

NALP BOARD LIAISON REPORT
February 2021

TO: NALP Board of Directors
FROM: Courtney Harris, NALP Liaison to NACE
RE: Quarterly Board Report
DATE: February 4, 2021

National Association of Colleges and Employers Liaison Quarterly Board Report

As with most organizations, the pandemic and an era of social unrest impacted student employment, member conferences and the narrative related to workplace diversity.

- I. Although the NACE20 conference was cancelled due to the coronavirus pandemic the organization continued to host podcasts, webinars and YouTube presentations. There are no updates on the NACE21 conference in Austin, TX.
- II. NACE is conducting Quick Polls very similar to NALP's Pulse Surveys to determine employer responses to COVID. The June 2020 Quick Poll results (updated July 2020) showed the following:
 - A relatively small percentage of employers revoked the offers for full time jobs they made to Class of 2020 college graduates;
 - Both students and employers should expect reduced in-person career services available in the fall. Services are shifting online or are hybrid (in person and online).
 - The poll also assessed: (i) delayed start dates; (ii) length of the delay; (iii) factors when deciding delays; (iv) remote work; and (v) length of remote work.

More information can be found here: <https://www.naceweb.org/talent-acquisition/trends-and-predictions/coronavirus-quick-poll-preliminary-results/>

- III. NACE published an organization statement and other information related to diversity, equity and inclusion
 - Statement on Diversity Supporting the Black Community and Anti-Racism: Commitments and Plan (posted August 2020)
Commitment: <https://www.naceweb.org/about-us/update-on-naces-commitments-to-the-black-community-and-anti-racism/>
Resources: <https://www.naceweb.org/diversity-equity-and-inclusion/resources/fighting-racial-injustice-we-stand-together/>
- IV. Specific areas of interest that seamlessly overlap with NALP are virtual hiring and workplace diversity. My goals related to those topics are as follows:
 - *Goal 1:* There is a robust discussion among NACE members regarding student engagement and virtual hiring. I intend to identify key methods to grow student engagement and individualized career counseling.
 - *Goal 2:* In the current era, there is a heightened interest in diversity and inclusion. My review of various NACE platforms indicates that undergraduate recruiters are making a conscious outcome driven effort to recruit more people of color. I plan to evaluate how those efforts transfer to the legal profession. The Diversity, Equity and Inclusion Section will be a valuable resource in this effort.

The partnership with NACE is extremely beneficial to NALP members.