

MEMORANDUM

JENNER & BLOCK LLP

October 15, 2018

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

From: Courtney Dredde Carter

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

The NALP Diversity & Inclusion Section continues to be a strong community within the NALP space. The Section has 533 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. The following 7 RFPs were selected for the 2019 Conference: Code Switch: Counseling Students Navigating Parallel Universes; Diversity & Inclusion Programs: Determining the Right Fit for Your Law School; It's Your Turn! Leading on Diversity & Inclusion Issues When (Perceived as) Non-Diverse; So You Want to Do D&I in a Law Firm or Law School?; Supporting First Gen Professionals in Law Schools and Law Firms; Supporting Non-Binary, Trans and Gender Non-Confirming Attorneys and Students; and They Wore What?! The Expectations and Costs of Covering Identifies.
 - 7 articles on behalf of the section will be published in the NALP Bulletin over the next few months on the following topics: first gen students and professionals, diversity in a changing climate, pre-recruiting and the impact on diverse students, D&I programming in the current climate, leading on diversity issues when perceived as non-diverse, 1L diversity fellowship programs, and teaching compassion.

- Diversity Best Practices Guide
 - Traci Sharpe, Nicole Netkin-Collins, Terrene Burke

- The Co-Chairs have reviewed The Diversity Best Practice Guide and are planning to make the below changes and add information on the following topics:
 - Replace LGBT with LGBTQIA throughout the Guide
 - Address training and establishing reporting guidelines in the wake of the Me Too movement
 - Address training on Privilege – recognizing it and leveraging privilege to uplift minorities
 - Supporting First Generation students
 - Implementation of policies on pronouns in signature blocks
 - Soliciting volunteers who have written on the topics above and who can help test links
- Mentoring
 - Ashley Julian and Amy Weiss
 - Mentor matches were finalized and sent out last week – along with guidelines and tips. There were 11 matches this year.
- LGBTQ
 - Doug Ebeling
 - Cassie has left her NALP position and so we are searching for a new LGBTQ Co-Chair.
 - Doug and Cassie have updated the LGBTQ Section of the NALP Website, which is now fantastic!
- First Generation College Graduates
 - Lezlie Griffin & Jessie Howell
 - There was a recent First Gen webinar on September 27 that was shared with the Section.
 - Throughout October Lezlie Griffin and Jessie Howell will collect feedback from law schools and firms on whether they have any programming or initiatives in place to help first-gen college grads successfully transition to law school/firms. This information will be organized into a document that will be uploaded as a resource to our section’s NALP Connect page in November.
- 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: The Trump administration is championing race-blind admissions standards and threatening to take legal action against universities that continue to practice affirmative action in admissions.
 - This is being reinforced by the DOJ's statement of interest in the *Students for Fair Admissions v. President and Fellows of Harvard College* case where the administration has stated that Harvard's "race-based admissions process significantly disadvantages Asian-American applicants compared to applicants of other racial groups".
- Diversity in Judicial Clerkships
 - Eric Stern
 - Elissa Ronquillo stepped down from serving as co-chair. Doug is comfortable going it alone.
 - Eric is working with ABF and Judicial Clerkships section on polling diverse clerks about their clerkship experiences / experience in securing clerkships
 - This is part of a larger project that NALP is committed to engaging in to address this issue

Environmental Scanning

- #metoo – did this affect fall recruiting?
 - New York law school – metoo presentation – wants to hear from colleagues on this issue - Aisha Joseph at NY Law School
 - Jaya Saxena (JAY-A) – NALP / PSJD Mini Conf – plenary topic is how #metoo is changing workplace issue of D&I Oct 25
 - GW – Title IX training for career center staff; more mindful of messaging
 - Valarie from Berkeley Law – removed the beds from the rooms for interviewing automatically; sent an email to students prior
- Pronouns – what organizations are displaying pronouns in signature blocks, etc.?
 - Nicole at Colorado Law – a couple people have done it; no pushback
 - Jaya – GW – big movement for people to add the pronoun; article "the problem with pronouns"
- Open forum
 - Identifying as first gen – what do employers think
 - Perceptions are positive – it's a value add

Section Calls

Our second section call was held Thursday October 4. There was good conversation during the call, with particular engagement during the environmental scanning portion of the call. This continues to be an active, engaged group.

Upcoming section calls:

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