

Vann, Kimberly

From: Mario Sullivan [marioasullivan@yahoo.com]
Sent: Friday, March 26, 2010 2:20 PM
To: Vann, Kimberly
Cc: Lugo, Renee
Subject: Partnership Award Nomination Form
Attachments: Diversity Dialogue.pdf; Mid Year Diversity Breakfast Meeting Notes.pdf; 2010 YLD Diversity Dialogue- Diversity and Inclusion Questions.pdf

1. Program Title

Yong Lawyers Division Diversity Dialogue

2. Name of Bar Association

ABA Young Lawyers Division

3. Address

321 N. Clark St

4. City/State/Zip Code

Chicago, IL 60654

5. Phone

(312) 988-5626

6. Email Address

Renee Lugo <LugoR@staff.abanet.org>

7. Number of Association Members

150,000+

8. Description of your program to include:

- Program's objectives
- History of program
- Number of times presented
- Targeted audience
- Number of people participating
- Measurable results of efforts to date (include statistics, program evaluation and follow-up)
- Future program plans

See attachment Diversity Dialogue for Program objectives, history of program, and targeted audience.

Number times presented: The YLD has hosted the Diversity Dialogue for a number of years. This particular format was used this year for the 2010 YLD Diversity Dialogue at Midyear.

Number of people participating: 60+

Measurable results of efforts to date: We intend to measure the results in the future.

Future program plans: The YLD will continue to host the Diversity Dialogue at each Midyear and each topic will be related to and

4/1/2010

in furtherance of the program goals set forth on the Diversity Dialogue attachment.

9. Total Program Budget

\$1,600.00 to \$1,800.00

10. Source of Program Funds

Sponsorship

11. Other Resources (e.g. inkind contributions, materials, etc.)

None

12. Identify other "partners" who supported your effort (e.g. bar associations, agencies, high schools/colleges/universities/law schools, law firms, etc.)

ABA Section of Litigation and ABA Center for Racial and Ethnic Diversity,

13. Note any recognition that these efforts have received (e.g. media coverage, awards, etc.)

None

14. Could another bar association easily replicate this program? If so, how? Are there materials, checklists, reports that lend themselves to a "how to" guide for other organizations? Please include any pertinent materials with the application form or send separately by e-mail.

Yes, the program is a roundtable format to allow for open discussion and dialogue. The information gathered from the roundtables can be used to assist the ABA, other organizations, and firms in increasing diversity in the profession. In addition, the information can be produced into a how to guide or tips depending on the discussions. We are currently in the process of creating a "tips" from the information gather at the 2010 YLD Diversity Dialogue at Midyear. See attached additional material.

15. What suggestions or recommendations would you offer to others who might undertake a similar program?

Provide more time for roundtables and discussion after.

16. Program contact person, title, phone number:

Mario Sullivan, 2009-2010 YLD Diversity Director, 773-719-0477

17. Program contact person's snail mail and e-mail address:

marioasullivan@yahoo.com

**American Bar Association
Young Lawyers Division
Diversity Dialogue Breakfast**

The American Bar Association Young Lawyers Division ("YLD") promotes full and equal participation in the Division for a membership inclusive of lawyers of varying gender, national origin, and racial, ethnic, and sexual orientation backgrounds, and of lawyers with disabilities. The YLD recognizes that meaningful diversity goes beyond citing high numbers, and have therefore, put diversity "in action" through our Diversity Plan.

As part of the YLD's commitment to ensuring that the legal profession reflects the society it serves, and to provide the tools and opportunities that young lawyers need to succeed, the YLD hosts a Diversity Dialogue at the ABA Midyear meeting. The YLD Diversity Dialogue brings together individuals representing various ABA entities, younger lawyers, pre-law students (CLEO), law students, and YLD Scholars. This format allows the various conference attendees to network and discuss new lawyer diversity programs, current issues in diversity, ABA's efforts to increase diversity, issues facing diverse legal professionals and the legal system, and what we as a legal professionals should be doing to increase diversity. In the development of each Diversity Dialogue, the YLD has three goals:

1. **Communication:** Communicate with diverse individuals and entities regarding the ABA's efforts to increase diversity in the division, profession and legal system.
2. **Collaboration:** Collaborating with diverse individuals and entities on the ABA's efforts to diversify the division, profession, and the legal system.
3. **Connection:** Making connections with diverse individuals and entities to increase the attendance and participation of diverse law students, lawyers, and legal professionals at the Diversity Dialogue.

Past Diversity Dialogue discussion topics include:

Midyear 2009: Analysis of the diversity initiatives in the American Bar Association.

Midyear 2010: Diversity and Inclusion: "Critical Success Factors For Sustainable Change."

For more information please visit <http://www.abanet.org/yld/diversity.html>

Diversity and Inclusion:

"Critical Success Factors For Sustainable Change"

Welcome to the 2010 Young Lawyers Division Diversity Dialogue breakfast. We would like to thank you for attending this years Dialogue.

Each year the legal profession struggles to increase diversity in the profession. Many law schools, law firms, corporate legal departments, and bar associations develop diversity plans and initiatives in an attempt to increase diversity. These plans vary in implementation, purpose, goal, and many other factors. Attendees of the Diversity Breakfast Dialogue will participate in roundtable discussions to explore strategies for overcoming challenges to inclusion, such as resistance to change and sustainability, as well as whether inclusion equals results.

Each group will have a facilitator that has either implemented or is part of an organization that has been successful in implanting not only diversity programs, but inclusion. We ask that your table discuss the questions(s) below and make any recommendations, suggestions, or other advice. Your moderator will be taking notes on the discussion, suggestions, and recommendations from today's program. The product of the roundtable discussions will be presented in a "How To" manual that highlights proven strategies and critical success factors for sustainable change.

Discussion Topic:

1. Identify a strategy for diversity and/or inclusion implemented by your organization/firm and discuss how it has been successful or why you think it was unsuccessful?
2. Should organizations/firms use incentives, including performance appraisals and compensation based incentives to assist with diversity and inclusion efforts. Why or why not? Or alternatively, should organizations require all employees to participate in retreats or training programs focused on diversity and inclusion. Why or why not?
3. How can an organization/firm set measurable evaluation criteria for diversity and inclusion efforts?

Diversity and Inclusion:

"Critical Success Factors For Sustainable Change"

Welcome to the 2010 Young Lawyers Division Diversity Dialogue breakfast. We would like to thank you for attending this years Dialogue.

Each year the legal profession struggles to increase diversity in the profession. Many law schools, law firms, corporate legal departments, and bar associations develop diversity plans and initiatives in an attempt to increase diversity. These plans vary in implementation, purpose, goal, and many other factors. Attendees of the Diversity Breakfast Dialogue will participate in roundtable discussions to explore strategies for overcoming challenges to inclusion, such as resistance to change and sustainability, as well as whether inclusion equals results.

Each group will have a facilitator that has either implemented or is part of an organization that has been successful in implanting not only diversity programs, but inclusion. We ask that your table discuss the questions(s) below and make any recommendations, suggestions, or other advice. Your moderator will be taking notes on the discussion, suggestions, and recommendations from today's program. The product of the roundtable discussions will be presented in a "How To" manual that highlights proven strategies and critical success factors for sustainable change.

Discussion Topic:

1. What are the elements needed for an effective diversity committee within a law firm.
2. What is the most effective way to communicate the organization/firm's vision of diversity and inclusion and what are some specific ways to ensure "buy in" by all levels of the organization?

Diversity and Inclusion:

"Critical Success Factors For Sustainable Change"

Welcome to the 2010 Young Lawyers Division Diversity Dialogue breakfast. We would like to thank you for attending this years Dialogue.

Each year the legal profession struggles to increase diversity in the profession. Many law schools, law firms, corporate legal departments, and bar associations develop diversity plans and initiatives in an attempt to increase diversity. These plans vary in implementation, purpose, goal, and many other factors. Attendees of the Diversity Breakfast Dialogue will participate in roundtable discussions to explore strategies for overcoming challenges to inclusion, such as resistance to change and sustainability, as well as whether inclusion equals results.

Each group will have a facilitator that has either implemented or is part of an organization that has been successful in implanting not only diversity programs, but inclusion. We ask that your table discuss the questions(s) below and make any recommendations, suggestions, or other advice. Your moderator will be taking notes on the discussion, suggestions, and recommendations from today's program. The product of the roundtable discussions will be presented in a "How To" manual that highlights proven strategies and critical success factors for sustainable change.

Discussion Topic:

1. What are your thoughts about the evaluations or report cards utilized by some of the larger corporations such as American Express, of outside counsel to determine how diverse the organization is? Are such evaluations an effective tool to increase diversity and inclusion?
2. Should minority bar associations join larger non minority bar associations in an effort to increase diversity and inclusion within a particular legal community?

Diversity and Inclusion:

"Critical Success Factors For Sustainable Change"

Welcome to the 2010 Young Lawyers Division Diversity Dialogue breakfast. We would like to thank you for attending this years Dialogue.

Each year the legal profession struggles to increase diversity in the profession. Many law schools, law firms, corporate legal departments, and bar associations develop diversity plans and initiatives in an attempt to increase diversity. These plans vary in implementation, purpose, goal, and many other factors. Attendees of the Diversity Breakfast Dialogue will participate in roundtable discussions to explore strategies for overcoming challenges to inclusion, such as resistance to change and sustainability, as well as whether inclusion equals results.

Each group will have a facilitator that has either implemented or is part of an organization that has been successful in implanting not only diversity programs, but inclusion. We ask that your table discuss the questions(s) below and make any recommendations, suggestions, or other advice. Your moderator will be taking notes on the discussion, suggestions, and recommendations from today's program. The product of the roundtable discussions will be presented in a "How To" manual that highlights proven strategies and critical success factors for sustainable change.

Discussion Topic:

1. Diversity initiatives are sometimes the first thing to go or be relegated to the back of the line in a down economy. What are ways to ensure diversity and inclusion initiatives remain critical and crucial in today's economy?
2. Is diversity an economic necessity or simply the right or nice thing to do?

Patricia Hughes - Facilitator

Why do we need a diversity committee? How can we make it successful?

- Women will soon receive a majority of degrees

How to make it successful?

- You need leadership on the committee
- You need to convince the leadership that diversity actually is important and requires that they change — both their own way of thinking and doing business and firm culture
- You need accountability
- You need Champions of Diversity
 - When it comes from Big Corporations, it carries more weight
- You need to deal with fears that "diversity" means that "others" will take over the jobs
- Diagonal Slices
- Show how diversity leads to better business
- Companies need to support the meetings and the time needed to develop diversity in the firm
- You need to have funding
- You need to require results

How do you communicate the Diversity Committee and Priorities?

- The message needs to come from the top
- Have a mission statement
- Can't just say it once — Leadership needs to repeatedly talk about Diversity
- Make ppl have "skin in the game" — make measurable goals and look at results — perhaps tie bonuses to result

- Need to change with technology
- Need to have education — Workshops and Seminars
 - it may be uncomfortable at first
- Need mentoring and follow-thru
- No tokenism — not in terms of getting "diversity" or in terms of involvement. Everyone needs to have buy-in
- Tie it in to business performance

How to Make it Strong:

- Continued Communication
- Continued Meetings
- Celebrate Success
- Ensure people feel comfortable
- Mission Statement
- Constantly Evaluate
 - if it not working, you need to rework it
- Need On-Going Visibility
 - Not just Feb. for Black History Month
- It's often about a lot of little actions — Not one big one

Get together a "Problem-Solving Team"

- Make Diversity a "Solution" to a business problem and Not approach Diversity (or lack thereof) as the problem
- Open and Honest dialogue is needed
 - You need to have a policy that ensures members can speak openly and honestly
 - What happens in the committee room stays in the committee room

Facilitator _____

- 1) Ways to ensure diversity remains critical in down economy
 - Business interest in maintaining diversity
 - Reach more markets in diverse markets

- 2) Economic necessity or right thing to do
 - Depends on clients
 - Diversity means more than just race so all entities have to address diversity
 - Economic necessity to attract employees
 - Economic need to get different perspective

Facilitator _____

Provide opportunities for Funding & Education

Diversity Plans Change

Retention is a Key to the Program

Diversity at the Higher Levels

Just the Beginning Formation

Attempts _____ Things Bring Efforts

Issues with Funding

All Day Retreats

Ongoing Discussions on a Monthly Basis

Outreach to Schools Is An Emphasis of Most Programs

Numbers As A Criteria for Success but Need Buy-In is Difficult from the Firms or Organizations

Lower Level Programs but Not Hiring

Retention Is A Critical Component

Clients Are Driving the Face of the Firm and Corporation

Young Lawyers Focus on Minority Bars

Facilitator _____

People in high places, not just minority attorneys

Surveys

Priority of diversity

Hard to make priority

LGBT having success

Collaborate with other minority bar, minority judges, other bar associations

Antitrust section

Develop programs / mentoring for minority attorneys

Personal connections with the non-minority attorneys/partners

Push the issue of retention w/ large firms

Educate through (personal relationships) programs that aren't titled diversity

Programs outreach to other organizations / networking

*Clearing house / diversity link on ABA home page sections / divisions

Facilitator _____

- Effort is important but it's time to move to the next level
- Change goes beyond keeping the numbers
- Firms need to focus on diversity or cultural sensitivity training. Work on cultural biases.
- Generational diversity needs to be considered
- Scorecard is at least a good start
- Scorecard does not include LGBT, but it includes disabled and moving toward flex-time
- The card needs to grow and include different types of diversity: race, ethnicity, disability, hearing impairment, LGBT, Gender
- Some bars join together. Dallas is an example. Increased non minority diversity. Helped w/ facility and funding.
- Increases ability to have business development
- Joining together can give backing power
- Fear of losing member participation to the bigger/non minority bar

3455378_2