

MEMORANDUM

TO: NALP Board of Directors
Donna Davis, Board Liaison, Diversity Section

FROM: Marcy Cox, Chair
Diversity Section

DATE: January 18, 2008

RE: Diversity Section Update

Pipeline Initiatives Work Group

The Diversity Section was pleased to learn that the Board approved the proposal submitted by Susan Robinson and the Pipeline Initiatives Work Group to undertake a collaborative effort with the Street Law Program in the coming year.

Diversity Manager Work Group

The Diversity Manager Work Group, led by Rachel Simmonds-Watson, is moving closer to developing a survey which will be distributed to NALP members and elicit information regarding the responsibilities of diversity professionals employed by member institutions. The work group completed its first draft of the survey in November. The initial goal was to identify the job titles and basic duties of diversity professionals. The NALP office reviewed the initial draft and suggested that the group broaden the questions a bit to elicit more detailed information about the duties and responsibilities of these individuals and the relationships they maintain with their employers. The group is currently working on a second draft and will submit the revised survey to the NALP office and the President for feedback. The NALP office will disseminate the survey at the Diversity Summit in Philadelphia in March, and follow-up with an electronic version in *NALPnow*.

Diversity Programming at the Annual Conference

The Diversity Section is contributing four of the eleven Diversity Pathway programs at the Annual Conference (*Legal Issues in Diversity: The Real Truth; Marketing Diversity Initiatives; Solomon Amendment & Amelioration 2008: Where Do We Stand?; Increasing Diversity through Pipeline Initiatives: What Works, What Doesn't, and How You Can Make the Best Case For It*). In addition, the section (along with the GLBT section) has invited, with the approval of the President and the NALP staff, Mr. Nouman Ashraf to speak at the Diversity Reception. Mr. Ashraf serves as the Director of the Anti-racism and Cultural Diversity at the University of Toronto, where he works closely with members of the faculty and administration, as well as student leaders. He has a special interest and expertise in issues pertaining to race and ethno-cultural issues on campus. He has spoken at various conference and institutions of higher learning. We have asked Mr. Ashraf to speak about accommodating differences in the workplace, specifically differences related to race, religion, gender, sexual orientation and disability issues.