**Diversity Professionals Phone Conference**

**October 20, 2014**

**3:00-4:00pm ET**

**Agenda & Notes**

**Call In: 877-294-8214**

**Access Code: 5075876**

1. Welcome LCLD Staff Introductions

Lori Lorenzo, Programs Director

Courtney Nolde, Alumni

Louise Bald, Pipeline Programs and Mid-Year CLE

Nancy Richardson, Fellows, Alumni & Pipeline

Jessica Smith, Marketing and Communications and the Website

Stephanie Uzel, Alumni and Fellows

1. Annual Meeting Review
   1. Feedback

**Jamie DeLou with Jenner & Block**: Loved the content, but wanted more time for group discussion this year.

**Lori Lorenzo**: Thank you to everyone that participated in the Yoshino survey – we received about 1200 surveys.

**Sylvia James with Baker Botts**: Too much back-patting at the meeting. We’ve made progress, but we should not stop spending time talking about how to continue to progress.

* 1. Law Firm Diversity Professionals report out

**Floyd Mills with Baker McKenzie**: Harvard Law School case study focused on sponsorship as a theme at the session. Good content and good takeaways.

* 1. Corporate Diversity Professionals report out

**Stephanie Uzel**: Small and intimate group. Talked about how to collect information and what to do with information. Leverage ideas with law firm professionals at some point. More to come…

1. Program Updates
   1. 2014 Fellows Second Meeting
      1. Feedback from Fellows

**Jamie Autin with Rivero Mestre**: Kadian Blanson is their Fellow. She thought the interaction with GC and MPs was invaluable. Covering was very valuable. She identified with it and learned from it.

Stress Management Session: Speaker was great but needed someone to follow up with a solution.

Loved the meeting and thought programming was excellent.

**Sylvia James with Baker Botts**: Loved the opening reception and the sessions with MPs and GCs. However, the two hour break on Thursday maybe should have been rescheduled to use that time better. Liked Covering – needed more interaction to better discuss, change culture around Covering. Phoenix HEAT! Liked the self-assessment work, but it may be too much.

**Floyd Mills with Baker McKenzie**: My Fellow loved the meeting overall especially the Covering. Would like to see 2 or 3 more participants from each organization in meeting to help spread the diversity message.

**Gayle Mautner with Lane Powell**: Fellow loved the small group format and Q&A sessions. Liked time with GCs – very valuable.

**Commenter Name Not Recorded**: Corporations should set more stringent parameters around diversity expectations for firms to make sure the firms are actually acting on diversity – need follow up. Develop best practices around diversity. There is a huge disconnect about what is being said and what is being done by corporations.

**Lori Lorenzo:** Maybe some of the law firms can come together with some suggestions.

**Lou Diaz at Gibbons**. We need uniform questions that can be used by corporations. Will be able to track consistency. State Bar of NJ is working on this now – happy to share results of what they have found. IILP report is [The Business Case for Diversity: Reality of Wishful Thinking](http://www.theiilp.com/casefordiversity). (To read the full report, scroll to the bottom of the page and click the “Business Case for Diversity” link.)

**Lori Lorenzo**: LCLD will get a working group of law firm diversity professionals together to discuss and make suggestions to the corporate diversity professionals group. If you are interested in working on this project, please email [LLorenzo@lcldnet.com](mailto:LLorenzo@lcldnet.com).

* + 1. Feedback from Member-Fellows breakout sessions

Thank you to the 17 LCLD Member General Counsel and Managing Partners that dedicated their time to these breakout sessions. Feedback from the Fellows was overwhelmingly positive.

* 1. 2015 Fellows
     1. [Nomination window open](http://www.lcldnet.org/programs/fellows/nominate/)! **Open now until December 31, 2014**
     2. Outline of 2015 program
        1. [Learning Experiences](http://www.lcldnet.org/programs/fellows/learning-experiences/) scheduled for 2015 Program **Stephanie Uzel**

Darden - February 5-6, 2015

Starbucks – June, 2015

* + - 1. Call for [Leadership Lunch](http://www.lcldnet.org/programs/fellows/leadership-lunches/) hosts Stephanie Uzel

Two already scheduled in April – Check out Fellows current events web page: <http://www.lcldnet.org/events/fellows/>

We need at least two leadership lunches each month to support the Fellows Program. This is a great entry-level way for your GC or MP to interact with the program.

* + - 1. Meeting dates/cities (Lori Lorenzo)
         1. 2014 Fellows Final In-Person Meeting and Graduation:

New Orleans March 5-7, 2015 at Hotel Monteleone

* + - * 1. 2015 Fellows First In-Person Welcome Meeting:

New Orleans March 6-8, 2015 at Hotel Monteleone

* + - * 1. 2015 Fellows Second Meeting in Chicago:

September 28-30 at Ritz-Carlton Chicago

* + 1. Exciting new curriculum features

We are working on new ways to work with the fellows in small groups with the Members, including an online based software platform. More to come!

* + 1. Weekly announcements – send Fellows news to us at [suzel@lcldnet.com](mailto:suzel@lcldnet.com)
  1. Fellows Alumni
     1. Save the date – 2015 Fellows Alumni Conference

**Courtney Nolde**: Fourth Annual LCLD Fellows Alumni Conference is June 11 – 14, 2015 in New Orleans at Hotel Monteleone

Registration will open in early November

* + 1. New LCLD Board Liaison to the Executive Council

Rick Palmore will be the LCLD Board Liaison to the LCLD Fellows Alumni Executive Council. His role will assist the Executive Council in developing its short and long term strategic plans.

* + 1. Alumni Strategy & Innovation Focus Group meeting in November

This group meets annually to review the Fellows Program curriculum and provide feedback on new program elements.

* 1. 2014 LCLD Success in Law School Mentoring Program **Louise Bald**
     1. Mentors still needed! Just over 800 Mentors across the country.

Need Mentors for the following cities:

Chicago, Los Angeles, San Francisco, Seattle and Washington, DC

Register to be a Mentor: <http://www.lcldnet.org/programs/law-school-mentoring/mentors/>. Contact Louise Bald at [lbald@lcldnet.com](mailto:lbald@lcldnet.com).

There is some interest in starting a new mentoring program in Portland. LCLD will consider adding this city for the 2015-2016 program cycle.

* + 1. Group Mentoring Reminders
  1. 2014 1L Scholars Program (Louise Bald)
     1. Organization Registration now open through November 15, 2014
        + 1. Register with LCLD
          2. Hire your Scholar
          3. Register your Scholar (<http://www.lcldnet.org/programs/1l-scholars/for-members/>)
     2. Save the date – Scholars Summit (Dallas May 28-30, 2015) – Let us know if you plan on participating or hiring a 1L. A Scholars informational call is scheduled on Tuesday, October 21 at 12:00pm ET.
     3. Law firm/Corporate partnerships

**Leslie Minier with Katten Muchin Rosenman LLP**: Partnered with Fannie Mae and did an exchange program. Swapped interns for about a week or two. It is important to be flexible when developing these partnerships. Would like to partner again in 2015 for a longer period of time. This is a great experience for students.

* 1. Mid-Year CLE: Now available on demand – Chris De Santis, *Building Competitive Legal Teams: Embracing Generational Diversity* For more information please visit: <http://www.lcldnet.org/events/2014/03/chris-desantis-webinar/>

1. [LCLD Web](http://www.lcldnet.org/)
   1. Overview of the new website
   2. Important pages **Jessica Smith**
      * + 1. [For Diversity professionals](http://www.lcldnet.org/resources/diversity-professionals/) – Resources main menu.

Will post most recent minutes of this meeting to this page.

* + - * 1. New and improved [Fellows Directory](http://www.lcldnet.org/fellows/directory/): Thumbnail photo of each Fellow makes it easier to browse through.
        2. [Member Section](http://www.lcldnet.org/members/): Outlines action opportunities for Members and organizations to participate in LCLD activities.
        3. [News](http://www.lcldnet.org/news/) and [Calendar](http://www.lcldnet.org/events/):

Filter options –

* 1. By event or type of event
  2. Audience
  3. Month
  4. Year
  5. Archived events. Contact Jessica Smith with any questions at [jsmith@lcldnet.com](mailto:jsmith@lcldnet.com)

1. Questions/Comments/Suggestions

**Gerry Zimmerman with Allstate Insurance**: Succession planning ideas, suggestions from the folks on the phone?

**Josh Isgur with Microsoft**: Went through this last year and would be happy to share. My email address is [jisgur@microsoft.com](mailto:jisgur@microsoft.com).