

The Diversity Ops Center: Opinions, Operations, and Opposition

Open Discussions for Anglo-American Law Firm Diversity and HR Professionals,
Chambers and Legal Administrators, and Diversity Committee Members

Diversity Committees are often the lynchpin to an organization's successful (or not) diversity, equality and inclusion efforts. But within the legal profession, there are myriad forces that impact upon or influence the effectiveness and success of these committees. For Diversity Committee members, many of whom are busy practising lawyers, there may be inadequate time in their demanding schedules to devote to becoming diversity experts or to implement the strategies or organize programmes aimed at addressing diversity, equality and inclusion issues. Therefore, they rely upon the ability and expertise of their fellow committee members, and the HR or Diversity Professionals or Chambers or Legal Administrators in their firms, chambers or professional associations.

For those HR professionals, diversity professionals, chambers administrators, and legal administrators who are responsible for working with these committees, this work can be extremely satisfying yet offer challenges unique to the law, the legal profession, and lawyers. In both the UK and the US legal professions, the diversity committees and their staff in law firms, chambers and professional associations frequently find themselves faced with tremendous responsibility, limited authority and resources, complex issues that can be compounded by biases that are both implicit and explicit, and an ever-evolving landscape within which to work. All of this contributes to very unique professional challenges, not readily or satisfactorily addressed by the diversity, equality and inclusion strategies being applied to far greater success in other professional settings.

Please join us for a series of open discussions wherein we shall explore the intricacies and challenges of diversity, equality and inclusion for those responsible for the implementation of organizational diversity efforts in the legal profession.



Tuesday, 17 March 2015
10:30 AM – 5:00 PM
CMS Cameron McKenna
160 Aldersgate Street
London EC1A 4DD

*Networking Reception to Follow

To register, visit our website at www.theiilp.com/calendar or contact Michelle Musielewicz at Michelle.Musielewicz@theiilp.com.

Programme

10:30 AM – 10:45 AM

Welcome and Overview

10:45 AM – 11:15 AM

The Demographics: What Diversity and HR Professionals in UK and US Law Firms or UK Chambers Need to Know

This overview will provide you with an accurate understanding of the numbers as they exist today and the trends they forecast for the future.

SPECIAL FEATURE: Disability Demographics and Resultant Issues for the Bar

with Sam Mercer, Head of Policy, Equality & Diversity and CSR, The General Council of the Bar

11:15 AM – 12:15 PM

Diversity Forums, Councils, and Committees

But why do diversity committees in some law firms work well while others do not? Are there things that diversity professionals can do to ensure these groups work effectively?

12:30 PM – 2:00 PM

Lunch: A Conversation for Diversity and HR Professionals: Meeting the Responsibility for Diversity, Equality and Inclusion in Anglo-American Law Firms

What are the particular challenges that diversity and HR professionals in firms encountering and what strategies are they employing to address them? What lessons are American firms learning from their British offices? What American experiences might British diversity professionals find useful?

with Sarah "Sally" Olson, Chief Diversity Officer, Sidley Austin LLP and Sharon E. Jones (Moderator), Jones Diversity Inc.

2:15 PM – 3:00 PM

Gender Diversity: The New Frontier for Women Lawyers and the Diversity and HR Professionals Who Work With Them

What are the cutting edge gender diversity issues and how are Diversity and HR professionals addressing them?

3:00 PM – 3:45 PM

Racial/Ethnic Diversity: Recruiting, Retaining and Promoting BME Lawyers

What are diversity and HR professionals doing to support their law firms' and chambers' efforts to recruit, retain and promote BME lawyers within their ranks?

3:45 PM – 4:30 PM

Straight Allies for LGBT Lawyers

What are the best ways that diversity and HR professionals can support and encourage straight allies for LGBT lawyers?

4:30 PM – 4:45 PM

Moving Forward: Ideas for Next Year

What do diversity and HR professionals want to have covered in future sessions? What hot topics are on the horizon?

4:45 PM – 5:00 PM

Closing Remarks

5:00 PM – 6:30 PM

Networking Reception

Speakers to include: Debo Nwauzu (Black Lawyers Directory), Daniel Winterfeldt (CMS Cameron-McKenna), Justine Thompson (Baker & McKenzie), Nell Scott (Orrick Herrington & Sutcliffe), Jacky Chase (25 Bedford Row), Angela Campbell (2 Bedford Row), Joanna Weller (Lexis Nexis), and Carol Madison-Graham (author)