

## MEMORANDUM

---

TO: Sylvia James, NALP Vice-President for Diversity, Equity & Inclusion

FROM: Jennifer Gibert Mencarini  
LaNitra Webb  
NALP 2024-25 Diversity, Equity & Inclusion Section Co-Chairs

DATE: June 20, 2024

RE: DEI Section Quarterly Board Report #1

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

The Section's meeting on May 16, 2024, was attended by approximately 39 members online. In addition to brief introductions of all the Work Group Vice Chairs, Jen gave a presentation about making presentations more accessible to all.

The Section currently has 779 members, 67 more than at the time of the last Board report. Our next Section meeting is scheduled for Thursday, September 19, 2024, at 4 p.m. ET. We invited former NALP member and current DEI consultant Kori Carew to be our guest speaker to talk about best practices for decentering majority identities in DEI work. She has accepted and will present to the Section on that date.

### WORK GROUP UPDATES:

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

Vice Chairs: **Bijal Shah**, Senior Manager of Diversity, Equity & Inclusion at Skadden Arps; **Ray English**, Senior Director of Diversity, Equity & Inclusion, Snell & Wilmer

The DEI Section submitted several AEC program proposals, and the shortlist of 17 has been whittled down to 1-3 tiers with those in the first tier, followed by those in the second tier, being preferred for consideration. The shortlist was provided to Meaghan Hagner on June 11 for consideration by the Conference Planning Committee. Those submitting AEC proposals were also contacted to gauge interest in writing a *Bulletin*+ article, and those who proposed articles have been contacted to relay article due dates for those to be published in the January or February 2025 editions. Jen and Michael Nguyen submitted a proposal to write about the importance of affinity groups in the legal profession and in organizations like NALP.

#### **Disability & Neurodivergence Inclusion**

Vice Chair: **Robin Thorner**, Assistant Dean, Office of Career Strategy, St. Mary's University School of Law and **Mary Beth Nielsen**, Director, Judicial Internships, Externships & Post-Graduate Clerkships, Southern Methodist University Dedman School of Law

This Work Group's title and focus has expanded beyond disability to include neurodivergence, as well. The Disability and Neurodivergence Work Group will meet on June 27 to map out its activities for the remainder of the year.

### **HBCU Pipeline Project**

Vice Chair: **Lauren Jackson**, Assistant Dean of Career Services, Howard University School of Law

Lauren Jackson is meeting with previous HBCU Pipeline leads, Ray English and Michael Nguyen, on June 25 to discuss progress to date and determine next actions for the coming months. In tandem, a Co-Vice Chair is being sought. A potential candidate with experience in both the law school and law firm settings has been contacted. We are waiting to hear if they have accepted the invitation to serve and will advise the Board accordingly.

### **LGBTQ+**

Vice Chair: **Chris Bostrom**, Associate Recruiting Coordinator, Hogan Lovells

Chris and LaNitra (as former LGBTQ+ Vice Chair) connected to discuss activities to date and how to proceed. Nothing further to report this quarter.

### **Gender Non-Binary Inclusion**

Vice Chairs: **DeShawn Cook**, Diversity & Inclusion Coordinator, Williams & Connolly

The Gender Nonbinary Workgroup has finalized its guidebook of best practices for law schools and employers. After a couple of rounds of editing, it has been turned over to Mary Beal who updated it to fit NALP's style. Once the guidebook has the NALP touch, the group is excited to share it with the NALP community. A preview of the guidebook is embedded for review. A timeline for formal release of the finished product will be provided once Mary confirms.



Guidance for  
Working with Trans

### **Diversity Best Practices Guide Workgroup**

Vice Chairs: **Alison Ashe-Card**, Associate Dean for Diversity, Equity Inclusion at Duke Law and **Nicole Netkin-Collins**, Director for Government & Public Interest Office, University of Colorado Law School

The substantive edits to the updated Diversity Best Practices Guide are complete, and the draft is now undergoing an editorial review to check for errors and ensure consistency.

### **Well-Being Champion**

Champion: **Melanie Rowen**, Latham & Watkins

At our first Section meeting, LaNitra opened by leading a well-being activity provided by Melanie. The activity, a visualization guiding members to reflect on the support they give and receive, was adapted by Melanie from the work of Niyonu Spann, an organizational development consultant and the founder of Beyond Diversity 101. Based on messages of thanks in the chat, section members appreciated the opportunity to engage around the support they offer to others and to feel the support they receive, including from NALP colleagues!