

# MEMORANDUM

July 2, 2009

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

FROM: Kisha Nunez, Chair  
Diversity Section

RE: Diversity Section First Quarter Report

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This report is an update of the activities in Diversity Section for the first quarter of the NALP year. We are off to a good start based, in part, on the enthusiastic participation from 32 members at our first meeting at the Annual Conference in Washington, DC. Since then our numbers have grown to a total of 69 members, which has contributed greatly to the progress our group has made thus far.

## **2010 NALP Annual Conference RFP Work Group**

The main task of our initial meeting was to generate ideas both for the Annual Conference RFP and Bulletin Article submission processes. To further refine the 20+ ideas generated from that meeting, we held a conference call with the entire section and then another with the members of the RFP Work Group. The result of those calls and the hard work on the part of the work group, especially Vice-Chair Nicole Horne-White, was the submission of 8 proposals to the Conference Planning Committee (see below). Formal notification of which proposals have been accepted has not yet been received.

1. Diversifying the Law School Applicant Pool - Tools for Success
2. Four Generations, One Workplace: Understanding Generational Differences in the Context of Diversity
3. Keeping Diversity a Top Priority: Insights from Law Firm & Corporate Counsel
4. Working with Diverse Millennials
5. Going Beyond Diversity: Inclusiveness is the Key to Solving the Diversity Dilemma
6. Coaching Diverse Attorneys for Career Success
7. The Good, the Bad and the Ugly—The Case for Affinity Groups
8. Diverse Attorney Recruiting Challenges and Strategies

## **2010 Diversity Reception at the Annual Conference**

Joel Chanvisanuruk, GLBT Section Chair and I have recently been in contact to discuss ideas for potential speakers at the Diversity Reception. Our plan is to speak again in the coming weeks and to solicit the input of the members of our respective groups. Ideally, we will try to seek someone who uphold the ideals of diversity in the Puerto Rican legal community or from an area nearby, such as Miami. It is also our intention to speak with José Bahomonde-González, Chair of the Conference Planning Committee to ensure that our efforts are not duplicative.

## **2009/2010 NALP Bulletin Article Work Group**

As previously stated, a conference call was held to discuss which ideas generated from our initial meeting would be serve as proposals for Conference RFPs and Bulletin Articles. Just as the RFP Work Group had a subsequent call, so did the Bulletin Article Work Group. With the assistance of Vice-Chair Melanie Priddy, this work group generated 8 article submissions (see topics below). All of which, we were pleased to learn were accepted for publication in the Bulletin beginning this September.

1. Practical suggestions for improving diversity in tough economic times: how to do the most with minimal resources.
2. Road to Recovery: What to do when the economic downtown has adversely affected diversity in law firms, and advice for recovery.
3. How can we build effective metrics to accurately measure and challenge the success of your diversity initiatives?
4. Pipeline Programs: Lessons for Success from Corporations
5. Best Practices for gathering and reporting applicant EEOC data, including do's and don'ts from an employment lawyer.
6. Information on recent trend of states' instituting diversity as a part of their CLE Ethics requirements. What positive effects can this have on diversity initiatives?
7. How can we best maintain momentum and focus on diversity in marketing law firms to law schools? Best practices for reaching out to diverse students in law schools.
8. Best Practices of Improving Diversity Through Affiliate Organizations – A closer look at different organizations that provide support to diverse law students and attorneys and their successes.

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

This group has been asked to continue working with ALFDP to develop initiatives and opportunities that would benefit both organizations. Since a number of our section members are also members of ALFDP, we hope to have a robust working group. Vice-Chair, Maja Hazell and I plan to map out the group's action items in the coming weeks. Which will most likely coincide with the efforts already made, such as the planning of this years Diversity Summit. Specifically, the possibility of a webinar available to members of both organizations about the role of those in charge of diversity in a down economy.

## **Additional Work Groups**

The Diversity Leadership work group vice-chairs, Crystal Deazle and Donna Harris and I will speak later this month to flesh out the mandate for this group and produce a timeline for the deliverables. Those items include publishing profiles and advice of diverse professionals in our industry, highlighting best practices with respect to retention and inclusion efforts and finally investigating the creation of an information NALP affinity group for diverse professionals.

Regarding the 2010 Diversity Summit, vice-chair Rachel Simmonds-Watson and a small group of section members will join the planning committee. When the composition of that committee is formally announced, our Diversity Summit Work Group will be ready to assist in the planning of another successful summit.

## **Environmental Scanning**

During the course of compiling ideas for the Annual Conference proposals and Bulletin articles, concern was raised that some of our topics regarding diversity and the economy are pretty timely. There has been a request to see if one of those topics might also be presented in a webinar or conference call format. This would be especially timely, since the other concern raised was about whether diversity would be affected this recruiting season given the anticipated smaller number of interviews that will be conducted for smaller summer classes in 2010.