

## MEMORANDUM

TO: Gihan Fernando, President  
NALP Board of Directors

FROM: Marcy Cox, Chair  
Diversity Section

DATE: July 6, 2007

RE: Diversity Section Update

---

### **Pipeline Initiatives Work Group**

The Pipeline Initiatives Work Group, led by Susan Robinson (Stanford University), has commenced work on a handful of action items.

#### Current Projects

The group began its work by exploring the creation of the following programs:

- 1) Creation of a program for minority groups at U.S. colleges that can be presented by career services & law firm recruiting teams. The group hopes to develop the basic template and PowerPoint. It will then promote the initiative through NALP City Groups, who will coordinate the programs for their local colleges. The program will include:
  - a. a list of resources to the college groups, which will consist of a list of law firm internships, local diversity initiatives, links to pipeline directories, a handbook or guide to exploring law.
  - b. a guide for City Groups on how to present the material to minority groups, for example, a luncheon or afternoon reception, which will include attorneys who can add their personal experiences, etc.
  - c. initial presentations will match current Section members with their City Groups to work together on presentations; and
- 2) Collaborating with an already established pipeline program like StreetLaw, INROADs, or Legal Outreach. (Last year the group researched pipeline programs and interviewed the directors of a number of the more well known programs, such as Prep for Prep, StreetLaw, Legal Outreach, et al.).

The group has decided to more fully explore the first initiative because it will allow NALP members to participate directly and will not require soliciting attorney or law student participation, which could be challenging.

## Action Items

The group is working on the following action items:

1. Contacting pre-law advisors at local colleges for their advice on what information would be useful to present to the minority student organizations.
2. Contacting law school admissions offices to determine which, if any, outreach programs they've already established.
3. Creating a resource of useful links, books, internships, etc. that can be posted on the NALP website and give to student organizations when presentations are made on campus.
4. Preparing a written summary of the information gathered for future use.

The group met via conference calls in May and June. The next conference call is scheduled for the week of July 16<sup>th</sup>. Work group members will submit status reports to the work group leader, Susan Robinson, no later than July 13<sup>th</sup>.

## **Diversity Manager Work Group**

### Current Projects

This work group has been asked to assess professionals in and outside our membership that have responsibility for diversity matters on the employer and school sides. The group will work on gathering directory information, titles and model job descriptions for diversity professionals that capture the range of ways in which employers in particular are staffing these positions (e.g. practicing lawyer with diversity oversight, administrator with full-time diversity management responsibility, etc.). The group will also explore the ways in which NALP can be supportive of the professionals who hold these positions.

The Diversity Manager Work Group Leader is Rachel Simmonds-Watson (Chadbourne & Parke LLP). The group has exchanged emails and has scheduled its first conference call for later this month.

### **Other Projects**

In addition to the work groups discussed above, the section created informal groups that worked on and responded to NALP's on-line RFPs for the Annual Educational Conference and proposals for Section articles in the *NALP Bulletin*. The Section submitted five on-line RFPs for programming at the 2008 Annual Conference. Three of those programs were selected. Two members of the Section are scheduled to write articles for the August and September issues of the *NALP Bulletin*.