



LEADERSHIP COUNCIL ON LEGAL DIVERSITY **The Most Pressing Issues Facing Our Organizations**

Diversity Professionals and Advisors Summit May 3-4, 2017 Chicago

Discussion Questions:

1. The Evolving Definition of Diversity

- a. Has the diversity mission become so inclusive that we are losing focus on the individual groups that make up our diverse populations?
- b. Is there value to the diversity mission where the individual groups act as a collective?
- c. Are there lessons we can learn from the success of any particular group?

2. Conversations in a Volatile National Environment

- a. What factors contribute to making conversations more difficult in the workplace?
- b. How do we create an environment where everyone can engage or decline to engage in conversations?
- c. Is there an opportunity for a shared language? How and by whom is that shared language created? Disseminated?

3. Bringing Others Along

- a. How can we engage straight, white men to be active advocates in the diversity and inclusion mission?
- b. How can we get the “buy in” of key stakeholders (law firm rainmakers, practice group leaders, business unit leaders, or other important decision makers) in diversity and inclusion initiatives?
- c. Is there a diversity and inclusion lexicon that both unites and divides?

4. Building Community

- a. How can LCLD reach our Member organizations beyond those that have a direct connection with LCLD? How can we empower you (Diversity Professionals) to leverage the work that LCLD is doing in your sphere of influence?
- b. What can we learn from other professions about building a shared community?
- c. LCLD has seen success with programming on the national level. How can that be replicated on the local or regional level?