

MEMORANDUM

DATE: January 15, 2014

TO: Fred Thrasher, NALP Deputy Director
Kisha Nunez, NALP Board Liaison, Diversity & Inclusion Section

FROM: Lori L. Lorenzo

RE: **NALP Diversity & Inclusion Section Third Quarter Board Report**

Please find below a report of the Diversity and Inclusion Section’s activities during the third quarter of the 2013-2014 NALP Year.

Summary:

The Diversity & Inclusion Section is hard at work. The Section held its quarterly call on Wednesday, January 8, to discuss the work described below. We have been using NALP Connect to communicate with one another, announce events, host discussions and to highlight group resources as they become available.

Work Group Updates:

- **RFP Group** – Eliza Musallam, Neil Dennis and Cynthia Duval. No new work is being done by this work group, but Section members that had RFPs accepted for the Annual Conference should expect to hear from the conference planning team in the coming weeks to finalize program details.
- **Bulletin Articles** – Cynthia Duvall leads this initiative. Listed below are the bulletin articles that the Section published in the third quarter (in blue), and a list of publications scheduled to print in the fourth quarter (in grey).

Title	Author	Publication Month
Leveraging Straight Allies for Inclusion	Linda Murray-Blair	November
Practical Guide for the New Diversity Professional	Cynthia Duval	December
Tips & Strategies for Counseling Students with Disabilities	Amber Williams	January
Women of Color Attorneys – Leaning In or Leaning Out	Linda Murray-Blair	February

Vanishing Black Males	Alan Haynes	March
Diversity by the Number: The Importance of Measuring Outcomes	Lori Lorenzo	April

- **Diversity Best Practices Updates –**

1. Disability – Brad Sprayberry is working to develop suggestions for including diversity best practices in the existing Best Practices Guide and Tips for Career Services Offices Guide. Brad anticipates having a final work product prior to the annual meeting.
2. Religion – Neil Dennis has been collecting information from various sources on best practices for including religious diversity and will continue to do so in advance of drafting the related update for the Diversity Best Practices Guide. Neil anticipates adding several bullets into both guides along with references and resources readers can use. Neil anticipates having a final work product prior to the annual meeting.

- **Diversity Leadership: The Retention/Inclusion Imperative 2nd Edition** – Jennifer Franklin was leading this work group but will be leaving her current law school position to return to practice and will no longer be available to work on this initiative. A replacement vice-chair will be identified as soon as practicable.

- **Webinars** – Alexandra Mai has been working this quarter to finalize arrangements for the first webinar: “Changing Lanes 2.0: Expanding the Talent Development Paradigm.” This webinar will build on the themes and call on speakers from the 1.0 version which aired last year and was very successful. This webinar was tentatively scheduled for early December, but has been pushed back into 2014, plans for a date are being finalized now. The second scheduled webinar, a collaboration with the NALP LGBT Section in February, is currently on hold.

- **Fisher Working Group** – Sherry- Ann Smith leads this group which includes several other Section members. The group has been working to research Fisher and take environmental surveys on the implications of the decision. Currently Sherry-Ann is working with Alan Haynes to develop materials for the Fisher panel at the annual meeting. No articles on this topic are currently planned.

- **Diversity in Public Service Employment Sector** – Volunteers from both the Public Service Section and the Diversity & Inclusion Section have been identified. Jami de Lou and Matt Gewolb had a preliminary discussion about a potential joint project for the Diversity Section and Public Interest Section. While we know NALP collects data from law schools and law firms, we are not sure how well diversity demographics are tracked for law students entering public service employment. Matt and Jami will have the next call in late January to see what next steps can be taken to see if this is a viable project.

- **NALP Connect** – Sahar Dar has been working to post relevant articles of interest on the NALP Connect site. Nonetheless, discussion traffic on the site is low.

Environmental Scanning:

Articles of Interest:

"No New Women Partners at Five Am Law Firms This Year" Scores of Am Law 200 lawyers have celebrated achieving a long-sought career goal in recent weeks as their firms announce the latest class of new partners. In some cases, however, the crowd of revelers is surprisingly homogeneous. At five of the 51 Am Law 200 firms that had announced partner promotions as of Thursday—[Cleary Gottlieb Steen & Hamilton](#); [Edwards Wildman Palmer](#); [Gibson, Dunn & Crutcher](#); [Locke Lord](#); and [Stroock & Stroock & Lavan](#)—not a single woman made the grade. Two of the firms, Gibson Dunn and Locke Lord, described their failure to promote any women partners this year as an anomaly and insisted that they are committed to gender diversity. Edwards Wildman and Stroock refused to answer questions about their latest partner promotions. Cleary managing partner Mark Leddy and a firm spokeswoman did not respond to several requests for comment. See attached or visit http://www.americanlawyer.com/PubArticleALD.jsp?id=1202637372423&No_New_Women_Partners_at_Five_Am_Law_Firms_This_Year#ixzz2q17Alx47

"Progress in Law Firm Diversity is Slow" The figures for women and minority lawyers are better — but not drastically better — compared to 1993, when NALP first started collecting the statistics, signaling the legal industry is continuing to struggle with diversifying. In 1993, minorities accounted for 2.6 percent of law firm partners and women accounted for 12.3 percent. http://www.washingtonpost.com/business/capitalbusiness/progress-in-law-firm-diversity-is-slow/2013/12/29/9fb858d4-6373-11e3-91b3-f2bb96304e34_story.html

"Businesses Harness The Power Of Diversity For Growth" As the market has become more diverse, companies that have embraced diversity from within are enjoying a competitive advantage in a number of ways: overcoming the disadvantage of sameness, growing market share, and staying competitive. <http://www.forbes.com/sites/capitalonespark/2013/12/24/businesses-harness-the-power-of-diversity-for-growth/>

"Women in Leadership: Silicon Valley 150 vs. The S&P 100--Fenwick Releases First Ever Survey of Gender Diversity" [The survey](#) analyzes eighteen years of public filings regarding boards and management teams – beginning with the 1996 proxy season and ending with the 2013 proxy season – to better understand changes in the leadership of some of our most important companies, and the gradual [gender diversity](#) improvements taking place. "Our survey of [gender diversity](#) in leadership positions and board rooms of both the S&P 100 and SV 150 reveals both a story of meaningful improvement and of considerable room for additional improvement," said survey co-author David A. Bell, partner in the corporate practice at Fenwick & West. "Women are almost half of the workforce and hold slightly more than half of the management

positions nationally, but average less than a fifth of leadership positions in our largest companies both nationally and in Silicon Valley. An important step in making progress in this area is gaining a better understanding of the current environment. Until now so much of our discussions of [gender diversity](#) in senior leadership positions, particularly in Silicon Valley, have been based on personal observation of a small number of situations – and measured over a short period of time." <http://www.sacbee.com/2013/12/11/5992450/women-in-leadership-silicon-valley.html#storylink=cpy>

"Should Firms Look at Economic Diversity in Hiring?" Why can't The Am Law 200 tackle this issue head-on when it comes to associate recruiting? Why not make identifying and actively recruiting law students from economically disadvantaged backgrounds a priority? (Sure, recruiting a racially diverse group gets at this cohort to some degree, but it's not exact.) Of course, these young people would have to possess the other bona fides required to work at the big firms. And some law students may not want to disclose this part of their upbringing, given all of their subsequent academic accomplishments.

http://thecareerist.typepad.com/thecareerist/2013/12/should-firms-look-at-economic-diversity-in-hiring.html?utm_source=feedburner&utm_medium=email&utm_campaign=Feed%3A+typepad%2Fpcnu+%28The+Careerist%29