



TO: NALP Employer Members

FROM: Lynn Herron, Hogan Lovells
Michael Ende, William & Mary Law School
NDLE/NDLS Work Group Co-chairs

RE: NALP Directory Updates

DATE: February 2020

In the spring of 2019, NALP President Georgia Emery Gray charged our work group with updating NALP's signature directories, the NALP Directory of Law Schools and the NALP Directory of Legal Employers, specifically in relation to the new NALP Principles for a Fair and Ethical Recruitment Process. She also asked us to examine the user end of the directories and propose possible changes to its usefulness as a tool for our members in their own work.

Our work group members took this task seriously and looked at every question in each directory with a critical eye. We made a set of recommendations to the Board of Directors and many of those recommendations were approved by the Board for implementation.

Changes to the NALP Directory of Law Schools for 2019-2020

- We have added a “non-binary” option for gender to the demographics table.
- Some race/ethnicity categories have been renamed. "Hispanic/Latino" has been changed to "Latinx," a gender-neutral term for people of Latin American descent. "Black/African American" has been changed to "Black or African American," and "Native American/Alaska Native" has been changed to "Native American or Alaska Native."
- The “LGBT” status item has been updated to “LGBTQ.”
- We have added new questions to collect information on law school recruiting policies.

Changes to the NALP Directory of Legal Employers for 2020

- We have added a “non-binary” option for gender to the demographics table.
- Some race/ethnicity categories have been renamed. "Hispanic/Latino" has been changed to "Latinx," a gender-neutral term for people of Latin American descent. "Black/African American" has been changed to "Black or African American," and "Native American/Alaska Native" has been changed to "Native American or Alaska Native."
- The “LGBT” status item has been updated to “LGBTQ.”

- We have added a gender-neutral honorific (Mx.) for the recruiting contact and hiring partner along with the traditional Mr., Ms., etc.
- We have updated the question about parental leave to eliminate the distinction between leave for men and for women.
- A set of questions about law firm recruiting policies appears in the Recruiting & Hiring Tab.
- A new Workplace Environment tab was developed to include questions related to mandatory arbitration agreements, non-disclosure agreements, and well-being initiatives.
- We have implemented responsive design on the public side and the data collection side, so the site will now work more smoothly on all devices.
- WYSIWYG text editing is now available in the narrative text areas to allow for formatting features like bold, italics and number or bulleted lists.

We hope that these changes will make the NALP Directories more useful to members and other users. If you have any questions or suggestions, please feel free to contact any member of the work group.