

# MEMORANDUM

**TO:** Lezlie Griffin, NALP Board Liaison  
Claire Nash, NALP Member Services Coordinator

**FROM:** Traci Sharpe, NALP Diversity, Equity & Inclusion Section Co-Chair  
Justine Lewis, NALP Diversity, Equity & Inclusion Section Co-Chair

**RE:** NALP Diversity, Equity & Inclusion Section Board Report, June 2021

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The NALP, Diversity Equity & Inclusion Section continues to be a strong community within the NALP space. The Section has 578 members.

## WORK GROUP REPORTS

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

○ *Co-Vice Chairs: Ray English and Nicole Llorenz*

1. The workgroup has proposed these articles/features:

- August issue (feature) | Recruiting and Social Justice | Author: Lauren Jackson
- November (feature) | Hair, Tattoos and Piercings | Author: Nikki Harris
- January issue (article) | Pronouns Aren't Preferred | Author: Nicole J. Netkin-Collins
- March issue (feature) | Anti-Racism | Author: Ray English

• Action Items:

- Recruit speakers for AEC
- Determine topics from brainstorming sessions to pursue as webinars
- Follow-up with authors of articles and features

### Affinity Groups and Mentoring

○ *Co-Vice Chairs: Mary Johnson and Carlos Davila-Caballero*

1. The work group discussed these significant dates for recognition of diversity/multicultural dates. This list is a draft for review and comment by the Section and/or Board. The workgroup suggests the Section review the list periodically to ensure it captures important DE&I highlights on a real time basis.

2. Discussing ways to support affinity dates. One suggestion is for NALP to consider launching Affinity Groups for members to join. Those groups could partner with the DE&I Section to review and recommend significant dates to DE&I, offer insight and support for acknowledged dates, and suggest ways to observe and recognize dates selected in real-time. The selected dates to be reviewed and may change year-to-year.

• Action Item:

- Continue to explore what type of communication [or even programs] are better suited for any highlight.
  - For example, the Lunar New Year can easily be recognized by posting on NALP's Instagram page a post recognizing the start of the Lunar New Year. However, if there is

- an Asian Affinity Group and they meet to celebrate the holiday and/or host a panel of storytelling, that could become a more meaningful post for that event.
- Other highlights/events, such as Black History Month, could also be highlighted through Bulletin articles that focus on our first Black NALP president or again, a gathering of the Black Affinity Group and/or their experiences as NALP members.

## **LGBTQ**

- *Co-Vice Chairs: Koshaneke Gilbert and Eric Stern*
1. The DE&I Section co-chairs and workgroup co-vice chairs recommend the name of this workgroup be changed to LGBTQ+.
  2. The workgroup will work with NALP's liaison to the National LGBT Bar Association to facilitate NALP's collaboration and participation in the National LGBT Bar Association Annual Career Fair and Conference (Lavender Law).
    - **Grover Cleveland** is NALP's liaison to the National LGBT Bar Association. Grover will be participating on a panel at Lavender Law and will be soliciting volunteers for the conference's counseling project.
  - Action Item: Recruit volunteers via NALP Connect (message sent on 6/9/21).
  3. Work with NALP Director of Communications and Member Engagement to review LGBTQ resources and information on NALP's website and suggest revisions and updates.
    - **Carmia Caesar and Nicole Netkin-Collins** will be the leads on this charge and will solicit volunteers to support this effort. Plan to - by the fall - to review and prepare recommendations for revisions and updates.
    - Action Item: Recruit volunteers via NALP Connect (message sent on 6/9/21).
  3. Consider RFPs for the Annual Education Conference or ideas for the Diversity Summit or other diversity programming.
    - Action Item: Solicit ideas via NALP Connect (message sent on 6/9/21).

## **Other Informal Workgroup Initiatives**

4. Always look at intersections - ensure that LGBTQ is a part of all DE&I Section-wide efforts
5. Look for ways to commemorate Pride and other key LGBTQ milestones (consistent with DE&I-wide effort)
6. Collaborate with Task Force on Supporting Gender Non-Binary Individuals in the Legal Profession.
  - Action Item: Nicole Netkin-Collins (Task Force & LGBTQ member) will be sending a separate message via NALP Connect to solicit volunteers to work on specific efforts.

## **Legislative Monitoring**

○ *Vice Chair: Leanne Fuith*

1. This year, the Legislative Monitoring workgroup continues to monitor federal and state legislation and other developments in the law regarding issues related to diversity, equity, and inclusion inside and outside of the legal profession.
2. The first report features information about various states and communities that have passed or are considering legislation regarding a variety of issues including mandated diversity training in state workplaces, banning the teaching of critical race theory in schools, and regulating how topics of racism and sexism are discussed in publicly funded entities including schools or businesses with government contracts. Work is also being done to address digital equity in communities across the United States and gender parity on corporate boards internationally.

### **Iowa Legislation re: Diversity Training in State Workplaces**

In Iowa, legislation (House File 802) bans mandatory diversity training in state workplaces along with banning elements of critical race theory in the classroom. The legislation lists 10 “specifically defined concepts” that cannot be included in teaching lessons or mandated diversity training.

- Iowa State professor explains issues, potential effects of new legislation limiting diversity training (Iowa State Daily, June 12, 2021)
- University of Iowa expects diversity-training law to have little impact (Iowa Gazette, June 9, 2021)

### **New Hampshire “Divisive Concepts” Bill**

Legislation that would determine how the topics of racism and sexism are talked about in publicly funded entities, like schools or businesses with government contracts, is still on the table in New Hampshire. The proposed legislation started as House Bill 544, the so-called “divisive concepts” bill.

- [‘Does This Unify Us?’ A Manchester Business Owner Responds To 'Divisive Concepts' Legislation](#) (NHPR, June 15, 2021)

### **Texas and More than a Dozen Other States Ban Teaching Critical Race Theory**

Texas Gov. Greg Abbott and other leaders around the country have approved or are considering legislation aimed at barring the teaching of certain concepts related to race and racism in public schools.

- Will Texas legislators take harsher steps to ‘abolish’ critical race theory? (Dallas Morning News, June 16, 2021)
- Legislating Against Critical Race Theory (Inside Higher Ed, June 9, 2021)
- LAWMAKERS SAY ANTI-CRT WORK NOT DONE (Oklahoma Council of Public Affairs, June 17, 2021)
- Oklahoma House Bill 1775 (passed on May 10, 2021)
- Antiracism teaching ban divides Oklahoma ahead of Tulsa massacre centennial (Politico, May 25, 2021)
- Fargo-Moorhead swept into nationwide controversy on critical race theory in schools (Inforum, June 17, 2021)

- Despite new statewide ban, at least 12 Texas colleges teach 'Critical Race Theory' (The Center Square, June 15, 2021)

### **Wyoming Hate Crimes Legislation**

The Wyoming State Legislature’s joint interim Judiciary Committee agreed to move forward on draft legislation Tuesday, June 15, to redress the state’s actual — or perceived— lack of hate crimes legislation.

- JUDICIARY COMMITTEE AGREES TO DRAFT MEASURES CREATING ‘HATE CRIMES’ LAWS IN WYO (Oil City News, June 15, 2021)

### **The Digital Equity Act**

*The Digital Equity Act of 2021 is new bipartisan legislation aimed at closing the growing digital divide in communities across the country. The Digital Equity Act would create new federal investments targeted toward a diverse array of projects at the state and local level that promote “digital equity.”*

- Senators Murray, Portman, and King introduce bipartisan legislation to close digital divide, promote digital equity (Washington State Wire, June 11, 2021)

### **Executive Orders**

Executive Order on Advancing Equity, Justice, and Opportunity for Asian Americans, Native Hawaiians, and Pacific Islanders (The White House, May 28, 2021)

### **International**

Germany's government have moved forward plans to improve gender parity in the workforce. Legislation is expected to be passed this summer requiring boards that have over three members to include at least one woman. This will affect around 70 large companies in Germany.

- German parliament legislation to improve gender parity in boardrooms (World Economic Forum, June 3, 2021)

### **Environmental Scanning**

- *Co-Vice Chairs: Shannon Burke and Erika Fadel*

1. The workgroup met and decided on the following Action Items:

- Action Items:
  - Develop and pose questions to the group at one or more DEI committee meeting(s) about DEI trends they are seeing in their work at law firms and law schools (regarding DEI, generally and post widespread COVID restrictions, particularly) for further conversation and education; and
  - Identify materials (articles, podcasts, etc.) and post quarterly on NALP Connect (early in August, November, February, and April).

- **Recruitment Tools Evaluation**

- *Co-Vice Chairs: Michelle Jackson and Suzanne Schaefer*

1. Workgroup posted a call for volunteers on NALPconnect and, as of June 15 3 Section members have volunteered to join the work group.

2. Gathered resources to assist with developing the guide. These include an overview of assessment tools that Susanne put together, the results of the NALP employer survey questions regarding assessment tools, and a list of firms willing to be contacted for additional questions. (Thanks to Danielle Taylor on the NALP staff!)

- Action item:

- Schedule meeting in late June with the JD Career Advisors counterpart work group to discuss last year's accomplishments, plan, and establish new goals.

### Section and Group Collaborations

- *Vice Chair: Lauren Jackson*

1. Vice-chair authoring August DE&I article and recruiting volunteers to assist the workgroup.

- Action Items:

- Post on NALPConnect by end of June to recruit volunteers.
- Connect with Judicial Clerkship, Well-being sections and the Driving Inclusion in the Legal Industry Task Force to collaborate.
- Schedule July/August call for workgroup.

### Member Relations

- *Vice Chair: Kelly Ryan*

1. The work group plans to create template message to send to new members as they join and to contact members who have joined over the past two months.

- Action Item:

- Contact new members by August 15 to welcome them to the group, highlight resources, give them information on upcoming calls and programs, and solicit ideas and speakers for AEC.

### Disability Inclusion

- *Co-Vice Chairs: Robin Thorner and Meredith Wiggins*

1. In partnership with the Neurodiversity Task Force, the workgroup will "co-sponsor" a member town hall on June 30, 2021, around the return to the office and how it specifically affects individuals who are neurodiverse or have other disabilities. The **NALP Member Town Hall: Including and Supporting Our Neurodiverse Colleagues and Students in the Transition Back to the Office and the Campus** will feature a 10-minute framing of the issues, followed by breakout discussions for our NALP members.

- Action Item:

- By the end of August, the workgroup will reach out to at least 5 colleagues at schools and firms to get a sense of what kinds of resources they would most want to see come out of our work group this year.

## **Knowledge Management and Resource Implementation**

- *Co-Vice Chairs: Courtney Carter and Devra Hermosilla*

1. Workgroup has connected with the Knowledge Management Vice Chairs (Elisabeth Beal and Andy Hales) to collaborate on this issue for the DEI Section.

- **Action Items:**

- Schedule a meeting and identify key resources prepared by the DEI Section to curate and share with the greater NALP membership.
- The DE&I Co-Vice Chairs will recommend sharing D&I Best Practices Guide and will seek feedback from the DEI Section members.

## **SECTION CALL**

The section's 2021 – 2022 Kick-off meeting was held via Zoom on Wednesday, May 13, 2021.

- **Introductions**

- Justine Lewis, Co-Chair (Dykema)
- Traci Sharpe, Co-Chair (USF School of Law)

- **Meet the NALP President, Section Board Liaison, and Vice-Chairs**

- Traci Mundy-Jenkins, NALP President – thanked everyone and Immediate Past Chair Alison Ashe-Card
- Lezlie Griffin, DE&I Board Liaison
- Alison Ashe-Card, NALP Board Member
- Nicole Llorenz, Vice Chair, Annual Education Conference/Bulletin+ Article and Webinar Planning (Ray English, also Vice Chair, was not present) – discussed work group charges and made call for volunteers
- Carlos Davila-Caballero, Vice Chair, Affinity Groups and Mentoring (Mary Johnson, also Vice Chair, was not present) – discussed work group charges and made call for volunteers
- Eric Stern, Vice Chair, LGBTQ (Koshaneke Gilbert also Vice-Chair) – discussed work group charges
- Suzanne Schaeffer, Vice Chair Recruitment Tools Evaluation (Michelle Jackson, also Vice Chair, was not present) – discussed work group charges and made call for volunteers
- Kelly Ryan, Vice Chair Member Relations - discussed work group charges and made call for Co-Vice Chair
- Robin Thorner, Vice Chair Disability Inclusion – discussed work group charges and made call for Co-Vice Chair and volunteers
- Courtney Carter, Vice Chair Knowledge Management and Resource Implementation – discussed work group charges and made call for Co-Vice Chair and volunteers
- Justine Lewis, discussed work group charges for Legislative Monitoring (Vice Chair Leanne Fuith), Environmental Scanning (Vice Chairs Shannon Burke and Erika Fadel) and Section and Group Collaborations (Vice Chair Lauren Jackson) and made call for Co-Vice Chairs for each of these work groups and/or volunteers since these Vice Chairs were not present

- Work Groups in Need of Vice Chairs and/or Volunteers
  - Annual Education Conference/Bulletin+ Article and Webinar Planning – volunteers needed
  - Affinity Groups and Mentoring – volunteers needed
  - LGBTQ – volunteers needed
  - Legislative Monitoring – Co-Vice Chair and volunteers needed
  - Environmental Scanning – Co-Vice Chair and volunteers needed
  - Recruitment Tools Evaluation – volunteers needed
  - Section and Group Collaborations - Co-Vice Chair and volunteers needed
  - Member Relations - Co-Vice Chair and volunteers needed
  - Disability Inclusion – volunteers needed
  - Knowledge Management and Resource Implementation - Co-Vice Chair and volunteers needed
  
- 2021 Annual Education Conference
  - Discussion of DE&I Programs at the 2021 AEC. Some notable ones were:
    - Career Advising as a Black Woman: The Realities, Challenges, and Strategies
    - Disrupting (Implicit?!) Bias on the Go
    - Going Beyond Talk: Doing Anti-Racism Work on Campus
    - Beyond the Gender Binary in the Legal Profession
    - If You See Something, Say Something: Moving from Bystander to Accomplice
    - Plenary – Difference as an Asset: How a Deafblind Woman Conquered Harvard Law
  - If you registered for the 2021 AEC, you have until the end of this month to watch the videos.
  
- Requests for Proposals (“RFPs”)/Bulletin Articles
  - June 1<sup>st</sup> - Proposal Submission Deadline for 2021 Professional Development
  - June 15<sup>th</sup> - Bulletin article deadline
  - August 15<sup>th</sup> – RFPs due for 2022 Annual Education Conference (New Orleans)
  - Members brainstormed regarding RFP and Article ideas. Hot topics were Nonvisible disabilities, the Mansfield Rule, Implicit Bias and 1<sup>st</sup> Generation students

The next quarterly meeting is scheduled for Wednesday, October 13 @ 3:30 pm EST / 2:30 pm CST / 12:30 pm PST.

**REQUEST TO ADD NEW CHARGE TO AFFINITY GROUPS AND MENTORING  
WORKGROUP**

**~~New Work Group Proposal~~  
Addition to Work Group Proposal**

**Submitted by:** DE&I Section co-chairs, Justine Lewis and Traci Sharpe

**Date:** June 24, 2021

Proposed Project Goal and Outcome	Responsibilities and Volunteers	Target Dates	Resources Required
How NALP can support recognizing/celebrating diversity and multicultural dates such as heritage months, Black History Month, etc.	Review external affinity group recognitions (diversity and multicultural significant dates), recommend which to recognize and celebrate; how to determine which dates are included or excluded; and what is the appropriate way to recognize and/or celebrate those selected dates consistently? Affinity and Mentoring Work Group. Vice-chairs for the Affinity and Mentoring workgroup have agreed to add to workgroup's charges for 2021-22.	Task added to Affinity and Mentoring Work Group for 2021-2022 term to prepare recommendations for Board consideration.	Volunteers needed to oversee, research and prepare recommendations for Board consideration and to determine if additional resources or a dedicated workgroup (standalone for this charge) is needed.

**From:** [Griffin, Lezlie A](#)  
**To:** [Claire Nash](#)  
**Subject:** FW: Quarterly Report - DE&I Section  
**Date:** Thursday, June 24, 2021 5:06:24 PM

Hi Claire, while reading the DEI Section's report I noticed that page 1 refers to a "list", but I did not see a list, and asked them for clarification and they sent the list below. If possible, we should probably add this to their report so that everyone knows what list they are referring to. Thank you!

**From:** Traci Sharpe <tsharpe@usfca.edu>  
**Sent:** Thursday, June 24, 2021 4:01 PM  
**To:** Griffin, Lezlie A <lgriffi3@tulane.edu>  
**Cc:** Lewis, Justine <JLewis@dykema.com>  
**Subject:** Re: Quarterly Report - DE&I Section

External Sender. Be aware of links, attachments and requests.

Hi Lezlie,

Yes, those are the 2 requests we have. Also, I believe this is the list you are referring to.

2021-2022 DE&I Highlights	Month	Communication(s)
<b>Lunar New Year</b>	January or February (2022 Feb 1)	Social Media
<b>Black History Month Celebration</b>	February	Social Media + Bulletin
<b>Women's History Month</b>	March (8 <sup>th</sup> International)	Social Media
<b>Holi Celebration</b>	March (19 <sup>th</sup> 2022)	[Social Media if Affinity Group]
<b>Ramadan</b>	April – May 2022	Bulletin
<b>Asian American Pacific Islander Heritage Month</b>	May	Social Media + Bulletin
<b>Mental Health Awareness Month</b>	May	Social Media + Bulletin
<b>Jewish American Heritage Month</b>	May	Social Media [rise of antisemitism]
<b>Pride LGBTQ+</b>	June (NY celebration)	Social Media + Bulletin
<b>Juneteenth</b>	June 16/20, 2022 (June 19)	Social Media + Bulletin
<b>Hispanic Heritage Month Celebration</b>	September 15 – October 15	Social Media + Bulletin
<b>National Disability Employment Awareness Month</b>	October	Social Media + Bulletin
<b>National Coming Out Day</b>	October 11	Social Media
<b>National Indigenous Peoples Day</b>	October 11	[None – note preferred holiday name]
<b>National Native American Heritage Month</b>	November	Social Media + Bulletin

Warm regards,

Traci

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