

## MEMORANDUM

DATE: October 17, 2013

TO: Fred Thrasher, NALP Deputy Director  
Kisha Nunez, NALP Board Liaison, Diversity & Inclusion Section

FROM: Lori L. Lorenzo

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

Please find below a report of the Diversity and Inclusion Section’s activities during the second quarter of the 2013-2014 NALP Year.

### **Summary:**

The Diversity & Inclusion Section is hard at work. The Section held its quarterly call on October 9, to discuss the work described below. The Section would like to explore building a “mentoring circle” so that Section members can get to know each other better and ultimately we hope the project encourages mentorship and sponsorship among Section members. We have been using NALP Connect to communicate with one another, announce events, host discussions and to highlight group resources as they become available.

### **Work Group Updates:**

- **RFP Group** – Eliza Musallam, Neil Dennis and Cynthia Duval did a wonderful job leading this group last quarter. No new work is being done by this work group.
- **Bulletin Articles** – Cynthia Duvall has been diligent in soliciting Bulletin articles for the Section. Listed below are the bulletin articles that the Section published in the second quarter (in red), and a list of publications scheduled to print in the third quarter (in blue).

| <b>Title</b>   | <b>Author</b>                    | <b>Publication Month</b> |
|--|----------------------------------|--------------------------|
| The Changing Face of Families, the Unseen Depth of Diversity | Jami de Lou                      | August                   |
| Leadership & Performance Coaching                            | Kristen Meeks and Sherry Zachary | September                |
| Leveraging Straight Allies for Inclusion                     | Linda Murray-Blair               | November                 |
| Practical Guide for the New Diversity Professional           | Cynthia Duval                    | December                 |
| Tips & Strategies for Counseling Students with Disabilities  | Amber Williams                   | January                  |

- **Diversity Best Practices Updates –**

1. Disability – Brad Sprayberry has been working to solicit other Section members to contribute to the work of this group.
2. Religion – Neil Dennis has been collecting information for various sources on Best Practices for including Religious Diversity and will continue to do so in advance of drafting the related update for the Diversity Best Practices Guide.

- **Diversity Leadership: The Retention/Inclusion Imperative 2<sup>nd</sup> Edition** – Jennifer Franklin is leading this work group and has recruited Section members to assist in the effort. In the second quarter the group was able to identify a group of possible interviewees and has begun to review and edit the questions from the previous publication.

- **Webinars** – Alexandra Mai has been working this quarter to finalize arrangements for the first webinar: “Changing Lanes 2.0: Expanding the Talent Development Paradigm.” This webinar will build on the themes and call on speakers from the 1.0 version which aired last year and was very successful. This webinar is tentatively scheduled for early December. The second will likely be a collaboration with the NALP LGBT Section in February. Additional webinars may be added if desired by NALP Leadership and if relevant topics are identified.

- **Fisher Working Group** – Sherry- Ann Smith leads this group which includes several other Section members. The group has been working to research Fisher and take environmental surveys on the implications of the decision have been. Further action is still under consideration.

- **Diversity in Public Service Employment Sector** –Lori Lorenzo and Matthew Gewolb, Chair of NALP’s Public Service Section have discussed ways in which our Sections can work together to consider expanded diversity demographics data collection in the public service employment sector. Once a clear plan of action is identified, a vice-chair for this initiative will be selected.

**Environmental Scanning:**

Articles of Interest:

**"Another Look at Diversity and the Role of Law Firm Stakeholders,"** Author Joi Bourgeois tells her story of missed opportunity at a law firm, which highlights a persistent challenge in law firms: the lack of partner-driven mentoring of, and connection to, diverse lawyers for the primary purpose of furthering business objectives.

<http://online.qmags.com/NALP1013?sessionID=081FF1DABEED2476E60F53866&cid=2680906&eid=18419#pg23&mode1?fs=2&pg=23&mode=1>

**"Data Suggest That Meaningful Diversity Remains An Elusive Goal For The Legal Profession,"**  
The latest data show that diversity remains an elusive goal for the legal profession and that growth in the number of minority lawyers has not kept pace with increases of the past. Demographic data collected from a variety of sources as of August 2012 are presented in the

second annual review of the state of diversity in the legal profession, issued by the Institute for Inclusion in the Legal Profession. The Review provides an in-depth look into the current state of diversity and inclusion in the profession, including scholarly essays and examples of programs and policies that have proved effective. Findings point to the fact that the profession continues to lag behind other professions in providing opportunities for inclusion to members of minority groups.

<http://www.marketwatch.com/story/data-suggest-that-meaningful-diversity-remains-an-elusive-goal-for-the-legal-profession-2013-09-23>

**"A Fresh Look at Strategy,"** So what about your firm? How do you decide between the various options for investing your time and money? What is important to you as an individual, a group and a firm? We speculate that some law firms claiming success in achieving their strategic targets have done so by shooting first and calling whatever they hit their target. Still others tell us that they are successful in spite of themselves—they've encountered more good luck than good management.

[http://www.americanbar.org/publications/law\\_practice\\_magazine/2013/september-october/a-fresh-look-at-strategy.html](http://www.americanbar.org/publications/law_practice_magazine/2013/september-october/a-fresh-look-at-strategy.html)

**"Talent Advisory Board's Research Highlights Diversity in Law Firms,"** Law firms in the new millennium are experiencing tremendous growth in diversity through both global expansion and merger activity. As the incoming talent pipeline continues to diversify, effective business management that can successfully serve clients and a diverse workforce has become increasingly critical. To assist in the cultivation of such management, Talent Advisory Board Inc., an independent diversity research firm, has released its fourth annual research study, The Path to Advancement for Diverse Attorneys: Business Acumen. The study advances diversity in the legal profession by identifying the best practices used by five of the nation's top diversity best practice firms – Cooley LLP, Fenwick & West LLP, Latham & Watkins LLP, Orrick, Herrington & Sutcliffe LLP, and Wilson Sonsini Goodrich & Rosati PC.

<http://www.prweb.com/releases/2013/9/prweb11157454.htm>

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<http://www.sacbee.com/2013/09/23/5761091/data-suggest-that-meaningful-diversity.html#storylink=cpy>

**"Path to the top,"** Vincent Cornelius is on a course to make history. In a few short years, he'll be the first black president of the nearly 140-year-old Illinois State Bar Association. His drive to succeed was formed at an early age thanks to his mother, a motivating schoolteacher who encouraged him to look beyond his racially divided hometown.

<http://chicagolawyer.com/Articles/2013/09/Innovators-Vincent-Cornelius.aspx>

**"What's Really Ailing the Legal Profession?"** Together, three recent news items purport to capture much of what ails the legal profession, but a closer look reveals even deeper issues. First, the number of law schools applications has dropped, but schools continue to produce way too many lawyers for the number of anticipated jobs requiring a J.D. degree. Second, future attorneys incur staggering debt for a three-year degree that can and should be obtainable in two. And third, fears that law firm profits might remain flat for 2013 suggest that many senior partners in big law firms at the pinnacle of the profession have lost an appreciation for their good fortune and a sense of perspective that comes with it.

[http://www.americanlawyer.com/PubArticleALD.jsp?id=1202618222663&Whats\\_Really\\_Ailing\\_the\\_Legal\\_Profession#ixzz2eVCr41Fs](http://www.americanlawyer.com/PubArticleALD.jsp?id=1202618222663&Whats_Really_Ailing_the_Legal_Profession#ixzz2eVCr41Fs)

**"Survey Finds High-Level Women In-House Lawyers Paid Less,"** As women attorneys reach the higher rungs on the corporate law department ladder, they are still having trouble getting paid as much as their male counterparts, a new survey indicates. ALM Legal Intelligence and Corporate Counsel recently released the ["2013 Law Department Compensation Benchmarking Survey,"](#) which gathered compensation information from 4,851 attorneys in nine job categories within 188 corporate law departments. This year, ALM filtered the results by gender, and the data showed evidence of a compensation gap between men and women above the managing attorney level.

[http://www.law.com/corporatecounsel/PubArticleCC.jsp?id=1202618551555&Survey\\_Finds\\_HighLevel\\_Women\\_InHouse\\_Lawyers\\_Paid\\_Less#ixzz2eVDeEUd8](http://www.law.com/corporatecounsel/PubArticleCC.jsp?id=1202618551555&Survey_Finds_HighLevel_Women_InHouse_Lawyers_Paid_Less#ixzz2eVDeEUd8)