

MEMORANDUM

JENNER & BLOCK LLP

January 31, 2019

To: Neil Dennis, NALP Board Liaison
Meaghan Hagner, NALP Member Services Manager

From: Courtney Dredde Carter

Re: NALP Diversity & Inclusion Section Board Report – January 2019

The NALP Diversity & Inclusion Section continues to be a strong community within the NALP space. The Section has 539 members currently. Summaries of the reports for the current Vice Chairs for our Work Groups are below.

Vice Chair Reports:

- Annual Education Conference / Bulletin Article / Webinar Planning
 - Chandra Kilgriff & Kala Taylor
 - 7 great section programs at the 2019 Conference: Code Switch: Counseling Students Navigating Parallel Universes; Diversity & Inclusion Programs: Determining the Right Fit for Your Law School; It's Your Turn! Leading on Diversity & Inclusion Issues When (Perceived as) Non-Diverse; So You Want to Do D&I in a Law Firm or Law School?; Supporting First Gen Professionals in Law Schools and Law Firms; Supporting Non-Binary, Trans and Gender Non-Confirming Attorneys and Students; and They Wore What?! The Expectations and Costs of Covering Identifies.
 - 7 articles on behalf of the section will be published in the NALP Bulletin over the next few months on the following topics: first gen students and professionals, diversity in a changing climate, pre-recruiting and the impact on diverse students, D&I programming in the current climate, leading on diversity issues when perceived as non-diverse, 1L diversity fellowship programs, and teaching compassion.
- Diversity Best Practices Guide
 - Traci Sharpe, Nicole Netkin-Collins, Terrene Burke
 - The Co-Chairs have gotten volunteers who have written on a variety of topics and are helping to test links

- The updates will be largely complete by the Annual Education Conference
- Mentoring
 - Ashley Julian and Amy Weiss
 - Ashley and Amy are working with 8 pairs in the Mentoring Program for our section. Ashley sent all participants of the program an email on November 6, 2018 to check in with everyone participating and see how things are going. She attached to that email two articles to stimulate conversation and facilitate discussions. One article covers the topic of women and diversity in the legal profession, and the other covers five best practices for improving law firm diversity and inclusion. They plan to check in again and send the pairs additional resources in February or March
- LGBTQ
 - Doug Ebeling
 - Doug is working on putting together an article for the NALP newsletter regarding our upcoming diversity plenary speaker at the NALP conference in San Diego, Judy Shepard. It will be sort of an introduction of the Matthew Shepard story to people who may not be familiar and a reminder to those who remember it.
- First Generation College Graduates
 - Lezlie Griffin & Jessie Howell
 - Lezlie and Jessie recently added a resource document containing a summary of some of the support and programs that law schools offer to incoming 1Ls that identify as first-generation.
- Legislative Monitoring
 - Sheila Simhan & Sherry Ann Smith-Gomez
 - The Vice Chairs will be monitoring federal and state legislation and litigation affecting LGBTQ rights. They will also monitor other legislative and regulatory developments that might impact law firm or law school diversity initiatives.
 - No updates this quarter
- Diversity in Judicial Clerkships
 - Eric Stern
 - Following up on our previous reports, a conference call occurred in July 2018 involving various stakeholders to discuss the lack of accurate demographic information for federal

judicial law clerks and what efforts might be undertaken to get at this information for study and analysis. On that call, there was also a discussion about some of the underlying reasons why these disparities exist. There were also some conversations occurring regarding bringing together some key stakeholders for an in-person meeting to discuss all of these issues.

- There have not been any follow-up conference calls. However, there will be a panel featuring some of the stakeholders at the Annual Conference in April.
- In one circuit, there continue to be efforts led by current judicial law clerks of color that led to the formation of an official subcommittee tasked with examining the lack of diversity among clerks and developing some ways to address the disparities. That subcommittee will be chaired by an active Federal Magistrate Judge (who is also a woman of color).
- **UPDATE:** Eric continues to be in touch with one of the clerks of color who is on the subcommittee and she has pledged to keep me updated on their efforts.
- **NEW ITEM:** Eric is in conversation with Sam Kasmarek about the possibility of an Alumni Clerkship Diversity Survey. He has drafted questions for Sam's review and am hoping to re-connect with her on this item soon.
- **NEW ITEM:** As an appointed member of the OSCAR Work Group, Eric will be attending our February Meeting - at which he will be (again) trying to advance a key diversity initiative that he believes will make it easier for federal judges to identify diverse clerkship applicants.

Environmental Scanning

- Big Tent Diversity – who benefits with an expanded definition
 - Discussed surrounded the concerns that expanding the definition of diversity actually hurts racially diverse students and lawyers
- NALP Updated Principles and Standards – effect on diversity and inclusion
 - Members of the NALP Board shared a bit of the reasoning for the updated Principles and answered section members questions regarding the impact on diverse law students.
- Open forum

Section Calls

Our third section call was held Wednesday January 16. There was good conversation during the call, with particular engagement during the environmental scanning portion of the call. This continues to be an active, engaged group.

Upcoming section call:

- March 27th 3pm EST