



Going Above and Beyond with Inclusion and Retention: Taking It to the Next Level

NALP 2014 Education
Conference and Resource
Center

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- Introductions
- Research (+ ?s)
- Case studies and best practices (?²)
- Exchange (> comments)
- Bibliography

- Consider findings on the social isolation of women of color in private law firms.

Research

The Color of Glass – Payne-Pikus, Nelson, and Hagan

From

AJD2 – Study of Lawyer Careers

Race, Gender, Partnership and Plans to Leave

Race/Ethnicity	Partner		Plan to Leave within One Year		Informal Isolation Index (0 to 1)	
	Male	Female	Male	Female	Male	Female
African American	30.4%	2.6%	19.4%	39.4%	0.591	0.659
Asian	25.7%	14.3%	16.2%	16.4%	0.624	0.525
Hispanic	23.1%	6.3%	8.9%	12.2%	0.463	0.626
White	27.4%	17.3%	16.5%	13.3%	0.487	0.581

Female attorneys of all races are less likely than males to be partners in private firms. Female attorneys of all races have lower chances of becoming partner than any male group.

Women have higher tendency to leave in private law firms. This is specially true for African American women.

Highest levels of informal isolation shown by African American women, followed by Hispanic women, Asian men, and White and Asian women



The D&I Engine

Recruit
Retain
Promote

New viewpoint

D&I

- Recruit
- Retain
- Promote

D&I 6.0

- Talent
- Develop & thrive
- Leadership



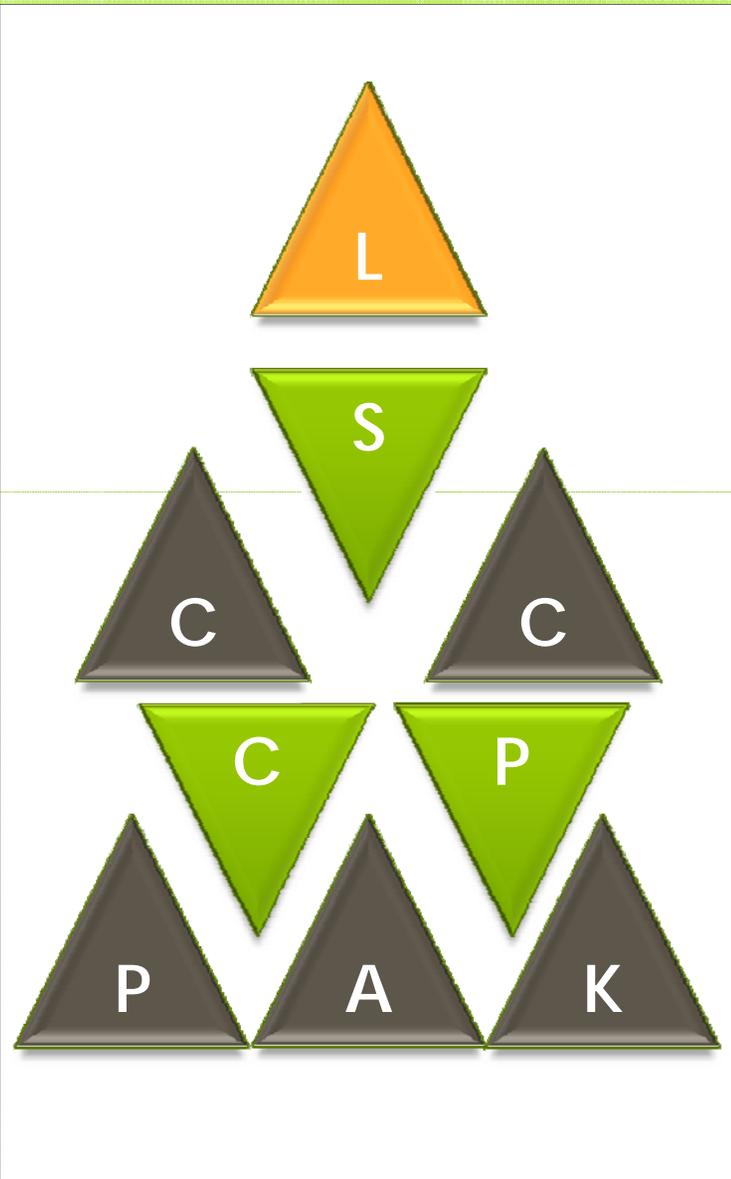
Leadership Cycle

Identify Timeline
Develop Strategy
Accountability



D&I Relationship Pyramid

- Policy
- Culture
- Affinity Group
- Programming
- Knowledge
- Curricula
- Staffing
- Client
- Leadership



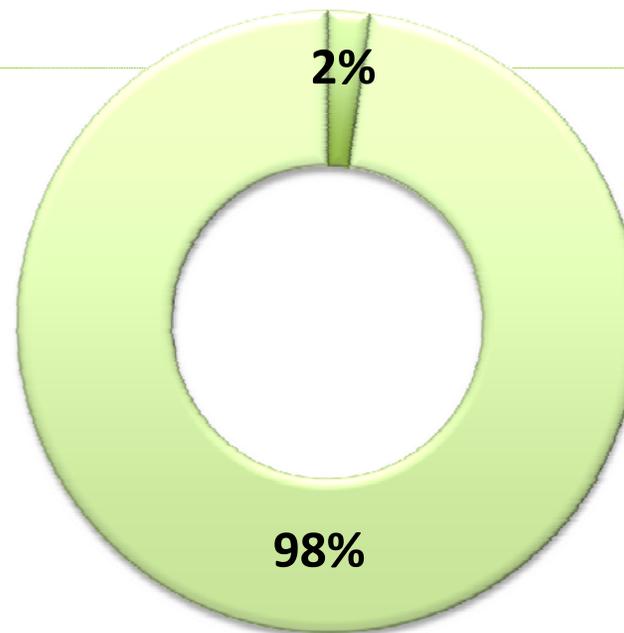
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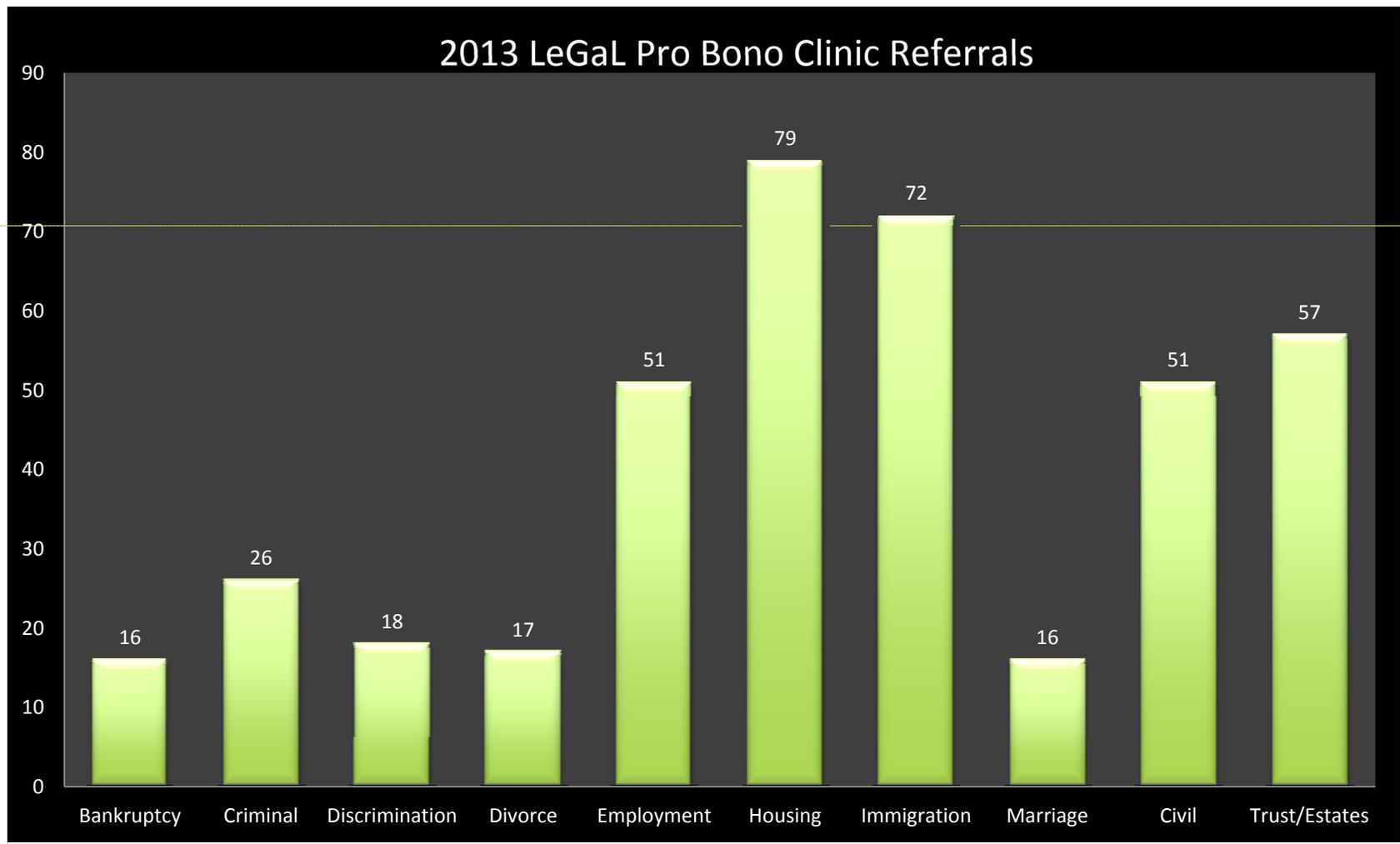
Organizational Solutions vs. Individual Strategies

- Leadership Buy-In
- Frozen Middle – Accountability
- Engaging Client
- Sponsorship
- Internal & External Networks
- Sponsor Ready
- Personal Networks
- Using Available Resources

**Openly LGBT Lawyers
NALP Directory of Legal Employers
2013**



LGBT – Access to Legal Services



- “The Color of Glass: The Career Progress of Men and Women of Color in Private Law Firms” (with M. Payne-Pikus & J. Hagan); March 14, 2013.
- The Power of “Out” 2.0: LGBT in the Workplace; Center for Talent Innovation, February 1, 2013.
- The Economic Cost of Homophobia: How LGBT Exclusion Impacts Development; Sexual Minorities and Development, The World Bank, March 12, 2014.

Bibliography

Presenters:

Carlos Dávila-Caballero

Manar Morales

Robert Nelson