

MEMORANDUM

April 9, 2010

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

FROM: Kisha Nunez, Chair
Diversity Section

RE: Diversity Section Fourth Quarter Report

This report is an update of the activities of the Diversity Section for the fourth quarter of the NALP year, along with a recap of the year's activities.

2010 NALP Annual Conference RFPs

I am proud to report that five of the eight RFPs submitted by the section were accepted and will be offered at the Annual Conference in Puerto Rico. Thanks to all of those who worked hard on those proposals, including the workgroup Vice-Chair, Nicole Horne-White. The conference programs are:

1. Diversifying the Law School Applicant Pool - Tools for Success
2. Going Beyond Diversity: Inclusiveness is the Key to Solving the Diversity Dilemma
3. Coaching Diverse Attorneys for Career Success
4. The Good, the Bad and the Ugly—The Case for Affinity Groups
5. Diverse Attorney Recruiting Challenges and Strategies

2009/2010 NALP Bulletin Articles

Of the eight of bulletin article ideas accepted from our section members, five have been published with three more to come in April, May and June issues. Thanks to all of the members that brainstormed the ideas for these articles and a special thanks to the authors, including workgroup Vice-Chair, Melanie Priddy. The referenced articles are:

1. Practical suggestions for improving diversity in tough economic times:
how to do the most with minimal resources
By Melanie Priddy and Karen Hester
2. 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.
By Kristine McKinney and Katy Anderman
3. A Survey of States Implementing Diversity Credits as Part of Their CLE
Requirements
By Gwen Tolbert and Karen Hester

4. Sustaining Diversity and Inclusion Initiatives in the Economic Downturn
By Angela Vallot and Mitchell Karp of VallotKarp Consulting
5. How can we build effective metrics to accurately measure and challenge the success of your diversity initiatives?
By Cindy Essell and Donna M. Davis-Gregory
6. Pipeline Programs: Lessons for Success from Corporations
By Pam Occhipinti and Veta Richardson
7. Best Practices for gathering and reporting applicant EEOC data, including do's and don'ts from an employment lawyer.
By Sylvia James
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.
By Tamara Stephen and Paula Edgar

Diversity Leadership Workgroup – Profiles Project

The goal of this project is to acknowledge the leadership of diverse leaders within our membership and attorneys at our member firms along with featuring their stories, challenges and victories. As I mentioned in my last report the Diversity Leadership Workgroup will wrap up its work on compiling the profiles of diverse NALP leaders and attorneys at our member firms. We expect to submit the final work product at the end of April. With roughly 16 profiles completed, we are looking forward to presenting the finished product to the Board and the membership at large. A special thanks to workgroup Vice-Chairs, Donna Harris and Crystal Deazle for their hard work. I would also like to thank all those section members who conducted the interviews and wrote the profiles.

With respect to our secondary task of highlighting best practices for retention and inclusion efforts and investigate the creation of an informal NALP affinity group for diverse professionals. I propose that work on this project be continued as the section receives its new tasks for the 2010-2011 season. As I stated in my last report, I believe that this guide may benefit from collaboration with the ALFDP and/or the Lawyer Professional Development Section.

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

Vice-Chairs, Elvera Pollard and Demetria Johnson have been hard at work arranging for proposed quarterly conference calls/webinars to be facilitated by 2-3 ALFDP and/or NALP members. Topics, facilitators and proposed dates will be identified by the end of April. It is our intention that the first of these call will be held in May. I am pleased to report that ALFDP has agreed to host 2 of the 4 planned calls/webinars.

The other goal of this group was to create a best practices booklet on how to best integrate diversity professionals and encourage collaboration across departments. Given the scope of this project, an outline will be provided to the incoming Chair, with the hope that work on this project will continue in the 2010-2011 season.

Collaboration with the Leadership Task Force

I am pleased that I had an opportunity to work with Jessica Dworkin of the Leadership Task Force in planning a webinar entitled "Leading with Cultural Intelligence" that was held on March 16th. We were very fortunate to have Ritu Bhasin and Karen Hester lead the program, while Jessica moderated. By all accounts the program was a success and I look forward to the opportunity of working on additional programming of this nature.

Environmental Scanning

During the past year of a number of issues have been raised. They are:

1. Focusing on the issues of school side diversity initiatives, specifically best practices and the integration on the law school campus.
2. Concern about firms broadening their criteria in hiring summer associates, which directly affects the recruitment of diverse students. It has been suggested that a national listing of these programs should be compiled and made available to members, so that they can provide concrete examples of what is working in an effort to get more firms on board.
3. Suggestion that going forward NALP should ramp up its efforts with respect to the concept of inclusiveness, including it among its best practices.
4. Another member offer that either a sub-group of the Diversity Section or a new section all together focus its attention on the issue of women in the legal profession, especially women of color.
5. It has been suggested that the Board consider joint initiatives among the Diversity Section and other sections, like Recruiting and Lawyer Professional Development.
6. Highlight issues regarding the effect of the down economy on diversity initiatives and how to maintain momentum.

It is our hope that addressing these issues either through work group collaborations, conference programming, articles and/or webinars will raise member awareness levels and provide next steps and/or best practices to deal with these concerns.

In closing, I'd like to say it has been a sincere pleasure to Chair the Diversity Section for the 2009-2010 season. I have worked with a great group of professionals who are dedicated to addressing the issues of diversity and inclusion in the legal profession. I wish the incoming Diversity Section Chair, Nicole Horne-White all the best as she continues to work with this talented group of individuals.