

Ontario Mentoring Programs

Organization	Details
<u>Association of French Speaking Jurists of Ontario</u>	Mandate: The Association of French Speaking Jurists of Ontario facilitates equal access to justice in French for everyone everywhere in Ontario. Mentorship Program Details: Mentor relationships are facilitated by the organization and have a 9-month duration, from October to June. One-on-one meetings occur every 1-2 months. Eligibility: Paid membership required.
<u>Canadian Association of Black Lawyers and Black Law Student's Association Mentorship Program</u>	Mandate: To bring together law professionals and other interested members of the community from across Canada. Mentorship Program Details: Law students are connected with a lawyer or upper-year student mentee. Lawyers are connected with experienced lawyer mentors. Eligibility: Paid membership required, but free for law students.
<u>Canadian Bar Association (CBA) In-House Lawyers Mentoring Program</u>	Mandate: To transfer knowledge, foster collegiality, and encourage excellence among Canada's in-house counsel community. Mentorship Program Details: Mentors and mentees are matched by the CBA's certified career coach and meet on a regular basis for six months – generally, at least once per month. Eligibility: Paid membership required, except for law school students or NCA Candidates.

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<u>Criminal Lawyers' Association</u>	Mandate: To provide substantive, practical mentoring to newer lawyers (within five years of call) on all aspects of a criminal law practice. Mentorship Program Details: Recent calls are matched with an experienced mentee. Mentors and mentees meet virtually for a minimum of two hours, twice per month. Mentors will review their mentees criminal law files during their semi-monthly meetings. Eligibility: Paid membership required. Must be located in Ontario.
<u>Durham Region Law Association (DLRA)</u>	Mandate: To support, in both print and digital capacity, the citation research, reference and educational needs of member lawyers and visiting counsel throughout Durham Region and beyond. Mentorship Program Details: DRLA's Mentorship Committee matches interested mentors with mentees. Eligibility: Paid membership required.
<u>Federation of Asian Canadian Lawyers (FACL)</u>	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. Mentorship Program Details: FACL organizes a variety of networking and social events, including an annual "Speed Mentoring" a-thon. Eligibility: Paid membership required, except for law students.

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Korean Canadian Lawyers Association	Mandate: To foster professional growth and strengthen the community of Korean Canadian lawyers. Mentorship Program Details: The program consists of one-on-one pairings of mentors and mentees who will meet throughout the year as well as mentorship “families” where mentors and mentees, with common professional interests, will meet together as a group. Eligibility: Paid membership required, except for articling and law students. Lawyer, articling student and law student must be Korean Canadian.
Legal Aid Ontario (LAO) Second Chair Program	Mandate: To allow new or mid-career lawyers to benefit from the knowledge and experience of senior lawyers. Mentorship Program Details: Mentees can apply on a case-by-case basis if they are working on an interesting legal aid case and need assistance. Mentors can apply if they are working on a case and think it would be a beneficial learning experience for a junior lawyer. There is also a pre-approved mentorship program where mentors get pre-approval for a designated number of hours and can choose the structure of their mentoring process. Eligibility: Mentors and mentees must be in good standing with the LSO. Mentees must be conditionally admitted to provide LAO services and in the process of seeking permanent admission.

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<u>Law Society of Ontario Coach and Advisor Network</u>	Mandate: To foster collective competence and best practice in Ontario lawyers and paralegals. Mentorship Program Details: The LSO's Coach and Advisor Network provides lawyers and paralegals with shorter-term access to Coaches and Advisors who can assist them in their practice. Coaches assist with implementing best practices. Coaches initially have a 1.5-hour meeting with their mentee followed by five 30-minute sessions on alternating weeks. Advisors can help with substantive and procedural law inquiries and questions about client files. Advisors will provide up to 30 minutes of assistance. Eligibility: Licensed lawyers and paralegals can request time with a Coach or Advisor. A scheduled intake call is required before being matched with a Coach.
<u>National Committee on Accreditation (NCA) Network</u>	Mandate: Promotes professional connections with NCA alumni who now have successful legal practices and foster meaningful mentor relationships for NCA students. 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. 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.

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Ontario Bar Association (OBA)	Mandate: Provides professional development, networking, and information to members of the legal profession. Mentorship Program Details: Mentorship administered through self-serve “MentorCity” 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. Eligibility: Paid membership required, except for law school students or NCA Candidates.
Ontario Trial Lawyers Association (OTLA)	Mandate: Professional association for plaintiff lawyers and staff. Mentorship Program Details: The OTLA 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 matches mentees based on detailed information received from both sides. Each connection runs for a pre-determined length of time with the option to extend. Eligibility: Paid membership required.
Working Group on Lawyers and Real Estate	Mandate: To enhance the role of lawyers in real estate transactions in order to promote the public’s protection. Mentorship 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. Eligibility: Participation and use of the resource is free and available to all lawyers.

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<u>South Asian Bar Association of Toronto (SABA)</u>	Mandate: The South Asian Bar Association of Toronto 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: Paid membership required. Must reside or practice in the GTA. Interested members can learn more about the mentorship program by emailing sabatoronto@gmail.com
<u>The Advocates' Society (TAS)</u>	Mandate: To help advocates become leaders inside and outside the courtroom. Mentorship 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. Eligibility: Paid membership required.

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<u>Toronto Lawyers Associations (TLA): Family and Estates Mentoring Program</u>	Mandate: To facilitate the transfer of knowledge from senior members to those seeking guidance in their family and/or estates law practice. Mentorship Program Details: Mentees and mentors will meet regularly (once every 1-2 months) for a period of 8 months. Meetings are flexible and can be in whatever form works best for the participants. Eligibility: Mentees must be TLA members and either practicing in family and estates law or strongly considering practicing it after being called to the Bar. Paid membership is required, except for licensing candidates and new calls (within the current calendar year).
<u>Toronto Lawyers Association (TLA): Online Criminal Law Mentoring Program</u>	Mandate: To provide flexible mentorship and professional development opportunities tailored to criminal lawyers across the city of Toronto. Mentorship Program Details: TLA hosts monthly group Zoom meetings where newer criminal lawyers can interact with experienced criminal lawyers and get practical guidance and learn new skills and strategies to assist with their practice. Eligibility: Paid membership is required, except for licensing candidates and new calls (within the current calendar year).

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<u>Women in Canadian Criminal Defence (WiCCD)</u>	Mandate: Women in Canadian Criminal Defence is Canada's first national advocacy organization solely for women—those who identify as female or as gender non-conforming—working in criminal defence. Mentorship Program Details: WiCCD pairs senior lawyers with junior lawyers and articling or law student members for 4-month terms. WiCCD aims to pair mentors with three or fewer mentees in geographical proximity and with shared practice-related interests. Eligibility: WiCCD membership is free but limited to those identifying as female or gender non-conforming. Mentees must be 6 or fewer years from call.
<u>Women's Law Association of Ontario (WLAO)</u>	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. Mentorship Program Details: WLAO facilitates mentoring relationships between interested mentors and protégées who are members. Initial mentoring will be on a trial basis of less than 6 months, but may be continued or extended. Eligibility: Paid membership required, except for law students.

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