

**DLA PIPER GLOBAL WOMEN'S LEADERSHIP SUMMIT**  
OCTOBER 16-17, 2018 • THE RITZ-CARLTON CHICAGO

CLE CREDIT  
OPPORTUNITY

# **Diversity and Inclusion in the Law: *Leveraging Today's Progress to Impact Tomorrow's Results***

October 16, 2018  
2:00 p.m. – 4:15 p.m.



# Facilitator

- **Fatima Goss Graves**

President and CEO, *National Women's Law Center*

# Agenda

- Introduction of facilitator
  - **Fatima Goss Graves**  
President and CEO, *National Women's Law Center*
- Current trends and issues in Diversity and Inclusion
- Small group breakout sessions
- Reflections
- Conclusion

# Overview

Diversity and inclusion efforts are at an inflection point and have become an even greater moral and business imperative than they were historically. In many ways, the wind is now at our backs to drive further institutional change.

This guided workshop will explore the issues, actions, and social movements contributing to today's diversity and inclusion sea change. But what got us here will not get us to the next milestone, or the ones after that. We will share best practices to drive lasting and measurable change where there is a demand for increasingly more diverse and inclusive cultures, and participants will crowdsource solutions to some of the most pressing diversity and inclusion challenges. Attendees will leave with practical suggestions and information for effectuating and leading change in their organizations

# Introduction

- National Women's Law Center's Mission: To protect and promote equality and opportunity for women and families.
- The NWLC is a passionate champion of national and state policies and laws that help women and girls achieve their potential throughout their lives – at school, at work, at home, in their families, and in their communities.

# Current Diversity and Inclusion trends and issues

- Impact of social movements on D&I progress to date
- The expanding definition of diversity and ensuring D&I efforts are inclusive of these groups
  - *e.g.*, LGBTQ+, disabled, veterans, national origin, generational, etc.
- Going beyond traditional definitions to leverage D&I programs to ensure corporate culture aligns with the company and its customers' or clients' values

# 2020 and beyond

- The resources and strategies required now may be different than they were in the past.
- How do we ensure D&I programs address not only issues for more traditional groups (race, gender, age, ethnicity), but other groups that may involve the intersection of multiple diversities in legal departments? For example:
  - A combat veteran with PTSD joining the private workforce
  - A transgender white male who transitions while at the same company
  - A Pakistani immigrant woman who wears a hijab

# Goals

- To have sophisticated and more nuanced conversations about diversity and inclusion in the legal industry
- To empower us as legal leaders by:
  - Identifying the specific components of successful programs in corporate legal departments and law firms
  - Identifying the specific challenges hindering further progress
  - Brainstorming/crowdsourcing for solutions to such challenges



# Topic 1

- **What initiatives or programs are working for your legal departments?**
- **What makes them successful?**

Sample initiatives:

- Women Emerging Leaders Program
  - Goal is to get more women into the leadership pipeline
  - What makes it work:
    - Senior leaders are involved and get to know each individual participant
    - Small group of participants and high-touch experiences
    - Frequent in person meetings with members of the management and executive-level
- D&I Action Plans developed and implemented at the practice group level
  - Goal is to impact improvement at the practice group level
  - What makes it work:
    - Specific metrics
    - Regular meetings to review progress
    - Updates provided to senior leadership

# Topic 1 (cont.)

- Interactive, theater-based training in partnership with NYU School of Law's Center for Diversity, Inclusion and Belonging
  - Goal is to provide impactful D&I training on various issues including unconscious bias and inclusive leadership
  - What makes it work:
    - All leaders were required to attend first to learn how to be more inclusive leaders
    - Interactive workshops and based on input from lawyers

# Topic 2

- **What do you want to accomplish, but cannot move forward?**
- **What is getting in the way of progress?**
- Sample Initiatives:
- Challenges in improving the diversity of the legal department
  - Barriers include not enough time focused on the issue; small budget; not sure it is a priority for key people
  - Enablers include more resources (human and capital)
- Sponsorship Program
  - Barriers include difficulty getting traction
  - Enablers include metrics; accountability; more leadership involvement
- More impactful diversity training
  - Barriers include resources; getting buy-in
  - Enablers would include more budget

# Reflections and Conclusions

- Based on what you have heard today, what is one next step you are planning to take?
  - What resources do you need to take this next step?
  - Whose buy-in would be helpful for or is critical to implementing this next step?
  - What is your timeline for taking this next step?
  - To whom will you hold yourself accountable for taking this next step?

# Resources

- <https://www.lcldnet.org/whats-working/>
- <https://www.mcca.com/wp-content/uploads/2018/09/You-Cant-Change-What-You-Cant-See-Executive-Summary.pdf>
- <https://nwlc-ciw49tixgw5lbab.stackpathdns.com/wp-content/uploads/2018/06/International-Examples-of-Pay-Transparencey-FINAL.pdf>
- [https://nwlc-ciw49tixgw5lbab.stackpathdns.com/wp-content/uploads/2015/08/part-time workers fact sheet 8.21.1513.pdf](https://nwlc-ciw49tixgw5lbab.stackpathdns.com/wp-content/uploads/2015/08/part-time_workers_fact_sheet_8.21.1513.pdf)
- [https://www.eeoc.gov/eeoc/task\\_force/harassment/report.cfm](https://www.eeoc.gov/eeoc/task_force/harassment/report.cfm)

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**Fatima Goss Graves**  
President and CEO  
*National Women's Law Center*

Fatima Goss Graves, who has served in numerous roles at the National Women's Law Center (NWLC) for more than a decade, has spent her career fighting to advance opportunities for women and girls. She has a distinguished track record working across a broad set of issues central to women's lives, including income security, health and reproductive rights, education access, and workplace fairness.

Prior to becoming President, Ms. Goss Graves served as the Center's Senior Vice President for Program, where she led the organization's broad program agenda to advance progress and eliminate barriers in employment, education, health and reproductive rights and lift women and families out of poverty. Prior to that, as the Center's Vice President for Education and Employment, she led the Center's anti-discrimination initiatives, including work to promote equal pay, combat harassment and sexual assault at work and at school, and advance equal access to education programs, with a particular focus on outcomes for women and girls of color.

Ms. Goss Graves has authored many articles, including "A Victory for Women's Health Advocates," *National Law Journal* (2016) and "We Must Deal with K-12 Sexual Assault," *National Law Journal* (2015), and reports, including *Unlocking Opportunity for African American Girls: A Call to Action for Educational Equity* (2014), *Reality Check: Seventeen Million Reasons Low-Wage Workers Need Strong Protections from Harassment* (2014), and *50 Years and Counting: The Unfinished Business of Achieving Fair Pay* (2013).

Ms. Goss Graves received her B.A. from UCLA in 1998 and her J.D. from Yale Law School in 2001. She began her career as a litigator at the law firm of Mayer Brown LLP after clerking for the Honorable Diane P. Wood of the US Court of Appeals for the Seventh Circuit. She currently serves as an advisor on the American Law Institute Project on Sexual and Gender-Based Misconduct on Campus and was on the EEOC Select Task Force on the Study of Harassment in the Workplace and a Ford Foundation Public Voices Fellow.

She is widely recognized for her effectiveness in the complex public policy arena at both the state and federal levels, regularly testifies before Congress and federal agencies, and is a frequent speaker at conferences and other public education forums. Ms. Goss Graves appears often in print and on air as a legal expert on issues core to women's lives, including in the *New York Times*, *Wall Street Journal*, *Washington Post*, *AP*, *Chicago Tribune*, *LA Times*, *San Francisco Chronicle*, CNN, MSNBC, and NPR.

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