

MEMORANDUM

DATE: April 2, 2015

TO: Fred Thrasher, NALP Deputy Director
Kisha Nunez, NALP Board Liaison, Diversity & Inclusion Section

FROM: Neil Dennis

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

Please find below a report of the Diversity and Inclusion Section's ("D&I Section" or "Section") activities during the fourth quarter of the 2014-2015 NALP Year.

Summary:

The end of the 2014-15 term is quickly approaching and with this final quarter we have managed to successfully complete five of the six charges given to us at the beginning of the year with significant headway made on the outlying charge.

We had our Fourth Quarterly Section call on March 3, 2015. Further outreach was conducted throughout the quarter to the individual Vice-Chairs to check in on the progress of their charges. Similar to last year, we have been using NALP Connect to communicate with one another, announce events, host discussions, and highlight group resources as they become available. Details of each work groups' overall achievements are listed below.

Work Group Updates:

RFP/Bulletin Articles Group – This work group was successful in making sure that the D&I Section was well represented at both the Annual Education Conference and throughout the various publications in the NALP Bulletin. Our Vice-Chairs, Cynthia Duval, Nadjia Bailey, and Aithyni Rucker, did a fantastic job of managing the intake and submission process for RFPs and Bulletin Articles.

RFP Overview: Out of fifteen Section sponsored RFPs the following were chosen to present at the 2015 NALP Annual Education Conference:

1. The First 90 Days: A look at how minority associates succeed or fail in the law firm setting and what law schools and firms can do to support/prepare them
2. Me Too: Getting to a Place of Inclusion by Finding Commonalities
3. "Yamakass, Hijabs, Burkas, Scarves, Sheitels and Church Hats –A Religious Diversity Primer"
4. First Generation Professionals: Integration & Inclusion Across the Socioeconomic & Educational Spectrum

5. Hidden in Plain Sight: Supporting Students and Attorneys with Invisible Disabilities
6. Cultural Code Switching: Showcasing Many Facets of Your Authentic Self For a Successful Career
7. Shattering Perceptions of Prosecutors: Exploring the Role of the Prosecutor in the Public Interest and in Communities of Color

Bulletin Articles Overview: To date, our Section members have published a total of five Bulletin articles (three Feature Articles and two Periodic Columns):

Title	Author(s)	Type	Publication Month
The Diversity Professional: Getting Your CSO in the Game Through Creative Programming and Outreach	Aithyni Rucker & Jenia Bacote	Feature Article	October 2014
Relationship Building Skills or Bust	Sheri M. Zachary & Werten Bellamy	Feature Article	December 2014
Does "Cultural Fit" Have a Negative Impact on Diversity & Inclusion?	Aithyni Rucker	Periodic Column	January 2015
Unconscious Bias For vs. Unconscious Bias Against: The Effect of Unconscious Bias on Sponsorship	Sheri M. Zachary & Veronica Cool	Feature Article	March 2015
Three Things Every NALP Member Should Know About the SOGIE Section	Lori L. Lorenzo	Periodic Column	April 2015

Diversity & Inclusion Summit Planning Liaison to the Planning Committee – Vice Chair/Liaison, Eliza Musallam, represented our Section well throughout the planning phase of this year's Diversity & Inclusion Summit. Parting with the traditional planning process, RFPs were solicited from NALP members for this program, which made the Liaison position all the more important given that D&I Section RFPs that were turned down for the Annual Education Conference could be reconsidered for the Summit. The Summit will take place on June 11-12, 2015, and is now open for registration. The topics covered include unconscious bias, flexibility, LGBT equality, and a plethora of other issues that are of interest to seasoned and younger diversity professionals alike.

Diversity Leadership: The Retention/Inclusion Imperative 2nd Edition – Lori Lorenzo and her work group members put in an immense amount of work to create this 2nd Edition of the Diversity Leadership/Champions publication. Eleven individuals were identified to be the subjects of the updated version, but they will remain nameless until the big reveal at the Annual Conference. This year the essays have more structure in that standardized questions were asked of each person. The Champions and the Champions resource will be recognized at the NALP Annual Conference in two ways: first at the **Diversity Section Meeting** (Wednesday, April 22nd, 12-1:15) and then at the **Diversity and Inclusion Reception** (Friday, April 24th, 4:15 pm) immediately following the plenary with Jerry Kang (NALP will show a PowerPoint slide show of the Champions with headshots and a short bio on each).

Webinars – Jami de Lou is very close to putting the finishing touches on the “2.0 version” of the webinar entitled “Changing Lanes: Working at the Intersection of Recruitment, Diversity and Professional Development in Law Firms.” She has commitments from a majority of the panelists, and is trying to lock in a date for the webinar that will work for everyone (most likely after the Annual Conference).

Mentoring – With some initial assistance by Paula Edgar, Richild Stewart took on the enormous task of getting this program running and managed to successfully establish NALP's first D&I Mentoring program. There are a total of thirteen mentor/mentee pairings across the nation. Introductory emails will be sent out this week (April 2nd and 3rd), along with a handout of general guidelines on mentorship procedures and topics of discussion. We are encouraging all participants that are attending this year's Annual Education Conference to meet each other in-person at the Diversity & Inclusion Section Reception.

Long Range Strategic Planning Task Force – Kia Scipio did an exceptional job of leading this Task Force and soliciting ideas of issues that NALP should focus on over the next five years with respect to diversity and inclusion. A memorandum that summarized our findings was submitted to the NALP LRSP Committee in November.

Environmental Scanning:

Articles of Interest:

“Lawyers Brace for Diversity Mandates in Dodd-Frank Act,” The Legal Intelligencer, 3/2/15. A report on the resurgence of Dodd Frank's diversity and inclusion compliance demands of financial industry companies. Section 342 regulates diversity and inclusion standards for

“investment banks, [] any publicly traded company, mortgage companies and others that do business with some of those entities.” Depending on what governing financial agencies have to say about these standards, demands for diversity professionals could increase.

<http://www.thelegalintelligencer.com/id=1202719262245/Lawyers-Brace-for-Diversity-Mandates-in-DoddFrank-Act?slreturn=20150302211424> See also **“Agencies Set to Release Final Dodd-Frank Diversity and Inclusion Rules,”** JDSupra Business Advisor, 3/26/15 at <http://www.jdsupra.com/legalnews/agencies-set-to-release-final-dodd-frank-40847> (“Against this impending regulatory shift, it’s more important than ever for companies to do self-assessments now before they are blindsided with fresh requirements that leave them scrambling to bring their organization into compliance.”)

“Hope for Philadelphia to Increase Firm Diversity Numbers,” The Legal Intelligencer, 3/30/15. Wesley R. Payne, a partner and Diversity Committee Chair at White & Williams, reflects on the slow change in Philadelphia’s diversity statistics since 2005 to present as reported in the NALP Diversity and Inclusion Survey.

<http://www.thelegalintelligencer.com/id=1202721925726/Hope-for-Philadelphia-to-Increase-Firm-Diversity-Numbers?slreturn=20150302004716>.

“Why Don't Clients Pressure Firms to Diversify?” The American Lawyer - The Careerist, 3/24/15. Vivia Chen has found that the issue of diversity and inclusion is just “not flashing vividly on the radar screens of those in power.” Her solution entails companies (i.e., the clients) being more direct with putting firms on probation or firing them after a deadline if they do not comply with their diversity standards.

<http://www.americanlawyer.com/id=1202718495081/Why-Dont-Clients-Pressure-Firms-to-Diversify-?slreturn=20150225130830>

“Sweden adds gender-neutral pronoun to dictionary,” The Guardian, 3/24/2015. The official dictionary of the Swedish language will introduce a gender-neutral pronoun in April, editors at the Swedish Academy have announced. “Hen” will be added to “han” (he) and “hon” (she) as one of 13,000 new words in the latest edition of the Swedish Academy’s SAOL. The pronoun is used to refer to a person without revealing their gender – either because it is unknown, because the person is transgender, or the speaker or writer deems the gender to be superfluous information. http://www.theguardian.com/world/2015/mar/24/sweden-adds-gender-neutral-pronoun-to-dictionary?CMP=share_btn_link

“Law faculty diversity: Successes and failures,” The Washington Post (The Volokh Conspiracy), 3/21/15. Jim Lindgren reports on his article entitled, [“Measuring Diversity: Law Faculties in 1997 and 2013,”](#) in which he compares diversity of tenure-track faculty in 1997 and 2013. He finds that with respect to diversity hiring in law schools, all large traditional affirmative-action groups in law teaching are now at or above parity with full-time lawyers, and such groups as women, minorities, and minority women are significantly over-represented in law teaching compared to working lawyers. The only ethnic and gender groups that are more than a half slot short of parity on a typical tenure-track faculty of about forty are non-Hispanic whites, males, and non-Hispanic white males, the groups typically thought of as over-represented. <http://www.washingtonpost.com/news/volokh-conspiracy/wp/2015/03/21/law-faculty-diversity-successes-and-failures/>

“Jones Day Launches Same-Sex Marriage Website,” The American Lawyer, 3/16/15. Jones Day has launched a website that provides information on how same-sex relationships are legally recognized in nearly 300 jurisdictions worldwide. The website, which is available to the public free of charge, allows users to search laws by country, and when necessary, more localized jurisdictions. Available information is related to how countries or subareas recognize marriages originating inside or outside the specific jurisdiction, along with dissolutions of marriages, according to Jones Day, which developed the website pro bono.

<http://www.americanlawyer.com/id=1202720727244/Jones-Day-Launches-SameSex-Marriage-Website#ixzz3Ve9dhPeg>.