

Ontario Mentoring Programs

Organization	Details
<p><u>Association of French Speaking Jurists of Ontario</u></p> <p><u>(AJEFO)</u></p>	<p>Mandate: The Association of French Speaking Jurists of Ontario facilitates equal access to justice in French for everyone everywhere in Ontario.</p> <p>Mentorship Program Details: Mentor relationships are facilitated by the organization and have 5-month duration, from February-June. One-on-one meeting occur every 1-2 months, at a minimum.</p> <p>Eligibility: Membership cost: \$110-\$185 (\$55 for retired or unemployed lawyers).</p> <p>Availability: Applications for 2022 will open from August 23 – September 17, 2021.</p>
<p><u>Canadian Association of Black Lawyers</u></p> <p><u>(CABL)</u></p>	<p>Mandate: To bring together law professionals and other interested members of the community from across Canada.</p> <p>Mentorship Program Details: One-year mentoring relationship with one-on-one meetings at least once every quarter.</p> <p>Eligibility: Open to CABL members in good standing. Membership costs \$75 - \$150 per year.</p>
<p><u>Canadian Defense Lawyers</u></p>	<p>Mandate: A national organization representing the interests of civil defence lawyers.</p> <p>Mentorship Program Details: CDL encourages informal mentoring relationships where senior members develop new lawyers through education and collegiality.</p> <p>Eligibility: Membership cost is \$135 to \$170 annually.</p>

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<p><u>Durham Regional Law Association</u> (DRLA)</p>	<p>Mandate: To support, in both a print and digital capacity, the citation research, reference and educational needs of our member Lawyers and visiting counsel throughout Durham Region and beyond.</p> <p>Mentorship Program Details: DRLA's Mentorship Committee matches interested mentors with mentees.</p> <p>Eligibility: Membership requires an annual fee of \$50 – \$125. Mentors must have at least 10 years of practice.</p>
<p><u>Federation of Asian Canadian Lawyers</u> (FACL)</p>	<p>Mandate: FACL is a diverse coalition of Asian Canadian legal professionals who promote equity, justice, and opportunity for Asian Canadian legal professionals and the broader community.</p> <p>Mentorship Program Details: FACL organizes a variety of networking and social events, including an annual “Speed Mentoring” a-thon.</p> <p>Eligibility: Membership requires \$50 annual fee.</p>
<p><u>Global Lawyers Canada</u></p>	<p>Mandate: Global Lawyers of Canada exists to provide Internationally Trained Lawyers (ITLs) with a voice and a community, and to celebrate the strengths that ITLs bring to Canada’s legal community.</p> <p>Mentorship Program Details: In lieu of a one-on-one mentorship program, GLC Ontario has launched a Small Group Program that places licensing candidates and practicing lawyers into groups of 4 to 5 individuals.</p> <p>Eligibility: GLC’s mentorship program supports NCA students or ITLs who are looking to secure and/or complete articles.</p>

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<p><u>Medico-Legal Society of Toronto</u></p>	<p>Mandate: To promote medical, legal, and scientific knowledge, cooperation, and understanding between the legal and medical professions.</p> <p>Mentorship Program Details: Matches senior lawyers and physicians with those in their first 10 years of practice. Mentees do not need to be members of the Society in order to participate. Mentees can be paired with either a lawyer or medical professional.</p> <p>Eligibility: Mentees do not need to be members of the Society to participate. Mentors must pay a \$260 annual membership fee (or \$130 for 6 months).</p>
<p><u>National Committee on Accreditation Network</u> <u>(NCA Network)</u></p>	<p>Mandate: Promotes professional connections with NCA alumni who now have successful legal practices and foster meaningful mentor relationships for NCA students.</p> <p>Mentorship Program Details: The NCA Mentor program aims to connect Mentees, who are usually law students or NCA Students with Mentors, who have completed the NCA process. Due to the volume of Mentee applications the NCA Network has shifted towards monthly Coffee Chats via Zoom with Mentors.</p> <p>Eligibility: NCA Network is open to all students and lawyers living in Canada pursuing or who have an international degree and will be based in Toronto, Ontario.</p>
<p><u>Ontario Bar Association</u> <u>(OBA)</u></p>	<p>Mandate: Provides professional development, networking, and information to members of the legal profession.</p> <p>Mentorship Program Details: Mentorship administered through self-serve “Mentorloop” software. Mentors and mentees upload personal information to an online profile. Users can then request a connection with other OBA members present within the mentoring program.</p> <p>Eligibility: OBA membership requires annual fee of \$331.65 – \$683.65 for practising lawyers.</p>

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[Ontario Trial Lawyers Association](#)

[\(OTLA\)](#)

Mandate: Professional association for plaintiff lawyers and staff.

Mentorship Program Details: The Ontario Trial Lawyers Association has established a mentorship program that offers guidance and assistance on various issues, including those that relate to their practice, general advice on handling their matters, and work / life balance. OTLA's mentoring program will allow mentees to choose from a list of OTLA members offering mentorship on different topics. The intent is an informal matching of mentors and mentees on a one-time basis, although more long-term mentoring relationships may naturally develop.

Eligibility: Membership requires annual fee of \$275 – \$695 for lawyers, and \$215 for law clerks and paralegals.

[South Asian Bar Association of Toronto](#)

[\(SABA\)](#)

Mandate: The South Asian Bar Association of Toronto is the GTA's is dedicated to promoting the objectives of South Asian members of the legal profession. Members of SABA include lawyers that self-identify as South Asian or are of South Asian origin, and lawyers that advocate on issues of relevance to the South Asian community.

Mentorship Program Details: The SABA Toronto Mentor Match Program for Lawyers is a mentorship program that aims to pair new lawyers with senior lawyers who can help provide guidance and support to lawyers entering the profession or a new area of practice.

Eligibility:

- All mentors and mentees must be SABA Toronto members and lawyers of good standing in Ontario.
- Mentees can be any year of call.
- Mentors must be at least 5th year calls.

Interested members can learn more about the mentorship program by emailing sabatoronto@gmail.com

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<p><u>South Asian Women in the Law</u></p>	<p>Mandate: To provide targeted and concrete mentorship opportunities for self-identifying South Asian women.</p> <p>Mentoring Program Details: The program pairs racialized licensees with Mentors in the legal profession who share similar identity factors to afford them access to a richer mentorship relationship. This mentoring relationship provides for a safe space for Mentees to discuss potential barriers they may face in their career development, and acquire advice on how to overcome them, and essentially step into their power.</p> <p>Eligibility: There is no membership fee. This is a free, volunteer based program for self-identifying South Asian women.</p> <p>Availability: Mentoring pairing last completed in Winter 2021.</p>
<p><u>The Advocates Society (TAS)</u></p>	<p>Mandate: To help advocates become leaders inside and outside the courtroom.</p> <p>Mentoring Program Details: One-on-one and group mentoring is available to members who “opt-in” through their TAS profile and matches are made through the online Mentoring Portal.</p> <p>Eligibility: Membership requires annual fee of \$155 – \$485.</p>
<p><u>Waterloo Region Law Association</u></p>	<p>Mandate: Law association serving the Waterloo region.</p> <p>Mentoring Program Details: Formal mentoring program available through the female lawyers practice group: “Female Engagement and Mentorship for Practitioners of Waterloo Region” (FEMPOWR). The program matches young female practitioners with senior female practitioners for mentorship.</p> <p>Eligibility: Lawyers and paralegal in good standing of any Law Society. Membership requires an annual fee of \$180.80.</p>

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<p><u>Welland County Law Association</u></p>	<p>Mandate: Law association serving Welland County.</p> <p>Mentoring Program Details: Multiple wine and cheese and mentoring “speed dating” events hosted each year to facilitate mentoring relationships between members. Since COVID, virtual “reverse mentoring” relationships have been facilitated where younger members assist senior members in setting up virtual practises and remote workplaces.</p> <p>Eligibility: The association serves lawyers from Welland, Fonthill, Fort Erie, Niagara Falls, Port Colborne, Thorold and Ridgeway.</p>
<p><u>Women in Canadian Criminal Defence</u> (WiCCD)</p>	<p>Mandate: WiCCD is Canada’s first national advocacy organization solely for women—those who identify as female or as gender non-conforming—working in criminal defence.</p> <p>Mentoring Program Details: WiCCD pairs senior lawyers with junior lawyers and articling or law student members for 4-month terms (Jan–Apr, May–Aug, or Sept–Dec). WiCCD aims to pair mentors with three or fewer mentees in geographical proximity and with shared practice-related interests.</p> <p>Eligibility: WiCCD membership is free but limited to those identifying as female or gender non-conforming. Mentors must be 7+ years at the bar and mentees must be 6 or fewer years from call. Applications for the mentorship program open on November 1 and close on December 15.</p>
<p><u>Women’s Law Association of Ontario</u> (WLAO)</p>	<p>Mandate: The Women’s Law Association of Ontario is dedicated to empowering women in the legal profession by providing a collective voice and advocating for equality, diversity and change.</p> <p>Mentoring Program Details: WLAO facilitates mentoring relationships between interested mentors and protégées who are members.</p> <p>Eligibility: Membership requires annual fee of \$50 - \$150.</p>

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<p><u>Women's Legal Mentorship Program</u> (WLMP)</p>	<p>Mandate: To dismantle the systemic barriers facing all self-identified women (which includes LGBTQI2S+, non-binary, gender diverse and BIPOC self-identified womxn) within the Canadian legal profession through integrative intersectional feminist mentorship, equity and leadership.</p> <p>Mentoring Program Details: The mentorship program allows members to create their own customized professional mentorship experience using a private virtual mentoring community, smaller mentoring circles for formal and informal mentoring experiences, and access to professional development virtual events.</p> <p>Eligibility: There is no membership fee.</p>
<p><u>Working Group on Lawyers and Real Estate</u></p>	<p>Mandate: To enhance the role of the lawyer in real estate transactions in order to promote the public's protection.</p> <p>Mentoring Program Details: The initiative uses a survey "question/answer" format where real-estate practice-management questions are put to members of the bar who provide comments in response using SimpleSurvey software.</p> <p>Eligibility: Participation and use of the resource is free and available to all lawyers.</p>
<p><u>York Region Law Association</u></p>	<p>Mandate: A community focused professional organization of lawyers serving the York Region of Ontario.</p> <p>Mentoring Program Details: Association matches interested junior members looking for legal mentors with senior members.</p> <p>Eligibility: Membership requires annual fee of \$96.05 – \$127.13.</p>

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