Sample Program Proposal

Women of Color Research – Strategies & Toolkit
Produced by the Women of Color Research Initiative

Program Description
This panel will discuss the research on women of color in the legal profession conducted by the American Bar Association’s Commission on Women in the Profession and will demonstrate the Women of Color Research Initiative Program Toolkit as a means of fostering open dialogue in the workplace on diversity dynamics with emphasis on the disparate impact on women of color. The moderated discussion will highlight strategies that women of color can use to overcome barriers they may face in the workplace. The program seeks to fulfill the following objectives, with special emphasis on the experiences of women of color in law firms and corporate legal departments:

• Increase awareness of facts about women of color attorneys and the impact of disparities on law firms, corporate legal departments, and the profession;
• Identify factors that influence disparate treatment and discuss strategies that firms and legal departments can use to ensure success of women of color;
• Foster an open dialogue about critical areas that affect women of color, including topics such as mentorship and support, networking, salary disparities, evaluating performance, demystifying perceptions, work/life balance, career goals, and much more;
• Teach ways to recognize both known and hidden biases that affect the actual diversity and inclusion; and
• Energize your legal community to apply broad recommended practices applicable to women of color attorneys and inclusion decisions.

The proposed panel will make important research available to the audience. A speaker will discuss the Women of Color Research Initiative research, while panelists will bring the Toolkit to life through their dialogue on issues affecting women of color in law firms and corporate legal departments.

Program Length
Past programs have ranged from 90 to 75 minutes in length; the program can be modified to fit the schedule or time allotments of your event.

History of Program
Portions of this program have been presented at various bar association programs
• “Visible Invisibility: Women of Color in Fortune 500 Legal Departments” presented at ABA Annual Meeting, August 2012;
• “From Visible Invisibility to Visibly Successful,” a webinar presented by the ABA Commission on Women in the Profession on June 4, 2014;
“From Visible Invisibility to Visibly Successful,” to be presented at meeting of Boston Bar Association on August 7, 2014 as the first live program previewing the Toolkit.

Additional Information
A goal of the Women of Color Research Initiative is to make the research on women of color in law firms and corporate legal departments and the accompanying Toolkit accessible to bar associations committed to advancing diversity and inclusion and the role of women of color in the legal profession.

The program will include Power Point slides, a bibliography of resources, and free, downloadable core reading materials including the Women of Color Research Initiative’s research studies:

- **Visible Invisibility: Women of Color in Law Firms**
- **From Visible Invisibility to Visibly Successful: Success Strategies for Law Firms**
- **Visible Invisibility: Women of Color in Fortune 500 Legal Departments**

Please contact the ABA Commission on Women in the Profession at [abacwp1@americanbar.org](mailto:abacwp1@americanbar.org) with any questions.