

MEMORANDUM

TO: Fred Thrasher, NALP Deputy Director
Traci Mundy Jenkins, NALP Board Liaison
NALP Board of Directors

FROM: Demetria Johnson, Chair, Diversity Section

DATE: April 2, 2012

SUBJECT: NALP Diversity Section – Fourth Quarter Status Report

This report summarizes the various activities that the NALP Diversity Section has been engaged in since the January 30, 2012 report.

2012 NALP Annual Education Conference Work Group Update

The Diversity Section submitted eleven proposals and I am pleased to report that will be presented at this year's 2012 NALP Annual Education Conference in Austin

1. Diverse Women: Success Strategies from Law School to Law Practice.
2. Moving Beyond the Mainstream: A Closer Look at Three Unique Law Student Diversity Initiatives.
3. Navigating Choppy Waters: Diversity Programs and Employment Law Issues.
4. Positive Partnering: Strengthening Diversity Ties Between Law Schools and Law Firms.
5. Watch your @#\$\$ Mouth! RACE, LGBT, and Other Four Letter Words and the Difficult Conversations Around Them (LGBT Collaboration).
6. What Lurks Beneath the Surface: Identifying, Acknowledging and Combating Implicit Bias.

I want to extend my heartfelt thanks to all the section members, who gave effortlessly of their time and dedication to ensure that our section was well represented at this year's Education Conference. The work group Vice-Chairs, Carlos Davila-Cabellero, Eliza Musallam and Sherry-Ann Smith did a tremendous job in overseeing this initiative.

2011-2012 NALP Bulletin Article Work Group

This year, the Bulletin Article work group published eight articles and three blogs. Thanks to all of the section members and authors for their useful tips, insights and featured articles. Vice-Chair, Chia Kang led this talented group of individuals. The upcoming articles/blogs are listed below

1. *Asian Pacific American Lawyers' Experiences in Law Firms* - Juliette Clark, Alexandra Mai and Eliza Musallam (April 2012)
2. *Diversity Professionals in Career Services Offices*- Paula Edgar, Sherry-Ann Smith and Sarra Ziari (May 2012)

2012 Proposed Blogs

3. *Diversity Clerkship and Fellowship Opportunities* - Beverly Bracker and Sherry-Ann Smith
4. *Review of Diversity Training and Management Books* - Carlos Davila-Caballero
5. *Select Diversity Pipeline Programs*- Paula Edgar (on PALS), Chia Kang (on Legal Outreach), and Cybele Smith (on Moritz College of Law program)

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

As recommended by the 2012 incoming NALP President Charlotte Wager, this work group will continue under the leadership of Vice Chair, Tamara Toussaint. This work group will be charged with developing initiatives and opportunities to collaborate with and support the Association of Law Firm Diversity Professionals, including quarterly conference calls.

Diversity & Inclusion Summit Planning Work Group

The 2012 NALP/ALFDP Diversity and Inclusion Summit will take place in Atlanta on June 7-8, 2012. This year's summit will focus on a variety of *hot* diversity topics:

- steps to take to promote true inclusion
 - the latest Supreme Court challenge to law school admission policies that promote diversity
 - the link between diversity and leadership effectiveness
 - religious and cultural diversity issues
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- **Speakers include:**
 - J. T. (Ted) Childs, Jr., Consultant, Ted Childs LLC
 - Caren Ulrich Stacy, President, Lawyer Metrics LLC
 - Shannon Price Minter, Esq., Director, National Center for Lesbian Rights
 - Nouman Ashraf, Research Fellow, Desautels Centre for Integrative Thinking, Rotman School of Management, University of Toronto
 - William Henderson, Professor of Law, Indiana University Maurer School of Law

Many thanks to our selected section members who were instrumental in putting this event together: Melique Jones, Aymara Zielina and our wonderful Vice Chair, Nikki Horne White.

Diversity Leadership: The Retention/Inclusion Imperative Work Group Update

As recommended by the 2012 incoming NALP President Charlotte Wager, this work group will continue under the leadership of the 2012 Vice Chair. This work group will focus on the trends in today's global economy. With a diverse work force it is vital to building organizational strength. An often overlooked strategy for improving diversity is to tap into the wealth of knowledge and survival tactics of diverse leaders. This work group seeks to celebrate diverse leadership within our industry by interviewing diverse professionals and featuring their stories, challenges and victories for publication in the *NALP Bulletin*, *NALPnow!* and other media. This group will continue to grow, archive, update (annually), and publicize the profiles of diverse members. This group also seeks to highlight best retention and inclusion efforts particularly during a time of economic distress and investigate the creation of an informal NALP affinity group for diverse professionals. The 2011 work group was led by Vice Chairs, Markeisha Miner and Rachel Simmonds-Watson.

Pipeline Initiative Resource Work Group

Our two Vice Chairs, Debbie Milwood Rowe and Karen Hester worked to create a "*Highlight of High School Diversity Pipeline Initiatives by Region*" (see attachment). In 2012, the objectives of this work group will be to identify, update, and consolidate partnerships and opportunities for law schools and legal employers to impact the pipeline of diverse law students. Gather information on relevant programs and educate NALP members through *Bulletin* articles and provide information for the NALP website.

Track Programming

This work group was a new venture conceived in 2011. The incoming NALP President, Charlotte Wager, has renamed this work group "NALP Connect". This section will introduce social media to the section. Section members will develop and update materials to be posted on the NALP Diversity Section homepage. The 2011 work group was led by Vice Chair, Jessica Maroney Shillito.

Environmental Scanning

During our most recent call, the section members discussed the trends in 1L Diversity Events and 1L hiring. Overall, there seems to be an uptick in the number of firms hosting diversity receptions/panels, for 1L students. There has been more encouragement from the schools to host these events on-campus rather than at the individual firm. Attendance at events such as these are significantly higher than if they were held off-site at a private venue. The pool of talented 1L students has increased the number of 1L hires at some member firms in the Midwest and Mid-Atlantic regions.

Below please find a list of articles/ topics of interest shared with the Diversity Section Discussion Group by Millie Bond, NALP Street Fellow:

- March 23, 2012
This week in the Diversity Dish, a NALP/Street Law Legal Diversity Pipeline Program event takes place in Miami, Australia's new Attorney General, works to increase diversity on the bench, Chevron's legal department is honored for its commitment to diversity, and a report from Canada suggests an underrepresentation of women in Toronto's legal community.
Follow the link to this week's dish: <http://bit.ly/GQDSwA>
- March 16, 2012
This week's Diversity Dish includes a report on minority enrollment at public law schools, federal employees response to the government's recent push to increase diversity among its ranks, one judge's wise words to BLSA members seeking judicial clerkships, and one of the UK's Inns of Court's efforts to increase diversity.
Follow the link to this week's dish <http://bit.ly/wrnOfy>.
- February 17, 2012
This week's Diversity Dish includes interviews with the authors of Courageous Counsel: Conversations with Women General Counsel in the Fortune 500 and the Boston Bar Association President Lisa C. Goodhard, an in-house counsel perspective on talking about diversity, an affirmative action case in California, a Canadian law student's efforts to encourage other Black students to attend law school, and controversy over a diversity workshop in Idaho. We also have a video of a Supreme Court Justice who apparently had no trouble getting to Sesame Street.
Follow the link to this week's dish: <http://bit.ly/xO6w9O>
- February 3, 2012
This week in the diversity dish the Department of Education's Office of Civil Rights investigates a bias claim from an Asian student who was denied admission to Harvard University, a law professor makes the case for the importance of school diversity for white students, New Jersey Governor Chris Christie's judicial nominees are scrutinized, and a Canadian firm apologizes for jokingly calling its associates "slavies."
Follow the link to this week's dish: <http://bit.ly/zQavS1>

For additional NALP Diversity "Dish" [click here](#). Many, many thanks to Millie Bond for keeping our members updated on all the hot breaking diversity issues.

I'd like to express my heartfelt thanks and appreciation to all the Vice Chairs and section members, who have made my year as Chair very gratifying. To the NALP Board, many thanks for their continued support and attention to the diversity section efforts, goals and progress over the last year. A special thanks to Marcy Cox and Traci Mundy Jenkins for their graciousness and generosity, and for that I am extremely grateful. Finally, I wish the incoming Chair, Melanie Priddy much success through the coming year. I will always be there for you, Melanie☺.

HIGHLIGHTING HIGH SCHOOL DIVERSITY PIPELINE INITIATIVES BY REGION

SE REGION

MIAMI STREET LAW: <http://www.law.miami.edu/streetlaw/index.php?op=0>

Miami STREET LAW is an educational, legal outreach program that trains current law students to teach law at nine (9) different schools throughout Miami-Dade County. The mission of the Program is to empower diverse youth through interactive education about law, democracy, and human rights while furthering the professional development of law students. The program:

- Changes the lives of teens by introducing them to legal analysis and critical thinking
- Provides contemporary positive role models
- Furthers the professional development of law students through their teaching of the law

Benefits for Law Students

Students who participate in Miami STREET LAW obtain course credit while they experience a unique, professional development opportunity. Through teaching about the law and interacting with the community, law students are given a chance to analyze state and local laws and procedures. Additionally, as STREET LAW classes use interactive teaching strategies—including mock trials, moot courts and simulated negotiations—students can hone their communication and analytical skills while gaining exposure to other professionals and the community. STREET LAW injects a human element into law school education, providing students with insight into public policy issues and concerns that impact their community.

Benefits for the Community

Miami STREET LAW provides the South Florida community with essential legal information and helps high school students navigate through our law-saturated society. The Program serves to put lawyers in a positive light while at the same time creating positive role models for the students who participate in the classes. An ancillary long-term goal of the program is to increase diversity in the legal profession.

NE REGION

JUSTICE RESOURCE CENTER MENTOR PROGRAM: <http://www.jrcnyc.org/>

MENTOR is New York City's premier collaboration between the law-related industry and the school-age population. JRC, coordinator of MENTOR, pairs leading law firms and corporate legal departments in New York City with local public high schools to support the schools' curriculum efforts and expose public school children first-hand to the practice and study of law.

Currently, 57 New York firms and legal departments are paired with public schools in connection with MENTOR. MENTOR has been designated by the American Bar Association (ABA) as a "Diversity Pipeline Program."

The MENTOR program was founded by Tom Evans, a former President of the Federal Bar Council, and is administered by the Justice Resource Center. MENTOR pairings have developed

a wide range of relationships. Some focus on the basic MENTOR program, which typically includes a lawyer's visit to a law or social studies classroom, a lawyer-directed visit to a federal court, and a student's visit to the law firm.

WEST/ROCKY MOUNTAIN

STREET LAW AT SANDRA DAY O' CONNER COL AT ASU:

<http://www.law.asu.edu/currentstudents/CurrentStudents/StudentLife/PublicInteresttheProBonoProgram/ProBonoStudentGroups.aspx>

Street Law is a community outreach program offered by the Sandra Day O'Connor College of Law at Arizona State University and facilitated by the Youth Mentoring Board student organization. A primary objective of the program is to increase diversity in the legal profession. Street Law strives not only to educate young people about the law, but to empower them to take an active role in the civic affairs of their schools, communities, and country. Another goal is that youth learn how to identify problems and make positive change in their lives and the lives of others. This youth educational program is facilitated by law students that teach in freshmen classes at South Mountain High School once per week.

MIDWEST

JUST THE BEGINNING FOUNDATION IN CHICAGO: <http://www.jtbf.org/>

"Just the Beginning" began as a celebration of the Integration of the Federal Judiciary on September 19, 1992, in Chicago, IL. The celebratory event entitled, "Just The Beginning - A Celebration of Integration of the Federal Judiciary" honored Judge James Parsons, the first African-American United States District Court Judge, on his retirement after devoting thirty-one years on the federal bench. Inspired by the events of that weekend, JTBF ® was founded as a not-for-profit organization of judges, lawyers, and other citizens dedicated to developing educational programs to inspire and foster careers in the law among students of color and from other underrepresented groups, from middle school through law school.

Today, JTBF continues this mission by offering pipeline programs directly aimed at inspiring young students and increasing diversity in the legal profession and judiciary. These programs include the Middle School and High School Summer Legal Institutes, an Advanced Summer Legal Institute, law student externships, law student scholarships, programming in schools that target under-served and minority high school and college students, and biennial conferences that bring together diverse legal leaders of local communities.

MID ATLANTIC

CONSTITUTION HIGH SCHOOL (80% Minority):

<http://www.ballardspahr.com/Diversity/>;

<http://constitutioncenter.org/international/Blog.aspx?title=Constitution+High+School>

In November 2005, Ballard Spahr took part in a Pipeline Diversity Conference sponsored by the American Bar Association. This participation proved pivotal. Within a year, the firm had transformed its longstanding commitment to volunteering and mentoring in Philadelphia public schools into a landmark partnership with the National Constitution Center, the School District of Philadelphia, and the Gilder Lehrman Institute of American History to sponsor a new magnet school, Constitution High School, which opened in September 2006.

With a student body that is 80 percent minority and a resource-rich curriculum focused on history, law, and government, the school is like no other. Ballard Spahr contributes to the partnership by providing mentoring and job exploration activities to encourage students to pursue higher education and consider careers in the law. Our attorneys coach the school's mock trial team, serve on the school's advisory board, and work with students and faculty to provide curricular support. Our firm provides job-shadowing, summer internship, and other career development opportunities for the students, and uses its connections in the Philadelphia legal and business community to enhance the school program. We are particularly proud to have sponsored construction of the school's mock trial room, which was dedicated in November 2008 by Retired Associate Justice of the U.S. Supreme Court Sandra Day O'Connor, for whom it is named.