

## MEMORANDUM

**DATE:** October 12, 2017

**TO:** Fred Thrasher, NALP Duty Director  
Julie Anna Alvarez, NALP Board Liaison, Diversity Section

**FROM:** Kia N. Scipio, Diversity & Inclusion Section Chair

**Re:** NALP Diversity & Inclusion Section Second Quarter Report

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The Diversity & Inclusion Section Chair, Kia Scipio, called a meeting of all Working Group Vice-Chairs (see listed Vice Chairs in the Working Group Update Chart that follows) on Monday, October 2, 2017. During that call, each Vice-Chair that was present, provided update on the progress of their working group's proposed plans and initiatives for the year. As a refresher, the D&I Section leadership identified and outlined the following priorities for the coming year:

- to move beyond talking about the known diversity and inclusion problems within the industry and to be as solutions-based for its members as possible;
- to be source of support for those working or interested in diversity and inclusion, through the creation of webinars about the roles of D&I professionals in law firms and law schools; the creation of an "on the job" guide for new D&I professionals; and encouraged involvement in the section's Mentoring Program; and
- to continue to make diversity and inclusion very visible within the NALP community, through webinars, updates to the Best Practices Guide, articles and columns within the NALP Bulletin, and programming at the 2018 NALP Conference.

The next Section call is scheduled for Monday, November 6, 2017 at 3:00 PM ET. In the meantime, the section chair and working group vice-chairs will utilize NALPConnect to share any interesting articles, initiatives, or information about upcoming programs so as to keep people coming to the page. To date, there are 519 members subscribed to the D&I Section NALPConnect Community.

Working Group updates begin on the following page.

The following are updates (where applicable) from the Diversity & Inclusion Section’s Working Groups, which includes all of the Working Group Vice-Chairs.

Working Groups & Vice Chairs	FIRST QUARTER UPDATES
<p><b>Annual Education Conference/ Bulletin Article Planning</b></p> <p>Vice Chairs:</p> <p><i>Courtney Carter,</i> Jenner &amp; Block LLP</p> <p><i>Cheryl Hunt,</i> Baker, Donelson, Bearman, Caldwell &amp; Berkowitz</p>	<p>In May, a total of 9 RFPs for the 2018 Annual Conference were collected and submitted on behalf of the section. Unfortunately, only 1 of the submitted RFPs was selected for the 2018 NALP Conference. Some of the RFPs that were not selected, were recommended for resubmission for consideration for that 2018 Diversity Summit. More on that to follow in the update for the D&amp;I Summit Planning working group.</p> <p>Four feature articles were submitted for the NALP Bulletin in June. One article has already been published in the September 2017 issue— <i>Authenticity: The Transformative Approach to Building Inclusive Environments</i>. The next article will be included in the January 2018 NALP Bulletin.</p>
<p><b>Diversity &amp; Inclusion Summit Planning</b></p> <p>Liaison to the Planning Committee:</p> <p><i>Demetria Johnson,</i> Miles &amp; Stockbridge, LLP</p>	<p>Demetria Johnson solicited feedback from Mary Beal about why more D&amp;I Section RFPs had not been selected for the 2018 NALP Conference. She also sought feedback for approximately 5 of those RFPs so that they could be revised/refreshed for submission for the Summit.</p> <p>The original deadline date for Summit RFPs was September 15<sup>th</sup>, but at that date, there were very few RFPs actually submitted. With a request by Demetria, an extension to Wednesday, September 23<sup>rd</sup>, proved beneficial as there were over 30 RFPs submitted for consideration. The Summit Planning Committee will meet on Wednesday, October 18, 2017.</p>
<p><b>Diversity Best Practices Guide</b></p> <p>Vice Chair:</p> <p><i>Tiffany Simmons,</i> American University, Washington College of Law</p> <p><i>Sherry-Ann Smith-Gomez</i> Benjamin N. Cardozo School of Law</p>	<p>Tiffany and Sherry-Ann requested and received a Word version of the current Best Practices Guide for revisions. They will solicit volunteers this month to help them in their effort to fully revamp the Guide to make it more user friendly.</p>

<p><b>Webinars</b></p> <p>Vice Chair:</p> <p><i>Michelle Silverthorn,</i>  <i>Illinois Supreme Court</i>  <i>Commission on Professionalism</i></p>	<p>Michelle Silverthorn, in collaboration with Michelle Jackson, vice-chair of the First Generation working group has pulled together a group of law firm and law school members to host a webinar, scheduled for mid-to late-January 2018 focused on the career counseling and professional development advising of first generation law students and lawyers. Planning for that webinar is well underway and will be finalized by mid-to late-November 2017.</p>
<p><b>Mentoring</b></p> <p>Vice Chair:</p> <p><i>Nirvana Dove,</i>  <i>Georgetown University Law</i>  <i>Center</i></p>	<p>Nirvana received approximately 20 mentor volunteers and mentee requests. She is currently making matches, which will be finalized by the end of this month.</p>
<p><b>SOGIE (Sexual Orientation and Gender Identity and Expression)</b></p> <p>Vice Chair:</p> <p><i>Jason Beekman,</i>  <i>Cadwalader, Wickersham &amp; Taft</i>  <i>LLP</i></p>	<p>Jason convened a working group call in August to talk prioritization of the initiatives and programs of the SOGIE working group. Those priorities include:</p> <ul style="list-style-type: none"> <li>• Law School LGBT demographics—students and faculty</li> <li>• A webinar on best practices regarding transgender-inclusive policies and training</li> <li>• An article on generational differences in LGBT affinity group programming as well as an article on staff inclusion in LGBT affinity group programming with employers</li> <li>• Revamping the SOGIE section in the Diversity Best Practices Guide</li> </ul> <p>Volunteers are needed to move these efforts forward and Jason is working to get these efforts off the ground.</p>
<p><b>First Generation College Graduates:</b></p> <p>Vice Chair:</p> <p><i>Michelle Jackson,</i>  <i>Northwestern Pritzker School of</i>  <i>Law</i></p>	<p>See update for the Webinars working group.</p>