

MEMORANDUM

To: NALP Board of Directors  
 From: Karen H Hester  
 Date: March 30, 2017  
 Re: Diversity & Inclusion Section – Fourth Quarter Report

**2016-17 Working Group Assignments and Updates**

Working Group	Co-VC	Co-VC	Notes/Updates
Best Practices (on hiatus)	Justine Maury (Dykema)		Group was inactive this year since BP was updated last year. It was suggested that a process should be developed to determine how often it should be updated as section normally gets update requests from NALP. <u>Recommendation:</u> Every other year, the D/I section determines if update is needed and let NALP know.
D/I Summit Planning Liaison	Courtney Dredden (Jenner & Block)		Since D/I summit is June 8, 2018, the position has been inactive. A large number of people are very much interested in this position, and there are questions as to other opportunities to get involved outside of being the sole liaison.
First Generation	Bradley Merritt (Bradley Univ SOL)	Sherry-Ann Smith-Gomez (Benjamin Cardozo SOL)	This is the first year for this group, and is still in the planning stages but this group should remain as issues are relevant in our profession. Group discussed the definition of 1 <sup>st</sup> generation: 1 <sup>st</sup> generation in higher education (bachelor's level) or 1 <sup>st</sup> generation in law school. Also discussed doing collaboration with schools/CSO regarding this population. There is a 1 <sup>st</sup> generation (undergraduate) <a href="#">conference</a> , June 21-23, 2017.
Mentoring	Richild Stewart (Cleary Gottlieb)	Brittaney Schmidt (Vorys, Sater, Seymour)	15 pairs this year (4-5 more than last year). Most pairings are not in the same region and are encouraged to maintain bi-monthly contacts. Challenges: need more (1) law school mentors and (2) mentors for more experienced professionals (5-7 year mark). May try to recruit beyond D/I members next year.
RFPs/Bulletin	Kia Scipio (Georgetown Univ LC)	Nirvana Dove (Georgetown Univ LC)	Last D/I article will be published in June (possibly May). The current process works well (using Google docs to set up and have contributors input information). List of all accepted articles and RFPs listed below.
SOGIE	Melanie Rowen Univ of CA, Berkeley SOL		No updates.
Webinars	Eliza Musallam Diversity & Flexibility Alliance	Nichole Velasquez (Univ. of MD SOL)	No updates. List of accepted webinar listed below.
<b>NALP LIAISON</b>	<b>Michelle Jackson</b> Southern Univ LC		No updates.

Other:

- **Section call:**
  - Karen encouraged members to attend D/I events and sessions at conference, and asked for volunteers for Open House/Welcome Reception.
  - Karen also asked for volunteers to (co)chair the working groups. Current chairs will resume if no one steps up, but believe new energy/ideas are valuable.
  - 3 new resources have been (or will be) added to the library: Law Student career fairs; ABA Speakers' Bureau, and D/I conferences.
  - Karen thanked the co-chairs and D/I members for their service this year.
- **NALPConnect Requests:**
  - Jennifer Schiavone is seeking information on D/I leaders.
  - Thyanda Mack is seeking a partner for a presentation.
- **Accepted RFPs for 2017 Conference** (12 submitted; 4 selected)
  - Supporting Students Experiencing Bias Related Bad Behavior, Microaggressions , or Harassment. Speakers: Fairuz Abdullah, Cometria Cooper, Melanie Rowen
  - Track Your Efforts, Show Your Worth: Developing a Framework for Measuring D&I Initiatives. Speakers: Jacqueline W. Cranford, Wesley Dunphy, Rachel Simmonds-Watson, Tiffany Simmons
  - A Tool Kit to Embed Inclusiveness in Law Schools. Speakers: SuSaNi Harris, Karen Hester, Patty Powell
  - Everything to Everyone: Bringing Focus to the Role of the Law School Diversity Professional – Part 2. Speakers: Erica Edwards-O'Neal, Kia Scipio, Samorn Selim
- **Accepted articles for 2016-17 Bulletin** (7 submitted; 7 selected)
  - October 2016 – Am I Diverse? Part II: Employer Survey Results on Diversity Recruiting. Authors Emily Liu and Lori Garrett
  - November 2016 – Implicit Bias: From Admissions to Career Advising – Awareness is Key. Authors: Tracy Simmons and Molly Stafford
  - December 2016 – Mentoring Diverse Attorneys. Author: Karen Hester
  - January 2017 – Diversity Personal Statements – What Makes for a Compelling Essay? Authors: Jaya Saxena and Kia Scipio
  - February 2017 – Measure Twice, Cut Once. Author: Karen Hester
  - April 2017 – Unconscious Bias: What is It and How Do We Deal with It? Authors: Nirvana Dove and Kia Scipio
  - June 2017 - Open Communication on Flex is Vital to Recruiting the Next Generation. Author: Manar Morales
- **Accepted webinar for 2016-17**
  - November 2016 – Effective Women's Initiatives with Impact! Presenters: Kit Chaskin and Manar Morales
- **2017 Conference Open House greeters**

	1st Person	2nd Person
<b>5:15-5:30 (set up)</b>	Karen Maupin	Nikki Harris
<b>5:30-6:00</b>	Karen Maupin	Maria Gallagher;
<b>6:00-6:30</b>	Samorn Selim;	Neil Dennis
<b>6:30-7:00</b>	Jami de Lou	Shannon Scott;
<b>7:00-7:30</b>	Melanie Rowen	Shavon Ivy
<b>7:30-7:45 (clean-up)</b>	Melanie Rowen	Shavon Ivy

