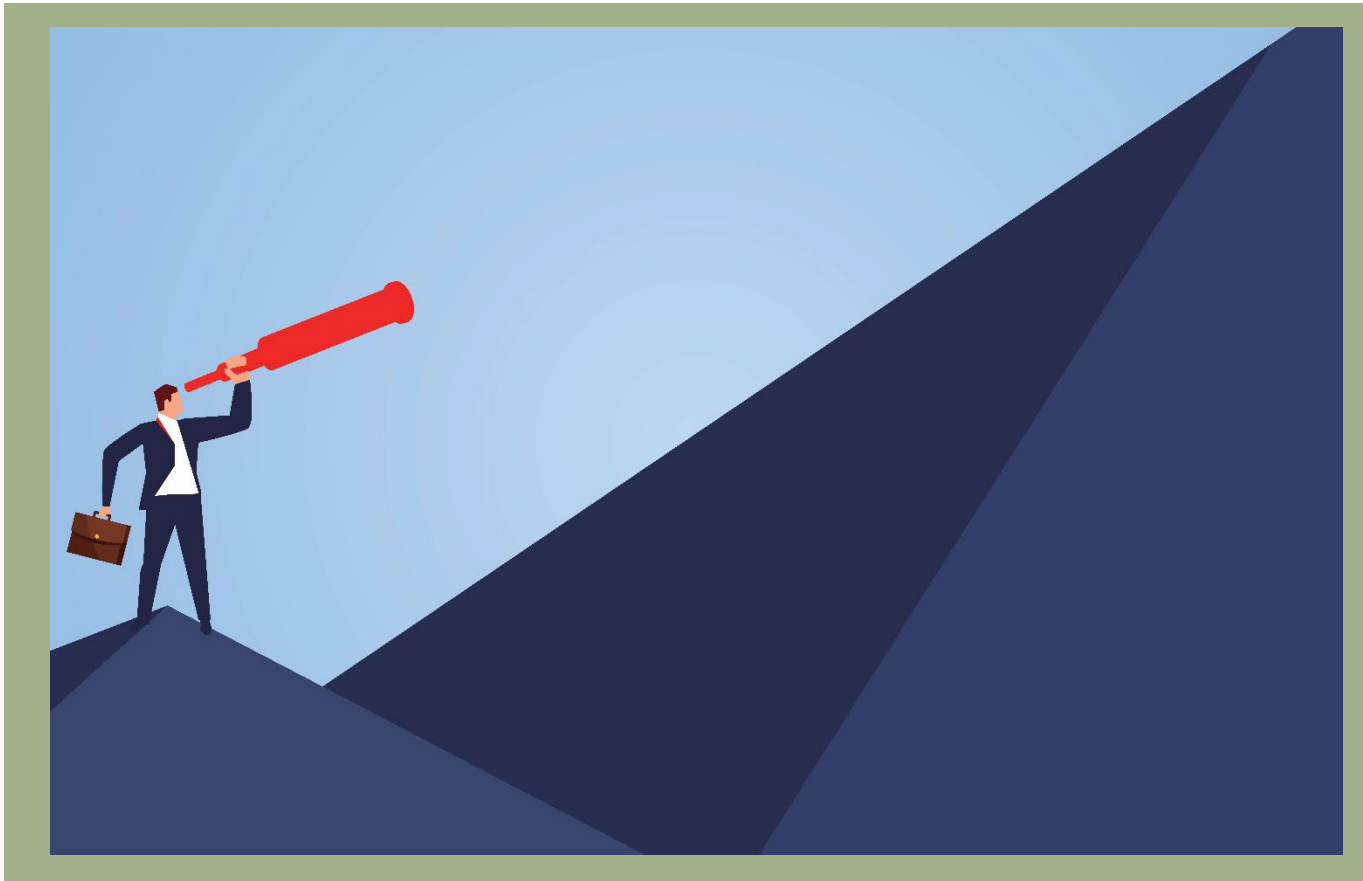


Professional Liability Roundtable



The Next Normal: Emerging Trends in a Post-COVID World

THE GLEACHER CENTER
CHICAGO, ILLINOIS USA

Diversity Update: What is Working and What We Can Do to Keep Moving the Needle

Speaker:

Sylvia F. James, *Winston & Strawn LLP*

Moderator:

Melissa Dorman Matthews, *Steptoe & Johnson PLLC*

Practical Steps

- I. Creating a Strategic DEI Action Plan with Measurable Goals/Establishing Metrics
 - A. IADC Diversity Roadmap
 - B. Mansfield Rule

- II. Senior Leadership Involvement

- III. Participating in internal and external leadership programs for diverse lawyers
 - A. Firm Sponsorship Programs
 - B. Client Leadership Programs
 - C. LCLD Fellows and Pathfinders Programs
 - D. NAWL leadership programs
 - E. Bar Association Leadership programs

Practical Steps

IV. Creating Affinity Groups

- A. Women
- B. LGBTQ+
- C. Racial/ethnic minority/POC
- D. Caregivers
- E. Veteran and/or Disability Affinity Groups for larger employers

V. Recruiting at Diversity Job Fairs and at schools with high minority enrollment

Practical Steps

VI. Partnering with Clients

- A. Diverse Summer Associate Programs
- B. Sponsorship/Mentorship
- C. Co-sponsoring DEI programs/events
- D. Joint affinity group events
- E. CLE

VII. Diversifying Client Teams – for pitches AND work

VIII. Staff dedicated to DEI

Practical Steps

IX. Providing credit for DEI work/Incentives

X. External Recognition

- A. Mansfield Rule
- B. CEI Survey
- C. WILEF

XI. DEI Training and Education

- A. Unconscious Bias
- B. Inclusive Leadership
- C. Microaggressions
- D. Communicating this importance to internal and external audiences

QUESTIONS OR COMMENTS?