

Key Takeaways

- Initiate quarterly coffee/lunch dates to check in with your attorneys of color
- Institute thoughtful sponsorship/mentor pairings **AND** first assignment attention for associates of color
 - Assign direct mentors at orientation to include a junior associate and a key player in their practice group/department
- Implement a reverse mentoring program where the mentee is a senior attorney and the mentor is a junior attorney of color
- Conduct interviewing and bias training to interrupt bias in the OCI and recruiting process; asking questions like “have we had this conversation concerning any other candidates?” or “how can we ensure that everyone is starting with a positive narrative?”
 - Use standard questions that all candidates are asked to decrease the opportunity for bias to be present.
 - Add more structure around the interviews and who interviews.
 - Train the interviewers on bias – make it mandatory and hold folks accountable.
- Generate utilization reports, assignment reviews, and mentor updates during the first year at the firm. Share this with the managing partner, DEI leader, practice group leaders and department heads. Keep everyone in the loop so no one falls through the cracks.