

MEMORANDUM

To: Fred Thrasher, NALP Deputy Director
Valerie Jackson, NALP Board Liaison, Diversity & Inclusion Section

From: Kristine McKinney

Date: October 14, 2015

Re: **Diversity & Inclusion Section – Quarterly Report**

The NALP Diversity Section continues to be very engaged and active. Section updates of activities during the second quarter of the 2015-2016 NALP year are provided below.

Section Communication and Calls

- On October 7th, the Section held a vibrant conference call. I provided general announcements and we received a Board update from Valerie Jackson. In addition, Eliza Musallam provided an overview of the recent diversity webinar. The remainder of the call was focused on discussing the best-practices update focused on topics such as socio-economic diversity, religious diversity and disability diversity. There was a discussion on tips and best-practices.
- The Section continues to utilize NALP Connect to communication with one another, announce events, share articles and generally highlight group resources as they become available.

Diversity & Inclusion Webinar

- On October 6, the Section hosted a webinar entitled, *Strengthening Your Community: How to Build and Integrate a Successful Flex Affinity Group*. This webinar was timely because industry surveys show that today's associates are gravitating towards flex schedules, and clients see strong flex-time programs as a key retention tool for outside counsel. The webinar provided tips and tools to best support flex-time associates, help reduced hours associates succeed, and how to build a flex-time affinity group.
- The timely topic was well-received by participants and led to a robust discussion on the Section's quarterly conference call.

RFP Working Group Submissions

- Under the leadership of Aithyni Rucker (Charlotte Law) and Kia Scipio (Georgetown Law), the Section submitted fourteen RFPs of proposed programming for the 2016 NALP Annual Education Conference. Eight were selected for inclusion in the Conference:
 - Am I Diverse? Depends On Who You Ask...
 - Dissolving Siloes: Combining Diversity & Professional Development Efforts for Greater Impact
 - Effective Ways to Support Law Firm Affinity Groups - Should You Be Doing Things Differently?
 - Career Counseling the Bottom 50%

- Leading and Developing Diverse and Inclusive Teams: A Skill and An Art Whose Time Has Come
- Everything to Everyone: Bringing Focus to the Role of the Law School Diversity Professional
- From Combat Boots to Business Suits: Rules of Engagement for Effectively Counseling Military Active Duty and Veteran Law Students and Alumni
- Microaggressions: Implicit Biases Come to Life

Bulletin Articles Working Group Submissions

- On behalf of the D&I Section, the following articles were selected and will be published in the Bulletin in the 2015-2016 NALP year.
 - Micro-aggressions / Unconscious Bias (*published October 2015*)
 - How Can We Embrace Diversity in Our Own Offices? A Constructive Look at Ways to Leverage Differences in CSOs and Recruitment & Professional Development Offices.
 - Factoring Socioeconomic Diversity into the Equation
 - Associate Retention: Diversity & Inclusion Collaborations that Work
 - Steps for Developing a Holistic Flexibility Program
 - Cultural Competency for International Law Students

Response to Diversity & Inclusion Summit Update

- An update was provided to NALP members in Summer 2015 regarding the Board's decision to forgo the NALP D&I Summit in 2016. Only one inquiry was made to the Section Chair as a result of this announcement.
- Valerie Jackson provided an announcement directly to Section members on the October 7th call. There was limited discussion as Section members seemed to understand the rationale for the decision.
- As a result of the Board's decision, there will be no D&I Section Liaison position for the Summit in 2015-2016.