

MEMORANDUM

DATE: January 22, 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 third quarter of the 2014-2015 NALP Year.

Summary:

With the end of the year in sight, we are starting to see a lot of progress with our projects. Many of them have either been completed or are on track to be completed in time for the Annual Conference.

We had our Third Quarterly Section call on January 12, 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' progress is listed below.

Work Group Updates:

RFP Group – No further action is required from this work group.

Bulletin Articles – The following Bulletin articles have been published thus far:

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

Diversity & Inclusion Summit Planning Liaison to the Planning Committee – Decisions on general and breakout session panels have been made, but the agenda has still not been released in time to report on it. A full account will be given in the next Board report. In general there will be a good mixture of professional development topics for NALP members of all levels, both in law school and law firm settings.

Diversity Leadership: The Retention/Inclusion Imperative 2nd Edition – Lori Lorenzo and her workgroup members have made a lot of headway on this project. All 11 champions have been notified and interviews are completed; the work group is now hard at work writing their features and developing the updated resource. They would like to present the Champions publication and recognize the Champions at the Annual Conference, if possible (we're hoping to do it during the Diversity Reception).

Webinars – Jami de Lou is continuing to develop the "2.0 version" of the webinar entitled "Changing Lanes: Working at the Intersection of Recruitment, Diversity and Professional Development in Law Firms." She plans on holding the webinar in March, and will connect with speakers to line everything up.

Mentoring – Richild Stewart completed a registration form for the mentorship program, which was distributed to the members via NALP Connect two weeks ago. A deadline of January 30th was imposed for both mentees and mentors to sign up. Richid would like to get everyone matched and the program up and running in time for the Annual Education Conference in Chicago so we can use the Diversity Reception as a kickoff event and (possibly) the Diversity Summit as a follow up event.

Long Range Strategic Planning Task Force – Kia Scipio and her team identified potential issues that NALP should focus on over the next five years with respect to diversity and inclusion. The feedback from those surveys as well as from individual members of the task force was used to construct a memorandum that summarized the findings for the NALP LRSP Committee. This memorandum was submitted in November.

Environmental Scanning:

Articles of Interest:

"Uninvited: Counsel lists and how they limit minority and women owned law firms' access to legal work," Inside Counsel, 1/21/15. This article explores in detail the notion of companies using preferred counsel lists. The authors conclude that "preferred counsel lists that fail to include minority and women owned firms are poor for business and out of sync with modern times. The problem for diverse firms is that they are not invited to the club, which precludes them from being retained as outside counsel. Remediating the historical exclusion of diverse firms caused by the proliferation of preferred networks requires making diversity a priority in the procurement process." <http://www.insidecounsel.com/2015/01/21/uninvited-counsel-lists-and-how-they-limit-minorit>

"Dedicated to diversity: Progress seen in Buffalo-area legal profession," Buffalo Law Journal – Buffalo Business First, 1/19/15. A detailed account of the various diversity initiatives in

Buffalo, NY. The goal is to identify minority attorneys, and then recruit, hire, and retain them in both private and public sector settings. A lot of the efforts there come from local bar associations and organizations. <http://goo.gl/L7jwsu>

“New UMaine law school dean ‘fearless in tackling tough issues’,” Portland Press Herald, 1/16/15. Biographic piece on Danielle Conway, the incoming dean of the University of Maine School of Law, who will become the state law school’s first African-American dean. <http://www.pressherald.com/2015/01/16/umaine-appoints-new-law-school-dean/>

“Firms Seeking to Increase Diversity Should Look to Public Sector,” The Legal Intelligencer, 1/12/2015. This advisory piece is from the perspective of a former prosecutor that is now an associate in a firm. Firms should consider: (1) expanding the definition of legal talent to include skills like grit, determination, the ability to overcome significant obstacles and to work in difficult surroundings; (2) casting a wider net and endeavoring to evaluate and capitalize on the skills-based training many public sector lawyers receive in their early years of practice; and (3) doing more to make themselves more visible to public-sector lawyers seeking to enter into private practice. <http://www.thelegalintelligencer.com/id=1202714594496/Firms-Seeking-to-Increase-Diversity-Should-Look-to-Public-Sector#ixzz3PUwhKWn8>

“Initiative in California Clearing Path to Law School for Underrepresented,” Diverse: Issues In Higher Education, 1/4/15. Highlights the “Pathway to Law School” effort, where six California law schools provide mentoring and financial aid counseling and help prepare for Law School Admission Test (LSAT), exams and waivers on application fees for community college students who subsequently earn a bachelor’s degree at the respective undergraduate institutions where the law schools are housed. The new partnership targets students at 24 community colleges to try improving racial diversity in the legal profession. <http://diverseeducation.com/article/68661/>