

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: January 26, 2023

RE: Q1 2023 Board Report

The Diversity, Equity & Inclusion (DEI) section had an active quarter, with multiple work groups advancing their charges.

The section's meeting on Thursday, January 19 drew in almost 30 attendees, and the discussion focused on three hot topics:

1. Particularly since 2020 in the wake of George Floyd, Breonna Taylor, and so many others, are you seeing and/or receiving feedback from your Affinity/Resource Groups that they're feeling overburdened? Are they responsible for substantive programming as well as cultural event programming? How have you, as DEI professionals, counseled them to mitigate this impact before it leads to burnout or diversity fatigue? (Discussion leader: **Ayanna Ryans-Holder**, Communications, Social Media & Marketing Vice Chair)
2. From a law firm perspective, what, if any, impact have the decisions of schools to withdraw from the U.S. News Best Law Schools ranking had on your recruiting strategy/efforts? From a law school perspective, if your school has withdrawn from the rankings, has it affected your admissions strategy? If so, in what way? (Discussion leader: **Erika Fadel**, DEI Section Co-Chair)
3. Recommendations for Black History Month and Women's History Month speakers. (Discussion leader: **Erika Fadel**, DEI Section Co-Chair)

In addition to the thought-provoking hot topic conversations, **Arturo Thompson**, a NALP Director, spoke to section members about the Cutting Sign to the Legal Profession event that will take place on March 3 and 4.

The section membership continues to grow, welcoming 27 new members since the last board report. The section currently has 649 members.

[Work Group Updates](#)

Annual Education Conference/Bulletin+ Article and Webinar Planning

Vice Chairs: **Ray English**, Senior Director of Diversity, Equity and Inclusion, Snell & Wilmer; **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, **Lauren R. Jackson**, Assistant Dean of Career Services, Howard University School of Law, authored an article titled “Pro Bono: More Than a Diversity Recruitment Tool” for the November 2022 *Bulletin+*.

Alison Ashe-Card, Associate Director, Diversity & Inclusion, Office of Career and Professional Development, Wake Forest University School of Law, **Molly Stafford**, Director, Prison and Reentry Education Program, Los Rios Community College District + Adjunct Professor, University of the Pacific, McGeorge School of Law, and **Nicole Netkin-Collins**, Assistant Dean, Career Strategy & Advancement, Villanova University Charles Widger School of Law, wrote an article titled “Where Are We Now? (And What Back to Normal Means for BIPOC Law Students and Lawyers)” for the December 2022 *Bulletin+*. It was the sixth and final installment of their “Making Noise to Dismantle Racism” article series.

LGBTQ+

Vice Chairs: **Opal Beckman**, Senior Coordinator, Law Student Recruiting, McGuireWoods LLP; **Fernando Romo**, Lateral Partner Recruiting Manager, Goodwin Procter LLP; **Makiah Scott**, Attorney Recruiting Coordinator, Latham & Watkins LLP.

The team sourced updated links and resource information for the LGBTQ Lawyers & Graduates page on the NALP website. All changes were reviewed and accepted by **Mary Beal**, NALP Senior Director of Member Professional Development, Communications, and Research, and other NALP staff. They are getting the page finalized.

The team is also working with **Kendra Abercrombie**, Communications, Social Media & Marketing Vice Chair, to announce these updates and the release of the 2022 Report on Diversity in U.S. Law Firms on NALP’s social media handles.

Legislative Monitoring

Vice Chairs: **Claudette Harris**, Director, Office of Career Services, Emory University School of Law; **Sarah LaFleur**, Diversity & Inclusion Specialist, Venable LLP.

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

- Supreme Court Ruling on higher education schools considering race during admissions ([link](#))
- Transgender rights: Separating bathrooms based on biological sex is constitutional and does not violate Title IX ([link](#))
- Continuing to monitor the Student Loan Supreme Court cases ([link](#)) and how it is affecting law school students ([link](#))
- Continuing to monitor how Roe V. Wade has affected law school student admissions ([link](#)) Update ([link](#))

The work group will continue to monitor for updates, which can feed into future hot topic discussions, *Bulletin*+ articles, or webinars.

Recruitment Tools Evaluation

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.

No work group update this quarter.

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.

Kristina and Dayna plan to continue their new members outreach to provide resources and updates on upcoming programming. They also plan to reach out to other NALP members to encourage them to join the DEI section in 2023.

Disability Inclusion

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

No work group update this quarter.

Knowledge Management and Resource Implementation

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

No work group update this quarter.

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.

No work group update this quarter.

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 is halfway through their marketing commitment for 2022-2023. They submitted posts in October 2022 and December 2022, including written content and visuals. Upcoming submissions are scheduled for February 2023 and March 2023. The team continues to work together to brainstorm hot topics for our section meetings. They're also collaborating with the LGBTQ+ work group to showcase their recent efforts and resources.

2023-2024 Recommendations

The Recruitment Tools Evaluation, Disability Inclusion, and Gender Non-Binary Inclusion work groups should continue their charges from the 2022-2023 program year.

The Well-Being Champion work group should be revisited to determine if there is a need beyond the Well-Being Steering Committee.

The board should consider adding a work group focused on neurodivergent inclusion.