

MEMORANDUM

April 6, 2021

To: Catherine Clement, NALP Board Liaison
Claire Nash, NALP Member Services Coordinator

From: Alison Y. Ashe-Card, NALP Diversity, Equity & Inclusion Section Chair

Re: NALP Diversity, Equity & Inclusion Section Board Report, April 2021

The NALP Diversity, Equity & Inclusion Section continues to be a strong community within the NALP space. The Section has 588 members currently. Summaries of the reports for the current Vice Chairs for our Work Groups are below.

Thank you for the opportunity to serve as the 2020-21 DEI Section Chair. Thank you also for the unwavering support of the NALP Board and staff throughout this challenging year.

Vice Chair Reports

- **Annual Education Conference/Bulletin Article/Webinar Planning**
 - *Summra Shariff, Nirvana Dove, Annabrooek Temple*
 - **Feature**
 - *Making Noise: The Work Underway/Continuous Action by Alison Ashe-Card, Molly Stafford, and Nicole Netkin-Collins (April 2021) (part 3 of 3)*
 - **Bulletin articles**
 - 12 months after George Floyd's death and the aftermath, where are we and where are we going (May 2021)
- **Mentoring**
 - *Shannon Burke*
 - No update.
- **LGBTQ**
 - *José Bahamonde-Gonzalez*
 - Recorded panel presentation for the NALP conference: The Non-Binary Legal Professionals.
- **Legislative Monitoring**
 - *Traci Sharpe*
 - Report is attached.

- **Environmental Scanning Work Group**
 - *Ray English, Alicia Currin-Moore, Justine Lewis*
 - The work group plans to post at least one article or current DEI topic on NALPconnect each month to generate discussion. They have posted the following:
 - [Judge Sheds Light on Why Some Black Associates Are Leaving Big Law](#) by Raychel Lean (February 2021)
 - [Stop Telling Women They Have Imposter Syndrome](#) by Ruchika Tulshyan and Jodi-Ann Burey (March 2021)

- **Recruitment Tools Evaluation**
 - Work Group Vice Chair position open.
 - Conducting member survey due on April 19, 2021.

- **Member Relations**
 - *Michelle Jackson, Jessica Rivera*
 - The work group has continued to welcome new section members via email outlining resources available in the section and in NALP, as well as information on upcoming events. The work group has also reached out to departed members to inquire as to why they left. So far, the main reason given is change in position.
 - 90 new section members and 5 members who have left since 4-1-2020.

- **Knowledge Management**
 - *Jernee Bramble*
 - No update.

Environmental Scanning

During the quarterly call, members discussed the takeaways from the Supporting Diverse Professionals and Engaging Allies webinar held immediately prior to the meeting. International Transgender Day of Visibility was recognized.

Section Calls

The fourth quarterly section call was held via Zoom on March 31. Catherine Clement was on the call. She advised the group that the most current NALP Board updates had been distributed via email. Members were also encouraged to register for the Annual Education Conference.

DEI Section members who were elected to serve as Conference Planning Coordinators, Regional Representatives, and Nominating Committee members were recognized and congratulated.

The meeting was relatively short. Many attendees had just participated/attended the webinar prior to the meeting and appeared to be zoomed out. I thanked everyone in attendance and the Work Group chairs, co-chairs and volunteers for their support during the 2020-21 year. I could not have been successful

without the support of so many section members. Our thoughts and prayers are with the nation and the Minneapolis community as the Chauvin trial is ongoing. We are hopeful that justice will prevail.

The next DEI Section kick off meeting for 2021-22 will take place in early May.



Ashe-Card, Alison <asheay@wfu.edu>

NALP Diversity Committee Legislative Monitoring Work Report - March 2021

Traci Sharpe <tsharpe@usfca.edu>
To: "Ashe-Card, Alison" <asheay@wfu.edu>

Thu, Mar 25, 2021 at 11:45 PM

Hi Alison,

Here's the Legislative Monitoring report for March 26, 2021.

FEDERAL LEGISLATIVE UPDATES

Immigration

1. **Biden Exec Order 14010 (Feb. 2, 2021) - Creating a Comprehensive Regional Framework to Address the Causes of Migration, To Manage Migration Throughout North and Central America, and To Provide Safe and Orderly Processing of Asylum Seekers at the United States Border**

Aims to address economic and political causes of migration, works with organizations to provide protection to asylum seekers and ensures Central American asylum seekers have legal access to the United States. Rescinds Trump administration policies and guidelines and also initiates a review of policies "that have effectively closed the U.S. border to asylum seekers"

2. **Biden Executive Order 14011 (Feb. 2, 2021) - Establishment of Interagency Task Force on the Reunification of Families**

Revokes Trump's order justifying separating families at the border and creates a task force that recommends steps to Biden to reunite separated families.

3. **Biden Executive Order 14013 (Feb. 4, 2021) - Rebuilding and Enhancing Programs To Resettle Refugees and Planning for the Impact of Climate Change on Migration**

Expands the United States Refugee Admissions Program and rescinds Trump policies that limited refugee admissions and required additional vetting.

Voting Rights

1. **Biden Executive Order 14019 (March 7, 2021) - Promoting Access to Voting**

Directs each agency to evaluate and submit a strategic plan within 200 days on opportunities to [promote and expand access to voter registration and participation](#); directs the General Services Administration to modernize and improve [vote.gov](#); calls for strategies to expand policies allowing federal employees time off to vote and to expand employees' ability to serve as nonpartisan poll workers or observers; requires a review of barriers to voting for individuals with disabilities and of the Federal Voter Registration Form to ensure it is accessible; requires the defense secretary to review the feasibility of providing an online system for military personnel serving abroad to manage their voter registration and request absentee ballots; directs the attorney general to require jails to provide educational materials on voting and voter registration; establishes the Interagency Steering Group on Native American Voting Rights.

LGBTQ+ Rights

1. **Biden Executive Order 14020 (March 7, 2021) - Establishment of the White House Gender Policy Council**

[Establishes a White House Gender Policy Council](#), which will submit a government-wide plan within 200 days with recommendations to "advance gender equity and equality in the United States and around the world"

Diversity, Equity and Inclusion

1. The House Subcommittee on Investor Protection, Entrepreneurship, and Capital Markets hearing on Diversity, Equity & Inclusion Legislation (Feb. 25, 2021)

The "[Improving Corporate Governance through Diversity Act of 2021](#)," requiring public companies to disclose diversity metrics of their boards, as well as their plans to promote diversity, and which would require the SEC to establish a Diversity Advisory Group.

2. Biden Executive Order 14021 (March 7, 2021) - Guaranteeing an Educational Environment Free From Discrimination on the Basis of Sex, Including Sexual Orientation or Gender Identity

Reaffirms as a policy of the Biden administration that "all students should be guaranteed an educational environment free from discrimination on the basis of sex, including discrimination in the form of sexual harassment, which encompasses sexual violence, and including discrimination on the basis of sexual orientation or gender identity." Directs the education secretary to review all department policies and actions to identify those that may be inconsistent with the stated policy.

3. **U.S. House Financial Services Committee (March 11, 2021)** considered 26 bills that are intended to create equity for people and communities of color in the financial services industry. The various bills reflect efforts to remove barriers and biases that limit access to (i) capital, credit and financial services, (ii) fair housing and homeownership, and (iii) leadership opportunities in executive ranks and on boards.

https://www.findknowdo.com/news/03/11/2021/house-financial-services-committee-considers-proposed-legislation-diversity-and-equity?utm_source=Newsletter&utm_medium=Email&utm_campaign=Cabinet+Newsletter

4. Senate Financial Services Committee considered proposed legislation on "Diversity Data" (March 18, 2021)

The U.S. Senate Financial Services Committee (the "Committee") considered five bills, which would mandate that regulated entities disclose "diversity data".

STATE LEGISLATIVE UPDATES

Voting Rights

1. **Georgia Senate Bill 202 (March 25, 2021)** - Sweeping elections bill restricting voting access. "It is like a Christmas tree of goodies for voter suppression."

* Dramatic alterations to Georgia's absentee voting rules, adding new identification requirements, moving back the request deadline and other changes.

* Removes the secretary of state as chair of the State Election Board, allowing the SEB and lawmakers a process to temporarily take over elections offices and limiting the number, location and access to secure absentee drop boxes.

* Criminalizes passing out food or drinks to voters waiting in line, except for a self-serve water station.

* Fulton County is no longer able to use its two mobile voting buses for early voting, as the bill limits mobile polls to emergencies.

* Ballots used in the election will have to be on special security paper, which will cost more to use.

* As soon as possible, but no later than 10 p.m. on election night, counties must publish the total number of votes cast by each method, and all absentee ballots have to be counted by 5 p.m. the day after the election, otherwise a county supervisor could face the state's new performance review process.

* Special elections have special primaries.

**** Similar bills are expected in Texas, Arizona and Florida**

Diversity Equity & Inclusion

1. Virginia diversity equity and inclusion bills signed by Gov. Northam (March 19, 2021)

- [House Bill 2208](#), sponsored by Delegate Jay Jones, directs the Department of General Services to remove the statue of Harry Byrd, Sr. from Capitol Square. The former Virginia governor and longtime United States senator

was an avid segregationist and the architect of “massive resistance,” a campaign to prevent public school desegregation in Virginia.

- [House Bill 1993](#), sponsored by Del. Alex Askew, requires state agencies to establish and maintain a comprehensive diversity, equity, and inclusion strategic plan in coordination with the Governor’s Director of Diversity, Equity and Inclusion. This legislation codifies the Northam Administration’s first-in-the-nation [ONE Virginia Plan](#).
- [House Bill 2130](#), sponsored by Del. Alfonso Lopez, establishes the Virginia LGBTQ+ Advisory Board to advise the Governor on the economic, professional, cultural, educational, and governmental links between the commonwealth and the LGBTQ+ community in Virginia.

2. Illinois package of bills aimed at eliminating economic barriers that have held minorities back (March 23, 2021)

Gov. J.B. Pritzker signed into law a package of bills aimed at eliminating some of the economic barriers that have “held Black and Brown Illinoisans back” — including trying to address the state’s flawed cannabis licensing system, capping payday loan rates and seeking to increase diversity in the state’s contracting process.

<https://chicago.suntimes.com/2021/3/23/22346596/illinois-cannabis-equity-commission-state-contracts-diversity-black-caucus-jb-pritzker>

Warm regards,

Traci

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(pronouns: she/her/hers)

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