

# MEMORANDUM

April 7, 2020

**To:** Neil Dennis, NALP Board Liaison  
Claire Nash, NALP Member Services Coordinator

**From:** Lezlie A. Griffin, NALP Diversity & Inclusion Section Chair

**Re:** NALP Diversity & Inclusion Section Board Report, April 2020

The NALP Diversity & Inclusion Section continues to be a strong community within the NALP space. The Section has 582 members currently. Summaries of the reports for the current Vice Chairs for our Work Groups are below.

## Vice Chair Reports

- **Diversity Best Practices Guide**
  - *Sherri Thomas, Alicia Currin-Moore, Niya Fonville*
  - The Best Practices Guide work group continues to work on updates as listed below, with a goal of finishing their updates by mid-May.
  - Updates that the group is working on include adding more practical tips and best practices/program ideas that have been successful at schools and firms, creating a list of diversity job fairs/interview programs, and adding a first-gen section.
  - The vice chairs recommend that next year's work group add more law firm/school examples and consider whether there are other underrepresented groups (they focused on first-gen this year) they want to add sections on, such as veterans.
  
- **Mentoring**
  - *David Cho, Jernee Bramble*
  - The work group plans to check in with the mentoring matches this week to see how they are doing and encourage virtual connection during this time. They will also solicit feedback on the mentoring program, and that feedback will be shared with next year's mentoring vice chairs.
  
- **LGBTQ**
  - *José Bahamonde-Gonzalez, Nicole Netkin-Collins*
  - The work group hosted a successful webinar, "The Bostock Case: The Potential Impact to Non-Discrimination Policies", on Wednesday, March 11th at 5:00pm ET. 65 people attended, and several followed up with José after the webinar. The recording is now available online.
  - The vice-chairs mentioned that they never got around to reviewing and updating the LGBTQ resources on the NALP website, so that could be a project for the next work group.

- **Annual Education Conference/Bulletin Article/Webinar Planning**
  - *Justine Lewis, Summra Shariff, Yakiry Adal*
  - The work group is currently promoting the upcoming NALP webinars that are related to D&I. The webinars were announced during the section call, as well as posted on NALPconnect.
  
- **Legislative Monitoring-** *Sheila Simhan, Fayola Alibey (No Update)*
  
- **Strategic Planning-** *Alison Ashe-Card, Benjamin Cheng, Michele Bendekovic (No Update)*
  
- **First Generation College Graduates-** *Diane Fears, Crystal McMillan (No Update)*

### **Environmental Scanning**

- During our April 1 call we discussed COVID-19, and the impact on our organization’s diversity initiatives and underrepresented law student and lawyers. Members that are involved in planning summer diversity interview programs shared that they are discussing whether to move forward, postpone, or hold virtual interview programs. One employer member commented that they would be hesitant about participating if the diversity interview programs are transitioned online instead of in-person. Some school members have noticed that underrepresented students have not been as engaged during the school zoom town halls. I shared that I will be hosting a zoom session specifically for diverse students at my school in hopes that they will be more inclined to participate in a smaller, more casual zoom meeting that doesn’t include the whole student body and administration. Other members expressed interest in doing the same at their organizations. Members shared different outreach they are doing with their diverse attorneys, including weekly email newsletters that highlight NALP resources and provide information on best practices, wellness, and inclusion. Staying connected is also a big focus, with members organizing virtual coffee chats, happy hours, and fireside chats with the DE&I professional. We also shared personal tips for managing stress and working remotely.

### **Section Calls**

Our fourth quarterly section call was held on April 1. The call was well attended with robust discussion. I reminded section members of the opportunities to submit proposals for PDI and the 2021 Annual Conference. I also encouraged members to save the date and stay tuned for details regarding the October DE&I Summit. After introducing the incoming section chair Alison Ashe-Card we encouraged members to think about serving as a work group vice-chair or volunteer for the new year. Additionally, Neil Dennis gave a board report. Lastly, we discussed the impacts of COVID-19, as listed above in the environmental scanning summary.