

# MEMORANDUM

June 25, 2020

**To:** Catherine Clement, NALP Board Liaison  
Claire Nash, NALP Member Services Coordinator

**From:** Alison Y. Ashe-Card, NALP Diversity, Equity & Inclusion Section Chair

**Re:** NALP Diversity, Equity & Inclusion Section Board Report, June 2020

The NALP Diversity, Equity & Inclusion Section continues to be a strong community within the NALP space. The Section has 579 members currently. Summaries of the reports for the current Vice Chairs for our Work Groups are below.

## Vice Chair Reports

- **Annual Education Conference/Bulletin Article/Webinar Planning**
  - *Summra Shariff, Nirvana Dove*
  - The work group is currently promoting the upcoming NALP webinars that are related to D&I. The webinars were announced during the section call, as well as posted on NALPconnect.
  
- **Mentoring**
  - *Shannon Burke*
  - The vice chair met with last year's vice chairs and the work group is working on creating a survey to be sent to section members.
  
- **LGBTQ**
  - *José Bahamonde-Gonzalez*
  - The work group is considering a follow up webinar related to the US Supreme Court's decision in *Bostock v Clayton County*, 590 U.S. \_\_ (2020).
  - The vice-chair is going to solicit work group members to volunteer for the virtual Lavender Law Conference.
  
- **Legislative Monitoring- Traci Sharpe, Sheila Simhan (No Update)**
  
- **Environmental Scanning Work Group**
  - *Ray English, Alicia Currin-Moore, Justine Lewis*
  - *The work group plans to post at least one article or current DEI topic on NALPconnect each month to generate discussion.*
  - *The work group will provide a relevant topic for discuss for each quarterly section meeting.*

- **Recruitment Tools Evaluation-** *Fayola Alibey (No Update)*
  
- **Member Relations**
  - *Michelle Jackson, Jessica Rivera*
  - *The work group has developed an email that has been sent to all new section members (35 so far) outlining resources available in the section and in NALP, as well as information on upcoming events. The work group will also reach out to departed members (4 so far) to inquire as to why they left.*
  
- **Knowledge Management**
  - *Jernee Bramble*
  - *The work group vice chair participated in a “mini-training” with Andrew Hale and other KM vice chairs on June 12 to discuss a primer on KM and content modeling.*

### **Environmental Scanning**

- During our April 1 call we discussed COVID-19, and the impact on our organization’s diversity initiatives and underrepresented law student and lawyers. Members that are involved in planning summer diversity interview programs shared that they are discussing whether to move forward, postpone, or hold virtual interview programs. One employer member commented that they would be hesitant about participating if the diversity interview programs are transitioned online instead of in-person. Some school members have noticed that underrepresented students have not been as engaged during the school zoom town halls. I shared that I will be hosting a zoom session specifically for diverse students at my school in hopes that they will be more inclined to participate in a smaller, more casual zoom meeting that doesn’t include the whole student body and administration. Other members expressed interest in doing the same at their organizations. Members shared different outreach they are doing with their diverse attorneys, including weekly email newsletters that highlight NALP resources and provide information on best practices, wellness, and inclusion. Staying connected is also a big focus, with members organizing virtual coffee chats, happy hours, and fireside chats with the DE&I professional. We also shared personal tips for managing stress and working remotely.

### **Section Calls**

The section’s 2020-2021 kick-off call was held on May 6. The call was attended by several new section members who contacted me after the call to indicate how much they enjoyed the call. I briefly reviewed the DEI work groups and encouraged section members to volunteer to serve as vice chairs or work group volunteers. Several section members volunteered in advance of the call. Catherine Clement provided the group with a board update. Finally, we shared important tips/lessons learned while working remotely.

Our first quarterly section call was held via WebEx on June 10. In recognition of the killings of Ahmaud Arbery, Breonna Taylor and George Floyd and the recent protests and unrest, I began the

meeting with a period of silence to allow members to reflect. Beth Moeller shared that NALP would be issuing a Statement and Call to Action reconfirming its commitment to greater diversity, equity, and inclusion in the legal profession. Annabrooke Temple led the discussion on topics to be proposed for *Bulletin* articles (6/15/20 DEI *Bulletin* proposal submission attached) and AEC presentations. Finally, I shared the difficulties that I have been experiencing recently, both personally and professionally, as a Black female, the mother of a 22-year-old son and as a D&I professional and then opened the floor for others to share. It was an emotional and powerful discussion. Several section members stayed on the WebEx call for more than 30 minutes after the meeting ended to continue the discussion.