

Memorandum

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TO: Fred Thrasher, NALP Deputy Director

Traci Mundy Jenkins, NALP Board Liaison, Diversity & Inclusion Section

FROM: Melanie R. Priddy

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

Please find below a report of the Recruiting Section's activities during the fourth quarter of the 2012-2013 NALP Year.

Summary:

The Diversity & Inclusion Section remains busy and productive. We had a section call on April 1st where we discussed a variety of topics including reviewing our February 1st webinar on the intersection of Professional Development, Diversity and Legal Recruiting; the upcoming Annual Conference and Section meeting in Tampa; the 2013 Diversity Summit; general environmental scanning and suggestions for next year's section chair. Details of each topic are below.

Working Group Updates:

- **Bulletin Article Group** - We had one article published in the NALP Bulletin on behalf of the Diversity & Inclusion Section this quarter. It was "Year Round Diversity Initiatives for Law School CSOs" by Lori Lorenzo. Another article titled, "Asian Pacific American Lawyers Experience in Law Firms" by Eliza Musallam and Alexandra Mai is scheduled for publication in June.
- **Diversity Leadership: The Retention/Inclusion Imperative** - Our most recent article was published in the April issue of the NALP Bulletin and written by Gwendolyn Ferrell and highlights Petal Modeste, Dean of Career Services at Columbia Law School; Esther Rodriguez, Firm Wide Entry-Level Recruiting Manager at Holland & Knight; Grace E. Speights, Partner, Labor & Employment Group at Morgan, Lewis & Bockius LLP; Jennifer Thomas,

Director of Legal Recruiting at the Public Defender Service of the District of Columbia; and Josh Wayser, Litigation Partner at Katten Muchin Rosenman, LLP.

- **February 1st Webinar: Changing Lanes: Working at the Intersection of Recruitment, Diversity and Professional Development in Law Firms** - This webinar was sponsored by the Professional Development, Legal Recruiting and Diversity & Inclusion sections. Panelists included Demetria Johnson (Hogan Lovells), Sisi Hannibal (Ogletree Deakins), Dana Gray (Faegre Baker Daniels) and the panel was moderated by Valerie Jackson (K&L Gates). Panelists discussed the trend and potential implications of combining recruitment, diversity and professional development roles at law firms, best practices, and helpful resources for those in a combined role, and sample job descriptions for those seeking to define their role. The webinar generated a very robust discussion and participation by many of those who joined the call. Our suggestion is that this panel presentation be submitted on behalf of the section as an RFP for either the Annual Conference in 2014 or the Diversity Summit.
- **Suggestions for NALPConnect/Next Year's Section** - In our April 1st phone call, we solicited recommendations from section members on ways we could improve our use of NALPConnect and/or section participation. Below were some suggestions:
 - **Section Icons** - One concern about emails that we receive from NALPConnect regarding announcements, discussions, etc., is that they all look the same. One section member had the helpful suggestion of whether it was possible to have section-identified icons that would post whenever the email was from that section/department.
 - **Bold/Italic Identifiers** - another suggestion along this same vein is that is there a way to bold the relevant/important information in announcements/discussions received from NALPConnect. Again, the concern is that we receive so many emails, we would like a way to quickly identify the information that we need.
 - **Sample Job Descriptions** - On the main NALP site, there are a number of useful job descriptions of recruiting and professional development. It would be

very helpful, if NALP could add diversity job descriptions, as that would be a very useful resource for members of the section (and NALP in general).

- **Tech Savvy Section Members** - I know that we have a NALPConnect liaison, but one of the recommendations was to try to identify tech savvy section members in advance, so they could find ways that we could use NALPConnect to it maximum capacity.
- **Budget for NALP Open House** - A final suggestion was in preparation for the Open House the first night of the NALP Conference. It would be nice if each section had a small budget, so we could purchase and distribute trinkets, buttons, swag, etc. that promoted the section. It would be an easy way to attract people to our table and hopefully increase the number of folks who sign up for the section and attend the meeting on site.
- **Environmental Scanning: *Lean In* by Sheryl Sandberg** - The hot topic on diversity at the time of this call was the recent book by Sheryl Sandberg, the COO of Facebook, called *Lean In*. In summary, the book speaks of professional women and how they should “lean in” to their careers in the course of their career lifetime. A product of this is the decision to create “lean-in” circles within law firms or corporations. These are different than affinity groups in that they are smaller, would contain peer support across different industries, and the small environment encourages candor when speaking about balancing work and family obligations. For example it would be a group of all women partners, all those at director levels, etc. The end result is that it assists in elevating your career path. There were a lot of comments, both positive and negative about this, but this subject created a lively discussion and may be a good idea for either a round table discussion at the Diversity Summit, or a topic during a hot topic round table at the Annual Conference.

It has been a pleasure serving as Chair of the Diversity & Inclusion section for the past year. I look forward to continuing my involvement as a member Immediate Past Chair, and a member of the section.