

MEMORANDUM

DATE: June 20, 2013

TO: Fred Thrasher, NALP Deputy Director
Kisha Nunez, NALP Board Liaison, Diversity & Inclusion Section

FROM: Lori L. Lorenzo

RE: **NALP Diversity & Inclusion Section First Quarter Board Report**

Please find below a report of the Diversity and Inclusion Section's activities during the first quarter of the 2013-2014 NALP Year.

Summary:

The Diversity & Inclusion Section is off to a productive start. The group met at the NALP Conference in Tampa to discuss the Section's initiatives and the interests of the Section members. The Section held three calls this quarter, May 7, to discuss the RFP process and brainstorm RFP ideas; June 5, to discuss Bulletin articles and ideas; and, June 12 to provide the Section Vice-Chairs with an opportunity to update the Section on the progress of the various initiatives and solicit additional volunteers. We have been using NALP Connect to communicate with one another, announce events, host discussions and will use it to highlight group resources as they become available. Details of each work groups' progress is listed below.

Work Group Updates:

- **RFP Group** – Eliza Musallam, Neil Dennis and Cynthia Duval did a wonderful job leading this group and we were able to submit 12 great ideas for next year's conference. They are listed below in no particular order.

1. Achieving Diversity Post-Fisher
2. Changing Lanes: Working at the Intersection of Law Firm Diversity, PD, and Recruiting
3. Confronting Stereotype Threat – Key Strategy for Improving Retention of Diverse Professionals
4. Diverse lateral attorney recruiting and business development: Practical strategies for inclusive lateral recruiting and supporting the business development efforts of diverse attorneys.
5. Going Above and Beyond with Inclusion & Retention: Taking it to the Next Level

6. Taking Matters Into Their Own Hands: How Two Diversity Programs are taking on the Challenge of Diversifying the Judicial Clerkship Pool
7. The Coach Approach to Addressing and Advancing the Myriad Developmental Needs of Your Workforce
8. Unleashing the Power of Emotional Intelligence: Cultivate Diversity, Create Mindful Students, and Recruit Lawyers with the “It” Factor
9. What About Me? Exploring and Expanding Diversity Opportunities for Law Students After the 1L Year
10. Why Won’t You Shake My Hand Again? A Close Look at Religiosity from 1L to First Year Associates
11. Women's Issues: How the Mayer, Sandberg, Slaughter debate affects diverse women
12. You Can Lead a Horse to Water, But...: Successfully Navigating the Pipeline of Diversity Scholarships, Fellowships, and Career Fairs

• **Bulletin Articles** – Cynthia Duvall has been diligent in soliciting Bulletin articles for the Section. Listed below are the bulletin articles that the Section plans to submit to NALP for publication consideration for 2013-2014:

Title	Author	Publication Month
The Changing Face of Families, the Unseen Depth of Diversity	Jami de Lou	August
Choosing a Good Coach	Kristen Meeks and Sherry Zachary	September
Vanishing Black Males	Alan Haynes	October
Leveraging Straight Allies for Inclusion	Linda Murray-Blair	November
Practical Guide for the New Diversity Professional	Cynthia Duval	December
Tips & Strategies for Counseling Students with Disabilities	Amber Williams	January
Women of Color Attorneys – Leaning In and Out	Linda Murray-Blair	February
Diversity by the Numbers: The Importance of Measuring Outcomes	Lori Lorenzo	March

- **Diversity Best Practices Updates –**

1. Disability – Brad Sprayberry has been working to solicit other Section members to contribute to the work of this group.
2. Religion – Neil Dennis has been collecting information for various sources on Best Practices for including Religious Diversity and will continue to do so in advance of drafting the related update for the Diversity Best Practices Guide.

- **Diversity Leadership: The Retention/Inclusion Imperative 2nd Edition** – Jennifer Franklin is leading this work group and has currently recruited Section members representing all NALP regions except West, Rocky Mountain and Canada. Work on this initiative will begin in the next quarter and is scheduled to include the review of interview question used in the 1st Edition, the revision of such questions and the identification of possible champions.

- **Webinars** – Alexandra Mai has identified two webinar topics: The Intersection of Professional Development, Recruiting and Diversity 2.0, and Transgender issues. The first of these will include planning suggestions from the organizers of the original webinar of the same name. The second will likely be a collaboration with the NALP LGBT Section. These are tentatively scheduled for December and February. Additional webinars may be added if desired by NALP Leadership and if relevant topics are identified.

- **Fisher Working Group** – Sherry-Ann Smith leads this group. She has submitted an Annual Conference RFP and a Bulletin article proposal. Her group includes several other Section members. The group has been working to research Fisher and take environmental surveys on what others may think the implications of a decision in either direction may be. Further action will be defined once the Supreme Court decides the case.

- **Diversity in Public Service Employment Sector** – Lori Lorenzo and Matthew Gewolb, Chair of NALP's Public Service Section have plans to discuss ways in which our sections can work together to consider expanded diversity demographics data collection in the public service employment sector. Once a clear plan of action is identified, a vice-chair for this initiative will be selected.

Environmental Scanning:

Articles of Interest:

"Seven Do's And Don'ts For Mentors," 6/19/13. The authors just finished reading [Sheryl Sandberg's](#) Lean In, and the "Are You My Mentor?" chapter really stood out because it highlighted an issue the author has grappled with for years: how awkward and ineffective a formal mentorship can be. There's already plenty of advice for young people on how to be good mentees. But as someone who has been both a mentor and a mentee, the author wants to provide some solid tips to mentors instead, so they can guide their mentees in a more meaningful way:

<http://www.forbes.com/sites/yec/2013/06/18/seven-dos-and-donts-for-mentors/>

"'Aggressive' is not a dirty word for women rainmakers" (podcast with transcript), 6/3/13. (Karen Kaplowitz, president of New Ellis group, gives a shout-out to LCLD.) Should women lawyers be as aggressive—if not more aggressive—as men when it comes to business development? It depends, and much of the answer should be based on what women believe in for themselves, guests tell the ABA Journal's Stephanie Francis Ward. The guests are Janice P. Brown and Karen Kaplowitz.

http://www.abajournal.com/news/article/podcast_monthly_episode_39/

"13 Pioneering Women in American Law." This article provides a brief summary of how 13 women influenced the legal industry in the United States.
http://www.abajournal.com/gallery/historical_women/?utm_source=maestro&utm_medium=email&utm_campaign=weekly_email

"2013 Diversity Scorecard: Firms Regain Lost Ground," 5/30/13. Looking at diversity statistics is always a good test of whether you're an optimist or a pessimist, and the [2013 Diversity Scorecard](#) is no exception. In our latest survey of the largest law firms in the country, we found that last year minority lawyers made up 13.9 percent of all lawyers at the 228 firms that responded to our survey. While that's up slightly from the previous year, it's exactly the same percentage as in 2008, before the recession took hold and the overall minority percentage began to dip. If you're an optimist, you'll say that our newest survey shows that minorities have recovered the ground they lost in the economic downturn. If you're a pessimist, you'll point out that there's been no real increase in diversity in five years. You might also note that the percentage of African American attorneys remains markedly lower than it was in 2008.
http://www.americanlawyer.com/PubArticleTAL.jsp?id=1202600856240&2013_Diversity_Scorecard_Firms_Regain_Lost_Ground&slreturn=20130503092008

"Income-Based Diversity Lags at Some Universities," 5/30/13. Opponents of race-based affirmative action in college admissions urge that colleges use a different tool to encourage diversity: giving a leg up to poor students. But many educators see real limits to how eager colleges are to enroll more poor students, no matter how qualified — and the reason is money.

The Supreme Court is expected to rule soon in [a closely watched case](#) over admissions at the University of Texas at Austin, and the court could outlaw any consideration of race.

Some states have already banned affirmative action, including California, Florida, Michigan and Washington, and in each of them, the selective public universities stepped up their efforts to recruit disadvantaged students, hoping to enroll more black, Hispanic and American Indian students in the process. <http://www.nytimes.com/2013/05/31/education/college-slots-for-poorer-students-still-limited.html?pagewanted=all&r=0>