

MEMORANDUM

DATE: April 5, 2018

TO: Fred Thrasher, NALP Duty Director
Julie Anna Alvarez, NALP Board Liaison, Diversity Section

FROM: Kia N. Scipio, Diversity & Inclusion Section Chair

Re: NALP Diversity & Inclusion Section Fourth Quarter/Final Report

The Diversity & Inclusion Section Chair, Kia Scipio, called a meeting of all Working Group Vice-Chairs on Wednesday, March 28, 2018. Three of the working group vice chairs were able to attend—Michelle Jackson, Tiffany Simmons, and Courtney Carter.

Over the course of this past year, the D&I Section leadership identified, outlined, and worked in furtherance of the following priorities:

- to move beyond talking about the known diversity and inclusion problems within the industry and to be as solutions-based for its members as possible;
- to be source of support for those working or interested in diversity and inclusion, through the creation of webinars about the roles of D&I professionals in law firms and law schools; the creation of an “on the job” guide for new D&I professionals; and encouraged involvement in the section’s Mentoring Program; and
- to continue to make diversity and inclusion very visible within the NALP community, through webinars, updates to the Best Practices Guide, articles and columns within the NALP Bulletin, and programming at the 2018 NALP Conference.

The section leadership team was successful in creating a very active community on NALPConnect, by encouraging members to frequently post information, updates, events, activities, and the like. While some of the identified priorities were not specifically targeted as planned, I do think that the D&I Section made great strides to be a very visible section within the NALP community at large.

During the final leadership team call, each participating vice-chair provided recommendations to pass on to the next leadership team. A summary of those recommendations is outlined on the following pages.

The next Section call is scheduled for **Wednesday, April 18, 2018 at 4:00 pm**. An announcement for the call was posted on the D&I Section NALPConnect page earlier this week. In the meantime, I will also post a reminder for people to register for the D&I Summit coming up in June.

It has been a pleasure serving as the D&I Section Chair for the 2017 – 2018 term. I got to work with some incredibly talented, thoughtful, and innovative people. It’s hard to believe that my term is up, but I know that Courtney Carter is the perfect person to take over the reins and continue the work that we started this year and implement some great new things in the year to come. I look forward to working with her and continuing my involvement in the section.

The following are recommendations (where applicable) from the Diversity & Inclusion Section’s Working Group Vice-Chairs to the incoming leadership team.

Working Groups & Vice Chairs	THIRD QUARTER UPDATES
<p>Annual Education Conference/ Bulletin Article Planning</p> <p>Vice Chairs:</p> <p><i>Courtney Carter, Jenner & Block LLP</i></p>	<p>Given the window of time for completing and submitting RFPs after the 2018 conference, it is highly recommended that there are at least two vice-chairs who can divide up the outreach and necessary follow-up for RFPs and articles.</p> <p>Creating (or duplicating the already created) Google document for tracking RPF and article ideas is very helpful. During the RFP process, it makes it very easy to update that document and keep track of submissions and where follow-up with possible presenters is needed.</p> <p>Brainstorming RFP and article ideas during the NALP Conference, at the D&I Section meeting his also highly recommended. That makes the follow up with people, who have been identified as possible presenters (or presentation leads) that much easier during the submission window.</p>
<p>Diversity & Inclusion Summit Planning</p> <p>Liaison to the Planning Committee:</p> <p><i>Demetria Johnson, Miles & Stockbridge, LLP</i></p>	<p>N/A</p>
<p>Diversity Best Practices Guide</p> <p>Vice Chair:</p> <p><i>Tiffany Simmons, American University, Washington College of Law</i></p> <p><i>Sherry-Ann Smith-Gomez Benjamin N. Cardozo School of Law</i></p>	<p>In updating or creating a new Best Practices Guide, it is important that the vice-chair(s) go into the project with a plan of attack and are very organized. That would include establishing a true working group of volunteers and setting regular update/progress calls. It is also of the utmost importance to know just how the Best Practices Guide is being used so that it can be as user friendly as possible.</p> <p>It is recommended that the vice-chair(s) create member surveys to gather usage information as well as to get a sense of what’s considered a “best practice” within the industry and our peers.</p> <p>Tiffany Simmons volunteered to serve as a vice-chair again.</p>

<p>Webinars</p> <p>Vice Chair:</p> <p><i>Michelle Silverthorn,</i> Illinois Supreme Court Commission on Professionalism</p>	<p>The Webinars working group should continue to look for collaborative partnership opportunities within and outside of the D&I Section. This year’s partnership with the First Generation Working Group resulted in a very successful webinar.</p>
<p>Mentoring</p> <p>Vice Chair:</p> <p><i>Nirvana Dove,</i> Georgetown University Law Center</p>	<p>N/A (Nirvana is out on Maternity Leave)</p>
<p>SOGIE (Sexual Orientation and Gender Identity and Expression)</p> <p>Vice Chair:</p> <p><i>Jason Beekman,</i> Cadwalader, Wickersham & Taft LLP</p>	<p>N/A</p>
<p>First Generation College Graduates:</p> <p>Vice Chair:</p> <p><i>Michelle Jackson,</i> Northwestern Pritzker School of Law</p>	<p>This is a working group that “needs to continue.” The webinar collaboration with the Webinars working group was very successful with over 100 participants.</p> <p>There seems to be an opportunity for collaboration with the Best Practices Guide working group for creating a student and attorney advisors best practices guide for First Gen students and lawyers. This would provide an opportunity to put some substance behind the nuances that law schools and employers are experiencing with this growing demographic.</p>