

MEMORANDUM

TO: Courtney Carter, NALP Vice-President for Diversity, Equity & Inclusion

FROM: Aisha Joseph
Jennifer Gibert Mencarini
NALP 2023-24 Diversity, Equity & Inclusion Section Co-Chairs

DATE: January 29, 2024

RE: DEI Section Quarterly Board Report #3

The Diversity, Equity, and Inclusion (DEI) Section had an active third quarter.

The Section's third meeting on January 11, 2024, was well-attended with the peak total being 50 attendees (excluding Mary Beal, Aisha Joseph and Jen Mencarini). The discussion focused on:

- Board and Section Workgroup updates
- DEI section-sponsored articles and upcoming webinars
- Meet your DEIB section colleagues to get to know each other, share and support-what's on your "2024 vision board?" Professionally speaking- what classes, certifications, trainings, etc. are you doing/going to pursue to elevate your knowledge and skill set? Do you seek information and resources to accomplish your goal?

The Section currently has 698 members, 21 more than at the time of the last Board report. Our next and final quarterly meeting is scheduled for Thursday, March 7, 2024.

WORK GROUP UPDATES:

Annual Education Conference/*Bulletin+* Article and Webinar Planning

Vice Chairs: **Bijal Shah**, Senior Manager of Diversity, Equity & Inclusion at Skadden Arps; **Amber Crosby**, Manager of Global Attorney DEI at Latham & Watkins (as of October 9).

The Vice Chairs checked in, once again, with section members whose conference RFPs weren't selected, but there was little interest in converting RFPs to *Bulletin+* articles. The Vice Chairs are working with: Sam Ciriaco to help with content for the **Bridging the Gap: Supporting First Gen Students in the Legal Profession webinar** on February 6th; (2) Chris Neal to submit a NALP *Bulletin* article on Culturally Mindful Presentations (scheduled for April 2024), and (3) Paula Edgar, who indicated interest after the January 11th quarterly meeting in writing a *Bulletin+* article.

LGBTQ+

Vice Chair: **LaNitra S. Webb**, Diversity, Equity & Inclusion Lead, O'Melveny & Meyers

No additional updates have been provided as of the submission deadline for this report.

Legislative Monitoring

Vice Chair: **Luke Lemmeier**, Legal Recruiting Coordinator, Jones Day.

The Legislative Monitoring work group is beginning to track and summarize the 200+ bills targeting LGBTQIA rights that have been introduced in state legislatures so far in 2024. Additionally, the workgroup will be adding information regarding new DEI restrictions within universities. At the suggestion of Jen Mencarini, and with the agreement of Section members present on the most recent call, the work group will also start tracking legislation targeting reproductive rights, due to their impact on woman-identified persons, and the intersection of those bills with anti-LGBTQIA legislative efforts.

Disability Inclusion

Vice Chair: **Robin Thorner**, Assistant Dean, Office of Career Strategy, St. Mary's University School of Law.

NOTE: Tobias Rodriguez left his position at Chicago -Kent College of Law. We were not notified about his departure or whether he would remain involved with NALP or the section.

In partnership with the Neurodiversity Inclusion Task Force, the Disability Work Group will be hosting a webinar on disability discrimination on Thursday, March 28, 2024, at 3 pm EST, featuring both plaintiff-side and employer-side attorneys.

In addition, the two groups are collaborating on a short handout/resource on best practices around disability disclosure in the hiring process. Their goal is to complete this resource by the end of March 2024.

Trans Gender Non-Binary Inclusion

Vice Chairs: **DeShawn Cook**, Diversity & Inclusion Coordinator, Williams & Connolly has replaced Nicole Netkin Collins as of September 1, 2023; **Christopher Neal**, Director of Career Services, Temple University Beasley School of Law.

The Non-Binary Inclusion Workgroup met on Thursday, December 7, 2023. The Workgroup discussed three projects that it hopes to complete by the end of the NALP calendar year. (1) drafting a reference guide to help organizations plan conferences that are sensitive to the needs of the trans and non-binary demographic. (2) Draft/edit a Fact Sheet which is a comprehensive document that discusses key concepts related to the trans and non-binary community. (3) Planning a webinar that will be a panel discussion about allyship.

The next group meeting is on Thursday, February 1st.

Diversity Best Practices Guide Workgroup

Vice Chair: **Alison Ashe-Card**, Associate Dean for Diversity, Equity Inclusion at Duke Law.

The work group has been working diligently in reviewing the guide for updates and revisions. The guide will feature updates related to the impact of the SFFA decision, ABA Standard 303(c) – bias, cross-cultural competency, and racism, review for consistency of terms when referencing historically excluded/marginalized groups, updates to resources and the addition of webinars to the resource section. The work group had a mid-December deadline for initial revisions and is currently working toward having final revisions done by the end of January. Once final revisions are completed, two members of the work group will review the entire document for consistency and final proofing.

Work Group Members:

- Alison Ashe-Card | Associate Dean for Diversity, Equity, and Inclusion | Duke Law School | Chair
- Akua Akyea | Associate Dean - Career Development Office | Cornell Law School
- Kyle Elliot | Manager, Diversity, Inclusion & Outreach Initiative | Blake, Cassels & Graydon LLP
- Audrea Fryar | Regional Recruitment Coordinator | Baker & McKenzie LLP
- Sloan Grenz | Diversity, Equity & Inclusion Project Supervisor | Skadden, Arps, Slate, Meagher & Flom LLP
- Natalia Marulanda | Director, Talent Retention & Development | Gunster, Yoakley & Stewart, P.A.
- Jennifer Gibert Mencarini | Director of Diversity & Inclusion | Fox Rothchild LLP
- Ginny Mueller | Recruitment Manager | Baker & McKenzie LLP
- Christopher Neal | Director for Career Services | Temple University Beasley School of Law
- Nicole Netkin-Collins | Assistant Dean for Career Strategy & Advancement | Villanova University Charles Widger School of Law
- Celestine Oglesby | Director, Office of Professional Development | Ave Maria School of Law
- Kia Scipio | Director of Diversity and Inclusion | Ropes & Gray LLP

Well-Being Champion

Lana Manganiello, Managing Director, Equinox Strategy Solutions.

On behalf of the Wellbeing Steering Committee Lana is canvassing the section for feedback about topics members are interested in exploring through the NALP Well-being Circles or through the Well-Being section seminars. She is also gathering information from members about wellness or wellbeing initiatives being implemented at employer organizations to share ideas and insights with the entire membership considering the current state affairs that have impacted the DEIB movement.

No additional updates from the Section are available currently.