

MEMORANDUM

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

FROM: Nicole H. White, Chair, Diversity Section

DATE: February 6, 2011

SUBJECT: NALP Diversity Section - Third Status Report

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

2010-2011 NALP Bulletin Article Work Group

I previously reported that all eight of our bulletin article submissions were approved. Since the last report to the Board, the following articles have been published:

November 2010

What Gets Measured Gets Done: The Vault/MCCA Law Firm Diversity Database
by Alexandra Mai and Kisha Nunez

December 2010

What's in the Pipeline for LCLD's Pipeline Committee?
by Susan Piotrowski

January 2011

Recruiting and Retaining Diverse Lawyers
by Janine Ting Jansen

February 2011

ABA Programs Enhance Opportunities for Diverse Students
by Beverly K. Bracker

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

Our first NALP/ALFDP joint webinar entitled “*Law School & Law Firm Collaboration: Best Practices for Recruiting and Retaining Diverse Attorneys*” was held on Wednesday, October 27, 2010, and it was a huge success. Over 80 participants tuned into the program coordinated by Vice Chair Rachel Simmonds-Watson and presented by Audra Wilson, the Director of Diversity Education & Outreach for Northwestern University Law School. We look forward to future joint NALP/ALFDP programs in 2011. Stay tuned!

Diversity Leadership: The Retention/Inclusion Imperative Workgroup Update

The work group is currently fine tuning the collection of diversity leader profiles and the goal is to present the collection to the NALP office by early March. Many thanks to the following work group members for their efforts and dedication to this initiative: Vice Chairs Melanie Priddy and Denise Robinson, Millie Bond, Chia Kang, Eliza Park Musallam, Kisha Nunez, and Susan Piotrowski. As a reminder, members of last year's work group interviewed diverse attorneys and legal professionals, celebrating their leadership and accomplishments.

Environmental Scanning

During our most recent section conference call, we briefly discussed the outcome of the 2010 fall recruiting season and its affects on diversity, and I'm happy to report that some firms shared that their diversity recruitment efforts were not adversely affected by the current economic climate. One section member commented that so far this season the New York City Bar Association's 1L Diversity Summer Internship program has noticed an increase of employer participants.

On the same call, section members shared a number of diversity-related events taking place over the next couple of months, many geared towards diverse first-year law school students, and one specifically geared towards GLBT law students and associates. The GLBT Section, in collaboration with LeGal, is launching a mentoring program in the New York City metropolitan area. Section members also discussed how law schools should handle military interviews this semester in light of the recent repeal of "Don't Ask, Don't Tell."

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

- November 5, 2010
The National Law Journal
Karen Sloan
Recession blamed for 'historic' decline in law firm diversity
<http://www.law.com/jsp/nlj/PubArticleNLJ.jsp?id=1202474435391>
- December 13, 2010
The National Law Journal
Jeff Jeffrey
Diversity dilemma: The number of women, minorities declines at big D.C. firms
http://mobile.www.law.com/jsp/nlj/legaltimes/PubArticleLT.jsp?id=1202476025481&Diversity_dilemma=&src=EMC-Email&et=editorial&bu=National%20Law%20Journal&pt=NLJ.com%20-Legal%20Times%20Afternoon%20Update&cn=20101213lt&kw=Diversity%20dilemma&slreturn=1&hbxlogin=1

- December 16, 2010

The National Law Journal

Karen Sloan

Law school tenure process widely seen as fair – but there are exceptions

<http://www.law.com/jsp/nlj/PubArticleNLJ.jsp?id=1202476310066&src=EMC-Email&et=editorial&bu=National%20Law%20Journal&pt=NLJ.com-%20Daily%20Headlines&cn=20101217NLJ&kw=Law%20school%20tenure%20process%20widely%20seen%20as%20fair%20%E2%80%94%20but%20there%20are%20exceptions>
- January 17, 2011

The Legal Intelligencer

Commentary

Legal Intelligencer / Law firms need to step up diversity

<http://www.post-gazette.com/pg/11017/1117924-499.stm?cmid=newspanel4#ixzz1BVau1SHg>
- January 24, 2011

The National Law Journal

David Ingram

Obama's Diverse Bench

http://www.law.com/jsp/nlj/PubArticleNLJ.jsp?id=1202478921020&Obamas_diverse_bench
- January 26, 2011

New York Law Journal

Laura Haring

A Whiter Shade of Pale: Study Finds NY Firms Less Diverse

<http://www.nylj.com/nylawyer/news/11/01/012611c.html?hbxlogin=1>
- January 31, 2011

The National Law Journal

Nilesh Patel

Maintaining diversity efforts in this economy

<http://www.law.com/jsp/nlj/PubArticleNLJ.jsp?id=1202479662075&src=EMC-Email&et=editorial&bu=National%20Law%20Journal&pt=NLJ.com-%20Daily%20Headlines&cn=20110201NLJ&kw=Maintaining%20diversity%20efforts%20in%20this%20economy&slreturn=1&hbxlogin=1>
- February 3, 2011

The Careerist, a lawjobs.com blog

Vivia Chen

Asian American Lawyers Still Underdogs

<http://thecareerist.typepad.com/thecareerist/2011/02/asian-american-lawyers.html>

Many thanks for your attention to our section's efforts and progress over the last quarter. Please do not hesitate to contact me with any questions.