

## The Only How-To Manual for Legal Organizations

***Beyond Diversity: Inclusiveness in the Legal Profession*** is a groundbreaking manual for the legal industry that provides step-by-step instructions on creating more diverse and inclusive workplaces. It is the product of a collaboration between Dr. Arin Reeves, a leading national expert with over 15 years of experience on diversity and inclusiveness, and the Colorado Campaign for Inclusive Excellence, a nonprofit focused on increasing diversity in the legal profession.

***Beyond Diversity: Inclusiveness in the Legal Profession*** also includes the AIM Model (on reverse), tools, tips, and inside information from the 10 legal organizations that have been piloting the step-by-step process. See what is included in the manual:

### **Step 1: Laying the Internal Foundation**

- What is an inclusiveness initiative?
- What can leaders do differently to change the status quo? How can you engage white men?

### **Step 2: Creating an External Support System**

- Finding external partners that can provide compelling accountability
- Expand your resources and knowledge with consultants and trainers

### **Step 3: Integrating Inclusiveness within your Organization**

- Why are diversity and inclusiveness important to your organization?
- How do hidden barriers operate to marginalize diverse attorneys? How do you remove, those hidden barriers?

### **Step 4: Integrating Inclusiveness into External Relationships**

- How should your organization present itself on the web and with clients?
- How can you integrate inclusiveness into your marketing, recruiting, hiring, and community involvement?

### **Step 5: Implementation**

- Learn how to create an effective inclusiveness action plan for your organization
- Understand how to measure the success of the goals that are set

### **Step 6: Collective Effort and Success: The Inclusiveness Network**

- Shorten your learning curve by following the examples of legal organizations engaged in inclusiveness initiatives
- Join with others engaged in this work to share experiences - challenges as well as successes

### **Inclusive Excellence in Law Schools**

- Law schools are workplaces that can become more inclusive but they are also centers for learning where inclusiveness must be embedded in curriculum, admissions, alumni relations, clinical programs, faculty, career development, and student programming.

### **Appendices**

- Exercises for hands-on analysis and learning
- Comprehensive composite lists of best practices
- Sample surveys

## Learn More

To learn more about the new one-of-a-kind inclusiveness manual and its 350+ pages on how to create an inclusive workplace, as well as the case studies and other resources, go to [www.legalinclusiveness.org](http://www.legalinclusiveness.org). To learn more about Colorado Campaign for Inclusive Excellence and its cutting-edge work, go to [www.colegaldiversity.org](http://www.colegaldiversity.org).