</b>	<b>61</b>	<b>68</b>	<b>74</b>	<b>36*</b>	<b>30*</b>	<b>25*</b>
Lawyer at a large law firm	8%	16	8%	8%	10%	11%	3%	5%	8%	13%	8%
Lawyer at a medium-sized law firm	9%	17	8%	11%	7%	11%	7%	3%	22%	3%	4%
Lawyer at a small law firm	14%	27	18%	7%	12%	5%	24%	12%	8%	10%	36%
Lawyer at a government institution or crown corporation	10%	19	8%	11%	9%	11%	9%	11%	11%	10%	4%
Lawyer at a not-for-profit or academic institution	1%	2	1%	0%	0%	3%	0%	3%	0%	0%	0%
Lawyer at a corporation	12%	24	13%	11%	13%	7%	16%	18%	14%	10%	0%
Sole practitioner	9%	17	8%	7%	1%	11%	10%	7%	17%	7%	12%
Employed in other roles	24%	47	22%	26%	29%	26%	16%	28%	8%	23%	20%
Unemployed	16%	31	13%	19%	19%	13%	15%	14%	11%	23%	16%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>63</b>	<b>38*</b>	<b>75</b>	<b>47*</b>	<b>48*</b>	<b>29*</b>	<b>101</b>	<b>37*</b>	<b>62</b>
Lawyer at a large law firm	8%	16	8%	8%	9%	11%	8%	0%	14%	3%	2%
Lawyer at a medium-sized law firm	9%	17	3%	18%	11%	9%	6%	7%	12%	11%	2%
Lawyer at a small law firm	14%	27	13%	13%	13%	15%	8%	21%	20%	5%	8%
Lawyer at a government institution or crown corporation	10%	19	11%	8%	9%	4%	15%	10%	15%	0%	6%
Lawyer at a not-for-profit or academic institution	1%	2	2%	0%	0%	0%	4%	0%	2%	0%	0%
Lawyer at a corporation	12%	24	17%	16%	9%	11%	15%	17%	11%	16%	11%
Sole practitioner	9%	17	6%	16%	12%	2%	13%	0%	11%	14%	2%
Employed in other roles	24%	47	29%	11%	17%	32%	23%	28%	14%	30%	35%
Unemployed	16%	31	11%	11%	19%	17%	8%	17%	2%	22%	34%

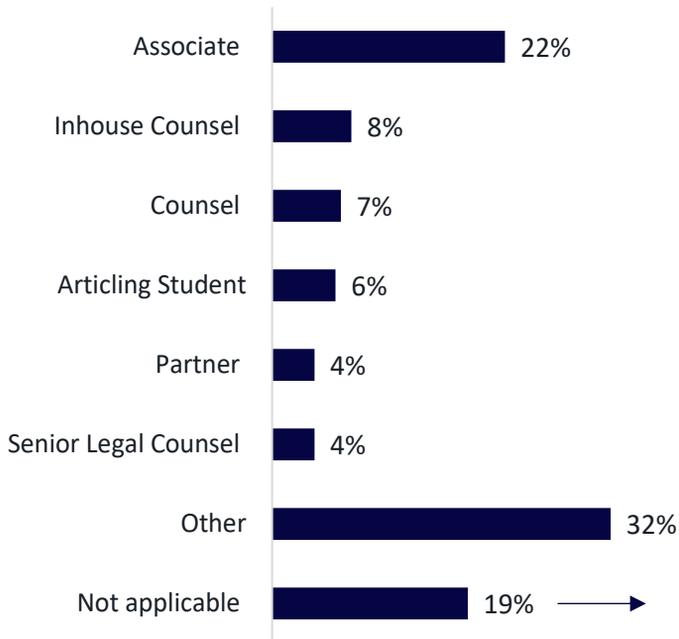
Q19. Base: All respondents (200).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

## Current Role

What is your current role?



- Associate (22%), in-house counsel (8%), counsel (7%), articling student (6%), partner and senior legal counsel (both 4%) are the most frequently mentioned roles cited by respondents.
- Just over three in ten (32%) work in *other* positions.
- Virtually all (95%) respondents indicating they are satisfied with their career progression indicated they have a current role, compared to 65% of respondents not satisfied with their career progression.

5% among those satisfied with their career progression  
35% among those dissatisfied with their career progression.

Q20. Base: All respondents (200).  
Due to rounding, totals may not add to 100%.

## Current Role

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>119</b>	<b>73</b>	<b>69</b>	<b>61</b>	<b>68</b>	<b>74</b>	<b>36*</b>	<b>30*</b>	<b>25*</b>
Associate	22%	44	25%	16%	17%	28%	21%	16%	22%	27%	32%
Inhouse Counsel	8%	15	10%	4%	7%	8%	7%	15%	3%	0%	0%
Counsel	7%	13	6%	5%	7%	5%	6%	11%	8%	0%	8%
Partner	4%	8	2%	8%	0%	7%	6%	0%	8%	7%	12%
Senior Legal Counsel	4%	8	2%	8%	1%	3%	7%	3%	6%	7%	4%
Other**	38%	75	39%	37%	45%	31%	37%	35%	39%	37%	28%
<i>Not applicable</i>	19%	37	17%	21%	22%	18%	16%	20%	14%	23%	16%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>63</b>	<b>38*</b>	<b>75</b>	<b>47*</b>	<b>48*</b>	<b>29*</b>	<b>101</b>	<b>37*</b>	<b>62</b>
Associate	22%	44	19%	29%	21%	28%	21%	17%	31%	19%	10%
Inhouse Counsel	8%	15	16%	5%	4%	6%	15%	7%	6%	8%	10%
Counsel	7%	13	11%	8%	7%	4%	6%	7%	10%	5%	2%
Partner	4%	8	0%	8%	8%	0%	4%	0%	6%	5%	0%
Senior Legal Counsel	4%	8	3%	8%	4%	4%	0%	10%	4%	5%	3%
Other**	38%	75	32%	29%	37%	34%	40%	41%	39%	30%	40%
<i>Not applicable</i>	19%	37	19%	13%	19%	23%	15%	17%	5%	27%	35%

Q20. Base: All respondents (200).

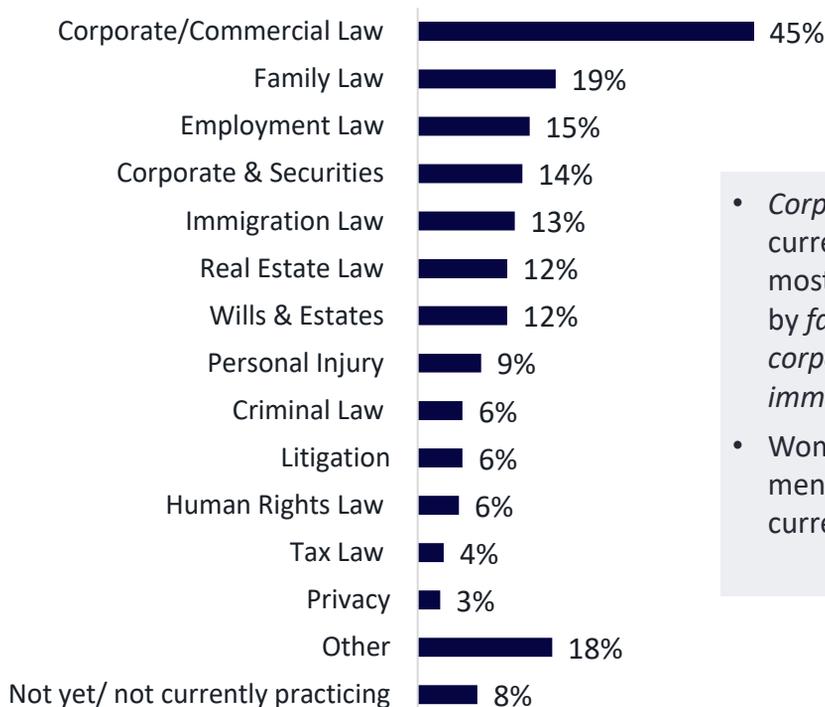
\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

\*\*Note: "Other" includes a 6% mention of articling students.

Due to rounding, totals may not add to 100%.

## Primary Practice Area

### What is your current primary practice area in Canada?



- *Corporate/commercial law* (45%) is the current primary practice area mentioned most frequently by respondents, followed by *family* (19%), *employment* (15%), *corporate & securities* (14%) and *immigration law* (13%).
- Women are more likely than men to mention *family law* (24% vs. 11%) as their current primary practice area.

Q33. Base: All respondents (200).  
Due to rounding, totals may not add to 100%.

## Primary Practice Area

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>119</b>	<b>73</b>	<b>69</b>	<b>61</b>	<b>68</b>	<b>74</b>	<b>36*</b>	<b>30*</b>	<b>25*</b>
Corporate/Commercial Law	45%	90	45%	45%	49%	54%	31%	55%	42%	50%	32%
Family Law	19%	37	24%	11%	16%	15%	25%	24%	11%	27%	24%
Employment Law	15%	30	16%	15%	20%	18%	7%	12%	8%	23%	28%
Corporate & Securities	14%	28	13%	16%	20%	16%	6%	12%	11%	23%	12%
Immigration Law	13%	26	15%	10%	10%	15%	15%	12%	14%	10%	20%
Real Estate Law	12%	24	13%	10%	9%	11%	15%	14%	8%	3%	28%
Wills & Estates	12%	24	13%	10%	7%	13%	13%	15%	6%	13%	20%
Personal Injury	9%	17	7%	12%	13%	8%	4%	7%	8%	7%	16%
Criminal Law	6%	12	3%	10%	3%	5%	10%	9%	3%	7%	4%
Litigation	6%	12	7%	5%	12%	0%	6%	5%	6%	13%	4%
Human Rights Law	6%	11	5%	7%	4%	7%	6%	9%	3%	7%	4%
Tax Law	4%	7	2%	7%	6%	3%	1%	3%	3%	7%	0%
Privacy	3%	6	4%	0%	4%	2%	1%	4%	0%	0%	4%
Other	18%	36	18%	22%	19%	13%	24%	14%	31%	13%	12%
Not yet/ not currently practicing	8%	16	6%	10%	3%	10%	12%	8%	6%	3%	12%

Q33. Base: All respondents (200).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

## Primary Practice Area

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>63</b>	<b>38*</b>	<b>75</b>	<b>47*</b>	<b>48*</b>	<b>29*</b>	<b>101</b>	<b>37*</b>	<b>62</b>
Corporate/Commercial Law	45%	90	59%	37%	37%	47%	58%	38%	40%	54%	48%
Family Law	19%	37	25%	16%	19%	23%	13%	21%	22%	16%	15%
Employment Law	15%	30	14%	16%	15%	19%	17%	7%	16%	14%	15%
Corporate & Securities	14%	28	13%	8%	13%	26%	6%	10%	16%	11%	13%
Immigration Law	13%	26	10%	11%	13%	15%	8%	17%	14%	8%	15%
Real Estate Law	12%	24	16%	5%	11%	13%	10%	17%	16%	11%	6%
Wills & Estates	12%	24	16%	13%	8%	15%	13%	14%	11%	14%	13%
Personal Injury	9%	17	6%	13%	12%	13%	4%	0%	9%	11%	6%
Criminal Law	6%	12	10%	5%	3%	6%	8%	10%	7%	5%	5%
Litigation	6%	12	5%	11%	8%	6%	6%	0%	7%	8%	3%
Human Rights Law	6%	11	8%	3%	7%	2%	4%	10%	3%	8%	8%
Tax Law	4%	7	2%	0%	3%	2%	8%	0%	5%	0%	3%
Privacy	3%	6	5%	3%	1%	2%	6%	3%	3%	5%	2%
Other	18%	36	11%	29%	21%	13%	17%	28%	21%	19%	16%
Not yet/ not currently practicing	8%	16	10%	0%	4%	13%	4%	17%	1%	11%	18%

Q33. Base: All respondents (200).

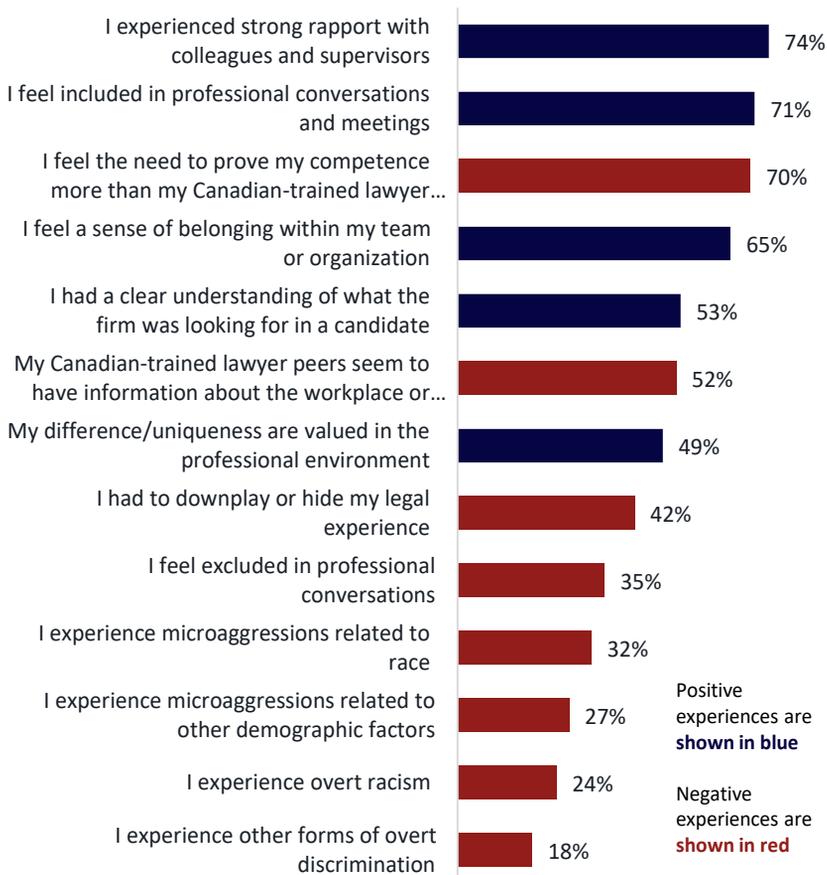
\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

# Workplace Challenges

## Situations Faced in Current Legal Practice (% to whom it happened sometimes or often)

In your current legal practice, how often do you experience each of the following situations?



Respondents experience both positive and negative experiences in their current legal practice at least sometimes or often:

- Positive frequently mentioned: *experience strong rapport with colleagues/supervisors (74%), feel included in professional conversations/meetings (71%), feel a sense of belonging within team/organization (65%).*
- Negative frequently mentioned: *feel the need to prove my competence more than Canadian-trained lawyer peers (70%), Canadian-trained lawyer peers seem to have information about workplace/processes I do not (52%)*
- Respondents satisfied in career progression more likely to indicate *strong rapport, feeling included, a sense of belonging and a clear understanding of what the firm was looking for.*
- Respondents dissatisfied in career progression more likely to indicate experiencing *microaggressions related to race and having to downplay their legal experience.*

Q21. Base: All respondents answering question (varies).  
Due to rounding, totals may not add to 100%.

## Situations Faced in Current Legal Practice (% to whom it happened sometimes or often)

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>188</b>	<b>188</b>	<b>112</b>	<b>71</b>	<b>67</b>	<b>57</b>	<b>62</b>	<b>63</b>	<b>36*</b>	<b>30*</b>	<b>25*</b>
I experienced strong rapport with colleagues and supervisors	74%	141	78%	70%	79%	68%	76%	72%	83%	63%	76%
I feel included in professional conversations and meetings	71%	136	70%	74%	67%	70%	76%	66%	78%	63%	76%
I feel the need to prove my competence more than my Canadian-trained lawyer peers	70%	132	74%	63%	76%	68%	64%	73%	67%	70%	72%
I feel a sense of belonging within my team or organization	65%	125	70%	61%	76%	65%	56%	60%	69%	57%	72%
I had a clear understanding of what the firm was looking for in a candidate	53%	100	60%	45%	60%	54%	47%	52%	61%	50%	72%
My Canadian-trained lawyer peers seem to have information about the workplace or processes that I do not	52%	98	54%	50%	58%	44%	54%	65%	44%	60%	40%
My difference/uniqueness are valued in the professional environment	49%	93	53%	45%	56%	45%	47%	48%	50%	43%	44%
I had to downplay or hide my legal experience	42%	81	44%	39%	46%	43%	35%	52%	28%	50%	36%
I feel excluded in professional conversations	35%	67	42%	24%	33%	37%	35%	42%	19%	40%	32%
I experience microaggressions related to race	32%	60	30%	34%	30%	29%	35%	48%	8%	33%	28%
I experience microaggressions related to other demographic factors	27%	50	33%	17%	24%	28%	27%	29%	19%	20%	20%
I experience overt racism	24%	45	23%	25%	27%	22%	21%	32%	11%	23%	16%
I experience other forms of overt discrimination	18%	34	18%	17%	12%	25%	16%	15%	22%	20%	12%

Q21. Base: All respondents answering question (varies).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

## Situations Faced in Current Legal Practice (% to whom it happened sometimes or often)

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>188</b>	<b>188</b>	<b>54</b>	<b>37*</b>	<b>73</b>	<b>44*</b>	<b>43*</b>	<b>27*</b>	<b>97</b>	<b>34*</b>	<b>57</b>
I experienced strong rapport with colleagues and supervisors	74%	141	74%	81%	78%	73%	71%	70%	90%	63%	54%
I feel included in professional conversations and meetings	71%	136	66%	81%	77%	67%	65%	74%	85%	72%	47%
I feel the need to prove my competence more than my Canadian-trained lawyer peers	70%	132	71%	78%	70%	75%	78%	46%	67%	69%	75%
I feel a sense of belonging within my team or organization	65%	125	64%	68%	74%	70%	51%	61%	80%	60%	43%
I had a clear understanding of what the firm was looking for in a candidate	53%	100	50%	54%	60%	59%	44%	41%	68%	38%	37%
My Canadian-trained lawyer peers seem to have information about the workplace or processes that I do not	52%	98	62%	51%	47%	55%	62%	46%	49%	57%	55%
My difference/uniqueness are valued in the professional environment	49%	93	52%	42%	56%	44%	51%	37%	65%	36%	29%
I had to downplay or hide my legal experience	42%	81	50%	35%	34%	62%	46%	22%	33%	53%	52%
I feel excluded in professional conversations	35%	67	41%	35%	33%	33%	43%	30%	30%	33%	46%
I experience microaggressions related to race	32%	60	45%	32%	29%	25%	49%	23%	22%	29%	51%
I experience microaggressions related to other demographic factors	27%	50	29%	32%	26%	23%	41%	11%	27%	17%	33%
I experience overt racism	24%	45	35%	19%	23%	25%	28%	15%	18%	22%	33%
I experience other forms of overt discrimination	18%	34	14%	30%	19%	18%	24%	4%	17%	17%	19%

Q21. Base: All respondents answering question (varies).

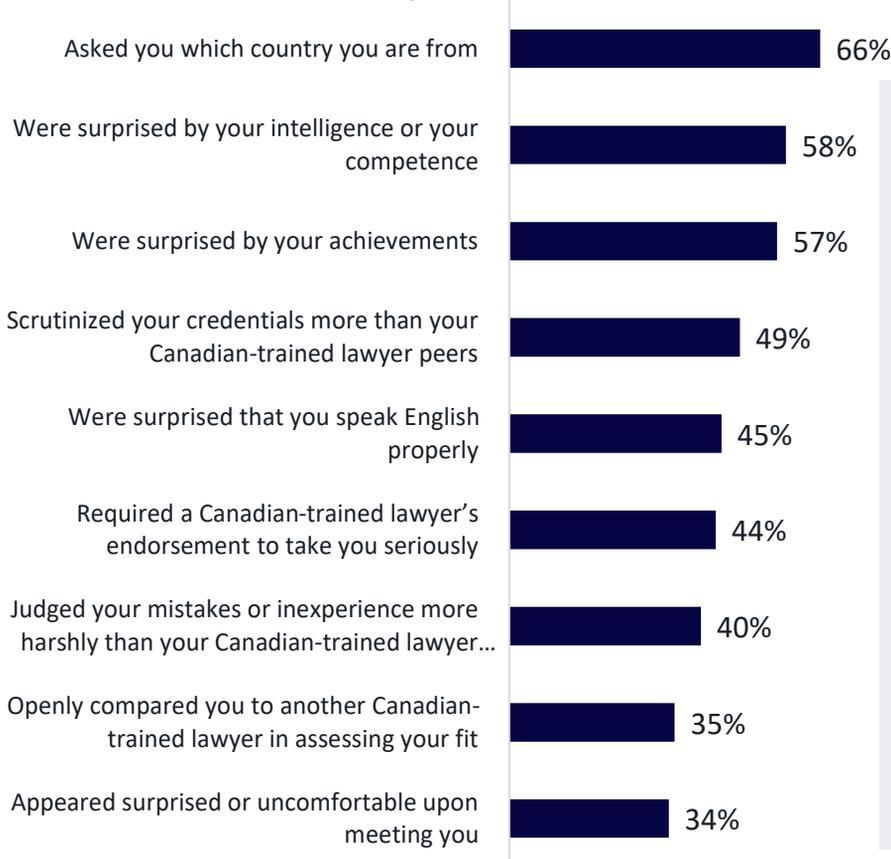
\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

## Behaviour of Colleagues/ Supervisors Towards You

*(% who feel it happened to them sometimes or often)*

How often do you feel your colleagues and supervisors...



- Over half of respondents indicate they experience the following sometimes or often: *asked which country you are from* (66%), *were surprised by intelligence or competence* (58%) or *surprised by your achievements* (57%).
- Women were more likely than men to report being *surprised by intelligence or competence* (65% vs. 45%) or *surprised by achievements* (68% vs. 37%).
- Respondents dissatisfied with their career progression were more likely to mention *were surprised by your intelligence* (71% vs. 49%), *were surprised by your achievements* (72% vs. 49%), *scrutinized your credentials more* (67% vs. 38%) or *were surprised you speak English properly* (58% vs. 37%).

Q22. Base: All respondents answering question (varies).  
Due to rounding, totals may not add to 100%.

## Behaviour of Colleagues/ Supervisors Towards You

(% who feel it happened to them sometimes or often)

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>188</b>	<b>188</b>	<b>112</b>	<b>70</b>	<b>65</b>	<b>58</b>	<b>63</b>	<b>65</b>	<b>34*</b>	<b>29*</b>	<b>25*</b>
Asked you which country you are from	66%	126	69%	59%	74%	60%	62%	78%	44%	72%	60%
Were surprised by your intelligence or your competence	58%	111	65%	45%	65%	53%	55%	68%	44%	62%	40%
Were surprised by your achievements	57%	108	68%	37%	63%	55%	52%	72%	36%	53%	44%
Scrutinized your credentials more than your Canadian-trained lawyer peers	49%	92	53%	44%	55%	48%	42%	50%	44%	55%	32%
Were surprised that you speak English properly	45%	86	52%	34%	53%	40%	42%	58%	8%	52%	40%
Required a Canadian-trained lawyer's endorsement to take you seriously	44%	82	45%	42%	44%	45%	44%	49%	47%	48%	25%
Judged your mistakes or inexperience more harshly than your Canadian-trained lawyer peers	40%	76	43%	36%	37%	43%	41%	42%	26%	52%	24%
Openly compared you to another Canadian-trained lawyer in assessing your fit	35%	66	37%	30%	37%	34%	33%	36%	33%	28%	24%
Appeared surprised or uncomfortable upon meeting you	34%	64	35%	32%	33%	31%	38%	45%	14%	34%	20%

Q22. Base: All respondents answering question (varies).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

## Behaviour of Colleagues/ Supervisors Towards You

(% who feel it happened to them sometimes or often)

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>188</b>	<b>188</b>	<b>55</b>	<b>38*</b>	<b>72</b>	<b>45*</b>	<b>44*</b>	<b>26*</b>	<b>96</b>	<b>34*</b>	<b>58</b>
Asked you which country you are from	66%	126	75%	63%	64%	76%	73%	43%	63%	64%	71%
Were surprised by your intelligence or your competence	58%	111	65%	63%	56%	67%	57%	52%	49%	63%	71%
Were surprised by your achievements	57%	108	69%	50%	55%	58%	64%	48%	49%	51%	72%
Scrutinized your credentials more than your Canadian-trained lawyer peers	49%	92	44%	63%	55%	50%	52%	26%	38%	49%	67%
Were surprised that you speak English properly	45%	86	58%	32%	45%	42%	53%	36%	37%	44%	58%
Required a Canadian-trained lawyer's endorsement to take you seriously	44%	82	44%	50%	51%	33%	48%	37%	40%	40%	52%
Judged your mistakes or inexperience more harshly than your Canadian-trained lawyer peers	40%	76	40%	47%	40%	44%	48%	23%	35%	41%	48%
Openly compared you to another Canadian-trained lawyer in assessing your fit	35%	66	36%	47%	39%	33%	36%	26%	30%	40%	40%
Appeared surprised or uncomfortable upon meeting you	34%	64	40%	32%	36%	29%	43%	22%	25%	37%	47%

Q21. Base: All respondents answering question (varies).

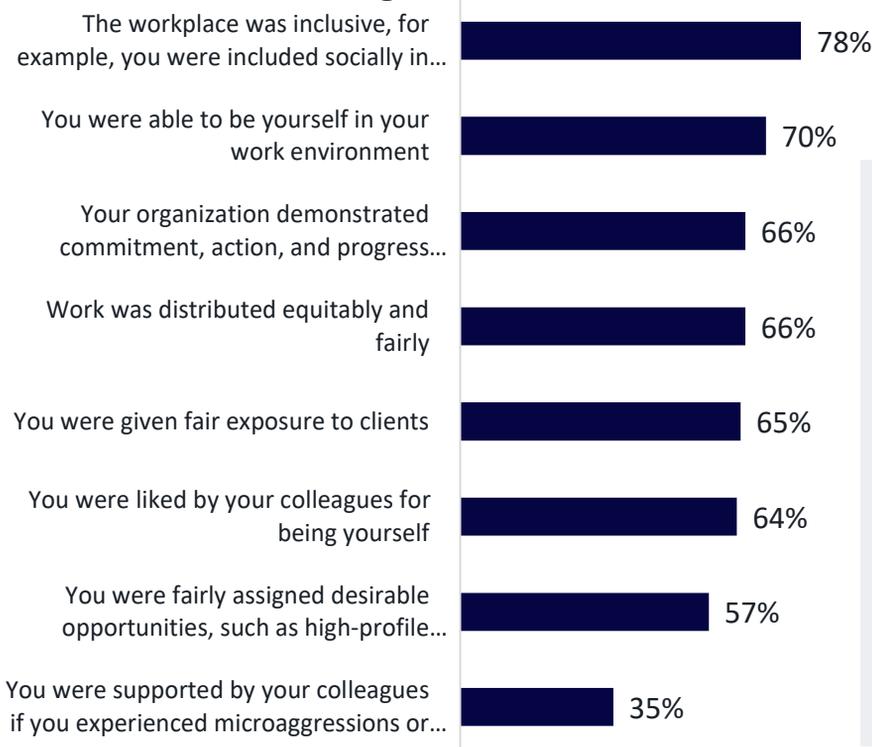
\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

## Other Workplace Experiences – The Good

*(% of whom experienced it sometimes or often)*

### To what extent do you agree with the following statements?



- Two-thirds or more of respondents indicated: *work was distributed equitably and fairly, your organization demonstrated commitment...towards increasing diversity and inclusion (both 66%), you were able to be yourself (70%) or the workplace was inclusive (78%).*
- Just over one-third felt they were supported if you experienced microaggressions (35%).
- For all statements respondents satisfied with their career progression were more likely to agree than those dissatisfied with their career progression.

Q23. Base: All respondents answering question (varies).  
Due to rounding, totals may not add to 100%.

# Other Workplace Experiences – The Good

*(% of whom experienced it sometimes or often)*

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>186</b>	<b>186</b>	<b>109</b>	<b>71</b>	<b>65</b>	<b>56</b>	<b>63</b>	<b>61</b>	<b>36*</b>	<b>29*</b>	<b>25*</b>
The workplace was inclusive, for example, you were included socially in meetings, social activities, and networking opportunities	78%	149	81%	79%	82%	81%	75%	78%	81%	72%	84%
You were able to be yourself in your work environment	70%	133	72%	70%	65%	74%	73%	65%	75%	69%	76%
Your organization demonstrated commitment, action, and progress towards increasing diversity and inclusion	66%	124	66%	68%	69%	69%	60%	69%	50%	79%	63%
Work was distributed equitably and fairly	66%	124	67%	66%	72%	71%	56%	59%	67%	69%	88%
You were given fair exposure to clients	65%	122	67%	63%	68%	67%	61%	64%	69%	69%	72%
You were liked by your colleagues for being yourself	64%	121	65%	65%	62%	66%	64%	54%	72%	59%	84%
You were fairly assigned desirable opportunities, such as high-profile cases or coveted files	57%	107	55%	63%	63%	58%	52%	54%	69%	48%	68%
You were supported by your colleagues if you experienced microaggressions or disrespect	35%	67	36%	35%	38%	39%	30%	29%	31%	38%	44%

Q23. Base: All respondents answering question (varies).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

# Other Workplace Experiences – The Good

*(% of whom experienced it sometimes or often)*

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satis-fied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>186</b>	<b>186</b>	<b>54</b>	<b>36*</b>	<b>71</b>	<b>45*</b>	<b>42*</b>	<b>27*</b>	<b>97</b>	<b>33*</b>	<b>56</b>
The workplace was inclusive, for example, you were included socially in meetings, social activities, and networking opportunities	78%	149	81%	86%	86%	76%	78%	67%	91%	74%	60%
You were able to be yourself in your work environment	70%	133	67%	76%	74%	73%	65%	67%	85%	60%	53%
Your organization demonstrated commitment, action, and progress towards increasing diversity and inclusion	66%	124	70%	51%	70%	64%	63%	63%	79%	57%	48%
Work was distributed equitably and fairly	66%	124	63%	73%	76%	67%	49%	67%	80%	50%	51%
You were given fair exposure to clients	65%	122	64%	70%	69%	62%	62%	63%	79%	56%	46%
You were liked by your colleagues for being yourself	64%	121	51%	76%	73%	62%	52%	59%	79%	51%	46%
You were fairly assigned desirable opportunities, such as high-profile cases or coveted files	57%	107	56%	57%	66%	56%	48%	56%	78%	42%	30%
You were supported by your colleagues if you experienced microaggressions or disrespect	35%	67	28%	30%	41%	36%	28%	33%	46%	20%	26%

Q23. Base: All respondents answering question (varies).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

## Other Workplace Experiences – And The Bad

*(% of whom experienced it sometimes or often)*

To what extent do you agree with the following statements?



- Roughly one half of respondents or more agreed that *you felt like you had to engage in code-switching regularly* (49%), *Canadian-trained lawyer peers seemed to have information that you did not* (50%), *you had to prove your competence more than your Canadian-trained peers* (60%) or *you had to work harder to get noticed* (64%).
- A smaller proportion (37%) agreed that *your mistakes were judged more harshly than your Canadian-trained lawyer peers*.

Q23. Base: All respondents answering question (varies).  
Due to rounding, totals may not add to 100%.

# Other Workplace Experiences – And The Bad

*(% of whom experienced it sometimes or often)*

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>186</b>	<b>186</b>	<b>109</b>	<b>71</b>	<b>65</b>	<b>56</b>	<b>63</b>	<b>61</b>	<b>36*</b>	<b>29*</b>	<b>25*</b>
You had to work harder to get noticed	64%	120	68%	59%	62%	67%	63%	62%	44%	76%	76%
You had to prove your competence more than your Canadian-trained lawyer peers	60%	113	65%	54%	53%	67%	62%	60%	50%	66%	63%
Your Canadian-trained lawyer peers seemed to have information about how to succeed that you did not receive	50%	93	50%	49%	49%	48%	52%	56%	47%	48%	44%
You felt like you had to engage in code-switching regularly	49%	93	55%	41%	61%	43%	44%	66%	23%	46%	40%
Your mistakes were judged more harshly than your Canadian-trained lawyer peers	37%	69	37%	36%	34%	40%	36%	44%	19%	45%	13%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>186</b>	<b>186</b>	<b>54</b>	<b>36*</b>	<b>71</b>	<b>45*</b>	<b>42*</b>	<b>27*</b>	<b>97</b>	<b>33*</b>	<b>56</b>
You had to work harder to get noticed	64%	120	60%	70%	65%	69%	64%	54%	57%	70%	72%
You had to prove your competence more than your Canadian-trained lawyer peers	60%	113	57%	70%	58%	69%	67%	41%	55%	52%	75%
Your Canadian-trained lawyer peers seemed to have information about how to succeed that you did not receive	50%	93	52%	61%	52%	44%	60%	41%	46%	55%	54%
You felt like you had to engage in code-switching regularly	49%	93	65%	44%	51%	45%	60%	37%	45%	47%	58%
Your mistakes were judged more harshly than your Canadian-trained lawyer peers	37%	69	41%	32%	31%	40%	51%	22%	29%	35%	51%

Q23. Base: All respondents answering question (varies).

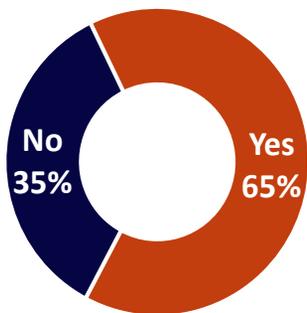
\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

# Cultural and Social Integration

# Challenges Securing Employment

Have you faced any challenges in securing employment in Canada due to the recognition of your foreign credentials or experience?



- Close to two-thirds (65%) of respondents agreed that they *faced challenges in securing employment due to recognition of foreign credentials or experience*.
- Respondents dissatisfied with their career progression were more likely to agree that those satisfied with their career progression (85% vs. 53%).
- Themes for the most common challenges are as follows\*\*:  
  - Lack of Recognition of International Qualifications and Experience
  - Requirement for “Canadian Experience”
  - Discrimination and bias (Racial, Cultural, Accent, etc.)
  - Preference for Canadian Law School Graduates
  - Overqualification or Mismatch for Roles
  - Difficulty Securing Articling Positions and Post-Call Employment
  - Lack of Mentorship, Networking Opportunities, and Institutional Support

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>119</b>	<b>73</b>	<b>69</b>	<b>61</b>	<b>68</b>	<b>74</b>	<b>36*</b>	<b>30*</b>	<b>25*</b>
Yes	65%	130	65%	64%	71%	62%	62%	77%	47%	77%	52%
No	35%	70	35%	36%	29%	38%	38%	23%	53%	23%	48%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>63</b>	<b>38*</b>	<b>75</b>	<b>47*</b>	<b>48*</b>	<b>29*</b>	<b>101</b>	<b>37*</b>	<b>62</b>
Yes	65%	130	76%	61%	61%	72%	60%	72%	53%	62%	85%
No	35%	70	24%	39%	39%	28%	40%	28%	47%	38%	15%

Q14. Base: All respondents (200).

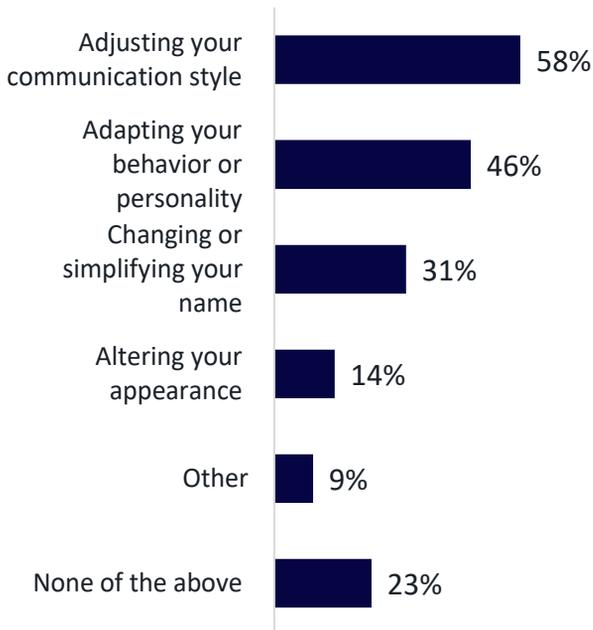
\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

\*\*Further detail can be found in the attached Excel file, under Q14b.

Due to rounding, totals may not add to 100%.

# Challenges Securing Employment

Which of the following have you ever felt the need to change or adjust in order to improve your chances of securing a job or succeeding in the workplace?



- *Adjusting your communication style (58%), adapting your behaviour or personality (46%) or changing or simplifying your name (31%) are the most frequently mentioned changes respondents felt they needed to make to succeed in their career.*
- *Almost one in four (23%) felt they didn't need to make any changes.*
- *Women are more likely than men (53% vs. 36%) to agree they felt the needed to **adapt their behaviour or personality**. Respondents dissatisfied with their career progression were also more likely than those satisfied to agree with the same statement (56% vs. 36%).*

Q15. Base: All respondents answering question (196).  
Due to rounding, totals may not add to 100%.

# Challenges Securing Employment

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>196</b>	<b>196</b>	<b>117</b>	<b>73</b>	<b>69</b>	<b>60</b>	<b>66</b>	<b>73</b>	<b>35*</b>	<b>30*</b>	<b>24*</b>
Adjusting your communication style	58%	114	58%	58%	72%	53%	47%	78%	34%	67%	38%
Adapting your behavior or personality	46%	91	53%	36%	57%	45%	38%	59%	26%	47%	38%
Changing or simplifying your name	31%	61	32%	29%	33%	35%	24%	49%	9%	33%	13%
Altering your appearance	14%	28	18%	10%	17%	18%	8%	14%	3%	27%	13%
Other	9%	18	9%	10%	10%	8%	9%	5%	9%	23%	8%
<i>None of the above</i>	23%	45	20%	27%	13%	27%	30%	8%	51%	17%	29%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>196</b>	<b>196</b>	<b>62</b>	<b>36*</b>	<b>74</b>	<b>46*</b>	<b>47*</b>	<b>29*</b>	<b>100</b>	<b>35*</b>	<b>61</b>
Adjusting your communication style	58%	114	79%	50%	59%	59%	62%	48%	57%	66%	56%
Adapting your behavior or personality	46%	91	61%	47%	45%	43%	55%	41%	36%	60%	56%
Changing or simplifying your name	31%	61	53%	22%	23%	35%	43%	28%	24%	34%	41%
Altering your appearance	14%	28	15%	19%	16%	13%	21%	0%	7%	26%	20%
Other	9%	18	3%	8%	7%	17%	4%	10%	5%	9%	16%
<i>None of the above</i>	23%	45	6%	28%	26%	20%	17%	31%	28%	14%	20%

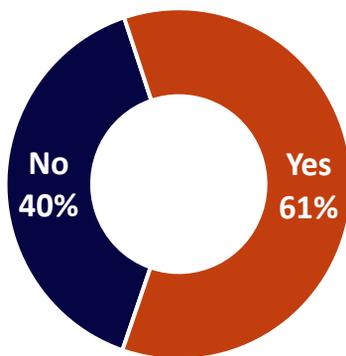
Q15. Base: All respondents answering question (196).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

# Challenges Securing Employment

Have you experienced any form of discrimination or bias during your job applications or while working in the legal field in Canada?



- Roughly six in ten (61%) respondents agreed that they had *experienced some form of discrimination or bias during job applications or while working in the legal field in Canada.*
- Themes for the most common challenges include the following\*\*:

  - Discrimination Based on Foreign Credentials
  - Racial, Ethnic, and Nationality-Based Discrimination
  - Gender and Parental Status Discrimination
  - Accent, Language, and Communication Bias
  - Workplace Exclusion and Microaggressions
  - Unconscious Bias and Systemic Barriers
  - Lack of Recognition Post-Licensing

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>119</b>	<b>73</b>	<b>69</b>	<b>61</b>	<b>68</b>	<b>74</b>	<b>36*</b>	<b>30*</b>	<b>25*</b>
Yes	61%	121	65%	53%	70%	54%	56%	68%	42%	73%	56%
No	40%	79	35%	47%	30%	46%	44%	32%	58%	27%	44%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>63</b>	<b>38*</b>	<b>75</b>	<b>47*</b>	<b>48*</b>	<b>29*</b>	<b>101</b>	<b>37*</b>	<b>62</b>
Yes	61%	121	68%	58%	60%	64%	67%	45%	52%	68%	69%
No	40%	79	32%	42%	40%	36%	33%	55%	48%	32%	31%

Q16. Base: All respondents (200).

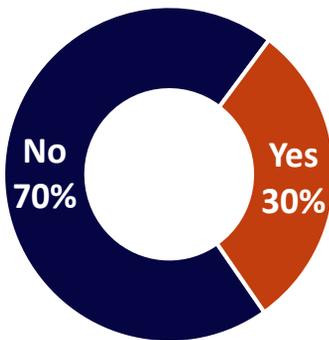
\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

\*\*Further detail can be found in the attached Excel file, under Q16b.

Due to rounding, totals may not add to 100%.

# Challenges due to Language or Cultural Differences

Have you faced any language-related challenges in the legal workplace?



- Of respondents who have a first language other than English or French, 30% indicate they have experienced a *language-related challenge in the legal workplace*.
- Women (40%) are more likely than men (16%) to indicate experiencing such challenges.
- Overall, ITLs report being very capable in terms of language and reconciling cultural differences.

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>87</b>	<b>87</b>	<b>47*</b>	<b>37*</b>	<b>27*</b>	<b>30*</b>	<b>30*</b>	<b>17*</b>	<b>10*</b>	<b>22*</b>	<b>17*</b>
Yes	30%	26	40%	16%	41%	23%	27%	6%	30%	41%	29%
No	70%	61	60%	84%	59%	77%	73%	94%	70%	59%	71%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>87</b>	<b>87</b>	<b>14*</b>	<b>8*</b>	<b>33*</b>	<b>26*</b>	<b>17*</b>	<b>11*</b>	<b>52</b>	<b>14*</b>	<b>21*</b>
Yes	30%	26	7%	25%	30%	31%	24%	36%	35%	29%	19%
No	70%	61	93%	75%	70%	69%	76%	64%	65%	71%	81%

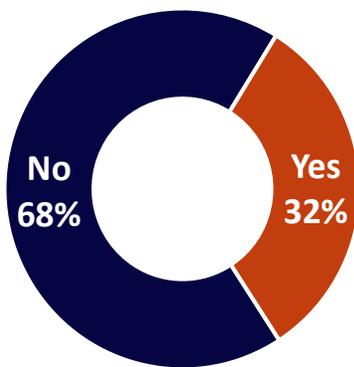
Q25. Base: All respondents whose first language is other than English or French (87).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

# Challenges due to Language or Cultural Differences

Have you encountered challenges in interacting with clients due to cultural differences?



- Roughly one-third (32%) of respondents indicate *encountering challenges in interacting with clients due to cultural differences*.
- Four in ten Black/African (42%) or South Asian (40%) respondents indicate they have faced such challenges, compared to one in five Caucasian (19%) or Asian (20%) respondents.

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>119</b>	<b>73</b>	<b>69</b>	<b>61</b>	<b>68</b>	<b>74</b>	<b>36*</b>	<b>30*</b>	<b>25*</b>
Yes	32%	64	37%	25%	33%	36%	28%	42%	19%	40%	20%
No	68%	136	63%	75%	67%	64%	72%	58%	81%	60%	80%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>63</b>	<b>38*</b>	<b>75</b>	<b>47*</b>	<b>48*</b>	<b>29*</b>	<b>101</b>	<b>37*</b>	<b>62</b>
Yes	32%	64	46%	18%	31%	23%	42%	34%	37%	30%	26%
No	68%	136	54%	82%	69%	77%	58%	66%	63%	70%	74%

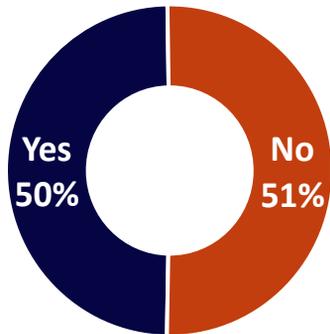
Q27. Base: All respondents (200).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

# Community/ Support Networks

Have you had access to any community or support networks...?



- Respondents are evenly split between whether they have had access to any community or support networks.

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>119</b>	<b>73</b>	<b>69</b>	<b>61</b>	<b>68</b>	<b>74</b>	<b>36*</b>	<b>30*</b>	<b>25*</b>
Yes	50%	99	52%	47%	58%	49%	41%	53%	39%	40%	52%
No	51%	101	48%	53%	42%	51%	59%	47%	61%	60%	48%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>63</b>	<b>38*</b>	<b>75</b>	<b>47*</b>	<b>48*</b>	<b>29*</b>	<b>101</b>	<b>37*</b>	<b>62</b>
Yes	50%	99	56%	45%	48%	55%	52%	41%	53%	49%	44%
No	51%	101	44%	55%	52%	45%	48%	59%	47%	51%	56%

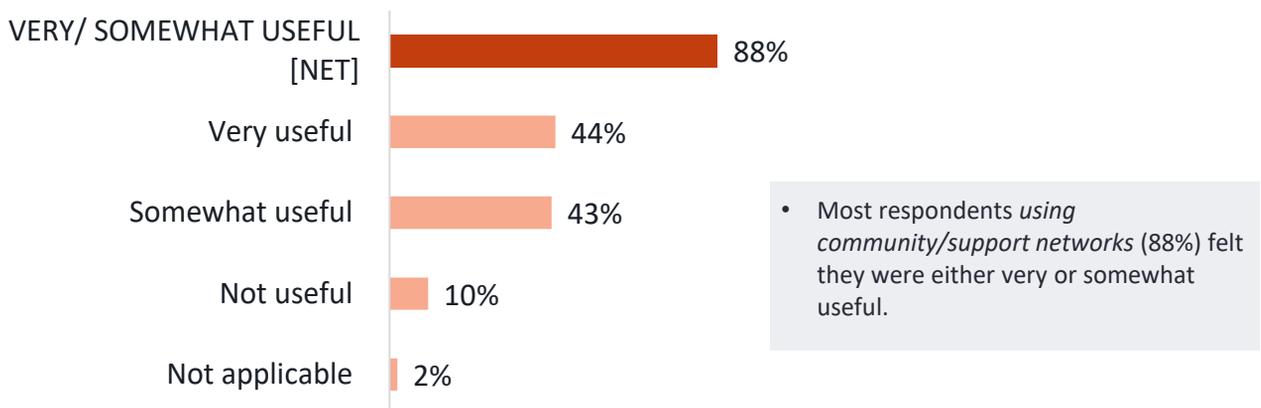
Q26. Base: All respondents (200).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

# Community/ Support Networks

*How useful were these networks in supporting your professional integration?*



	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>97</b>	<b>97</b>	<b>61</b>	<b>33*</b>	<b>39*</b>	<b>30*</b>	<b>27*</b>	<b>37*</b>	<b>14*</b>	<b>12*</b>	<b>13*</b>
<b>Very/ Somewhat useful</b>	<b>88%</b>	<b>85</b>	<b>87%</b>	<b>88%</b>	<b>92%</b>	<b>87%</b>	<b>81%</b>	<b>92%</b>	<b>64%</b>	<b>92%</b>	<b>85%</b>
Very useful	44%	43	44%	42%	36%	50%	48%	57%	14%	50%	54%
Somewhat useful	43%	42	43%	45%	56%	37%	33%	35%	50%	42%	31%
Not useful	10%	10	11%	9%	8%	13%	11%	8%	29%	8%	8%
Not applicable	2%	2	2%	3%	0%	0%	7%	0%	7%	0%	8%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>97</b>	<b>97</b>	<b>33*</b>	<b>17*</b>	<b>36*</b>	<b>25*</b>	<b>25*</b>	<b>11*</b>	<b>53*</b>	<b>17*</b>	<b>27*</b>
<b>Very/ Somewhat useful</b>	<b>88%</b>	<b>85</b>	<b>91%</b>	<b>82%</b>	<b>89%</b>	<b>96%</b>	<b>84%</b>	<b>73%</b>	<b>89%</b>	<b>88%</b>	<b>85%</b>
Very useful	44%	43	55%	41%	39%	48%	52%	36%	51%	47%	30%
Somewhat useful	43%	42	36%	41%	50%	48%	32%	36%	38%	41%	56%
Not useful	10%	10	9%	18%	8%	4%	16%	18%	9%	6%	15%
Not applicable	2%	2	0%	0%	3%	0%	0%	9%	2%	6%	0%

Q26b. Base: All respondents accessing community or support networks, answering question (97).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

# Programs/Resources That Would Be Helpful For Career Advancement

When asked what type of additional programs or resources would be most helpful to support internationally trained lawyers in advancing their careers, the following were among the most frequently mentioned:

- 1. Mentorship and Community Building:** peer and professional mentorship programs that pair new ITLs with experienced ones.
- 2. Networking and Career Development Events:** Networking events, career fairs and informational webinars that allow ITLs to meet employers, alumni and legal professionals
- 3. Legal Market Training:** including workshops or course on Canadian legal culture or resume preparation
- 4. Access to Resources:** Provide free or subsidized access to legal databases, job platforms or study materials
- 5. Employer Education and Engagement:** Including employer toolkits and awareness sessions to educate law firms and recruiters regarding ITLs – including the value of ITLs, and the process they go through to get their credentials recognized

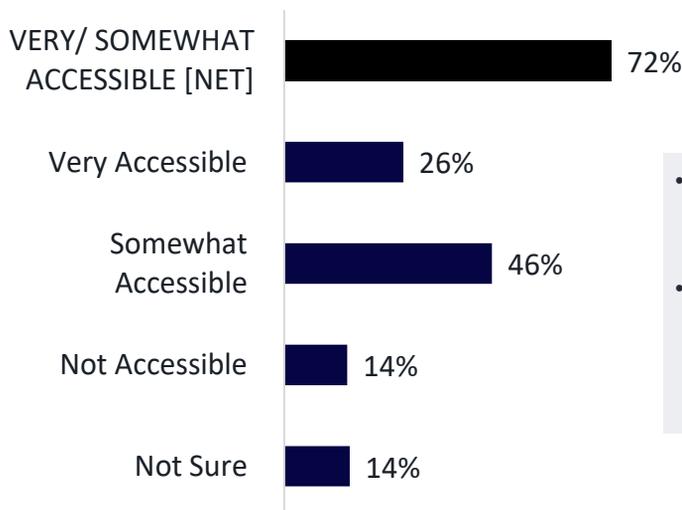
Q18. Base: All respondents answering question (150).

\*Note: Further information can be provided in the attached Excel file under Q18.

# Professional Development and Advancement

# CPD/CLE Program Accessibility

How accessible do you find CPD and CLE programs in Canada?



- Roughly seven in ten (72%) respondents agreed that *CPD/CLE programs* are either very or somewhat accessible.
- Respondents satisfied with their career progression or more likely to agree that *CPD/CLE programs are accessible* compared to those dissatisfied with their career progression (86% vs. 55%).

**CPD = Continuing Professional Development and  
CLE = Continuing Legal Education**

Q28. Base: All respondents answering question (195).  
Due to rounding, totals may not add to 100%.

# CPD/CLE Program Accessibility

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>195</b>	<b>195</b>	<b>116</b>	<b>72</b>	<b>67</b>	<b>60</b>	<b>66</b>	<b>69</b>	<b>36*</b>	<b>30*</b>	<b>25*</b>
<b>Very/ Somewhat Accessible</b>	<b>72%</b>	<b>140</b>	<b>73%</b>	<b>71%</b>	<b>67%</b>	<b>77%</b>	<b>71%</b>	<b>71%</b>	<b>72%</b>	<b>70%</b>	<b>76%</b>
Very Accessible	26%	51	28%	25%	21%	38%	21%	17%	39%	27%	36%
Somewhat Accessible	46%	89	46%	46%	46%	38%	50%	54%	33%	43%	40%
Not Accessible	14%	27	15%	11%	15%	10%	17%	16%	14%	10%	12%
Not Sure	14%	28	12%	18%	18%	13%	12%	13%	14%	20%	12%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>195</b>	<b>195</b>	<b>58</b>	<b>38*</b>	<b>75</b>	<b>44*</b>	<b>47*</b>	<b>28*</b>	<b>100</b>	<b>35*</b>	<b>60</b>
<b>Very/ Somewhat Accessible</b>	<b>72%</b>	<b>140</b>	<b>78%</b>	<b>71%</b>	<b>64%</b>	<b>89%</b>	<b>70%</b>	<b>68%</b>	<b>86%</b>	<b>60%</b>	<b>55%</b>
Very Accessible	26%	51	21%	29%	35%	25%	21%	14%	35%	17%	17%
Somewhat Accessible	46%	89	57%	42%	29%	64%	49%	54%	51%	43%	38%
Not Accessible	14%	27	10%	16%	19%	7%	9%	21%	7%	17%	23%
Not Sure	14%	28	12%	13%	17%	5%	21%	11%	7%	23%	22%

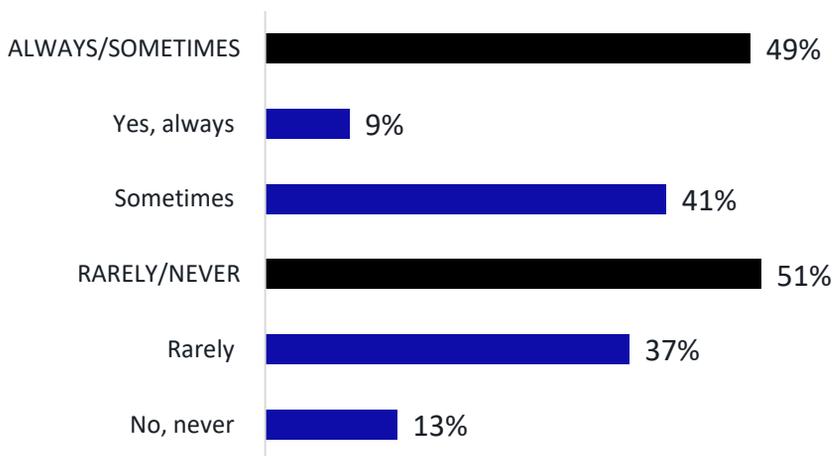
Q28. Base: All respondents answering question (195).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

# CPD/CLE Program Effectiveness

Do you feel that CPD and CLE programs in Canada adequately address the legal issues...?



- Roughly half (49%) of respondents feel that *CPD/CLE programs in Canada adequately address the legal issues relevant to internationally trained lawyers* either always (9%) or sometimes (41%).
- Respondents satisfied with their career progression are more likely than those dissatisfied to agree that *CPD/CLE programs in Canada adequately address the legal issues* (59% vs. 37%).

CPD = Continuing Professional Development and  
CLE = Continuing Legal Education

Q29. Base: All respondents answering question (186).  
Due to rounding, totals may not add to 100%.

# CPD/CLE Program Effectiveness

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>186</b>	<b>186</b>	<b>111</b>	<b>69</b>	<b>66</b>	<b>56</b>	<b>63</b>	<b>66</b>	<b>35*</b>	<b>29*</b>	<b>22*</b>
<b>ALWAYS/SOMETIMES</b>	<b>49%</b>	<b>92</b>	<b>51%</b>	<b>48%</b>	<b>42%</b>	<b>59%</b>	<b>48%</b>	<b>55%</b>	<b>60%</b>	<b>28%</b>	<b>55%</b>
Yes, always	9%	16	13%	3%	5%	11%	11%	6%	14%	3%	5%
Sometimes	41%	76	39%	45%	38%	48%	37%	48%	46%	24%	50%
<b>RARELY/NEVER</b>	<b>51%</b>	<b>94</b>	<b>49%</b>	<b>52%</b>	<b>58%</b>	<b>41%</b>	<b>52%</b>	<b>45%</b>	<b>40%</b>	<b>72%</b>	<b>45%</b>
Rarely	37%	69	40%	35%	39%	29%	43%	32%	31%	59%	36%
No, never	13%	25	9%	17%	18%	13%	10%	14%	9%	14%	9%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>186</b>	<b>186</b>	<b>56</b>	<b>36*</b>	<b>71</b>	<b>44*</b>	<b>43*</b>	<b>28*</b>	<b>99</b>	<b>30*</b>	<b>57</b>
<b>ALWAYS/SOMETIMES</b>	<b>49%</b>	<b>92</b>	<b>54%</b>	<b>47%</b>	<b>51%</b>	<b>59%</b>	<b>49%</b>	<b>32%</b>	<b>59%</b>	<b>43%</b>	<b>37%</b>
Yes, always	9%	16	5%	6%	11%	9%	7%	4%	12%	3%	5%
Sometimes	41%	76	48%	42%	39%	50%	42%	29%	46%	40%	32%
<b>RARELY/NEVER</b>	<b>51%</b>	<b>94</b>	<b>46%</b>	<b>53%</b>	<b>49%</b>	<b>41%</b>	<b>51%</b>	<b>68%</b>	<b>41%</b>	<b>57%</b>	<b>63%</b>
Rarely	37%	69	32%	44%	34%	32%	37%	54%	31%	37%	47%
No, never	13%	25	14%	8%	15%	9%	14%	14%	10%	20%	16%

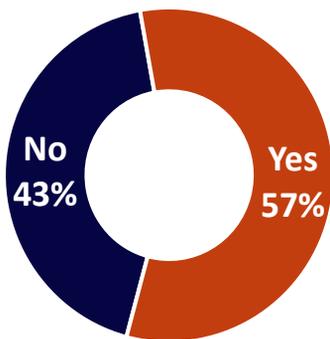
Q29. Base: All respondents answering question (186).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

# Professional Association Membership

Are you a member of any professional associations?



- Roughly six in ten (57%) respondents *are a member of any professional associations.*
- Only half of men and those dissatisfied with their career progression (both 49%) indicate being *a member of a professional association.*

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>198</b>	<b>198</b>	<b>118</b>	<b>73</b>	<b>68</b>	<b>61</b>	<b>67</b>	<b>73</b>	<b>36*</b>	<b>30*</b>	<b>25*</b>
Yes	57%	113	63%	49%	65%	51%	55%	58%	50%	67%	68%
No	43%	85	37%	51%	35%	49%	45%	42%	50%	33%	32%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>198</b>	<b>198</b>	<b>62</b>	<b>38*</b>	<b>75</b>	<b>45*</b>	<b>48*</b>	<b>29*</b>	<b>100</b>	<b>37*</b>	<b>61</b>
Yes	57%	113	56%	63%	60%	64%	58%	38%	60%	62%	49%
No	43%	85	44%	37%	40%	36%	42%	62%	40%	38%	51%

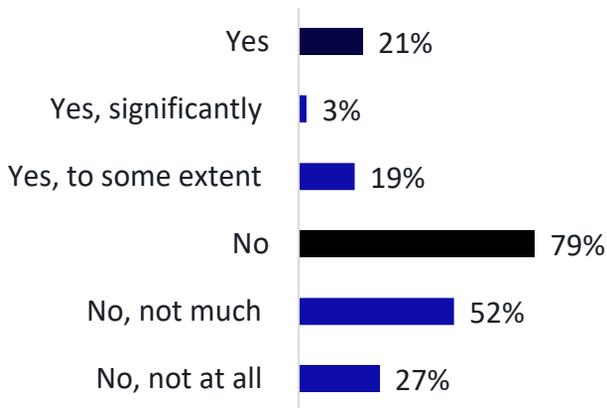
Q30. Base: All respondents answering question (198).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

## Success of Law Societies Addressing Challenges

Law societies addressing the challenges faced by ITL\*



- Just one in five (21%) respondents believe that *provincial law societies adequately address challenges faced by internationally trained lawyers*.
- Respondents satisfied with their career progression are more likely than those dissatisfied to believe *law societies address challenges faced by internationally trained lawyers* (30% vs. 7%).
- There is no subgroup in which the majority believes *provincial law societies adequately address challenges faced by internationally trained lawyers*.

\*Full question wording: Do you believe that the law societies in the various provinces are adequately addressing the challenges faced by internationally trained lawyers in the Canadian legal profession?

Q31. Base: All respondents answering question (193).  
Due to rounding, totals may not add to 100%.

## Success of Law Societies Addressing Challenges

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>193</b>	<b>193</b>	<b>115</b>	<b>70</b>	<b>68</b>	<b>56</b>	<b>67</b>	<b>68</b>	<b>35*</b>	<b>30*</b>	<b>25*</b>
<b>Yes</b>	<b>21%</b>	<b>41</b>	<b>19%</b>	<b>23%</b>	<b>13%</b>	<b>30%</b>	<b>21%</b>	<b>25%</b>	<b>20%</b>	<b>13%</b>	<b>28%</b>
Yes, significantly	3%	5	3%	3%	1%	2%	4%	0%	6%	3%	4%
Yes, to some extent	19%	36	17%	20%	12%	29%	16%	25%	14%	10%	24%
<b>No</b>	<b>79%</b>	<b>152</b>	<b>81%</b>	<b>77%</b>	<b>87%</b>	<b>70%</b>	<b>79%</b>	<b>75%</b>	<b>80%</b>	<b>87%</b>	<b>72%</b>
No, not much	52%	100	57%	47%	57%	45%	52%	54%	46%	63%	48%
No, not at all	27%	52	24%	30%	29%	25%	27%	21%	34%	23%	24%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>193</b>	<b>193</b>	<b>58</b>	<b>37*</b>	<b>73</b>	<b>45*</b>	<b>45*</b>	<b>29*</b>	<b>99</b>	<b>33*</b>	<b>61</b>
<b>Yes</b>	<b>21%</b>	<b>41</b>	<b>26%</b>	<b>11%</b>	<b>21%</b>	<b>13%</b>	<b>31%</b>	<b>21%</b>	<b>30%</b>	<b>21%</b>	<b>7%</b>
Yes, significantly	3%	5	0%	3%	5%	0%	0%	3%	5%	0%	0%
Yes, to some extent	19%	36	26%	8%	15%	13%	31%	17%	25%	21%	7%
<b>No</b>	<b>79%</b>	<b>152</b>	<b>74%</b>	<b>89%</b>	<b>79%</b>	<b>87%</b>	<b>69%</b>	<b>79%</b>	<b>70%</b>	<b>79%</b>	<b>93%</b>
No, not much	52%	100	57%	65%	51%	64%	42%	48%	51%	52%	54%
No, not at all	27%	52	17%	24%	29%	22%	27%	31%	19%	27%	39%

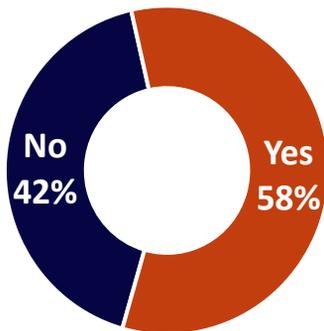
Q31. Base: All respondents answering question (193).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

# Use of Mentorship or Professional Guidance

Have accessed mentorship opportunities or professional guidance



- Almost six in ten (58%) respondents *have accessed mentorship opportunities or professional guidance*.
- Respondents satisfied with their career progression or more likely than those dissatisfied to *have accessed these resources* (69% vs. 45%).

\*Full question wording: Have you had access to mentorship opportunities or professional guidance to help you navigate the Canadian legal market?

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>119</b>	<b>73</b>	<b>69</b>	<b>61</b>	<b>68</b>	<b>74</b>	<b>36*</b>	<b>30*</b>	<b>25*</b>
Yes	58%	116	62%	51%	65%	59%	49%	59%	56%	60%	48%
No	42%	84	38%	49%	35%	41%	51%	41%	44%	40%	52%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>63</b>	<b>38*</b>	<b>75</b>	<b>47*</b>	<b>48*</b>	<b>29*</b>	<b>101</b>	<b>37*</b>	<b>62</b>
Yes	58%	116	62%	55%	57%	64%	54%	55%	69%	49%	45%
No	42%	84	38%	45%	43%	36%	46%	45%	31%	51%	55%

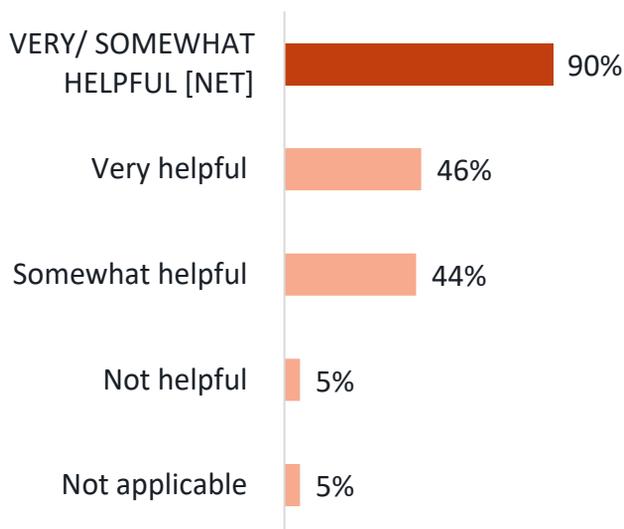
Q17. Base: All respondents (200).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

# Helpfulness of Mentorship or Professional Guidance

How helpful were these mentorship opportunities in advancing your career?



- Most (90%) respondents accessing mentorship opportunities found them *very* (46%) or *somewhat helpful* (44%).

Q17b. Base: All respondents who have accessed mentorship or professional guidance (116). Due to rounding, totals may not add to 100%.

# Helpfulness of Mentorship or Professional Guidance

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>116</b>	<b>116</b>	<b>74</b>	<b>37*</b>	<b>45*</b>	<b>36*</b>	<b>33*</b>	<b>44*</b>	<b>20*</b>	<b>18*</b>	<b>12*</b>
<b>Very/ Somewhat helpful</b>	<b>90%</b>	<b>104</b>	<b>91%</b>	<b>92%</b>	<b>89%</b>	<b>92%</b>	<b>91%</b>	<b>93%</b>	<b>80%</b>	<b>89%</b>	<b>83%</b>
Very helpful	46%	53	47%	46%	47%	39%	55%	41%	50%	39%	42%
Somewhat helpful	44%	51	43%	46%	42%	53%	36%	52%	30%	50%	42%
Not helpful	5%	6	5%	5%	7%	3%	6%	5%	10%	11%	0%
<i>Not applicable</i>	5%	6	4%	3%	4%	6%	3%	2%	10%	0%	17%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>116</b>	<b>116</b>	<b>39*</b>	<b>21*</b>	<b>43*</b>	<b>30*</b>	<b>26*</b>	<b>16*</b>	<b>70</b>	<b>18*</b>	<b>28*</b>
<b>Very/ Somewhat helpful</b>	<b>90%</b>	<b>104</b>	<b>92%</b>	<b>86%</b>	<b>95%</b>	<b>87%</b>	<b>88%</b>	<b>88%</b>	<b>90%</b>	<b>89%</b>	<b>89%</b>
Very helpful	46%	53	44%	33%	51%	37%	50%	44%	54%	44%	25%
Somewhat helpful	44%	51	49%	52%	44%	50%	38%	44%	36%	44%	64%
Not helpful	5%	6	5%	5%	2%	7%	4%	13%	3%	6%	11%
<i>Not applicable</i>	5%	6	3%	10%	2%	7%	8%	0%	7%	6%	0%

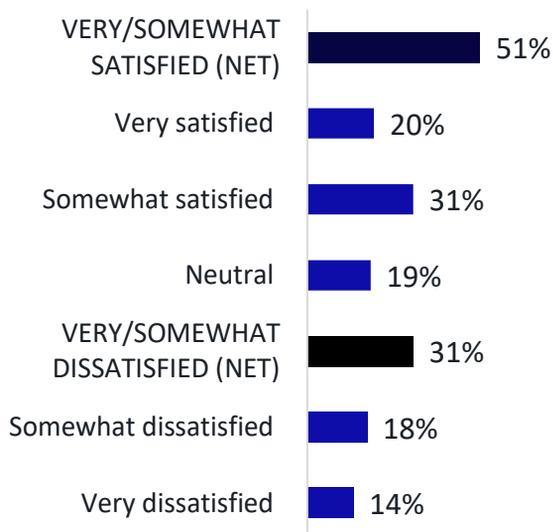
Q17b. Base: All respondents who have accessed mentorship or professional guidance (116).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

# Satisfaction with Career Progression

Overall, how satisfied are you with your career progression in Canada?



- One half (51%) of respondents report being *satisfied with their career progression* in Canada, another two in ten (19%) are neutral and the remaining three in ten (31%) are dissatisfied.
- Six in ten respondents licensed outside Canada less than five years ago report being *satisfied with their career progression*.
- Four in ten (41%) Black/African respondents report *being satisfied with their career progression*.

Q32. Base: All respondents (200).  
Due to rounding, totals may not add to 100%.

# Satisfaction with Career Progression

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>119</b>	<b>73</b>	<b>69</b>	<b>61</b>	<b>68</b>	<b>74</b>	<b>36*</b>	<b>30*</b>	<b>25*</b>
<b>VERY/SOMEWHAT SATISFIED (NET)</b>	<b>51%</b>	<b>101</b>	<b>52%</b>	<b>51%</b>	<b>45%</b>	<b>56%</b>	<b>53%</b>	<b>41%</b>	<b>61%</b>	<b>50%</b>	<b>64%</b>
Very satisfied	20%	39	22%	16%	17%	25%	18%	16%	36%	7%	20%
Somewhat satisfied	31%	62	30%	34%	28%	31%	35%	24%	25%	43%	44%
Neutral	19%	37	16%	21%	22%	13%	18%	22%	19%	23%	12%
<b>VERY/SOMEWHAT DISSATISFIED (NET)</b>	<b>31%</b>	<b>62</b>	<b>32%</b>	<b>29%</b>	<b>33%</b>	<b>31%</b>	<b>29%</b>	<b>38%</b>	<b>19%</b>	<b>27%</b>	<b>24%</b>
Somewhat dissatisfied	18%	35	18%	15%	17%	18%	18%	22%	8%	17%	16%
Very dissatisfied	14%	27	13%	14%	16%	13%	12%	16%	11%	10%	8%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>63</b>	<b>38*</b>	<b>75</b>	<b>47*</b>	<b>48*</b>	<b>29*</b>	<b>101</b>	<b>37*</b>	<b>62</b>
<b>VERY/SOMEWHAT SATISFIED (NET)</b>	<b>51%</b>	<b>101</b>	<b>43%</b>	<b>53%</b>	<b>60%</b>	<b>43%</b>	<b>50%</b>	<b>41%</b>	<b>100%</b>	<b>0%</b>	<b>0%</b>
Very satisfied	20%	39	17%	21%	24%	23%	13%	14%	39%	0%	0%
Somewhat satisfied	31%	62	25%	32%	36%	19%	38%	28%	61%	0%	0%
Neutral	19%	37	24%	24%	16%	15%	23%	21%	0%	100%	0%
<b>VERY/SOMEWHAT DISSATISFIED (NET)</b>	<b>31%</b>	<b>62</b>	<b>33%</b>	<b>24%</b>	<b>24%</b>	<b>43%</b>	<b>27%</b>	<b>38%</b>	<b>0%</b>	<b>0%</b>	<b>100%</b>
Somewhat dissatisfied	18%	35	22%	13%	12%	19%	19%	28%	0%	0%	56%
Very dissatisfied	14%	27	11%	11%	12%	23%	8%	10%	0%	0%	44%

Q32. Base: All respondents (200).

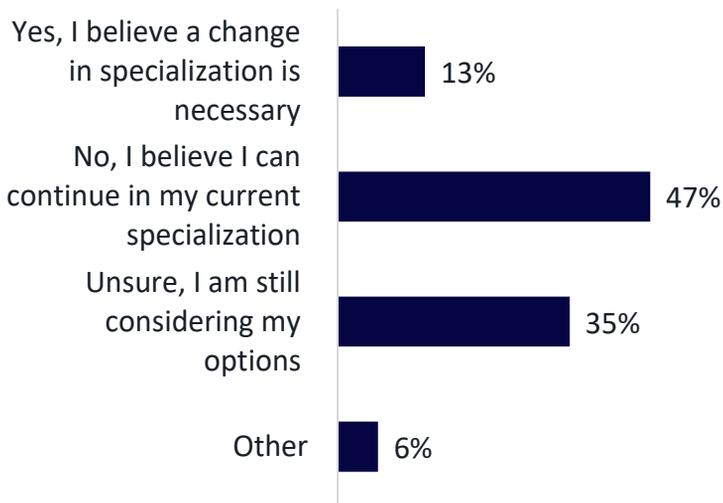
\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

# Opportunities for Future Legal Practice

# Changing Legal Specialization to Improve Career Prospects

**Do you believe that changing your legal specialization would improve your career prospects in Canada?**



- Just over one in ten (13%) respondents believe *changing their legal specialization would improve their Canadian career prospects*. About one in three (35%) are unsure and just under half (47%) think they can continue in their current specialization.
- Roughly half (48%) of those dissatisfied with their career prospects are *considering their options*, compared to one in five (20%) who are satisfied.

Q34. Base: All respondents (200).  
Due to rounding, totals may not add to 100%.

# Changing Legal Specialization to Improve Career Prospects

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>119</b>	<b>73</b>	<b>69</b>	<b>61</b>	<b>68</b>	<b>74</b>	<b>36*</b>	<b>30*</b>	<b>25*</b>
Yes, I believe a change in specialization is necessary	13%	26	14%	12%	17%	8%	13%	11%	11%	30%	8%
No, I believe I can continue in my current specialization	47%	93	46%	47%	35%	54%	50%	39%	64%	50%	44%
Unsure, I am still considering my options	35%	69	34%	36%	41%	34%	29%	45%	19%	20%	36%
Other	6%	12	6%	5%	7%	3%	7%	5%	6%	0%	12%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>63</b>	<b>38*</b>	<b>75</b>	<b>47*</b>	<b>48*</b>	<b>29*</b>	<b>101</b>	<b>37*</b>	<b>62</b>
Yes, I believe a change in specialization is necessary	13%	26	11%	11%	17%	15%	6%	10%	12%	16%	13%
No, I believe I can continue in my current specialization	47%	93	43%	47%	48%	34%	58%	41%	64%	30%	27%
Unsure, I am still considering my options	35%	69	43%	34%	31%	43%	29%	41%	20%	51%	48%
Other	6%	12	3%	8%	4%	9%	6%	7%	4%	3%	11%

Q34. Base: All respondents (200).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

# Legal Profession Changes Needed to Better Support ITL



- Over two-thirds of respondents believe the following changes could be made to better support them as an internationally trained lawyers (ITL): *increase representation of ITL in leadership positions (68%), enhance networking and professional development opportunities (69%), introduce targeted resources, sponsorship and mentorship programs for ITL (also 69%) and increase opportunities for ITL to demonstrate their qualifications through work experience (75%).*
- A higher proportion of respondents dissatisfied with their career progression think all of these changes should be made compared to those satisfied with their career progression. Most notable differences: *increase representation of ITL in leadership positions (81% vs. 59%), establish clearer pathways for recognizing foreign legal qualifications (76% vs. 54%) and introduce targeted resources.. (81% vs. 63%).*

Q35. Base: All respondents (200).  
Due to rounding, totals may not add to 100%.

**\*Full question wording: As an internationally trained lawyer, what changes do you think the Canadian legal profession could make to better support professionals like you in reaching leadership positions, specializing, and advancing in their careers, as well as reducing barriers to entry?**

## Legal Profession Changes Needed to Better Support ITL

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>119</b>	<b>73</b>	<b>69</b>	<b>61</b>	<b>68</b>	<b>74</b>	<b>36*</b>	<b>30*</b>	<b>25*</b>
Increase opportunities for internationally trained lawyers to demonstrate their qualifications through work experience	75%	150	78%	70%	78%	80%	68%	81%	64%	83%	52%
Introduce targeted resources, sponsorship and mentorship programs for internationally trained lawyers	69%	138	75%	60%	72%	69%	66%	77%	42%	77%	56%
Enhance networking and professional development opportunities	69%	138	73%	66%	78%	66%	62%	68%	58%	77%	68%
Increase representation of internationally trained lawyers in leadership positions	68%	136	73%	60%	80%	62%	62%	76%	36%	80%	68%
Promote diversity and inclusion initiatives that specifically address the needs of internationally trained lawyers	63%	126	70%	53%	77%	57%	54%	77%	22%	70%	60%
Establish clearer pathways for recognizing foreign legal qualifications	60%	120	65%	52%	62%	54%	62%	58%	61%	73%	40%
Offer support services for internationally trained lawyers during the application process	60%	120	61%	60%	67%	51%	62%	61%	56%	63%	52%
Develop specialized training programs for internationally trained lawyers	53%	106	55%	49%	59%	49%	50%	53%	44%	70%	48%
Provide clearer guidelines for meeting provincial bar requirements	36%	71	31%	42%	36%	36%	34%	36%	33%	33%	28%
Eliminate the articling and experiential training requirement	31%	62	25%	37%	28%	28%	37%	35%	19%	30%	24%
Other	12%	23	11%	14%	10%	8%	16%	9%	19%	10%	12%

Q35. Base: All respondents (200).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

## Legal Profession Changes Needed to Better Support ITL

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>63</b>	<b>38*</b>	<b>75</b>	<b>47*</b>	<b>48*</b>	<b>29*</b>	<b>101</b>	<b>37*</b>	<b>62</b>
Increase opportunities for internationally trained lawyers to demonstrate their qualifications through work experience	75%	150	89%	61%	63%	83%	83%	83%	71%	70%	84%
Introduce targeted resources, sponsorship and mentorship programs for internationally trained lawyers	69%	138	83%	50%	63%	74%	75%	69%	63%	65%	81%
Enhance networking and professional development opportunities	69%	138	67%	68%	72%	70%	67%	62%	67%	59%	77%
Increase representation of internationally trained lawyers in leadership positions	68%	136	81%	61%	61%	81%	67%	69%	59%	70%	81%
Promote diversity and inclusion initiatives that specifically address the needs of internationally trained lawyers	63%	126	81%	55%	56%	77%	63%	62%	52%	62%	81%
Establish clearer pathways for recognizing foreign legal qualifications	60%	120	60%	53%	52%	62%	60%	76%	54%	49%	76%
Offer support services for internationally trained lawyers during the application process	60%	120	65%	71%	55%	62%	58%	76%	53%	65%	68%
Develop specialized training programs for internationally trained lawyers	53%	106	54%	50%	49%	66%	46%	55%	48%	51%	63%
Provide clearer guidelines for meeting provincial bar requirements	36%	71	37%	34%	27%	43%	40%	41%	31%	27%	48%
Eliminate the articling and experiential training requirement	31%	62	32%	13%	20%	38%	35%	41%	19%	27%	53%
Other	12%	23	10%	16%	13%	6%	15%	10%	6%	16%	18%

Q35. Base: All respondents (200).

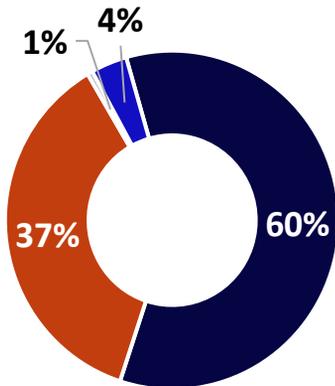
\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

# Demographic Information

# Gender

What is, or best describes your gender identity?



- Woman, including trans woman
- Man, including trans man
- Non-binary

• More *females* than *males* responded to the survey (60% vs. 37%).

Q2. Base: All respondents answering question (200).  
Due to rounding, totals may not add to 100%.

# Gender

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>119</b>	<b>73</b>	<b>69</b>	<b>61</b>	<b>68</b>	<b>74</b>	<b>36*</b>	<b>30*</b>	<b>25*</b>
Woman, including trans woman	60%	119	100%	0%	65%	54%	60%	65%	53%	50%	60%
Man, including trans man	37%	73	0%	100%	35%	39%	37%	28%	44%	50%	40%
Non-binary	1%	1	0%	0%	0%	2%	0%	1%	0%	0%	0%
Other	0%	0	0%	0%	0%	0%	0%	0%	0%	0%	0%
Prefer not to answer	4%	7	0%	0%	0%	5%	3%	5%	3%	0%	0%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>63</b>	<b>38*</b>	<b>75</b>	<b>47*</b>	<b>48*</b>	<b>29*</b>	<b>101</b>	<b>37*</b>	<b>62</b>
Woman, including trans woman	60%	119	65%	55%	60%	64%	52%	66%	61%	51%	61%
Man, including trans man	37%	73	29%	42%	39%	34%	40%	31%	37%	41%	34%
Non-binary	1%	1	0%	0%	0%	0%	2%	0%	1%	0%	0%
Other	0%	0	0%	0%	0%	0%	0%	0%	0%	0%	0%
Prefer not to answer	4%	7	6%	3%	1%	2%	6%	3%	1%	8%	5%

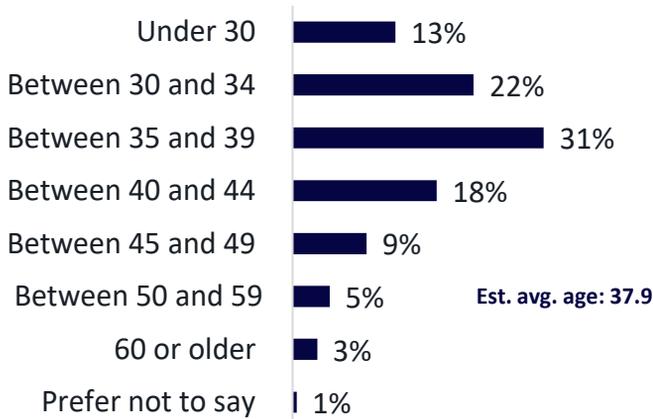
Q2. Base: All respondents answering question (200).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

# Age

## In which of the following age categories do you fall?



- The average age of survey respondents is roughly 38 years of age.
- Approximately two in three (65%) respondents are under 40 years of age.

Q3. Base: All respondents answering question (199).  
 Due to rounding, totals may not add to 100%.

## Age

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>200</b>	<b>200</b>	<b>119</b>	<b>73</b>	<b>69</b>	<b>61</b>	<b>68</b>	<b>74</b>	<b>36*</b>	<b>30*</b>	<b>25*</b>
Under 30	13%	25	14%	11%	36%	0%	0%	8%	14%	27%	4%
Between 30 and 34	22%	44	24%	22%	64%	0%	0%	29%	8%	33%	12%
Between 35 and 39	31%	61	28%	33%	0%	100%	0%	33%	33%	23%	36%
Between 40 and 44	18%	35	16%	21%	0%	0%	51%	19%	8%	13%	32%
Between 45 and 49	9%	18	11%	7%	0%	0%	26%	7%	19%	3%	8%
Between 50 and 59	5%	9	4%	4%	0%	0%	13%	4%	3%	0%	8%
60 or older	3%	6	3%	3%	0%	0%	9%	0%	11%	0%	0%
<b>Estimated average</b>	<b>37.9</b>	<b>37.9</b>	<b>37.8</b>	<b>37.8</b>	<b>30.2</b>	<b>37.0</b>	<b>46.6</b>	<b>37.1</b>	<b>40.9</b>	<b>33.7</b>	<b>39.6</b>

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>199</b>	<b>199</b>	<b>62</b>	<b>38*</b>	<b>75</b>	<b>47*</b>	<b>47*</b>	<b>29*</b>	<b>101</b>	<b>36*</b>	<b>62</b>
Under 30	13%	25	8%	21%	28%	9%	0%	0%	12%	11%	15%
Between 30 and 34	22%	44	31%	13%	25%	36%	17%	0%	19%	31%	23%
Between 35 and 39	31%	61	34%	21%	19%	40%	53%	10%	34%	22%	31%
Between 40 and 44	18%	35	19%	24%	17%	4%	23%	31%	19%	17%	16%
Between 45 and 49	9%	18	6%	5%	5%	4%	2%	38%	13%	3%	6%
Between 50 and 59	5%	9	2%	5%	3%	6%	0%	14%	3%	6%	6%
60 or older	3%	6	0%	8%	3%	0%	4%	7%	1%	8%	3%
<b>Estimated average</b>	<b>37.9</b>	<b>37.9</b>	<b>36.5</b>	<b>38.9</b>	<b>35.5</b>	<b>36.0</b>	<b>38.6</b>	<b>46.3</b>	<b>37.8</b>	<b>38.6</b>	<b>37.8</b>

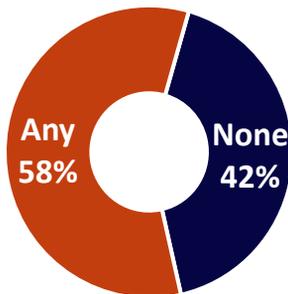
Q3. Base: All respondents answering question (199).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

# Languages Spoken

## Languages Spoken (other than English and French)



- Almost six in ten (58%) respondents speak at least one language other than English or French.
- Virtually all (97%) South Asian respondents speak at least one other language than English or French.

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>58%</b>	<b>115</b>	<b>56%</b>	<b>62%</b>	<b>68%</b>	<b>59%</b>	<b>47%</b>	<b>52%</b>	<b>33%</b>	<b>97%</b>	<b>72%</b>
Any other	58%	115	56%	62%	68%	59%	47%	52%	33%	97%	72%
No other	42%	84	44%	38%	32%	41%	53%	48%	67%	3%	28%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>58%</b>	<b>115</b>	<b>55%</b>	<b>37%</b>	<b>55%</b>	<b>66%</b>	<b>51%</b>	<b>66%</b>	<b>50%</b>	<b>67%</b>	<b>66%</b>
Any other	58%	115	55%	37%	55%	66%	51%	66%	50%	67%	66%
No other	42%	84	45%	63%	45%	34%	49%	34%	50%	33%	34%

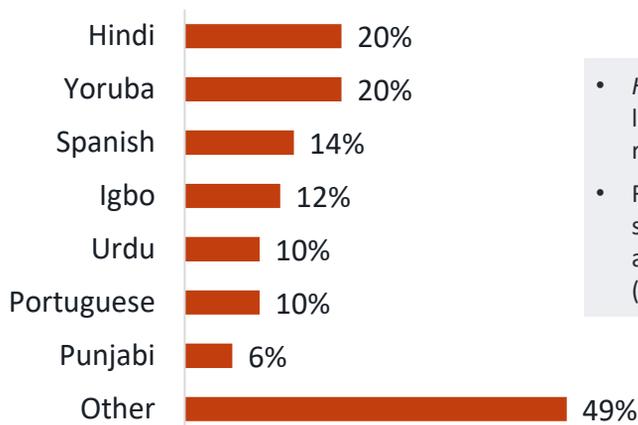
Q4b/c. Base: All respondents answering question (199).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

# Languages Spoken

## Other Languages (5+ mentions)



- *Hindi* and *Yoruba* (both 20%) are the other languages most frequently mentioned by respondents.
- Respondents identifying as Black/African who speak a language other than English or French are most likely to mention *Yoruba* (61%) or *Igbo* (37%).

Q4b/c. Base: All respondents answering question (115).  
Multiple responses allowed, total will exceed 100%.

# Languages Spoken

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>115</b>	<b>115</b>	<b>67</b>	<b>45*</b>	<b>47*</b>	<b>36*</b>	<b>32*</b>	<b>38*</b>	<b>12*</b>	<b>29*</b>	<b>18*</b>
Hindi	20%	23	18%	24%	34%	14%	6%	0%	0%	79%	0%
Yoruba	20%	23	24%	11%	21%	19%	19%	61%	0%	0%	0%
Spanish	14%	16	16%	9%	11%	14%	19%	0%	25%	0%	6%
Igbo	12%	14	15%	9%	15%	11%	9%	37%	0%	0%	0%
Urdu	10%	11	9%	11%	13%	6%	9%	0%	0%	38%	0%
Portuguese	10%	11	10%	9%	4%	14%	13%	0%	17%	0%	0%
Punjabi	6%	7	7%	4%	9%	6%	3%	0%	0%	24%	0%
Other (up to 3 per person)	49%	56	43%	60%	32%	56%	66%	24%	92%	24%	139%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>115</b>	<b>115</b>	<b>34*</b>	<b>14*</b>	<b>41*</b>	<b>31*</b>	<b>24*</b>	<b>19*</b>	<b>50</b>	<b>24*</b>	<b>41*</b>
Hindi	20%	23	0%	7%	27%	19%	21%	5%	22%	21%	17%
Yoruba	20%	23	62%	14%	10%	16%	33%	32%	10%	25%	29%
Spanish	14%	16	0%	0%	15%	13%	13%	16%	20%	8%	10%
Igbo	12%	14	32%	14%	7%	23%	8%	11%	8%	21%	12%
Urdu	10%	11	0%	29%	15%	10%	4%	5%	8%	8%	12%
Portuguese	10%	11	0%	0%	10%	6%	13%	11%	18%	0%	5%
Punjabi	6%	7	0%	14%	7%	6%	4%	5%	6%	8%	5%
Other (up to 3 per person)	49%	56	26%	43%	59%	42%	33%	58%	56%	38%	46%

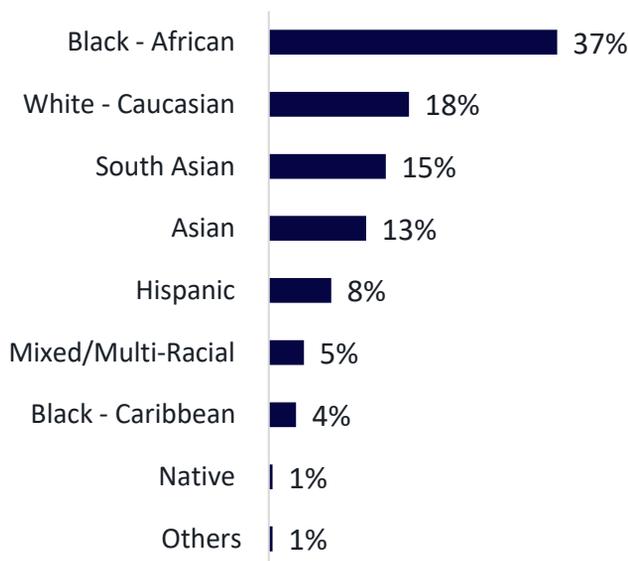
Q4b/c. Base: All respondents answering question (115).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Multiple responses allowed, total will exceed 100%.

# Racial Description

How would you describe your racial classification?



- Respondents most frequently describe their racial classification as *Black/African* (37%), followed by *White/Caucasian* (18%), *South Asian* (15%) or *Asian* (13%).
- Most recently licensed respondents (under 5 years) are more likely to be evenly dispersed among the following classifications: *White/Caucasian* (24%), *Black/African*, *South Asian* or *Asian* (all 19%).

Q4. Base: All respondents answering question (199).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

# Racial Description

	Total		Gender		Age			Racial Description			
	%	N	Woman	Man	<35	35 to 39	40+	Black - African	Caucasian	South Asian	Asian
<b>TOTAL RESPONDENTS</b>	<b>199</b>	<b>199</b>	<b>119</b>	<b>73</b>	<b>69</b>	<b>61</b>	<b>67</b>	<b>74</b>	<b>36*</b>	<b>30*</b>	<b>25*</b>
Black - African	37%	74	40%	29%	39%	39%	33%	100%	0%	0%	0%
White - Caucasian	18%	36	16%	22%	12%	20%	22%	0%	100%	0%	0%
South Asian	15%	30	13%	21%	26%	11%	7%	0%	0%	100%	0%
Asian	13%	25	13%	14%	6%	15%	18%	0%	0%	0%	100%
Hispanic	8%	16	8%	8%	6%	10%	9%	0%	0%	0%	0%
Mixed/Multi-Racial	5%	9	6%	3%	7%	3%	3%	0%	0%	0%	0%
Black - Caribbean	4%	7	5%	1%	3%	2%	6%	0%	0%	0%	0%
Native	1%	1	0%	1%	0%	0%	1%	0%	0%	0%	0%
Others	1%	1	0%	1%	1%	0%	0%	0%	0%	0%	0%

	Total		Core Legal Ed.		Years Licensed Outside Canada				Satisfaction		
	%	N	Nigeria	UK	0 to 5	6 to 10	11 to 15	16+	Satisfied	Neutral	Dissatisfied
<b>TOTAL RESPONDENTS</b>	<b>199</b>	<b>199</b>	<b>63</b>	<b>38*</b>	<b>75</b>	<b>46*</b>	<b>48*</b>	<b>29*</b>	<b>101</b>	<b>37*</b>	<b>61</b>
Black - African	37%	74	98%	13%	19%	43%	54%	48%	30%	43%	46%
White - Caucasian	18%	36	0%	37%	24%	9%	13%	24%	22%	19%	11%
South Asian	15%	30	0%	16%	19%	17%	15%	3%	15%	19%	13%
Asian	13%	25	0%	18%	19%	15%	6%	3%	16%	8%	10%
Hispanic	8%	16	0%	0%	9%	9%	4%	10%	9%	3%	10%
Mixed/Multi-Racial	5%	9	2%	11%	7%	4%	2%	3%	7%	3%	2%
Black - Caribbean	4%	7	0%	3%	3%	2%	4%	7%	2%	3%	7%
Native	1%	1	0%	0%	0%	0%	2%	0%	0%	3%	0%
Others	1%	1	0%	3%	1%	0%	0%	0%	0%	0%	2%

Q4. Base: All respondents answering question (199).

\*A base size of under 50 is small, and data should be considered directional, data with a base size under 25 should be interpreted with extreme caution.

Due to rounding, totals may not add to 100%.

## Contact

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## We Help Associations Make Better Decisions

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