



Job Posting: Public Interest Articling Fellow

Department	Legal
Reports to	Director of Legal
Posting type / term	Full-Time / 10-month term
Location	Hybrid in Toronto
Salary	\$62,000 + licensing fees and continuing education
Application deadline	June 28, 2024 at 5 pm ET
Apply to	bjensen@egale.ca

About us

Egale is Canada's leading organization for 2SLGBTQI people and issues. We improve and save lives through research, education, awareness, and by advocating for human rights and equality in Canada and around the world. Our work helps create societies and systems that reflect the universal truth that all persons are equal and none is other.

Egale Canada was founded in 1986 to promote the legal equality of 2SLGBTQI people in Canada. Legal advocacy was the first pillar of our work. Egale was involved in the major court challenges that ultimately established the right to marry for same-sex couples in Canada, including *Canada v. Mossop*, *Layland v. Ontario*, *M. v. H.*, *Halpern v. Canada*, and the Supreme Court of Canada's *Reference re Same-Sex Marriage*. During the same period, we worked on cases of discrimination on the basis of sexual orientation in employment (*Vriend v. Alberta*), education (*Trinity Western University v. British Columbia College of Teachers*), and in the enforcement of obscenity laws (*Little Sisters Book and Art Emporium v. Canada*).

Until recently, Egale's legal work has primarily taken the form of interventions before courts and public legal education to promote and protect the rights and interests of 2SLGBTQI people. Egale has been granted leave to intervene in 37 cases before Canadian courts and tribunals affecting 2SLGBTQI rights, including 16 appeals before the Supreme Court of Canada. Some of Egale's recent interventions have concerned the protection of counter-speech to transphobic rhetoric (*Hansman v. Neufeld*, 2022), the impact of criminalizing sex work on 2SLGBTQI communities (*CASWLR et al. v. Canada*), the rights of trans and nonbinary parents (*Centre de lutte contre l'oppression des genres c. Québec*). Representing the rights and interests of 2SLGBTQI people in

constitutional and public interest litigation has been done with the support of Egale's Legal Issues Committee. The Legal Issues Committee is a national network of lawyers working pro-bono to identify legal proceedings where Egale may be a suitable intervener; determine and advise on areas of law in need of reform; and recommend public interest litigation.

In 2023, Egale hired a new Director of Legal and launched an expansion of its legal initiatives. Egale is now more actively initiating litigation.

Our legal advocacy seeks to promote a Canada, and ultimately a world, without homophobia, biphobia, transphobia and all other forms of oppression so that every person can achieve their full potential, free from hatred and bias.

Learn more about Egale's legal advocacy work at: <https://egale.ca/legal/>.

Position Description

Reporting to the Director of Legal, the Public Interest Articling Fellow works as part of Egale's Legal Advocacy team to support the organization's litigation, law reform, and public legal education efforts.

Primary Duties & Responsibilities

The articling fellow will be an essential member of the legal team, participating in a range of activities.

With respect to litigation matters, the fellow would:

- Participate in development of legal strategy, including specific litigation strategy;
- Conduct and assess legal research on substantive and procedural issues;
- Interview potential clients and witnesses; prepare statements or affidavits;
- Document strategic meetings and client and witness interviews;
- Draft litigation documents;
- Assist in preparation for court appearances.

With respect to public legal education:

- Research topics of public interest;
- Prepare legal information, in language accessible to the general public.

With respect to other areas of work:

- Conduct research and analysis regarding 2SGLBTQI rights in international law, in support of advocacy efforts.
- Conduct research and analysis regarding domestic law, in support of advocacy efforts.

Qualifications

- Entering final year or recent graduate of an accredited law school, or graduate of an international or non-accredited Canadian law school participating in the National Committee on Accreditation (NCA) process
- Strong legal research and writing skills
- Knowledge of constitutional and equality law
- Excellent organizational and time management skills, including the ability to set priorities, work independently, and perform well under pressure.
- Excellent interpersonal skills and ability to work well with others
- Strong written and verbal communication skills
- Knowledge of Egale's mandate and legal activities
- Demonstrated commitment to 2SLGBTQI communities and equality
- Proficiency in both English and French is an asset

Location:

This position will be based out of Egale Canada's headquarters, located in Toronto, Ontario, with the successful candidate being expected to work from the office at least 2 days per week.

Compensation:

This is a full-time, 10-month contract position. The Public Interest Articling Fellow will receive \$62,000 in compensation. The fellowship covers the Fellow's licensing process fees and provides a stipend for continuing education during the articling term.

Hiring Process and Timeline

Please submit your cover letter, CV, law school transcript, anticipated upper year course list, writing sample and a list of three references (contact name, phone number, and email address) as one attachment by **June 28, 2024 at 5pm EDT** via the **viLawPortal**. Cover letters can be addressed to Bennett Jensen, Director of Legal.

We will be following the Law Society of Ontario's 2025-2026 Articling Recruitment Procedures. Interview dates and times will be communicated after 8am EDT on July 19,

2024. Interviews will be conducted between 8am EDT on August 12, 2024, and 3pm EDT on August 14, 2024. An offer will be made after 5pm EDT on August 14, 2024.

The interview process will occur remotely.

Egale is committed to equity, diversity, inclusion, and decolonization (EDID) in employment and therefore strongly encourages people of diverse, intersecting, and marginalized identities to apply. This is including, but not limited to: women, Indigenous, 2SLGBTQI, people of colour, older persons, persons living with HIV, sex workers, people with disabilities and other historically marginalized groups. If you are comfortable, please indicate in your cover letter if you identify as a member of an equity-deserving group.

Egale welcomes and encourages applications from people with disabilities.

Accommodations are available on request for candidates taking part in all aspects of the selection process. If you have questions or requests for accommodations, please email hr@egale.ca

We thank all applicants for their interest, but only candidates selected for an interview will be contacted.

This position has been made available through The Law Foundation of Ontario Public Interest Articling Fellowship Program.

We acknowledge our office is located on the traditional territory of many nations, including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples. Our staff lives and works on stolen land across Turtle Island. As an organization committed to 2SLGBTQI inclusion, our work is bound with Indigenous solidarity, and we are on a constant journey to uphold this commitment.