

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: June 28, 2022

The NALP Diversity, Equity & Inclusion Section continues to be a strong community within NALP. The Section currently has 604 members.

Annual Education Convergence/Bulletin+ Article/Webinar Planning

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

15 RFPs submitted on behalf of the DEI Section

Four bulletin articles are under consideration:

- Anti-Racism (Feature)
- The Unbearable Whiteness of Being: Decentering Privilege & Fragility in DEI Work (Article)
- Recruitment of Non-Traditional New Associates: Implications of Part-Time JD Programs on Hiring Diverse Candidates (Article)
- Dismantling Racism (Part 3) (Feature)

Potential webinar topics will be canvassed by vice chairs from the topic brainstorm list from the 2022 DEI Section meeting.

LGBTQ+

No report submitted. We recently shifted a vice chair to this work group and are still seeking a Co-Vice Chair.

Legislative Monitoring

Sarah LeFleur has recently accepted the invitation to chair this work group.

Recruitment Tools Evaluation

Co-Vice Chairs Donna Lee and Sheryl Roberts

The co-vice chairs will be dividing up the various recruitment tool companies identified last year, and reaching out for information, asking specific questions identified by the group, and participating in a demonstration. We will then regroup and go over our findings, looking toward

creating a resource document for all NALP members, and additionally a piece targeted at CSOs for their students to help prepare to interview at firms that are utilizing these tools.

Member Relations

Co-Vice Chairs Traci Sharpe and Kristina Bilowus

The Vice Chairs have not yet gained access to the database and have been unable to reach out to new members. As soon as they have access, they will begin their outreach.

Disability Inclusion

Co-Vice Chairs: Lisa Ferreira and Jennifer Mencarini

The workgroup is working on a training for September 15 at 2:00 p.m. EST.

Michelle DeVos
Attorney
Holland & Knight

Melissa Kubit Angelides
Associate Director for Student Services
Adjunct Professor
St. John's University School of Law

Working Title: Diversability: Access, Inclusion, Effective Communication, and Creating Allyships.

Overview: This will serve as a training for NALP members, which includes law school professionals, firms, and agencies. The training is designed to help participants learn 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.

Knowledge Management and Resources Implementation

No report submitted.

Gender Non-Binary Inclusion

No report submitted.

Well-Being Champion

No report submitted.

Communications, Social Media & Marketing

- Co-Vice Chairs Ayanna Ryans-Holder, Lana Manganiello, Kendra Abercrombie

The Vice Chairs of the marketing committee have met several times and gathered information through many channels to confirm their duties of creating content 4 times a year.

Content will be posted during the following months: October, December, February, and March which will fulfill the social media requirements.

The workgroup will continue to collect information that will be beneficial to share via NALP Connect and make sure the committee is aware of when our content is being shared.

SECTION CALL

Our first quarterly meeting was held on June 16 at 1:00 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:

- What is your employer/school doing w/r/t Juneteenth and Pride Month programming?
- What are your employer/school accommodations for lawyers/students with hearing loss (and perhaps other accommodations)? (This is following a NALPconnect discussion thread.)
- What are the pros and cons to pipeline programs as they related to the early recruitment of underrepresented populations?

See notes from chat (attached).

Our next quarterly meeting will be held on October 6 at 1:00 pm (CST) via Zoom.

Chat from 6/16 DEI Section Meeting

1. What is your employer/school doing w/r/t Juneteenth and Pride Month programming?

At Seyfarth, we have a client facing presentation and celebration about Black Joy for Juneteenth, a few offices are hosting other celebrations, one with a movie viewing/discussion.

At Seyfarth, for PRIDE month, we created a video that was shared internally and externally and I literally just disconnected from a panel discussion about the CURED documentary with panelists who were involved in creating the documentary.
<https://www.cureddocumentary.com/>

. Annette Gordon-Reed, the first Black person to win the Pulitzer Prize for History and MacArthur Genius, is one of the integral voices who helped Juneteenth officially enter our national conversation. Her book about this profound day—On Juneteenth—is a powerful, essential work of history that weaves together America’s past with personal memoir; it was named one of the best books of the year by the Washington Post, TIME, and NPR. The New York Times said Annette is “one of the most important American historians of our time”

@Meredith - yes, absolutely. Amanda Elyse - she's currently at Seattle Law but will be leaving soon for another position. You can reach her at Amanda.schemkes@gmail.com.

There will also be a firmwide Juneteenth email communication from Seyfarth's CEO

For Juneteenth: <https://adrianemiller.com/>

I forgot to say that we also have a Juneteenth speaker - one of our Black partners is giving a talk, “Achieving Equity in Law Firm Culture – A Firm Lawyer’s Insights from Reflection on Juneteenth.”

At Lane Powell, for Pride Month we are also screening the documentary Cured and hosting a discussion with one of the co-directors - see Justine's email above for link.

We have a firm annual holiday for Juneteenth with accompanying messaging.

Dr. Clayborne Carson, <https://fsi.stanford.edu/people/clayborne-carson>

In order to provide time for you to explore opportunities to get involved with racial injustice issues, connect with your colleagues and friends, and reflect on racial injustice issues and how we may all play our part in addressing them, we will have a half-day in our U.S. offices on Friday, June 17, with the afternoon being observed as a holiday.

It's also our first year having Juneteenth as a holiday for not only the law school, but the full university at Roger Williams University.

I forgot to mention our Black Affinity Group also hosted a tour of The Kinsey African American Art & History Collection at SoFi Stadium. It was AMAZING and I'd recommend to anyone in LA!! <https://www.sofistadium.com/kinsey/>

this is our former partner who will be speaking <https://campaignlegal.org/staff/paul-m-smith>

the soon to be formed task force will be looking at upcoming cases affecting rights we expect will be challenged in the future. so certainly the upcoming abortion rights decision, but we also expect gay marriage, more voting rights issues, and affirmative action challenges

PFLAG: <https://pflag.org/about>

2. What are your employer/school accommodations for lawyers/students with hearing loss (and perhaps other accommodations)? (This is following a NALPconnect discussion thread.)

Yes, I agree, while not resolving every issue, transcription and captioning are helpful and we also aim to make it the norm.

There is a Deaf and Hard of Hearing Bar Association (www.deafbar.org)

Here is an ABA Resources on court access for individuals who are deaf or hard of hearing: <https://www.americanbar.org/content/dam/aba/administrative/commission-disability-rights/court-access-guide-lr-intractv-accsb-rev022317.pdf>

Here's a little information about the # from Jan 2022:

"As a deaf lawyer with nearly 30 years of experience, I am very familiar with rejection by law firms," Howard A. Rosenblum, CEO of the National Association of the Deaf, said. "There are approximately 400 deaf and hard of hearing lawyers in the country, and while a small percentage have successfully worked at Big Law firms, most of us have had difficulty gaining a job at law firms."

3. What are the pros and cons to pipeline programs as they related to the early recruitment of underrepresented populations?

Another con on the law firm side is the cost involved in many programs - selling a long-term investment strategy to partners who can be more short-term focused is challenging.

i think there is a huge reputational benefit for firms to participate in these programs regardless of if they come back. we see a large number of SEOs each summer for example and that is a LONG term pipeline program and we make it clear it is fine for them to explore other firms / opps. It benefits them with the experience and it benefits us because they are huge advocates among their classmates and share their experiences and that encourages others to interview with us.

I agree, especially now, we should diversify our recruiting practices to find students and future attorneys wherever we can - establish relationships, etc. and we share that with partners all the time - there needs to be a pipeline and these program are amazing.

The challenge is understanding how important it is vs the cost vs the delayed ROI.

pipeline programs like this can also help remove some of the school / grade bias. when you have actual work product to judge students on it's hard to then revert back to "but the grades." not impossible because the bias is real but having work product allows me (or whomever) to push back and say, well if grades are supposed to be a proxy for work product and we have excellent work product here, why are we talking about grades? and that has been effective.