



## **Where's Charlotte When You Need Her?**

### **Building a Web of Equitable Support for Your Students and Attorneys**

#### **What We Need to Do**

- Law Schools
  - Build a pipeline for the profession
  - Navigate a new legal environment
  - Develop cultural competence in preparation for practice
  - Lift vs. level
  
- Law Firms
  - Recruit, which drives retention, which drives promotion, which drives leadership
  - Focus on diverse representation, which contributes to healthy culture and stronger community
  - Retain lawyers with varied lived experiences
  - Increase creativity and stronger outcomes

#### **Building The Team**

- Admissions & Recruiting
  - Diverse candidate pools
  - Outreach to broad range of law schools, including non-PWIs and HBCUs, and affinity groups
  - Blind resume screening
  - Educate around affinity, confirmation, and other biases
  - Structured interview process and scoring rubrics
  
- Career Services & Professional Development
  - Inclusive orientation and onboarding
  - Mentorship
  - Sponsorship
  - Regularly scheduled cross-team check-ins
  - Work allocation
    - May also want to consider pay equity/billable hour rate comparison across all identities
  - Individualized career planning
  - System of consistent, timely feedback
  
- Training & Education
  - Cultural competency/humility training
  - Leadership development programs

- Spotting potential bias in grading and evaluations
- Cross-identity communication skill building
  
- Impacted Students & Attorneys
  - Affinity groups, DEI committees
  - Enhancing client relationships
  - DEI-focused networking events and conferences
  - Hiring panels
  - Mentorship and sponsorship programs
  
- Leadership Champions & Stakeholders
  - Identify the stakeholders
  - Bring the stakeholders together (scheduled accountability meetings)
  - Foster inclusive leadership education and experiences
  - Acknowledge positive change and successes
  - Encourage sponsorship (equitably)
  
- Business Development & Marketing
  - Participation in varied legal organizations
  - Affinity bar associations
  - Articles, blogs, speaking engagements
  - Diversity-focused networking events
  - Marketing materials
  - Success stories