

MEMORANDUM

JENNER & BLOCK LLP

June 21, 2018

To: Neil Dennis, NALP Board Liaison
Meaghan Hagner, NALP Member Services Manager

From: Courtney Dredde Carter

Re: NALP Diversity & Inclusion Section Board Report – June 2018

The NALP Diversity & Inclusion Section is off to a strong start for the 2018-2019 year. The Section has 528 members currently. Summaries of the reports for the current Vice Chairs for our Work Groups are below.

Vice Chair Reports:

- Annual Education Conference / Bulletin Article / Webinar Planning
 - Chandra Kilgriff & Kala Taylor
 - 13 RFPs, with over 20 proposed speakers, were submitted on behalf of our section. 218 total proposals were submitted, so NALP is now reviewing those to make some tough decisions about how to prioritize them and how they fit with proposals submitted by other sections and individuals.
 - The Vice Chairs just submitted articles for the upcoming year's NALP bulletins. They submitted 7 article ideas, so the section should have good representation throughout the year. NALP is considering those now, and the Vice Chairs hope to hear back in about a month.
- Diversity Best Practices Guide
 - Traci Sharpe, Nicole Netkin-Collins, Terrene Burke
 - Members of the section are encouraged to share any resources or links that they think might be helpful in updating the Best Practices Guide.
- Mentoring
 - Ashley Julian and Amy Weiss

- **Ways section members can get involved:** Section members are welcome to serve as mentors or mentees, but we have a particular need for mentors. This mentoring program is an opportunity for section members to collaborate and network with other members of the section, share their expertise, and provide valuable advice regarding career paths, time management skills, professional development and leadership opportunities to newer members.

Update: Ashley has updated all of our materials for the mentoring program, including a flyer and a goals/expectations sheet that mentors and mentees can fill out together, and I plan to send correspondence about the program to all members of our section (inviting them to participate) later this week or next week via NALP Connect. The mentoring program will run from September to September as it did last year, and Ashley and Amy will touch base with all mentor pairs throughout the year to check in and provide resources.

- LGBTQ
 - Cassie Russell & Doug Ebeling
 - Doug and Cassie have been working with Courtney and the NALP communications team to review and update LGBTQ information on the NALP website. This project should be done by the end of the summer. We are particularly interested in how to make LGBT reflective of our entire community. If you know of a resource related to the intersection of ability status, class, race, or another identity/affinity group and the LGBT community please let us know. We would love to include any suggestions.
- First Generation College Graduates
 - Lezlie Griffin & Jessie Howell
 - One way section members can be involved is by sharing any best practices/ideas that have worked well for them. It's always helpful when we can brainstorm and collaborate on things. For example, we are at the point where we're thinking about our incoming 1Ls and orientation, and are planning a first-gen student panel presentation for orientation. We would love to hear from other NALP members that have done something like this to get more ideas for topics we should cover. We are also updating the incoming 1L survey and want to add some first-gen focused questions in the demographic section. We would be interested to hear what other people have planned for their incoming first-gen students.
- Legislative Monitoring
 - Sheila Simhan & Sherry Ann Smith-Gomez
 - The Vice Chairs will be monitoring federal and state legislation and litigation affecting LGBTQ rights. They will also monitor other legislative and regulatory developments that might impact law firm or law school diversity initiatives.

- Updates: Trump signed a memo in March endorsing a new transgender military ban in March which if it goes into effect, would ban most transgender troops from serving in the military. However, courts have issued preliminary injunctions on four separate law suits that require the Pentagon to continue allowing open service while the cases work their way through the court system. No new policy can go into effect until then. Attorney General Sessions on Monday made it all but impossible for asylum seekers to gain entry into the United States by citing fears of domestic abuse or gang violence, in a ruling that could have a broad effect on diverse law students' families who may have applied for asylum.
- Diversity in Judicial Clerkships
 - Elissa Ronquillo & Eric Stern
 - There continues to be a lot of discussion among various stakeholders about the lack of accurate demographic information for federal judicial law clerks. In one circuit, there is an effort underway led by current judicial law clerks of color that has led to the formation of an official subcommittee tasked with examining these issues and developing some ways to address the lack of diversity among law clerks in that circuit. That subcommittee will be chaired by an active Federal Magistrate Judge (who is also a woman of color). As we know, NALP has previously examined this issue through the collection of empirical data - which resulted in a frequently cited report that came in 2000. There is now interest from a large stakeholder organization in partnering with NALP to conduct another study.

Environmental Scanning

Transgender inclusion remains a hot topic among the section. The Diversity Summit was well received with programs on interrupting unconscious bias, sponsorship v mentorship and using data as a part of your diversity strategy proving to have been very effective. Another topic of discussion was how organizations handle affinity group receptions for their summer associates. It seemed that organizations do a mix of inviting all summers and inviting summers who have opted in to various affinity group networks.

RFPs Submitted on Behalf of Section

13 RFPs were submitted on behalf of the D&I Section. The list of RFPs submitted is below:

1. Beyond Plugging the Dam: How Diversity Directors and Talent Professionals Can Collaborate to End the Flood of Diverse Lawyer Departures
Diverse lawyers face unique challenges in law firms. These challenges vary based on race, gender and seniority, and impact retention and attorney experiences at all stages throughout their careers. Through the combination of research and anecdotal experience from four D&I professionals, this program will share strategies on how diversity and inclusion and talent professionals can work together through programming and initiatives to support diverse lawyers. The program will not only breakdown the unique challenges diverse lawyers face throughout their careers including the phenomenon of imposter syndrome, implicit and explicit bias, micro-inequities and leadership gaps, it will also

provide a framework for supporting diverse lawyers throughout the critical stages of entry-level integration, mid-level retention and development, to senior-level promotion into partnership and senior ranks of leadership. Courtney Carter, Amie Santos, Alexis Robertson, Sharla Toller

2. **Code Switch: Counseling Students Navigating Parallel Universes** Non-traditional students come to law school carrying more than just their Contracts book. Many identify as members of marginalized identity groups who struggle with familial responsibilities, gender identity issues, first generation status, and other concerns that can cause imposter syndrome and feelings of isolation. To tackle obstacles including external demands for limited time and resources and micro-aggressions from faculty, colleagues, and employers, many engage in code switching: presenting different versions of themselves to fit the environment. This program will provide career development professionals with tools to help their students navigate these unique challenges and position themselves for success. Kamilah Clark, Ashley Scott, Jennifer Mencarini, Neil Dennis
3. **Diversity & Inclusion Programs: Determining the Right Fit for Your Law School** Diversity and inclusion (D&I) programs at law schools are as varied as their names. For those schools looking to implement or revamp their own D&I programs, departments, or initiatives, navigating the myriad of law school models might prove overwhelming. Should we dedicate one person for all D&I initiatives? Should we create a stand-alone department or pull from existing departments to create a D&I committee? This session will provide answers to these questions as we review D&I programs currently in place at law schools across the country. Additionally, we will provide an in-depth analysis of three different D&I models and explore the pros and cons of each program.
Kourtney James, Kendra Brown, Brenda Hernandez, Carey Bertolet Grand
4. **It's YOUR Turn! Leading on Diversity & Inclusion Issues When (Perceived As) Non-Diverse**
Following an OCI diversity program, a white career counselor debriefs with a student of color who comments, "I'm afraid I won't get any jobs and people will think, 'that affirmative action woman isn't smart enough to be here.'" As the well-meaning counselor makes a horrified no-one-should-say-that face, the student explains that this is what students of color think about regularly. Diverse law students and lawyers often are put in the position of explaining their experiences to the professionals charged with helping their careers. This session will provide concrete tips to help non-diverse professionals on becoming effective diversity and inclusion advocates. Nicole Netkin-Collins, Molly Stafford, Kia Scipio, Meredith O'Keefe
5. **Open Doors: Advising Law Students and Lawyers with Disabilities** How can we best serve law students and lawyers with disabilities? NALP research shows that each year hundreds of law school graduates self-identify as having a disability and that graduates with disabilities are "considerably less likely to be employed." Some students with "hidden disabilities" do not disclose them, yet they would benefit tremendously from resources such as mentoring programs, disability interest groups, and Schedule A hiring. Join us for an interactive panel discussion on best practices and resources you can use to help these future lawyers, including those with ASD, ADHD and other cognitive differences, reach their full potential. Amy Weiss, Peter Lynch, Annebrooke Temple, Sabrina Nelson
6. **Real Talk About Diversity and Inclusion - Addressing Bias and Micro-behaviors in the Moment**
Diversity in the legal profession hasn't really increased in the past 10 years, despite

awareness of the numbers and efforts to improve them. Instead of focusing on diversity as the solution, let's lead with inclusion to drive diverse results. How can we adapt organizational structures and practices to mitigate unintentional bias? How could we be more inclusive in our everyday interactions? Join us for this candid discussion on bias and micro-behaviors; we don't expect to solve the diversity problem in 60 minutes, but we will share strategies and actions you can take to shift the conversation after the conference. Amy Kimmel, Michael Nguyen, Jennifer Peneyra

7. Reimagining Diversity & Inclusion for the 21st Century & Beyond Diversity and inclusion is all the buzz these days. One only has to take a look at the latest headlines to see why. Despite the increased popularity of diversity and inclusion, from hiring professionals, signing pledges to various programming and initiatives, real, sustainable change in the legal field area seems to be elusive. It is salient for diversity and inclusion professionals to strategically assess existing efforts to effectively produce sustainable change rather than tokenism. Thus, the goal of this program will be constructively assess the current state of diversity and inclusion, address areas of improvement, while offering practical solutions for attendees to create truly diverse and inclusive cultures within their organizations. Ashley Julian, Tamesha Keel,
8. So You Want to Do D&I in a Law Firm or Law School? More and more law schools and law firms are creating roles with a sole focus on diversity and inclusion. Aside from an interest in the subject matter, what background and experience is needed to be a competitive candidate for consideration for these roles? Are you limiting your career opportunities and growth if you only focus on diversity and inclusion? Attendees will hear from law school and law firm professionals who do diversity and inclusion work either exclusively or as a significant part of their role. How did they get there, what do they do, and what have they learned? Kia Scipio, Courtney Dredde Carter, Chandra Kilgriff, Nicole Netkin-Collins
9. Supporting First Generation Professionals in Law Schools and Law Firms: The Evolving Commitment As the commitment to investing in and supporting First Generation Professionals continues to evolve, so must law schools and law firms. In this panel, administrators from both worlds will discuss the First Generation Professionals landscape and the progress made in supporting this population, resources and opportunities to strengthen the commitment, and opportunities for law firms and law schools to work together to continue to develop, improve, and strengthen that commitment. Yusuf Zakir, Eric Stern, Dr. Malissa Barnwell-Scott
10. Supporting Non-Binary, Trans, and Gender Non-Conforming Attorneys and Students Improving inclusion around gender in our law schools, firms, or other organizations means knowing best practices for supporting individuals who are transgender, are gender non-conforming, or identify as a gender other than female or male. Participants in this interactive workshop will develop and refresh their knowledge of gender inclusion issues. They will leave better able to lead their office in identifying and addressing these issues, as well as concrete ideas and resources to help make their school, firm or organization safer and more welcoming. Melanie Rowen, J. Remy Green, Morgan Lynn-Alesker, TBD
11. Teaching Compassion: A case study on moving from inclusion to engagement through a collaborate experiential learning approach In this session, the speakers will discuss their

collaboration to design and implement a professional development experience that teaches a much-needed soft skill: empathy. The director of the career and professional development center and a clinical professor of this law school will share their collaborative approach to teaching compassion and developing emotional intelligence through integrating a poverty simulation experience within the experiential learning efforts of the law school. Each will speak from their experiences as a practitioner and an educator. Both faculty member and the staff member will discuss the value of getting specialized facilitation training to really help students through the experience and beyond. The simulation will be provided through a professional development program offered to students. The presenters will share information about the process, the buy-in, the implementation, and the outcomes as it relates to diversity and inclusion and compassion and empathy. If we have enough time, we may conduct a “mini” simulated experience for the attendees. Kala Taylor, Ashley Campbell

12. They wore what?! The expectations and costs of covering identities In the legal profession, the pressure to conform to “traditional” business dress and customs regularly requires law students and attorneys to tone down identities and hide their true selves. “Covering” forces unnecessary and unwanted assimilation. It takes a significant toll especially on transgender and non-binary people, the religiously observant, and underrepresented communities in the law. Ultimately, covering prevents us all from truly being able to understand one another. This workshop, will discuss the challenges associated with covering and provide practical tools for career services, recruitment, and D&I professionals to support students and attorneys in navigating identity expression issues in the legal workplace. Morgan Lynn-Alesker, Neil Dennis, Koriambanya (Kori) Carew, Yusuf Zakir

13. Thriving, Not Just Surviving: How to Establish Successful First-Gen Programs & Student Orgs
First-gen law students face unique challenges during their law school experience. We’ve had previous NALP webinars and sessions aimed at helping NALP members with defining this first-gen cohort as well as counseling them. Now it’s time to take it a step further and address how to best support first-gen law students on multiple levels of development throughout their legal education, including personal, professional, and academic. Panelists will discuss how their schools established and implemented specific first-gen programs and student organizations designed to provide that multi-faceted support to help first-gen students thrive, not just survive. Session attendees will have the opportunity to learn about detailed first-gen law student needs and best practices for addressing those needs. Attendees will also engage in brainstorming ideas for creating first-gen initiatives at their own schools. Lezlie Griffin, Eric Stern, Malissa Barnwell-Scott, Lindsay Romasanta

Section Calls

Our first section call was held Wednesday June 13. On the call we recapped the NALP / ALFDP Diversity Summit, Vice Chairs gave working group reports and we discussed what was happening within our organizations. There was some discussion regarding transgender inclusion and what are best practices surrounding training and programming on the topic. It seems this is a hot topic so I think the updates to the LGBTQ Section of the NALP website will be an appreciated resource.

Upcoming section calls:

- October 4th 3pm EST
- January 16th 3pm EST
- March 27th 3pm EST

bcc: BCCNameList