I am pleased to present the Diversity Newsletter of the Section of International Law, a periodic collection of relevant articles and information on diversity and inclusion. Celebrating diversity and ensuring inclusion are core values of our Section and the ABA at large. In the words of Paulette Brown (ABA President 2015 – 2016) “[a]s great as our profession is, it is unacceptable for it to be the least diverse of all comparable professions.” We know this for a fact because our Section is richer for its global diversity such as that based on race, religion, gender, sexual orientation, gender expression, national origin, ancestry, age, disability, veteran status, or any other characteristic. We are also better for the diversity in our practice areas, interests and passions. It is in harnessing the skills, talents, and experiences inherent in our diverse membership, that our Section truly stands out as an inclusive community.

This edition highlights select articles on the #MeToo movement in the legal profession and ways to improve diversity and inclusion in the legal profession. 2019 continues the discussion on sexual harassment in the workplace, but what are some of the legal consequences of saying #MeToo? In addition, what are diversity & inclusion initiatives missing? Bearing in mind the American Bar Association’s National Lawyer Population Survey which revealed that the legal profession is one of the least diverse, how can diversity & inclusion initiatives in law firms and organizations be improved? One initiative worth the spotlight is the leadership network called International Gender Champions. Committed to eliminating single-sex panels in international law conferences, gender champions take on annual commitments such as the panel parity pledge with the goal of breaking down gender barriers.

I am also delighted to launch the I Count Campaign. I want to hear from you, fellow members, and know what diversity and inclusion in our Section means to you. By completing this five-minute survey, you are adding your voice as the Section takes steps to implement its new Diversity & Inclusion Plan.

I hope you enjoy the newsletter and I look forward to working with you as your Diversity Officer.
**SPOTLIGHT**

**Is Eliminating Single-Sex Panels a Pipe Dream?**

Not according to a leadership network that brings together female and male decision-makers to break down gender barriers.

The International Gender Champions attracts the likes of António Guterres, UN Secretary General, Fatou Bensouda, Prosecutor of the International Criminal Court, ambassadors and senior representatives of international organizations.

The network acknowledges that hundreds of panels take place internationally, but women remain underrepresented in panels on international law, international justice, IT, science/technology and security, while significantly fewer males than females sit on gender equality panels. All International Gender Champions sign the Panel Parity Pledge to "no longer sit on single-sex panels." Read More

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**I COUNT CAMPAIGN**

Please join the I Count Campaign by taking this 5-minute survey to document your perceptions of diversity and inclusion within our Section. The survey is not intended to be a comprehensive and detailed assessment. Rather it is an opportunity to hear from you as the Section takes steps towards implementing the 2018 - 2022 Diversity and Inclusion Plan.

TAKEN THE SURVEY

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**SELECTED ARTICLES OF INTEREST**

**#MeToo in the Legal Profession**

**Is Time Really Up for Sexual Harassment in the Workplace? Companies and Law Firms Respond**

By: Hannah Hayes  
Source: Perspectives: ABA Commission on Women in the Profession

On November 1, 2018, a little more than a year after the hashtag #MeToo ushered in a loud and public conversation about sexual harassment in the workplace, 20,000 Google employees walked out of offices worldwide to protest the company’s handling of sexual misconduct allegations. Up until that moment, Google held a reputation for being an employer of choice. Now it, too, had to answer to questions that companies around the world are grappling with: How adequate is the response to sexual harassment? Is everything being done to create a workplace culture where gender parity and respect are the norm? Read More

**The Legal Consequences of Saying #MeToo**

By: Anna Stolley Persky  
Source: DC Bar

Employment lawyers also specifically warn employees considering or involved in sexual harassment or discrimination litigation to be careful in everything they post online, especially #MeToo moments. If individuals feel compelled to post their current #MeToo situation, they should be cautious about relaying any particulars, such as dates or times when the harassment or assault allegedly occurred. “Your Instagram account, your LinkedIn account, your Twitter, your Facebook,
What Are Your Diversity & Inclusion Initiatives Missing?

_Diversity and Inclusion in the Law: Challenges and Initiatives_
_By: Allison E. Laffey and Allison Ng_
_Source: American Bar Association_

Despite the increased emphasis on diversity and inclusion within the legal field over the past decade or so, the legal profession remains one of the least diverse of any profession. According to the American Bar Association’s National Lawyer Population Survey, women made up just 30 percent of the legal profession in 2007. As of 2017, the percentage of women in the legal profession rose slightly to 35 percent. [...] In terms of racial and ethnic diversity in the legal field, the numbers paint an even bleaker picture. For instance, according to the ABA’s National Lawyer Population Survey, 4 percent of active attorneys identified as Black or African American in 2007 and 4 percent identified as Hispanic or Latino. By 2017, those numbers rose only slightly to 5 percent each.

5 Best Practices for Improving Law Firm Diversity and Inclusion
_By: Grace E. Speights_
_Source: The National Law Journal_

The legal industry is long past the discussions of “if” it should have a more diverse community, but many law firms are still discussing “how” to create an inclusive and welcoming environment. Recognizing that diverse attorneys in many law firms face hurdles and challenges, here are a few tips on how firms can increase diversity within their organizations and enhance the chances of creating a more inclusive environment where talented individuals can succeed.

Here's What Your Diversity and Inclusion Initiatives Are Missing
_By: Alison Williams_
_Source: Forbes_

One of the common misconceptions surrounding diversity and inclusion is that it is achieved simply by bringing diverse individuals into a space and calling it D&I. Getting this far is only the tip of the iceberg – there's much more to be done after that. It's great to seek out diverse candidates and include them in the company culture. But what happens next? How does one go further in creating a space that truly embraces differences?