

MEMORANDUM

TO: Courtney Carter, NALP Board Liaison
Claire Nash, NALP Member Services Coordinator

FROM: Erika Fadel, NALP Diversity, Equity & Inclusion Section, Co-Chair
Jenny Li, NALP Diversity, Equity & Inclusion Section, Co-Chair

RE: NALP Diversity, Equity & Inclusion Section
Quarterly Board Report

DATE: April 6, 2023

The NALP Diversity, Equity & Inclusion Section continues to be a strong community within NALP. The Section currently has 664 members.

Annual Education Conference/Bulletin+ Article/Webinar Planning

Co-Vice Chairs: J.L. Wyatt-Keyton, Kerry-Ann McLean, and Ray English

On behalf of the section, Grover Cleveland (Founder of Lessons for Sharks LLC) and Jenny Li (Senior Employer Branding Manager at Morrison Foerster) authored an article titled “Leveling the Playing Field: Helping First Generation Associates Thrive” for the February 2023 *Bulletin+*.

Ray English (Senior Director of Diversity, Equity, and Inclusion at Snell & Wilmer) and Kourtney James (Diversity Recruiting Manager at Morgan, Lewis & Bockius) authored an article titled “The Illusion of Inclusion” for the March 2023 *Bulletin+*.

LGBTQ+

Co-Vice Chairs: Opal Beckman, Fernando Romo, and Makiah Scott

The team sourced updated links and resource information that led to important and helpful updates on the below NALP site pages:

- Research on Diversity & Demographics: www.nalp.org/diversity_research
- LGBTQ+ Resources: www.nalp.org/lgbtqresources
- LGBTQ Lawyers & Graduates: www.nalp.org/lgbtq_lawyers

The team pushed these updates to NALP’s DEI section members via NALPconnect on March 2nd.

The team also worked with **Kendra Abercrombie**, Legal Recruiting Manager, Benesch Friedlander Coplan & Aronoff LLP, and **Lana Manganiello**, Managing Director, Equinox Strategy Partners, to create a NALP social media post to announce these updates. Lana submitted a post request on March 22nd – awaiting post approval from **Mary Beal**, Senior Director of Member Professional Development, Communications, and Research.

Legislative Monitoring

Co-Vice Chairs: Claudette Harris and Sarah LaFleur

The Vice Chairs reviewed multiple articles in connection with their charges on legislation and litigation that may impact the NALP community. The article topics included:

- [Princeton Review's list of law schools with the most diverse faculty](#)
- LSAT requirement
 - <https://www.nytimes.com/2023/02/17/us/law-schools-lsat-requirement.html>
 - <https://www.law.com/newyorklawjournal/2023/03/09/the-time-is-now-eliminating-the-lsat-for-the-sake-of-diversity/>
- Discussions of the *Students for Fair Admissions, Inc. v. President and Fellows of Harvard College and Students for Fair Admissions, Inc. v. University of North Carolina*
 - https://www.innsocourt.org/AIC/AIC_For_Members/AIC_Bencher/AIC_Bencher_Recent_Articles/2023_MarApr_Johnson.aspx
 - https://www.americanbar.org/groups/public_education/publications/preview_home/student-admission-v-president-harvard/

Recruitment Tools Evaluation

Co-Vice Chairs: Donna Lee and Sheryl Roberts

No report submitted.

Member Relations

Co-Vice Chairs: Dayna Browne and Kristina Bilowus

The Vice Chairs have continued to welcome new members to the section. Since the last report, 28 new members have joined the section.

Disability Inclusion

Co-Vice Chairs: Lisa Ferreira and Jennifer Mencarini

For this reporting period, the focus of the committee has been to address individuals who have questions and to develop additional resources to address the growing needs of professionals entering the field or in the field.

The area of exploration and continued need for resources is the area of disclosing need for accommodations. This is particularly the case with new professionals entering the legal marketplace.

In addition, research and create a survey to understand what law schools and/or firms have group, committees, or resources for young and seasoned professionals.

Knowledge Management and Resources Implementation

Co-Vice Chairs: Precillia Soares and Michael Bastaki

No report submitted.

Gender Non-Binary Inclusion

Co-Vice Chairs: Carey Bertolet Grand and Ashley Gardner

No report submitted.

Well-Being Champion

Vice Chair: Lorelai Craig

No report submitted.

Communications, Social Media & Marketing Co-Vice Chairs Ayanna Ryans-Holder, Lana Manganiello, Kendra Abercrombie

The work group has successfully completed all actions requested and required for the 2022-2023 season. In October and December, we submitted multiple ideas for social media marketing and in February and March we focused our efforts into creating individual post tailored to specific themes each month. The team was also successful in collaborating the LGBTQ+ work group to highlight their recent efforts and resources in March.

SECTION CALL

Our fourth quarterly meeting was held on March 23 at 3:00 pm (CST) via Zoom.

Our focus with our section calls this year is to maximize member engagement by emphasizing knowledge sharing and focusing on hot topics related to the DEI space while being compliant with antitrust laws.

The Hot Topics for this meeting were:

- NALP released its [Report on Diversity in U.S. Law Firms](#) in January. “While the legal industry continues to make measurable gains in the representation of women, people of color, and LGBTQ individuals in the associate and summer associate ranks, it is equally clear that law firm leaders have failed to do the work necessary to break down the systemic barriers that prevent these individuals from joining them in the hallowed halls of partnership,” said NALP Executive Director Nikia L. Gray. Law firm member discussion question: what actionable items have your law firms implemented for retention and promotion purposes?

- Member discussion question: have there been recent initiatives or programs that came from law student organizations or law firm affinity groups that were particularly impactful for your organization?
- [Revised ABA Standards 303\(b\) and \(c\) and the Formation of a Lawyer's Professional Identity](#): Law school member discussion question: what programs have your schools implemented to comply with the new requirements?
- The elimination of LSAT requirements for law school admissions

Finally, we are pleased to announce new NALP leadership roles for the 2023-24 cycle:

- Makiah Scott, Vice Chair of the LGBTQ+ work group, will be serving as the Black/African American Affinity Group leader.
- Sarah LaFleur, Vice Chair of the Legislative Monitoring work group, will be serving as the LGBTQ+ Affinity Group leader.
- Jenny Li, Co-Chair of the DEI section, will be serving as the Asian American/Pacific Islander Affinity Group co-leader.
- Ayanna Ryans-Holder, Vice Chair of the Communications, Social Media & Marketing work group, will be serving on the Regional Leadership Council (2023-2025) for the Northeast region.