

2021 Law Firm Diversity Award

CRITERIA

Established in 2002, the DRI Law Firm Diversity Award will annually recognize the DRI member law firm that has achieved outstanding diversity goals.

Nominees should be a law firm that:

1. Has achieved significant success in the area of law department management while also demonstrating a commitment to increase diversity within and outside their legal departments.
2. Demonstrated commitment to diversity as evidenced by a formal diversity plan committed to achievement, sensitivity and receptivity of diversity issues including promotion of its minority and women attorneys or volunteers.

All nominations should be submitted to Tom Foley, Senior Director of Membership at tfoley@dri.org, by **July 1, 2021**.



**2021 DRI LAW FIRM DIVERSITY
NOMINATION FORM**

Please email a completed version of this form to the attention of Tom Foley, DRI's Senior Director of Membership at tfoley@dri.org. All nominations must be received by July 1, 2021 for consideration. Questions? Please call 312.698.6237 for additional information about the award.

LAW FIRM NAME: _____

MANAGING PARTNER: _____

DIVERSITY Team Leader (If Applicable): _____

NOMINATED BY: _____

NOMINATOR PHONE: _____

NOMINATOR EMAIL: _____

Demographic Information

Formal Diversity Plan? (Y/N)			
	Total	Minorities	Women
Number of attorneys			
Direct Reports to Managing Partner			
Associates			

Interview Questions

1. In general terms, please describe your diversity program – how is it structured? Of what does it consist? How is it managed? What are its requirements?
 - Who directs the program? Title?
 - Composition of diversity committee
 - Frequency of meetings
2. Is diversity a part of your strategic plan? If so, please describe.
3. Have clients encouraged or influenced your firm to increase diversity or to assign minority and women associates / partners to their legal matters? How has this affected the design and implementation of your diversity program?
 - Business impact of encouragement from clients / corporate law departments (selection, continuation of ongoing assignments)
 - How has it affected your plans?
 - How has your firm met the challenge?
 - Response to benchmark surveys from corporate law department?
 - Partnership with clients to improve representation of minority and women attorneys
4. Does your diversity plan have annual objectives? What are you doing now? What do you plan to do?
 - Mentoring program
 - Reciprocal feedback review process
 - Community service award
 - Pro bono work for diverse communities
 - Training on diversity issues (e.g., sexual harassment or racial discrimination) for manager or full staff
 - Sponsorship / partnership / participation in or with minority bar associations (local or national)
 - Work / life initiatives

5. Do you have a recruitment strategy that targets women and people of color?

- Number of new hires each year/ law students vs. lawyers from other firms
- Participate in minority job fairs
- Hiring – Recruit at historically black colleges and universities (HBCUs) or other schools with a high percentage of minority law students
- Summer associate program – Recruit at HBCUs or other schools with high percentages of minority law students. Follow-up with law students
- Minorities on the Hiring Committee? Minority Subcommittee for hiring of minorities and women attorneys?
- Use of executive search firms? Internet job sites?
- Participation in minority bar association events (both local and national)
- Employee referral bonus
- Financial support of minorities in minority bar association or attendance at local and national events

6. Is diversity incorporated into the succession plan? Do you provide workshops for minority and women attorneys to develop their skills?

- Identify women and people of color ready for promotion?
- Mentoring program (formal or informal?)
- Reciprocal feedback process?
- Review by diversity committee to ensure that career development plans are in place for all attorneys?
- Core competencies and accurate job descriptions written and expressed to all attorneys?
- Monitor attrition rates broken down demographically?
- Exit interviews to identify weaknesses in the diversity program?
- Provide opportunities for minorities and women to be exposed to key clients or assignments?
- Ensure that all attorneys are given consideration for cases that will yield exposure to major clients and/or give an attorney the opportunity to gain valuable managerial experience.

7. Do you track dollars spent with minority and women owned business enterprises?
- Require quarterly or bi-annual reports from accounting department?
 - Attend minority supplier conferences to scout minority vendors or law firms?
 - Partner with minority-owned law firms or businesses?

8. What, if any, method of measurement do you use to evaluate your firm's diversity efforts? Does management review the results?

9. Do you tie diversity results to compensation? Describe the process. What is the result, if any, for non-attainment of established diversity goals?

10. What do you see as the challenges to the success of the program? Are there countermeasures to address issues specific to resistance to the program or to minority attorneys and women in general?

- Location of the firm
- Competitive compensation packages from other firms or in-house departments
- Reciprocal feedback accountability for managers without retribution
- Internal resources to handle grievances or complaints
- Training for managers (i.e., performance review)
- Lack of anonymity due to small firm size