

MEMORANDUM

To: NALP Board of Directors
 From: Karen H Hester
 Date: June 15, 2016
 Re: Diversity & Inclusion Section – First Quarter Report

2016-17 Working Group Assignments and Updates

Working Group	Co-VC	Co-VC	Co-VC	Notes/Updates
Best Practices	Justine Maury (Dykema)			Revised guide in 2016 so group will be on hiatus for this year.
D/I Summit Planning Liaison	Courtney Dredde (Jenner & Block)			October 7, 2017, Washington DC. Planning team will not be meeting until March.
First Generation	Bradley Merritt (Bradley Univ SOL)	Sherry-Ann Smith-Gomez (Benjamin Cardozo SOL)		This is a new group for the Section. Compiling info on schools with groups/programs, best practices, etc.
				Hoping to expand the mentoring program this year. (13 pairs last year).
Mentoring	Richild Stewart (Cleary Gottlieb)	Brittaney Schmidt (Vorys, Sater, Seymour)		Survey available on NALPConnect on 6/15, with June 30 deadline; announce matches on 7/15. Incorporating feedback from last year's cycle.
RFPs/Bulletin	Kia Scipio (Georgetown Univ LC)	Nirvana Dove (Georgetown Univ LC)	Aithyni Rucker Charlotte (SOL)	Approx 12 RFPs submitted this year. Bulletin articles deadline is coming up – June 17 deadline.
SOGIE	Melanie Rowen Univ of CA, Berkeley SOL			SOGIE § members integrated into D/I §. On 8/6, volunteer counselors are needed at Lavender Law conference, August 3-6, Washington, D.C.
Webinars	Eliza Musallam Diversity & Flexibility Alliance	Nichole Velasquez (Univ. of MD SOL)		October 6, 2016 (2 ET/11 PT) – Developing Effective Successful Women's Initiatives
NALP LIAISON	Michelle Jackson Southern Univ LC			Please feel free to reach out to Michelle this year with any ideas or suggestions!

Section Meetings/Calls

- At 2016 NALP Annual Education Conference in Boston, 19 members signed up to join the section at the Open House and 45 members signed up to join at the section meeting. During the meeting, we discussed ideas for RFPs, bulletins, and other action items (including an awards/recognition at the AEC for D/I work).
- First quarterly section meeting was held on June 6, 2016.
 - Section currently has 497 members.

- Karen reminded members of the resources available on NALPConnect, including: D/I Best Practices guide; Career Fair list; D/I Section Calendar; notes from meetings.
- Discussion of awards idea – Karen will submit idea to NALP board. Awards would likely recognize those in the legal community who are furthering D/I efforts. Karen will submit an application to create a working group on this issue if there is interest.
- Discussed NALP leadership and diversity – Karen spoke with Mina about the role diversity plays in both appointed and elected positions. Mina indicated that diversity is included in the process but there are a large number of candidates for a small number of positions. Karen wondered if affinity bias may play a role, particularly in elected positions; Mina will look into this and has encouraged us to continue the conversation with her. Karen will submit an application to create a working group on this issue if there is interest.