

2022-2023 DIRECTOR AND OFFICER EXPANDED STATEMENT OF INTEREST

General Guidance: Please craft a statement of interest that conveys your values, goals and vision for NALP. Your statement should address the questions/topics below. You may also wish to review the leadership competencies posted on NALP's website. Candidates for Directors are limited to a total of 3 pages (8.5" x11"). Candidates for President-Elect and Vice-President are limited to a total of 4 pages (8.5" x11"). Please include your name on each page of your statement.

Please incorporate your responses to the questions below in your Expanded Statement of Interest.

ALL CANDIDATES RESPOND:

1. NALP's fundamental purpose, which is grounded in its core values of Integrity, Expertise, Inclusivity, Community and Adaptability, is to inform, connect and develop experts who impact and advance legal careers. With those values in mind, please describe the skills, strengths, and leadership attributes that you bring to NALP and in what way(s) these attributes might benefit NALP's principal goals and objectives of member experience; health and wellbeing; diversity, equity, and inclusion; member relations and/or revenue streams. Your response may include examples of a significant success or challenge and how you achieved the result(s), your experience leading groups (both in voluntary and professional settings) or examples of projects, initiatives, innovations etc. that you have successfully managed or that demonstrate your leadership, commitment, communication, and management style.
2. The legal industry, like the rest of society, is grappling with a long-overdue reckoning with institutional racism and bias. Since its inception, NALP has been committed to championing for greater diversity, equity and inclusion in the legal profession; however it is clear that NALP's historic efforts are not enough. How can NALP best support its members to more directly and forcefully address systemic bias and prejudice in the legal profession, specifically with regard to lawyers and law students of color and LGBTQ law students and lawyers? What knowledge, skills, experience and ideas do you bring that will help NALP achieve these goals?

ALL CANDIDATES: Respond to either 3 or 4:

3. How should NALP improve the development of leadership talent within its ranks? What opportunities do you see for developing a pipeline of NALP leaders in our existing structure (Regional Leadership Council – previously the Regional Resource Council, Committees, City Groups, etc.)? What other innovations would you suggest?
4. NALP is committed to remaining an organization of value to its members' needs with a focus on community, education and engagement. As the legal profession continues to shift in light of the impact of the pandemic on our industry, how can NALP best improve and innovate so that the organization will remain relevant to its members? How can NALP better communicate the continued value of membership to its member organizations?

PRESIDENT-ELECT AND VICE-PRESIDENT CANDIDATES ONLY, respond to 5 and 6:

5. In light of NALP's strategic plan (https://www.nalp.org/uploads/Strategic_Plan_2022.pdf), what should NALP's focus and direction be over the next 2 years? What current and/or future challenges do you see for NALP within the legal industry?
6. Like so many organizations in these uncertain times, responsible stewardship of NALP requires a focus on securing diversified revenue streams to enhance its financial sustainability. We know that the organization remains committed to be a leading provider of research and education regarding legal careers while pursuing that sustainability. How can NALP best marshal its resources, including but not limited to technology and finances, to better serve its members and the legal community at large? What innovative products or services should NALP seek to provide to serve the needs of our members and enhance its fiscal health?