

McCarthy Tétrault 2021 1L Black and Indigenous Summer Program

Thank you for your interest in McCarthy Tétrault!

Diversity and inclusion have always been a priority for McCarthy Tétrault. In 2019, we made a conscious decision to elevate and accelerate our efforts, creating a ground-breaking program called “Inclusion Now”. Inclusion Now was recently named Diversity Program of the Year at the Canadian Law Awards.

As part of our talent strategy to attract, retain and advance exceptional lawyers and students from equity seeking groups, we are pleased to announce our participation in this year’s 1L recruit with our 2021 1L Black and Indigenous Summer Program.



The summer student experience is a formative stage in your legal career. We recognize the importance of this foundational experience and, as a result, we invest heavily in nurturing our student talent to ensure each student develops and grows to their potential. Through thoughtful mentoring, transparent feedback, high quality work assignments, meaningful pro bono and charitable opportunities as well as community building events, we support each student as they explore and discover their areas of interest and make strong team relationships with Firm members.

Our 1L summer students will join our 2L students in a summer student program designed to introduce students to the practice of law and to the Firm’s wealth of practice areas. Our summer students have the opportunity to work with Canada’s leading lawyers in our core practice areas: Business Law, Tax, Litigation, Real Property & Planning, and Labour & Employment.

Our program begins with an intensive orientation and training to introduce you to the Firm, research and writing techniques and to provide you with tips and strategies to help maximize your summer experience. For example, you will take part in an exercise based research training workshop led by members of the Firm’s Research Group. In addition, we offer extensive education and professional development programs covering topics such as “The Student’s Role in Closings”, “The Student’s Role in the Litigation Process” and “The Student’s Role in Due Diligence”. As a complement to the practical education sessions, we host practice group “Overview” and “Career Spotlight” sessions, inviting lawyers to speak about their practice and interesting topical matters. Recognizing that our student groups are highly diverse, we also provide programming and guidance including the opportunity to work with a certified professional coach to facilitate your transition into the professional work environment.

In Toronto, students choose two practice areas and spend the summer assisting both groups simultaneously. We encourage students to explore their areas of interest and intentionally maintain flexibility

in our program to ensure a diversity of work opportunities. Summer students are assigned a mentor in each practice area and are part of a small group mentoring hive. Our mentors are responsible for introducing you to members of our firm and ensuring that you receive interesting and stimulating work, collaborating with the Director, Professional Resources to provide you with ongoing transparent performance feedback, as well as professional guidance and support. Our popular “Speed Networking” session provides a great opportunity to meet many of our partners and associates at the beginning of your summer.

As a McCarthy Tétrault summer student, you are given a broad range of responsibilities and opportunities to deepen your legal knowledge, build your networks and develop your skills through your contributions to rewarding legal work. Opportunities include but are not limited to attending meetings, hearings and other litigation processes, researching and drafting legal memos, research support to trial teams, preparing draft advocacy and transactional documents, due diligence and work relating to the closing of transactions, participating in the drafting of conference materials, articles and case summaries. As a strong supporter of pro bono initiatives and as the sole national firm sponsor of Pro Bono Students Canada, our lawyers provide services to the community in areas as diverse as civil liberties, human rights, financial, business, labour and employment law. Under their supervision, our students get hands-on experience working with clients and addressing challenging issues with the benefit of the firm’s vast resources and experience. In addition to great work and pro bono opportunities, there are several events throughout the summer for you to get to know other students and our lawyers.

McCarthy Tétrault has been named one of Canada’s Best Diversity Employers for eight years running. The firm is recognized for its long-standing commitment to diversity, inclusion, and corporate social responsibility. The Firm’s Inclusion Now program is an industry-leading, action-oriented plan centered around four pillars: Leadership, Talent, Culture and Community. In addition to file work, summer students will have the opportunity to get involved in Inclusion Now initiatives over the course of the summer.



To learn more about our robust, industry leading diversity and inclusion efforts, as well as our commitment to our communities, please visit our Inclusion Now page at: <https://www.mccarthy.ca/en/community/diversity-and-inclusion/inclusionnow>

Please note that by submitting your application through the viLawPortal, you are consenting to the collection, use and disclosure of personal information about you by our national recruitment team in accordance with our privacy policy which may be found at: <http://www.mccarthy.ca/privacy.aspx>.

McCarthy Tétrault is an equal opportunity employer that fosters an inclusive, equitable, and accessible environment. Please notify us if you require accommodation at any time during the recruitment process.



Please address your application to Katy Honsberger, Director, Professional Resources (Ontario Region) and include a cover letter, a complete résumé, and copies of all official transcripts of law school, undergraduate and graduate grades, as well as a list of anticipated second year courses. A statement in support of your application is optional. This is truly optional and should only be submitted if the other components of your application are not sufficient to provide a full picture of you as a candidate and potential McCarthy Tétrault student. This is not an extension of your résumé or cover letter, but rather a reflection on the unique perspectives and insights you would bring to the Firm. Please note that writing samples and reference letters are not required.

[Link to NALP profile](#)

