

MEMORANDUM

TO: Gihan Fernando, President  
NALP Board of Directors

FROM: Marcy Cox, Chair  
Diversity Section

DATE: October 15, 2007

RE: Diversity Section Update

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This report will provide a brief summary of the work being done by the Pipeline Initiatives Work Group, the Diversity Manager Work Group and a proposal for a new work group.

Pipeline Initiatives Work Group

The Pipeline Initiatives Work Group, led by Susan Robinson, has continued its work by exploring the creation of a pipeline initiative which NALP members can easily adopt and implement within their organizations. A detailed report written by Susan Robinson outlining a proposal to undertake a collaborative effort with the Street Law Program is attached. (See Tab 10.)

Diversity Manager Work Group

The Diversity Manager Work Group, led by Rachel Simmonds-Watson, met recently via conference call and moved closer to developing a survey which will be distributed to the NALP membership and will elicit information regarding the responsibilities of diversity professionals at member institutions.

The group is also developing job descriptions for the following:

Law Firms:

- Diversity Officers (exclusively dedicated to diversity matters)
  - Directors
  - Managers
  - Coordinators
- Diversity and Recruiting Officers
- Diversity and Pro Bono Officers
- Other (additional categories may be developed as member responses warrant)

Law Schools:

- Diversity Officers
  - Assistant Dean of Diversity
  - Director of Diversity
- Other (additional categories may be developed as member responses warrant)

Finally, the group is canvassing NALP constituencies for hot topics that impact diversity professionals. The discussion of institutions being fearful of reverse discrimination claims seems to be at the forefront of these issues. The group is exploring the development of a Best Practices guide which would address these concerns.

New Work Group Proposal

The Association of Law Firm Diversity Professionals (ALFDP) has asked NALP to help collect data related to the demographics of students who interview with NALP employers during OCI. It is my recommendation that the President consider creating a new work group to explore the viability of this proposal. ALFDP will submit the proposal under separate cover.