

## MEMORANDUM

TO: Fred Thrasher, NALP Deputy Director  
Dana Morris, NALP Board Liaison  
NALP Board of Directors

FROM: Nicole H. White, Chair, Diversity Section

DATE: April 11, 2011

SUBJECT: NALP Diversity Section - Fourth Status Report

This report summarizes the various activities that the NALP Diversity Section has been engaged in since our last report to the Board.

### **2011 NALP Annual Education Conference**

Of the ten proposals submitted on behalf of the Diversity Section, I am happy to report that four submissions will be presented at this year's Annual NALP Conference in Palm Springs:

1. Creating Your Brand – Image Management for Career Success in the New Millennium (LGBT Section Collaboration)
2. Diverse Women: Success Strategies in Law Firms
3. Improving Racial and Ethnic Diversity in Federal Clerkships (Judicial Clerkship Collaboration)
4. Tiptoeing Around Landmines: Diversity-Related Employment Law

In addition to these programs, the following collaborations with the Experienced Professionals Section will be presented:

1. *Plenary*: Beyond Grades and Scores: Factors Predicting Lawyer Success and Effectiveness
2. Predictors of Success: Models for Selecting Legal Talent

Many thanks to everyone who worked tirelessly during the RFP process, including workgroup Vice-Chair Demetria Johnson (Hogan Lovells).

## **2010-2011 NALP Bulletin Article Work Group**

This year, the Bulletin Article Work Group published six articles. A special thank you to all of our authors, and many thanks to all of our section members who shared their wonderful ideas for nuts & bolts and featured articles, including workgroup Vice-Chair, Karen Hester (University of Kansas School of Law). Since the last report to the Board, the following article was published:

March 2011

*What's Next? A Round-up of Best Practices in Diversity*

by Crystal Deazle and Supria Kuppaswamy

## **Association of Law Firm Diversity Professionals (ALFDP) Collaboration Work Group Update**

The **6th Annual NALP / ALFDP Diversity Summit** is open to registrants and it will take place June 9-10, 2011 in Chicago. The theme for this year's Diversity Summit is "Rethinking Success." Conference faculty includes Werten Bellamy, President, Stakeholders, Inc.; Michele Coleman Mayes, Executive Vice President and General Counsel, Allstate Insurance Company; Verna Myers, Principal, Verna Myers Consulting; and Stephen Young, Partner and Founder, Insight Education Systems. Many thanks to our selected section members who helped put together the upcoming conference: Sharon Crane (Davis Polk & Wardell, LLP), Kristine McKinney (Faegre & Benson LLP), Dana Morris (NALP Board Liaison, University of Maryland School of Law), Eliza Park Musallam (American University Washington College of Law), and ALFDP member Elvera Pollard (Blank Rome LLP), and ALFDP Collaboration Vice-Chair Rachel Simmonds-Watson (Debevoise & Plimpton).

For the 2011-2012 season, I propose this workgroup host another joint webinar with ALFDP. Proposals from the 2010-2011 season can be shared with the new Vice-Chair.

## **Diversity Leadership: The Retention/Inclusion Imperative Workgroup Update**

The collection of diversity profiles entitled "Diversity Champions: NALP's Celebration of Leaders Moving Diversity Forward" will be posted on NALP's website in late April 2011. As a reminder, members of last year's work group interviewed diverse attorneys and NALP professionals, celebrating their leadership and accomplishments. An introductory article from Kisha Nunez will be featured in the May 2011 issue of the NALP Bulletin. This important initiative would not have been possible without the dedication and hard work of the following section members: 2009-2010 Section Chair Kisha Nunez (Wachtell, Lipton, Rosen & Katz); 2009-2010 Vice-Chairs Crystal Deazle (Widener University School of Law) and Donna Harris (Cleary Gottlieb Steen & Hamilton LLP); 2010-2011 Vice Chairs Melanie Priddy (Katten Muchin Rosenman LLP) and Denise Robinson (O'Melveny & Myers LLP); and interviewers Millicent Bond (NALP/Street Law), Ingrid Davidsen (formerly of Holland & Knight LLP), Chia Kang (Ropes & Gray LLP), Donna Mannion (DLA Piper), Eliza Park Musallam (American University Washington College of Law), Susan Piotrowski (Morrison & Foerster LLP), and Elvera Pollard (Blank Rome LLP).

As we move forward into the 2011-2012 season, I propose that this workgroup highlight best practices for retaining and promoting women of color in law firms. Information gathered from anonymous interviews of mid-level associates could be compiled into an article for a NALP bulletin. This project would be an ideal collaboration with the ALFDP workgroup and/or Lawyer PD Section.

## Environmental Scanning

During our most recent section conference call, we discussed potential charges for the 2011- 2012 Section, including:

- Highlighting what the Leadership Council on Legal Diversity (LCLD) is doing to increase the diversity pipeline
- Focusing on professional development for diverse lawyers
- Focusing on law firm best practices for retaining women of color
- In response to the changes to the Human Rights Campaign's (HRC) Corporate Equality Index survey, identifying best practices when working with Human Resources and Benefits departments to ensure policies and benefits include transgendered employees.

Hopefully the 2011-2012 section will be able to address some of these topics either through conference proposals, webinars or bulletin articles.

Below please find a list of articles of interest shared with the Diversity Section Discussion Group ("listserv") since my last report:

- February 11, 2011  
The BLT: The Blog of Legal Times  
Jenna Greene  
"Former DC Bar President Named General Counsel of NAACP"  
<http://legaltimes.typepad.com/blt/2011/02/former-dc-bar-president-named-general-counsel-of-naacp.html>
- February 16, 2011  
The Legal Intelligencer  
Lilton R. Taliaferro, Jr.  
"A Look Back at 2010 From the Philadelphia Diversity Law Group"  
[http://www.law.com/jsp/pa/PubArticlePA.jsp?id=1202482157588&src=EMC-Email&et=editorial&bu=The%20Legal%20Intelligencer&pt=TLI%20Practice%20Column%20Alert&cn=TLI\\_COL20110216&kw=A%20Look%20Back%20at%202010%20From%20the&slreturn=1&hbxlogin=1](http://www.law.com/jsp/pa/PubArticlePA.jsp?id=1202482157588&src=EMC-Email&et=editorial&bu=The%20Legal%20Intelligencer&pt=TLI%20Practice%20Column%20Alert&cn=TLI_COL20110216&kw=A%20Look%20Back%20at%202010%20From%20the&slreturn=1&hbxlogin=1)
- February 17, 2011  
The National Law Journal  
Karen Sloan  
"California Bar wants 'U.S. News' to add diversity as factor in law school rankings"  
<http://www.law.com/jsp/nlj/PubArticleNLJ.jsp?id=1202482364965&src=EMC-Email&et=editorial&bu=National%20Law%20Journal&pt=NLJ.com-%20Daily%20Headlines&cn=20110218NLJ&kw=California%20Bar%20wants%20U.S.%20News%20to%20add%20diversity%20as%20factor%20in%20law%20school%20rankings>

- March 2, 2011  
 The National Law Journal  
 Karen Sloan  
 "Mentorship program will foster diversity in the profession"  
<http://www.law.com/jsp/nlj/PubArticleNLJ.jsp?id=1202484088283&src=EMC-Email&et=editorial&bu=National%20Law%20Journal&pt=NLJ.com-%20Daily%20Headlines&cn=20110303NLJ&kw=Mentorship%20program%20will%20foster%20diversity%20in%20the%20profession&slreturn=1&hbxlogin=1>
- March 15, 2011  
 The National Jurist  
 "Most diverse law schools"  
<http://www.nationaljurist.com/content/breaking-news/most-diverse-law-schools>
- March 16, 2011  
 The Legal Intelligencer  
 Amaris Elliott-Engel  
 "Sotomayor: Inequality in education biggest hurdle to diversity"  
<http://www.lawjobs.com/newsandviews/LawArticle.jsp?hubtype=News&id=1202486289357&src=EMC-Email&et=editorial&bu=Law.com&pt=LAWCOM%20Newswire&cn=nw20110316&kw=Sotomayor%3A%20Inequality%20in%20Education%20Biggest%20Hurdle%20to%20Diversity&slreturn=1&hbxlogin=1>
- March 30, 2011  
 The Am Law Daily's The Careerist  
 Vivia Chen  
 "Harvard's lonely women"  
<http://amlawdaily.typepad.com/amlawdaily/2011/03/careerist033011.html>
- April 5, 2011  
 The Legal Intelligencer  
 Special Diversity Report  
<http://d27vj430nutdmd.cloudfront.net/7683/65827/65827.1.pdf>
- April 7, 2011  
 The National Law Journal  
 Karen Sloan  
 "Law schools reward minority mock trial victors with tuition money"  
<http://www.lawjobs.com/newsandviews/LawArticle.jsp?hubtype=News&id=1202489304605&src=EMC-Email&et=editorial&bu=Law.com&pt=LAWCOM%20Newswire&cn=nw20110407&kw=Law%20Schools%20Reward%20Minority%20Mock%20Trial%20Victors%20With%20Tuition%20Money&slreturn=1&hbxlogin=1>

Over the year, our section was successful in completing a number of charges, including the following:

1. Launch a dialogue with diverse law students and lawyers, collecting feedback on their experiences in the law school and the workplace to better inform members in their development of programs and practices: *interviewed a mid-level associate for the Diversity Leadership profiles collection.*
2. Promote pipeline-into-the-profession projects among NALP member institutions in partnership with other organizations (Streetlaw and others): *developed a partnership with ABA Council for Racial and Ethnic Diversity in the Educational Pipeline and the Law School Admission Council ("ABA/LSAC") on the **Pipeline Diversity Directory.***
3. Advance the discussion about diversity beyond quantitative measurements of difference and toward qualitative assessments of success, focusing on inclusion, opportunity, and advancement: *RFP collaboration with the Experienced Professionals Section, "Beyond Grades and Scores: Factors Predicting Lawyer Success and Effectiveness" (2011 annual conference plenary).*
4. Highlight best practices for employers to build a more diverse and inclusive work environment with meaningful opportunity for advancement: *Bulletin articles "Practical Steps for Engaging White Men in Diversity and Inclusiveness Efforts" (September 2010), "Recruiting and Retaining Diverse Lawyers" (January 2011) and "What's Next? A Round-up of Best Practices in Diversity" (March 2011)*
5. Research the topic of retention of women of color in law firms: *selected RFP for the 2011 Annual Conference "Diverse Women: Success Strategies in Law Firms"*
6. Pilot internal online community to post real-time news and information: *The Diversity Dish on NALPcomments.*

It has been an absolute pleasure serving as the 2010-2011 Diversity Section Chair. Not only has it been an honor, but it has been a privilege to have worked with such talented and dynamic professionals dedicated to diversity in the legal profession. Thank you to all of the Vice-Chairs for their insight, hard work and efforts:

- **RFP Process** - Vice-Chair Demetria Johnson (Hogan Lovells)
- **Bulletin Articles** - Vice Chair Karen Hester (University of Kansas School of Law)
- **Diversity Leadership: The Retention/Inclusion Imperative** - Vice-Chairs Melanie Priddy (Katten Muchin) and Denise Robinson, (O'Melveny & Myers)
- **Association of Law Firm Diversity Professionals Collaboration** - Vice-Chair Rachel Simmonds-Watson (Debevoise & Plimpton)
- **Pipeline Initiatives Resource** - Vice Chairs Jessica Maroney Shillito (Shearman & Sterling) and Chia Kang (Ropes & Gray)

Many thanks to all the section members who volunteered to work on various projects over the past year. I wish the incoming section chair, Demetria Johnson, much success as she leads the section to tackle the 2011-2012 charges.