Overview

• Advantages of fostering a diverse and inclusive environment
• Practical advice for advancing diversity and inclusion within the legal department and overall organization
• Tips for promoting diversity and inclusion within your law firms and outside suppliers
Advantages of Fostering a Diverse Work Atmosphere

• Spurs stronger individual performance and overall team effectiveness
• Helps us listen to and anticipate the evolving needs of our customers or clients
• Spawns enhanced innovation
• Helps attract and retain the best talent

Diversity & Inclusion Efforts Internally

• Initiatives
  • Affinity Groups (sponsored by executives/corporate leadership)
  • Executive Leadership Potential

• Partnership Programs
  • Examples:
    • Leadership Counsel on Legal Diversity (LCLD)
    • Minority Corporate Counsel Association (MCCA)
    • Law in Technology Diversity Collaborative
    • Two Steps Ahead Scholars Program
    • National Diverse Bar Associations
Diversity & Inclusion Efforts Internally

- Internal Metrics
- Training Events
- Mentoring Programs
  - Departmental and Cross-Departmental
  - Mentorship, Sponsorship, and Role Models

Diversity & Inclusion Efforts Externally

According to the NALP 2018 Report on Diversity in U.S. Law Firms (January 2019) analyzing law firm partners in major firms:

- Women made up 23.36% of partners
- Minorities made up 9.13% of partners
- Minority Women made up 3.19% of partners
Diversity & Inclusion Efforts Externally

According to the same report:

- Minority Men made up 5.94% of partners
- LGBT lawyers made up 2.11% of partners

Diversity & Inclusion Efforts Externally

Compare to 2009:

- Women made up 19.21% of partners
- Minorities made up 6.05% of partners
- Minority Women made up 1.88% of partners

Source: NALP 2018 Report on Diversity in U.S. Law Firms (January 2019), Table 1
Diversity & Inclusion Efforts Externally

Representation of Black/African-Americans among partners has barely increased since 2009

Representation of Black/African-American associates remains just below its 2009 level of 4.66% and is now 4.48%

Source: NALP 2018 Report on Diversity in U.S. Law Firms (January 2019)

Diversity & Inclusion Efforts Externally

Summer Associates

• Over one-third — 35% — of summer associates were racial/ethnic minorities.

Source: NALP 2018 Report on Diversity in U.S. Law Firms (January 2019)
Diversity & Inclusion Efforts Externally

• Law Firms
  • Outside counsel surveys, scorecards, and other evaluations
  • Diversity awards
  • Talent development plans
  • Pipeline and fellowship programs

Diversity & Inclusion Efforts Externally

• Law Firms (cont.)
  • Diversity requirements
  • Mansfield Rule Initiative
  • American Bar Association Resolution 113 Pledge
Diversity & Inclusion Efforts Externally

- Other vendors
  - Align/support nonprofits beyond legal industry
  - Implement initiatives similar to those used with law firms
  - Conferences and informal networking