

MEMORANDUM

TO: Courtney Carter, NALP Vice-President for Diversity, Equity & Inclusion
Claire Nash, NALP Assistant Director for Finance and Member Services

FROM: Erika Fadel, NALP 2022-23 Diversity, Equity & Inclusion Section Co-Chair
Jenny Li, NALP 2022-23 Diversity, Equity & Inclusion Section Co-Chair

DATE: October 20, 2022

RE: Q4 2022 Board Report

The Diversity, Equity & Inclusion (DEI) section had a busy quarter, with multiple work groups advancing their charges and others with vice chair changes.

The section's meeting on Thursday, October 6 drew in almost 50 attendees, and the discussion focused on three hot topics:

1. What are your organizations doing to celebrate/recognize Latinx Heritage Month? (Discussion leader: **Kendra Abercrombie**, Communications, Social Media & Marketing Vice Chair)
2. What are the effects (positive and negative) that pre-recruiting has on diverse and/or first-generation students, and what can we do to amplify the positive/minimize the negative? (Discussion leaders: **Precillia Soares**, Knowledge Management and Resource Implementation Vice Chair, and **Jae Wyatt**, Annual Education Conference/Bulletin+ Article and Webinar Planning Vice Chair)
3. How are you creating accountability structures to ensure meaningful and substantive change around equity and inclusion? (Discussion leader: **Jennifer Mencarini**, Disability Inclusion Vice Chair)

In addition to the engaging hot topic conversations, **Leanne Fuith**, Law Student Professional Development Section's Law Student Professional Identity Formation Vice Chair, spoke to section members about a collaboration opportunity on a webinar series regarding the ABA Standard 303 revisions. **Tony Waller**, NALP President-Elect, also discussed future leadership/volunteer roles and business plan ideas.

The section membership continues to grow, with 32 new members in Q2 and 35 new members in Q3. The section currently has 624 members.

[Work Group Updates](#)

[Annual Education Conference/Bulletin+ Article and Webinar Planning](#)

HARRISON FOERSTER

Vice Chairs: **Ray English**, Assistant Dean, ASU Sandra Day O'Connor School of Law; **Kerry McLean**, Assistant Director, Human Rights & Public International Law, Columbia Law School; **Jae Wyatt**, Career Services Director, Atlanta's John Marshall Law School.

On behalf of the section, **Amy Nixon**, Assistant Director of Judicial Clerkships, University of Chicago Law school, wrote an article titled “Clerkship Diversity: Recent Progress and Continuing the Path Forward” for the September 2022 *Bulletin+*. **Ray English**, Assistant Dean, ASU Sandra Day O'Connor School of Law, wrote an article titled “Being Anti-Racist Starts with 5 Action Steps” for the October 2022 *Bulletin+*.

The vice chairs continue to canvas the section for article and webinar topics. They are considering potential bulletin article topics for the April 2023, May 2023, June 2023, and July/August 2023 *Bulletin+* issues. The vice chairs also have articles slated for the upcoming *Bulletin+* issues, with **Ray English** and **Kerry McLean** working on an article titled “The Illusion of Conclusion” and **Jae Wyatt** writing about the inequity of recruiting by ranking.

LGBTQ+

Vice Chairs: **Opal Beckman**, Senior Coordinator, Law Student Recruiting, McGuireWoods LLP; **Fernando Romo**, Lateral Partner Recruiting Manager, Goodwin Procter LLP; **Makiah Scott**, Legal Recruiting Coordinator, Neal, Gerber & Eisenberg LLP.

The work group transitioned with three new vice chairs this quarter. The team had a call on Friday, October 14 with **Mary Beal**, NALP Senior Director of Member Professional Development, Communications, and Research, to review the LGBTQ+ resources that may need updating.

Legislative Monitoring

Vice Chairs: **Claudette Harris**, Director, Office of Career Services, Emory University School of Law; **Sarah LaFleur**, Recruiting Coordinator, Venable LLP.

The work group has two new vice chairs this quarter. They reviewed several articles in connection with their charges on legislation and litigation that may impact the NALP community. The article topics ranged from [student loans](#) to [abortion bans](#). The work group will continue to monitor for updates, which can feed into future hot topic discussions, *Bulletin+* articles, or webinars.

Recruitment Tools Evaluation

MORRISON FOERSTER

Vice Chairs: **Donna Lee**, Assistant Dean for Professional Development, University of Louisville Louis D Brandeis School of Law; **Sheryl Roberts**, Legal Recruiting Manager, Smith, Anderson, Blount, Dorsett, Mitchell & Jernigan, LLP.

The workgroup had a great meeting with their counterparts in the JD Career Advisors and Recruiting sections and assigned companies to each member to conduct an initial assessment. The workgroups will regroup and plan to schedule demos in Q4 to obtain a cross-section understanding of the needs of both law schools and employers.

Member Relations

Vice Chairs: **Kristina Bilowus**, Assistant Director of Career Development, Michigan State University College of Law; **Dayna Browne**, Senior Recruiting Coordinator – US, Latham & Watkins LLP.

Dayna Browne joined the work group as a new vice chair this quarter. Dayna connected with **Kristina Bilowus** on Friday, September 30 to review the work group’s charges and brainstorm ways for member outreach.

Disability Inclusion

Vice Chairs: **Lisa Ferreira**, Dean of Students, California Western School of Law; **Jennifer Mencarini**, Director of Diversity & Inclusion, Fox Rothschild LLP.

On behalf of the section, **Lisa Ferreira** and **Precillia Soares**, Knowledge Management and Resource Implementation Vice Chair, hosted and moderated the DEI Training: Creating Disability Inclusion within the Profession on Thursday, September 15.

This served as a training for NALP members, which includes law school professionals, firms, and agencies. The training was designed to teach participants about creating an inclusive environment, establishing best practices, eradicating assumptions, and encouraging the formation of programs or offices to ensure we fully highlight the advantages of disability as a part of diversity. The co-presenters were **Michelle DeVos**, Holland & Knight, and **Melissa Kubit Angelides**, St. John's University School of Law. The session has been archived, and members can watch the recording and access the slides via https://www.nalp.org/creating_disability_inclusion.

The work group is working on a resources list that can be placed on the NALP website section page (<https://www.nalp.org/diversitysectioninformation>), and currently has a preliminary list for consideration.

Knowledge Management and Resource Implementation

MORRISON FOERSTER

Vice Chairs: **Michael Bastaki**, Patent Recruiting Specialist, Morrison & Foerster LLP; **Precillia Soares**, Senior Attorney Recruiting Manager, Holland & Knight LLP.

Michael Bastaki joined the work group as a new vice chair this quarter. **Michael** and **Precillia Soares** are scheduling an initial meeting in October to review the work group's charges.

Gender Non-Binary Inclusion

Vice Chairs: **Ashley Gardner**, Attorney Recruiting & Development Manager, O'Melveny & Myers LLP; **Carey Bertolet Grand**, Dean for Career Services, Benjamin N. Cardozo School of Law.

The work group has been working on a session for the 2023 NALP Annual Education Conference (AEC), which was initially submitted by **Carey Bertolet Grand** and was accepted by the conference planning team. They've secured two panelists and are seeking additional assistance in the program planning and the factual research/production of materials. The session is titled "The Transgender and Non-Binary Lawyers You Should Know", and the program description is:

We've talked a lot about inclusion for non-binary and transgender lawyers, but how do our educational and professional environments impact law students and lawyers? In our increasingly fractured political environment, how are non-binary and transgender lawyers navigating the profession on behalf of their clients and for themselves? Hear first person accounts of the struggles and successes of these lawyers who are making a difference.

Separately, Carey confirmed that the conference hotel for the AEC has 16 inclusive restrooms on site.

Well-Being Champion

Vice Chair: **Lorelai Craig**, Associate Director for Career Planning and Professional Development, University of Oregon School of Law.

No work group update this quarter.

Communications, Social Media & Marketing

Vice Chairs: **Kendra Abercrombie**, Legal Recruiting Manager, Benesch Friedlander Coplan & Aronoff LLP; **Lana Manganiello**, Managing Director, Equinox Strategy Partners; **Ayanna Ryans-Holder**, Diversity Recruiting Manager, Perkins Coie LLP.

The work group has met several times over the past few months to further understand what the team can do to promote DEI through their communication efforts. Currently the work group is scheduled to create posts with **Mary Beal**, NALP Senior Director of Member Professional Development, Communications, and Research, to be posted in October 2022, December 2022, February 2023, and March 2023. The work group will also continue to submit hot topics for DEI section meetings.