

MEMORANDUM

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

FROM: Demetria Johnson, Chair, Diversity Section

DATE: October 18, 2011

SUBJECT: NALP Diversity Section – Second Status Report

This report summarizes the various activities that the NALP Diversity Section has been engaged in since the June 28, 2011 report.

2012 NALP Annual Education Conference Work Group

The Diversity Section submitted eleven proposals and six proposals were approved. The following proposals were approved and will be presented at the 2012 Annual Education Conference:

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.

2011-2012 NALP Bulletin Article Work Group

The NALP Bulletin Work Group has received approval for eleven articles/blogs for the 2011-2012 season. Thus far we have submitted the following article which appeared in the September 2011 *Bulletin*:

1. Topic: MicroInequities And The Power Of Small In Creation Of A Diverse Workplace
Authors: Paula Edgar, Sherry-Ann Smith, Demetria Johnson and Sheri Zachary

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

Tamara Toussaint and I had a chance to catch up at the recent ALFDP Member Conference in NY this past month and will be coordinating follow-up efforts with the other interested members in the next few weeks.

Diversity Summit Planning Work Group (2012)

Vice Chair, Nikki White recently polled the diversity section members to illicit their thoughts and ideas as to suggested topics for the upcoming conference. Suggested topics were submitted to Nikki White by October 14.

Diversity Leadership: The Retention/Inclusion Imperative Work Group Update

No new update as of October 18th. The group continues with its efforts to create a follow-up to the “Diversity Champions Guide”. Plans are underway to collaborate with the Social Media section on transferring some of those profiled into sound bites on the NALP website. We’ve also had discussions on the best way to update the “Best Practices Guide”. Suggestions thus far: a) turn it into a tri-fold brochure referencing key information and links to expert resources (ABA, MCCA, NALP, LCLD); b) consider coordination with Millie Bond and the “diversity dish” blog to profile diversity leaders. Vice Chairs, Markeisha Miner and Rachel Simmonds-Watson will be coordinating with members to work on these initiatives over the course of the year.

Pipeline Initiative Resource Work Group

Vice Chairs, Karen Hester and Debbie Rowe-Millwood are continuing to meet the initiatives and objects set forth—*“Continue to identify, update, consolidate partnerships and opportunities for law schools, and legal employers to impact the pipeline of diverse law students. Educate NALP members through Bulletin articles and the NALP website”*.

- Karen is contacting the ABA about their Pipeline Diversity Directory and their process for updating it. An article on *Diversity Pipeline Programs* was also approved as a *Bulletin* article. Karen and Debbie plan to collaborate with Paula Edgar, Chia Kang and Cybele Smith on this joint initiative.
- Debbie is working with Millie Bond on the Street Law initiatives; she is also coordinating with Maja Hazell (ALFDP President) to obtain information on law firm/law school collaborative pipeline initiatives. This information will be shared either through an article or via the diversity website.

Track Programming

No new information to report on this initiative. As mentioned in the first status report, plans are still in place for the “track programming” work group and the Members Services Advisory Group to identify and compile resources that are designed to help members new to the profession. Resources will include but are not limited to “best of” sessions from NALP educational programming events (Annual Education Conference, Diversity Summit, Lawyer Professional Development Program, Newer Professional Forum, Professional Development Institute, PSLawNet Mini Conference) and NALP and NALP Foundation Webinars. Vice Chair, Jessica Maroney will be facilitating these initiatives with Chair Demetria Johnson.

Environmental Scanning

The 2011 fall recruiting season proved to be quite a busy time for both the law school and law firm members. Unfortunately, we were not able to connect via our regular member call over the past few months, but now that the recruiting season has died down, we will resume our regular calls by November.

Below please find a list of articles/ topics of interest shared with the Diversity Section Discussion Group (“listserv”):

- September 30, 2011
ABA Article
Are Women Lawyers More Successful In-House Because Companies Value Their People Skills?
Posted Sep 30, 2011 6:13 AM CDT
By [Martha Neil](#)
"It's a controversial idea. But some women lawyers are suggesting that female attorneys do better, overall, when working in-house at least in part because corporations value the people skills they tend to bring to the table more than law firms do".

http://www.abajournal.com/news/article/are_women_lawyers_more_successful_in-house_because_companies_value_their_pe/?utm_source=maestro&utm_medium=email&utm_campaign=daily_email

- September 1, 2011
New Data Points to Persistent Pipeline Problems in the Legal Profession - Market Watch
[New Data Points to Persistent Pipeline Problems in the Legal ...](#)

- July 19, 2011
ABA Article - *Diversity Provides a Kaleidoscope of Perceptions* written by Lori Lorenzo, (NALP Liaison, Diversity & LGBT section) <http://apps.americanbar.org/litigation/committees/trialevidence/articles/special2011-diversity-legal-profession-perceptions.html>

I'd like to thank the Board for their continued support and attention to our Diversity section's efforts, goals and progress over the few months. Please feel free to contact me if you have any questions.