

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 first quarter of the 2012-2013 NALP Year.

Summary:

The Diversity & Inclusion Section remains busy and productive. We were able to meet during the NALP Conference in Austin and had a robust discussion about our interests for the year going forward. Our first section call(s) were on Wednesday, May 9th, and Wednesday, June 13th and mainly revolved around finalizing RFPs and Bulletin Articles that were to be submitted on behalf of the Recruiting Section. We also have been using NALPConnect to communicate with one another, announce events/discussions and plan on using it to highlight group resources. Details of each work groups progress is listed below. We anticipate as we get into the second quarter that we will be able to concentrate on projects of the other work groups.

Working Group Updates:

- **RFP Group** - Paula Edgar, Eliza Musallam and Jessica Shillito did a wonderful job leading this group and we were able to submit 9 great ideas for next year's conference in Tampa. They are listed below in order of priority according to section interest:
 1. Trailblazing: 10 "Award-Winning" Strategies for Charting a Successful and Fulfilling Career

2. Keeping Our Eyes on the Prize: Identifying and Addressing Diversity Fatigue Among Diverse Students and Attorneys
 3. Lessons Learned: Recognizing and Avoiding Obstacles to Successful Diversity Programs
 4. Diversity and Inclusion: The Next Level
 5. There's a Hole in My Pipeline: Redefining the Role of Law firms, Corporations and Law Schools in Pipeline Programming
 6. That's So Gay and Other Things You Shouldn't Say: Encouraging Allied Support Through Language Training
 7. Making Sure Diversity is Included: A Crash Course on How to Inform, Empower, and Market Your Diverse Student Body
 8. Safe Space Training
 9. Counseling Diverse Alumni
- **Bulletin Article Group** - We have come up with 7 great article ideas that we proposed and submitted to Janet Smith on behalf of the section. She has said she thinks they will all work, but must wait to get all submissions from all sections. Our submitted articles ideas were:
 1. Diversity Really Does Matter in Serving Legal Clients
 2. The Stereotype Content Model - based on research described in Amy J.C. Cuddy's article *Just Because I'm Nice, Don't Assume I'm Dumb*
 3. Problems of Double Standard - based in part on a McKenzie report, discussion of how diverse attorneys/senior women roll-up the ladder).
 4. Getting Them to Show-Up - best practices on getting law students to attend law firm hosted diversity receptions/events - effective communication strategies.
 5. Safe Space Program/Training - increase awareness and raise possible crossover into corporations/law firms
 6. A Year in the Life of a Diversity Career Advisor
 7. Asian Pacific American Lawyers' Experience in Law Firms

- **NALPConnect Work Group** - Kristine McKinney and Sherry-Ann Smith both head this work group. Our goals/plan for posting on NALPConnect are the following:
 1. Post an announcement/discussion asking our section what their preferred best use of the section's group page would be. Kristine made an announcement about the diversity section on NALPConnect at the Diversity Summit in June in Atlanta. Sherry-Ann plans to follow-up with an announcement/discussion post that poses this question to the group.
 2. Provide posts of resources/links/articles that are topical and current. Perhaps the best way would be to post in our resources section and bi-weekly provide an announcement directing our members to their location. Kristine and Sherry-Ann have started a list of links to organizations/articles that currently has 13 items. This list will be posted shortly along with an announcement highlighting the resource. The goal is to post items on a bi-weekly basis.
 3. After the Diversity & Inclusion summit, provide a brief summary of the conference, and any takeaways/hot topics that could be useful to those who were unable to attend (or just useful to the section generally). A few of the table leaders from the facilitated dialogue session on Friday from the Diversity Summit took notes and will provide them so they can be added to the resource section next week.
 4. Through Alexandra Mai, provide a top ten list of best ways to use NALPConnect

- **Diversity Best Practices** - Several weeks ago, I spoke to Traci and she asked if members of the section could take a look at the Diversity Best Practices Guide and assess whether an update would be needed from a school perspective. Lori Lorenzo and Ray English have been spearheading this effort. After reading the existing guide and doing some research on law school diversity efforts and resources Ray and Lori concluded that the best course of action is to add a CSO section to the existing Guide. As you know, the current Guide takes a holistic approach to law firm diversity, unfortunately unlike law firm diversity professionals, law school CSOs have little, if any, authority to implement school-wide diversity initiatives. For this reason, Ray and Lori anticipate that the law school suggestions will be much more limited in scope than the law firm best practices. They anticipate a series of tips for CSO best practices and suggestions for interacting with other law school departments (i.e. recruiting, financial aid, etc.) where possible. They

anticipate that this work could be concluded by early Fall, if not sooner. An status update will be included in next quarter's board report.

- **Diversity Leadership: The Retention/Inclusion Imperative** - Lori Lorenzo heads this work group. Given Lori's current role in working on an update to the Best Practices Guide for CSO's, we will focus on updating the Diversity Leadership project in the coming quarter.
- **Pipeline Initiatives Resource** - Chia Kang heads this work group. We discussed possible approaches to highlighting this on NALPConnect, including providing brief summaries on the section's page. Our goal is to concentrate on this project during the coming quarter.
- **Association of Law Firm Diversity Professionals Liaison** - Valerie Jackson is our liaison for this organization, and her update is as follows: ALFDP just completed its 2nd annual partnership with NALP on the Diversity and Inclusion Summit in Atlanta, which received rave reviews. ALFDP also is continuing to pursue strategic partnerships with organizations that are aligned with ALFDP's mission.
- **Leadership Council on Legal Diversity** - Kristine McKinney is our liaison for this organization, and her update is as follows:
 1. The LCLD hosted their second annual 1L Scholars Retreat in Chicago on June 19-20. Over 100 1L summer associates from law firms and in-house legal departments around the country attended. This program is associated with the LCLD Pipeline Committee.
 2. On June 28, LCLD is hosting their second LCLD Regional Breakfast Meeting to discuss Changing the Talent Trajectory. This meeting will be held in Chicago, followed by a Fellows Reception that evening. The LCLD Fellows Program is part of the LCLD Talent Development Committee and it focused on rising-star, junior partners.
 3. On June 29 the LCLD will host a luncheon for Diversity Professionals in conjunction with ALFDP at Sidley Austin in Chicago.
 4. The LCLD Annual Membership Meeting for Managing Partners and General Counsel will be held September 12-13, 2012, in Washington, D.C.

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Environmental Scanning:

A very timely and recent article about working women having it all:

<http://www.theatlantic.com/magazine/archive/2012/07/why-women-still-can-8217-t-have-it-all/9020/>

Statistics show no increase in federal law clerk diversity:

http://www.law.com/jsp/nlj/PubArticleNLJ.jsp?id=1202551008298&Statistics_show_no_progress_in_federal_court_law_clerk_diversity&sl&slreturn=1

Recently released searchable 2011 data on law firm diversity

<http://betterlegalprofession.org/>

Below is an interesting article on how Boston law firms need to be more diverse:

<http://www.bostonglobe.com/opinion/2012/06/06/podium-diversity/oiwYTv1atUwfrYbjdTQydP/story.html>