

Memorandum

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TO: Fred Thrasher, NALP Deputy Director

Traci Mundy Jenkins, NALP Board Liaison, Diversity & Inclusion Section

FROM: Melanie R. Priddy

RE: **NALP Diversity & Inclusion Section Board Report**

Please find below a report of the Recruiting Section's activities during the third quarter of the 2012-2013 NALP Year.

Summary:

The Diversity & Inclusion Section remains busy and productive. We had a section call on January 24th where we discussed a variety of topics including the upcoming 2013 Diversity Summit, the CSO Best Practices Resource, ALFDP updates, and the upcoming February 1st Webinar on Professional Development, Diversity and Legal Recruiting. We also have been using NALPConnect to communicate with one another, announce events/discussions, highlight group resources and create group documents. Details of each work groups progress is listed below.

Working Group Updates:

- **Bulletin Article Group** - We had three articles published in the NALP Bulletin on behalf of the Diversity & Inclusion Section this quarter:
 1. **Lift As We Climb: Recognizing and Removing the Barriers to Collective Success for Women in Law Firms**, by Arin Reeves
 2. **Reinvigorating Your Diversity Student Outreach**, by Melanie Priddy
 3. **Safe Space: Creating a Network of Allies for the LGBT Community**, by Mieko Rechka

- **CSO Diversity Best Practices** - Lori Lorenzo and Ray English have been spearheading this effort. We received positive feedback from the board on this resource, and it was posted on NALP's website under the Diversity & Inclusion tab in November 2012.
- **Diversity Leadership: The Retention/Inclusion Imperative** - Lori Lorenzo heads this work group. Our most recent article was published in the January issue of the NALP Bulletin and written by Jessica Maroney Shillito and highlights Alphonzo Grant, Executive Director at Morgan Stanley; Laurie Hane, Senior Director & Associate General Counsel at VMware, Inc.; Maja D. Hazell, Director of Diversity & Inclusion at Fried, Frank, Harris, Shriver & Jacobson LLP; Traci Mundy Jenkins, Assistant Dean, Office of Career & Professional Development at American University Washington College of Law; and Helen B. Kim, Senior Attorney at Theodora Oringer PC.
- **February 1st Webinar: Changing Lanes: Working at the Intersection of Recruitment, Diversity and Professional Development in Law Firms** - The genesis of this webinar was the desire to have a protracted discussion about diversity, professional development and legal recruiting and how we can help each other in these roles, whether or not they are formally a part of our job responsibilities. This webinar is sponsored by the PD, Legal Recruiting and Diversity sections, and as of last week we had 75 pre-registrants. Panelists include Demetria Johnson (Hogan Lovells), Sisi Hannibal (Ogletree Deakins), Dana Gray (Faegre Baker Daniels) and the panel will be moderated by Valerie Jackson (K&L Gates). Panelists will discuss the trend and potential implications of combining recruitment, diversity and PD roles at law firms, best practices, and helpful resources for those in a combined role, and sample job descriptions for those seeking to define their role. I will include a summary of the webinar in next quarter's report.
- **Pipeline Initiatives Resource** - Chia Kang heads this work group. Chia has reviewed the website and has continued to follow up with Lisa Quirk on the duplicative/dated initiatives that can be removed. Mary Beal has been assisting us in facilitating this communication.
- **NDLE Diversity Liaisons** - At the request of the Board, both Eliza Musallam and Valerie Jackson have volunteered to assist with diversity with regards to the NDLE. They await further instruction on how they can be of help.
- **Association of Law Firm Diversity Professionals Update** - Valerie Jackson is our liaison for this organization. The ALFDP recently elected a new Board of Directors in November and they are as follows:

- Monica Parham- Pres
 - Peter Wilson, VP
 - Tanya Johnson- Treasurer
 - Molly Remes - Secretary
 - Lisa Linksy - At- Large Member
 - Kenneth Imo- At - Large
 - Demetria Johnson - At - Large
 - Anna Brown - Historian
 - Maja Hazell - Past President
- The BOD is currently putting together a track session program for the upcoming MCCA Pathways Conference in September. In addition they are continuing their outreach efforts to aligned organizations such as NALP, WALRAA, MCCA and LCLD to see how they can collaborate on diversity and inclusion initiatives in the coming year.
 - **Leadership Council on Legal Diversity Update** - Kristine McKinney is our liaison for this organization, and her update is as follows:
 1. LCLD has a law school mentoring program that has now matched over 2,700 mentors and mentees in 31 cities across the US. In addition to one-on-one mentor/mentee matches, LCLD has launched a Group Mentoring Program as another way for successful attorneys from LCLD member firms and companies to connect with diverse law students. Of particular interest to NALP members may be the mentoring toolkit and tips for mentors and mentees available on the LCLD website at http://www.lclldnet.org/programs_lclld_law_school_mentoring_program_mentors.html.
 2. LCLD is currently asking member law firms and corporations to nominate their 2013 LCLD Fellow. The Fellows program brings together high-potential attorneys as identified by their leadership and is focused on leadership training and relationships with long-term impact. LCLD member organizations should submit nominations for participants as soon as possible to ensure space in the program.

3. LCLD is presenting a webinar for all member organizations featuring UCLA Professor Jerry Kang on Friday, May 3 from 9:00am-12:00 pm (PDT). Professor Kang will do an in depth review of unconscious bias and how it impacts the legal profession.
4. The 2013 1L Scholars Program is currently recruiting 1L students. For a list of participating employers, visit http://www.lclldnet.org/programs_1l_lclld_scholars_program.html. Candidates must be enrolled as first-year law students and in good standing at an ABA accredited law school in order to be eligible. Candidates apply directly to the participating LCLD member organizations. The 1L LCLD Scholars Program relies on participating member organizations to identify, select, and hire their 1L LCLD Scholar(s).