

MEMORANDUM

To: Fred Thrasher, NALP Deputy Director  
Valerie Jackson, NALP Board Liaison, Diversity & Inclusion Section  
From: Kristine McKinney  
Date: March 19, 2016  
Re: Diversity & Inclusion Section – Quarterly Report

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

**Section Communication and Calls**

- On February 16, the Section held a vibrant conference call. Discussion included the following topics:
  - *Update to the Diversity & Inclusion Best Practices Guide.* The working group, led by Justine Maury of Dykema, led a discussion about proposed changes including a combined guide for schools and firms that has tabs to differentiate content, addition of best-practices related to religious and socio-economic diversity, and an updated list of resources. The updates will be finalized in early April.
  - *Update on the D&I Section’s Mentoring Program.* Richild Stewart of Cleary Gottlieb has led the effort for the past two years. The discussion indicated there is a desire within the Section to continue the informal mentoring program that connects more experienced D&I professionals to those that are newer to D&I responsibilities. In addition, the Section discussed ways to include additional people in the mentoring program as well as ways to ensure it remains relevant for NALP members.
  - *Metrics and Measurement of contributions to diversity and inclusion initiatives in law firms.* Discussion included various ways lawyers may get "credit" for their contributions – or the lack of such measurement systems within firms.
- The Section continues to try to utilize NALP Connect to communicate with one another, announce events, share articles and generally highlight group resources as they become available.

**Update on 2015-2016 Section Charges**

<b>Section Charge</b>	<b>V. Chair</b>	<b>Update</b>
Annual Education Conference RFPs	Aithyni Rucker (Charlotte Law) and Kia Scipio (Georgetown Law)	The Section put forth 14 proposals for consideration and 8 were selected. We look forward to these programs at the conference!
<i>Bulletin</i> Article Planning	Aithyni Rucker	6 articles/columns have been published

	(Charlotte Law) and Kia Scipio (Georgetown Law)	on behalf of the Section during the 2015-2016 year. In addition, a diversity book review was published.
Update Diversity Best Practices documents	Justine Maury (Dykema)	Project to be completed prior to the Annual Education Conference in April.
Webinars	Eliza Musallam (Diversity & Flexibility Alliance)	In October, the Section hosted a webinar entitled, <i>Strengthening Your Community: How to Build and Integrate a Successful Flex Affinity Group</i> .
Mentoring Program	Richild Stewart (Cleary Gottlieb)	Virtual meetings between mentoring pairs continued during the year. An opportunity to engage more mentoring pairs may occur at the Annual Education Conference.

### **Update on 2015-2016 Section Membership**

In February 2016, the Section added its 500<sup>th</sup> member! The Section continues to grow and have a core group of very active contributors.

### **Recognition of D&I Section Contributions**

Many thanks to the fabulous group of Section Vice-Chairs for 2015-2016! Aithyni Rucker, Kia Scipio, Justine Maury, Eliza Musallam, Richild Stewart represent the best of NALP, and the D&I Section is grateful for their work and contributions! In addition, as Board Liaison, Valerie Jackson was an invaluable resource to me personally and to the Section as a whole. Many, many thanks to Valerie for her time and wisdom! This fabulous group did amazing work over the past year and contributed greatly to the D&I Section of NALP!