

NALP BOARD STANDARD LIAISON REPORT

January 24, 2022

My Name: Morgan L. Smith, Chief Lega Talent Officer

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My Phone Number: 317-237-3896

Organization: American Bar Association

Section: Commission on Women in the Profession (CWP)

Chair or Key Person: Maureen Mulligan, Chair

Chair or Key Person Email: maureen.mulligan121@gmail.com

Report any meetings, webinars, calls or conferences with organizations you have attended in the last 3 months:

I will attend the Midyear business meeting on February 11, 2022.

Report any notable information or project of interest to NALP/NALP members within the last 3 months:

Attach or include any notable communication of interest to NALP:

The attached December CWP Liaison Newsletter highlights their public projects.

Report any upcoming project or event of interest to NALP:

Re-launching Leaders Retreat (originally planned for 2020). Being revamped for 2022

Report any goal(s) you hope to accomplish by end of your term:

As a part of the planning committee for Re-launching Leaders, we are working on re-envisioning moving the planned in-person retreat to a virtual event in early 2021.

I will continue to work to identify overlapping interests of CWP and NALP.

Report any goals suggested for the next year:

I volunteered to help with CWP's next strategic plan and hope there will be opportunities to encourage partnering with NALP.

Identify any other NALP members(s) who also play a role of note with this entity:

Milana Hogan continues to be involved with CWP on Grit-related projects and is working on a project around developing and leading gritty teams, Grit 2.0.

Identify what significant benefits there are for NALP to continue this liaison relationship:

The CWP is focused on maintaining the focus on diversity efforts amid the pandemic and continues to research issues related to women's professional development in the legal profession and provide tools and resources to effectuate change.

NALP members will benefit from a front row seat at the Commission and the ABA now with the focus and work around gender issues in the profession.

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Newsletter

2021-2022 Project Update
(as of November 5, 2021)

Day of Conversation/ Guided Conversations Project

The “This Talk Isn’t Cheap: Women of Color and White Women Attorneys Find Common Ground” report and toolkit were released in October 2020. The toolkit includes an introduction video by Michele Coleman Mayes, three video vignettes by Anna Deavere Smith inspired by the report, a facilitator guide, group discussion questions, and additional recommended bibliography. The goal of the Guided Conversations Project is to foster meaningful dialogue between women of color and white women in the profession.

Toolkit can be found at:

<https://ambar.org/guidedconversations>

The Commission spearheaded a “Day of Conversation” in April 2021 when legal organizations were encouraged to use the report and toolkit in guided conversations of their own. These conversations proved a meaningful way for participants to build allyship and commit to bettering the legal profession for women from all intersectional identities. The Commission plans to hold a second “Day of Conversation” in April 2022.

Men in the Mix

The Men in the Mix initiative was created to understand what obstacles men face when they consider stepping up their allyship for women lawyers and how to overcome them. A report and toolkit came out of focus group research that was conducted in New York City, Dallas, and San Francisco over the course of 2019. Notably, eighty-three percent of men said they believe their male colleagues do not work to advance women lawyers out of fear. Fortunately, seventy percent of men agreed that the best way to get them involved with women’s advancement was simply to ask them!

The report and all toolkit materials, including dialogue scripts for common situations and a multi-media presentation, can be found at: https://www.americanbar.org/groups/diversity/women/initiatives_awards/men-in-the-mix/

Grit Project

One of the most popular Commission initiatives, the Grit Project educates women lawyers about the science behind grit and growth mindset - two important traits that many successful women lawyers have in common. These traits can be taught and leveraged to enhance the quality and effectiveness of women lawyers and ensure competence, better communication between attorney and client, and zealous advocacy on behalf of the client. Through an online Toolkit, CWP provides all the materials needed to assess and learn the traits of grit and growth mindset and present a successful program on grit.

The Toolkit includes program agendas and customizable PowerPoint slides, and has even been updated to include Covid-19-related resources.

The toolkit can be found at: <http://www.ambar.org/grit>

This past bar year, in collaboration with the ABA Antitrust Law Section's Women Connected Committee the Commission launched the 21-Day Grit and Growth Mindset Challenge. This 21-day challenge is composed of 21 short, daily activities (typically 5-15 minutes) and is designed for all women working in, or supporting, the legal profession.

The Challenge can be done by any women in or supporting the legal profession, either in groups or as an individual, and can be found at: https://www.americanbar.org/groups/diversity/women/initiatives_awards/grit-project/21-day-about/

A new phase of grit research will explore the ways in which grit and growth mindset impact team performance. The goal of the research is to understand the impact of these traits on overall performance, engagement, morale and firm/organizational culture and identify how best to build, nurture and sustain gritty, growth mindset-oriented teams. Preliminary findings will be unveiled shortly after the 2022 Midyear Meeting, so stay tuned.

Perspectives

The Commission on Women in the Profession's online publication, Perspectives, is released quarterly and covers topics of importance to women lawyers and their allies. The feature article for the January issue will deal with the dismantling of the female judiciary in Afghanistan and what women lawyers in the United States are doing to help. The October 2021 issue can be found at: <https://www.americanbar.org/groups/diversity/women/publications/perspectives/2022/october/>

New with the October issue, Angela Winfield's Voices column was enhanced with the addition of a video interview conducted by Editorial Board Chair Laura Possessky. The video can be found at: <https://youtu.be/4KAhvswGI3M>.

Margaret Brent Awards

The Commission on Women in the Profession honors up to five women lawyers each year with the Margaret Brent Awards. Nominations for the 2022 Margaret Brent Awards opened on October 15 and will close on January 21, 2022. The award was established in 1991 to recognize and celebrate the accomplishments of women lawyers. Brent honorees have achieved professional excellence within their area of specialty and have actively paved the way to success for other women lawyers. These women demonstrate excellence in a variety of professional settings and personify excellence on either the national, regional, or local level.

Learn more about the awards, how to nominate the outstanding woman lawyer in your network, and our illustrious past honorees at:

<https://www.americanbar.org/groups/diversity/women/margaret-brent-awards/>

Commission Toolkits

The Commission on Women in the Profession has developed several thought-provoking online toolkits, available for any ABA Section, Division, or Forum; state, local, or specialty bar association; or legal employer to use free of charge. Each toolkit serves as a “program in a box”, with resources such as customizable PowerPoint slide decks, facilitators’ guides, small group discussion prompts, and educational materials. Toolkits include not only the Grit Project, Guided Conversations, and Men in the Mix, but also a more comprehensive Women of Color Research Initiative, Bias Interrupters, Zero Tolerance (dealing with sex based harassment in the legal profession), and Gender Equity in Compensation.

To view toolkits and download materials, please visit: [https://www.americanbar.org/groups/diversity/women/initiatives awards](https://www.americanbar.org/groups/diversity/women/initiatives_awards)

If you love our content and use it to put on a program, please let us know by contacting Commission program specialist Ashleigh Hill at Ashleigh.hill@americanbar.org We can also address any questions or challenges you may encounter when planning your program.

We are proud to offer our toolkits as a complimentary resource to all women lawyers and their allies. If you’re inspired to support our work, you can designate the Commission on Women in the Profession in your contribution to the ABA Fund for Justice and Education here: https://www.americanbar.org/groups/departments_offices/FJE/donate/com-cwp/

We are grateful for all support we receive, and especially acknowledge our Silver Sponsor, Goodwin Procter.