

MEMORANDUM

TO: Fred Thrasher, NALP Deputy Director
Traci Mundy Jenkins, NALP Board Liaison
NALP Board of Directors

FROM: Demetria Johnson, Chair, Diversity Section

DATE: January 30, 2011

SUBJECT: NALP Diversity Section – Third Status Report

This report summarizes the various activities that the NALP Diversity Section has been engaged in since the October 18, 2011 report.

2012 NALP Annual Education Conference Work Group Update

The Diversity Section submitted eleven proposals and six proposals were approved. Many of the proposal work groups have started their planning meetings in preparation for the upcoming 2012 NALP Education conference.

2011-2012 NALP Bulletin Article Work Group Update

As I last reported we received approval for eight articles & 3 blogs for the 2011-2012 seasons. Three proposed articles have been shifted to a later schedule (an update will be provided in the next section report). Since the last report to the board the following articles will be featured in the *Bulletin*:

1. ***Over-Mentored and Under-Sponsored: Redefining Career Development Initiatives for Women and Diverse Lawyers at Law Firms*** - Sheri Zachary (January 2012)
2. ***Improving Diversity in Federal Clerkships (joint with Newer Professionals Section)***- Hanna Stotland (March 2012)
3. ***Asian Pacific American Lawyers' Experiences in Law Firms*** - Juliette Clark, Alexandra Mai and Eliza Musallam (April 2012)
4. ***Diversity Professional in Career Services Offices***- Paula Edgar, Sherry-Ann Smith and Sarra Ziari (May 2012)

2012 Proposed Blogs

5. ***Diversity Clerkship and Fellowship Opportunities*** - Beverly Bracker and Sherry-Ann Smith
6. ***Review of Diversity Training and Management Books*** - Carlos Davila-Caballero
7. ***Select Diversity Pipeline Programs***- Paula Edgar (on PALS), Chia Kang (on Legal Outreach), and Cybele Smith (on Moritz College of Law program)

Diversity Summit Planning Work Group Update

During the NALP Diversity Section call held on January 17th, Nikki White (Chair) reported that the 2012 NALP Diversity event's name has been changed to the "NALP Diversity & Inclusion Summit" will be held on June 8 in Atlanta at the W Hotel. There will also be a reception the night before on June 7. The event will feature general sessions and round-table discussions on a variety of topics and speakers including cultural/religious diversity, transgender issues and stats/analysis on law firm talent. Registration information will be circulated to NALP members in early March.

Environmental Scanning

During our most recent call, we discussed briefly the outcome of the fall recruiting season, diversity recruitment and lateral trends. Overall, with respect to the 2011 fall recruiting season, the group did not see a noticeable increase in hiring for the summer of 2012. Our next section call will be held on February 29, 2012.

Several section members mentioned that they noticed an uptick in diversity recruiting across the board (1L hiring, lateral hiring—both partner and associate level).

Below please find a list of articles/ topics of interest shared with the Diversity Section Discussion Group by Millie Bond, NALP Street Fellow:

- October 28, 2011-
This week's Diversity Dish includes an update on the reimbursement some law firms provide to cover the extra health care tax burden domestic partners incur, news about Harvard Law School's recent globalization conference, a web-based diversity initiative from the Center for Legal Inclusiveness, a UK managing partner's thoughts about diversity in the legal sector, Dell's new legal diversity award, and coverage of Germany's robust debate about how to address the lack of women in its board rooms.
Follow the link to access the Diversity Dish <http://bit.ly/ugVmXF>.
- December 9, 2011 -
This week's Diversity Dish features a vacancy on the Indiana Supreme Court, HRC's release of its annual Corporate Equality Index, a historic speech from Secretary of State Hillary Clinton, and new guidelines from the Department of Justice and the Department of Education on how colleges and universities can increase diversity on their campuses without running afoul of the law.
Here's the link <http://www.nalp.org/nalpcomments/?blogEntryID=166>.
- December 16, 2011
It has been a relatively quiet week in the legal diversity world, but The Diversity Dish soldiers on. This week's round-up includes the DOJ's findings of discrimination against Latinos by Arizona Sheriff Joe Arpaio, University of Texas School of Law's salary equity woes, and Street Law's newest Diversity Pipeline Award recipient. You can read the Dish here <http://bit.ly/tgoLzc>.
- December 30, 2011
This week's Diversity Dish features the Florida Bar's first Black president, young women seeking more education, District Judge Harold Baer Jr's order requiring more diverse litigation teams, one firm's efforts to address cultural gaps while growing globally, and an update on Fisher v. Texas.
You can read the diversity dish here <http://bit.ly/tiuiEK>.
- January 6, 2012
This week's Diversity Dish includes a new blog series from the LCLD Executive Director Robert Grey, a new director at the SEC's Office of Minority and Women Inclusion, an increase in the number of Chiefs of Diversity at Fortune 500s, the death of one of the masterminds behind the Brown v. Board of Education legal team, and a new book on lawyering skills and film.

NALP is seeking applications for its next NALP/Street Law Legal Diversity Pipeline Fellow. Note: One of the fellow's responsibilities is writing this weekly update on legal diversity news~ The Diversity Dish: <http://bit.ly/zIzaB2> more info on the fellowship: <http://bit.ly/wU183O>

Upcoming Diversity Conferences

- Syracuse University College of Law Diversity Conference on March 23, 2012. The conference is free; however, registration is required by Monday March 19th. Please follow this link to complete the registration process and to obtain information on hotel accommodations: <http://www.law.syr.edu/diversity-conference>.
- 12th Annual Charting Your Own Course (C.Y.O.C.) [Click here to register](#) on March 8-11 at the Ritz-Carlton Hotel (Philadelphia) presented by Werten Bellamy.
- The sixth Annual Meeting of Law School Diversity Professionals on April 26-27 at California Western School of Law. <http://bit.ly/tJ8x57>

Many thanks to the NALP Board for their continued support and attention to the diversity section efforts, goals and progress over the last quarter. Please feel free to contact me if you have any questions.