

## MEMORANDUM

**DATE:** June 22, 2017

**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 First Quarter Report

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The Diversity & Inclusion Section Chair, Kia Scipio, called a meeting of all Working Group Vice-Chairs (see listed Vice Chairs in the Working Group Update Chart that follows) on Monday, May 8, 2017. Prior to the call, Kia asked that each Vice-Chair think about and send their thoughts on what the priorities of the section should be for the upcoming year, using the NALP President's "charge" to the section as a framework. During that call, the group identified and outlined the following priorities for the coming year:

- 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.

In addition to outlining the priorities of the section, dates for section calls were determined. The scheduled dates for D&I Section calls are:

- May 31
- July 26
- October 25
- January 21, 2018
- March 28, 2018

The first call for the section was held on May 31<sup>st</sup>, during which the Working Group Vice-Chairs were introduced as were the priorities of the section for the year. There are currently 512 members of the D&I Section, according to NALPConnect.

The following are updates (where applicable) from the Diversity & Inclusion Section’s Working Groups, which includes all of the Working Group Vice-Chairs.

| Working Groups & Vice Chairs   | FIRST QUARTER UPDATES  |
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| <p><b>Annual Education Conference/<br/>Bulletin Article Planning</b></p> <p>Vice Chairs:</p> <p><i>Courtney Carter,</i><br/>Jenner &amp; Block LLP</p> <p><i>Cheryl Hunt,</i><br/>Baker, Donelson, Bearman,<br/>Caldwell &amp; Berkowitz</p> | <p>On Friday, May 19, 2017, 7 RFPs for the 2018 Annual Conference were collected and submitted and submitted on behalf of the section. On Friday, June 16<sup>th</sup>, 4 feature articles were submitted for the NALP Bulletin. One article has already been approved for the September 2017 issue.</p> |
| <p><b>Diversity &amp; Inclusion Summit Planning</b></p> <p>Liaison to the Planning Committee:</p> <p><i>Demetria Johnson,</i><br/>Miles &amp; Stockbridge, LLP</p>   | <p>No update to date.</p>  |
| <p><b>Diversity Best Practices Guide</b></p> <p>Vice Chair:</p> <p><i>Tiffany Simmons,</i><br/>American University, Washington<br/>College of Law</p> <p><i>Sherry-Ann Smith-Gomez</i><br/><i>Benjamin N. Cardozo School of<br/>Law</i></p>  | <p>No update to date.</p>  |

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| <p><b>Webinars</b></p> <p>Vice Chair:</p> <p><i>Michelle Silverthorn,</i><br/> <i>Illinois Supreme Court</i><br/> <i>Commission on Professionalism</i></p>                                | <p>Michelle made a pitch for and solicited webinar ideas during the May 31<sup>st</sup> section call as well as in a post on NALPConnect. She will compile all submissions, which will be reported during our next Section Leadership Call.</p>  |
| <p><b>Mentoring</b></p> <p>Vice Chair:</p> <p><i>Nirvana Dove,</i><br/> <i>Georgetown University Law</i><br/> <i>Center</i></p>   | <p>A survey soliciting interest in participating in the Mentoring Program (either as a mentor or mentee) will go out in mid to late July, with a goal of matching mentors and mentees by late August – early September. This timeline was suggested so as to avoid any overlap between mentoring pairs that were established in the Fall 2016, as those pairings will end as of September 30<sup>th</sup>.</p> |
| <p><b>SOGIE (Sexual Orientation and Gender Identity and Expression)</b></p> <p>Vice Chair:</p> <p><i>Jason Beekman,</i><br/> <i>Cadwalader, Wickersham &amp; Taft</i><br/> <i>LLP</i></p> | <p>No updates to date.</p>   |
| <p><b>First Generation College Graduates:</b></p> <p>Vice Chair:</p> <p><i>Michelle Jackson,</i><br/> <i>Northwestern Pritzker School of</i><br/> <i>Law</i></p>                          | <p>No updates to date.</p>   |