

MEMORANDUM

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

FROM: Nicole H. White, Chair, Diversity Section

DATE: October 21, 2010

SUBJECT: NALP Diversity Section - Second Status Report

This report summarizes the various activities that the NALP Diversity Section has been engaged in since our last report to the Board.

2011 NALP Annual Education Conference Work Group

Of the ten proposals submitted on behalf of the Diversity Section, I am happy to report that four submissions were accepted by the 2011 Conference Planning Committee:

1. Creating Your Brand – Image Management for Career Success in the New Millennium (GLBT Section Collaboration)
2. Diverse Women: Success Strategies in Law Firms
3. Improving Racial and Ethnic Diversity in Federal Clerkships (Judicial Clerkship Collaboration)
4. Tiptoeing Around Landmines: Diversity-Related Employment Law

In addition to these programs, the following collaborations with the Experienced Professionals Section were accepted:

1. Beyond Grades and Scores: Factors Predicting Lawyer Success and Effectiveness
2. Predictors of Success: Models for Selecting Legal Talent

2010-2011 NALP Bulletin Article Work Group

Since my last report, I was very happy to learn that all eight of our bulletin article submissions were approved. So far one article has been published:

September, 2010
Practical Steps for Engaging White Men in Diversity and Inclusiveness Efforts
by Kathleen Nalty

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

As previously reported to the Board, NALP continues its collaboration with the ALFDP. Our first NALP sponsored webinar entitled “Law School & Law Firm Collaboration: Best Practices for Recruiting and Retaining Diverse Students” is scheduled for Wednesday, October 27, 2010. Vice Chair Rachel Simmonds-Watson has been busy confirming presenters for these joint programs. We look forward to the NALP and ALFDP members participating in this upcoming program and future programs.

Pipeline Initiatives Resource Work Group Update

As members of the work group were collecting information for this resource, some members came across the ABA's “Pipeline Diversity Directory.” Vice Chairs Chia Kang and Jessica Maroney Shillito reached out to the **ABA Council for Racial and Ethnic Diversity in the Educational Pipeline** on partnering with NALP, and I’m happy to report that they were successful! The following announcement is now posted on NALP’s website under Diversity Initiatives:

*In an effort to inform members of the growing number of diversity pipeline programs, NALP is proud to partner with the ABA Council for Racial and Ethnic Diversity in the Educational Pipeline and the Law School Admission Council (“ABA/LSAC”) on the **Pipeline Diversity Directory**. The Pipeline Diversity Directory was created to facilitate and improve diversity in the educational pipeline leading to the legal profession.*

This free and comprehensive directory is updated regularly and contains a variety of programs sponsored by law schools, law firms, bar associations, in-house counsel, and other organizations, and includes programs involving academic support, bar exam passage, internships, LSAT preparation, mentoring, and, scholarships. NALP members are invited to post their pipeline programs to this directory. In addition to sharing innovative ideas, submissions to the directory offer the means to publicize your organization’s initiatives to a wide range of potential participants, donors, collaborators, and supporters. For access to the directory and more information, please visit <http://new.abanet.org/PipelineDiversity/Pages/DirectoryHome.aspx>.

Many thanks to the NALP Diversity Section's Pipeline Initiatives Resource Work Group on its successful efforts to identify and make available this valuable resource.

We encourage members from our section to contribute to the diversity directory and also research existing programs.

Diversity Section Pilot Program

In my last report, I mentioned that one of the charges for the Diversity Section was to pilot a diversity-related online community blog, which would feature real-time news and information. Members of the Diversity Section reviewed and commented on sample posts provided by Millie Bond, our NALP/Street Law Fellow. Most recently NALP launched the blog NALPComments! Here is where Millie features a legal diversity weekly called “The Diversity Dish.” Members from the Diversity Section have been encouraged to submit posts through Millie. Some members believe this would be a great depository for diversity related articles circulated through the NALP Diversity listserve.

Diversity Leadership: The Retention/Inclusion Imperative Workgroup Update

This work group is still in the process of editing the 16 profiles which were completed earlier this year. As a reminder, members of last year’s work group interviewed diverse attorneys and legal professionals, celebrating their leadership and accomplishments. As previously reported, the goal of this project is to have the features compiled into a guide and posted to the NALP website. The work group held a

conference call in early October to solicit volunteers to work on a section of the guide. Our goal is produce a finished product in the coming months.

Environmental Scanning

During our most recent section conference call, the Leadership Advisory Group's Andrew Chapin asked section members about how their employers collect demographic information for the annual NALP form. Section members shared best practices on collecting this information annually.

On the same call, some of our section liaisons described what their other groups are charged with this year. Lisa Patterson, our Research Advisory Group Liaison, mentioned that the group is conducting outreach to pre-law groups. Kisha Nunez suggested that the group also look into working with the Black Pre Law Group (note, there is a conference taking place in Houston this November: <http://www.blackprelaw.com/2010/location.html>). In addition, Alexandra Mai, our Lawyer Professional Development Liaison, requested assistance from section members to co-present a webinar or conference call focused on law firm best practices for retaining women of color. We hope to collaborate with the Lawyer PD Section soon.

Below please find a list of articles of interest shared with the Diversity Section Discussion Group ("listserv") since my last report:

- July 22, 2010
The BLT: Blog of Legal Times
Sidley Launches New Diversity Mentor Program for Non-Sidley Lawyers
<http://legaltimes.typepad.com/blt/2010/07/sidley-launches-new-diversity-mentor-program-for-nonsidley-lawyers.html>
- August 20, 2010
New York Lawyer
Vernon Francis (for The Legal Intelligencer)
Law Firms Must Act to Offset Diversity Setbacks
<http://www.nylj.com/nylawyer/news/10/08/082010a.html?hbxlogin=1>
- September 21, 2010
The Legal Intelligencer
Hank Grezlak
Does Supporting Diversity Make You "White Trash?"
http://www.law.com/jsp/pa/PubArticlePA.jsp?id=1202472269508&src=EMC-Email&et=editorial&bu=The%20Legal%20Intelligencer&pt=TLI%20Practice%20Column%20Alert&cn=TLI_COL20100922&kw=Does%20Supporting%20Diversity%20Make%20You%20%27White%20Trash%27%3F&slreturn=1&hbxlogin=1

- September 23, 2010
The American Lawyer
 Andrew Longstreth
Judge Orders Plaintiffs Firms to Add Minorities and Women to Case
<http://www.law.com/jsp/article.jsp?id=1202472380122&src=EMC-Email&et=editorial&bu=Law.com&pt=LAWCOM%20Newswire&cn=nw20100923&kw=Judge%20Orders%20Plaintiffs%20Firms%20to%20Add%20Minorities%20and%20Women%20to%20Case>
- October 1, 2010
The National Law Journal
 Karen Sloan
Survey Shows Law Firms' Minority Hiring Is Stagnating
<http://www.law.com/jsp/article.jsp?id=1202472768660&src=EMC-Email&et=editorial&bu=Law.com&pt=LAWCOM%20Newswire&cn=nw20101001&kw=Survey%20Shows%20Law%20Firms'%20Minority%20Hiring%20Is%20Stagnating>
- October 1, 2010
Detroit Diversity Examiner
 Richard Weaver
Warner Norcross one of the first to sign State Bar of Michigan Diversity Pledge
<http://www.examiner.com/diversity-in-detroit/warner-norcross-one-of-first-to-sign-state-bar-of-michigan-diversity-pledge?render=print#print>
- October 13, 2010
Am Law Daily
 Ross Todd
Diversity Conference Features Top Legal Brass
<http://amlawdaily.typepad.com/amlawdaily/2010/10/lcld.html>

Many thanks for your attention to our section's efforts and progress over the last quarter. Please do not hesitate to contact me with any questions.