
2021 SLDO Diversity Award

CRITERIA

Established in 2002, the DRI SLDO Diversity Award will annually recognize a state or local defense organization that has achieved outstanding diversity goals.

The nominee shall be a State or Local Defense Organization (SLDO) that:

1. Has achieved significant success in demonstrating a commitment to diversity within and outside of their organization;
2. Demonstrates a commitment to diversity as evidenced by a formal diversity plan committed to achievement, sensitivity and receptivity to diversity issues, including promotion of its minority and women lawyers or volunteers.

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



2021 SLDO DIVERSITY AWARD
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.

SLDO NAME: _____

SLDO PRESIDENT: _____

SLDO EXECUTIVE DIRECTOR: _____

SLDO DIVERSITY TEAM LEADER (IF APPLICABLE): _____

NOMINATED BY: _____

NOMINATOR EMAIL: _____

Demographic Information

Formal Diversity Plan? (Y/N)			
	Total	Minorities	Women
Number of attorneys			
Direct Reports to President or Executive Director			
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 volunteers encouraged or influenced your SLDO 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 volunteers / corporate law departments (selection, continuation of ongoing assignments)
- How has it affected your plans?
- How has your SLDO met the challenge?
- Respond to benchmark surveys from corporate law department?
- Partnership with volunteers 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) volunteers
- 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?

- 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
- 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 advancement throughout the organization?
- Mentoring program (formal or informal?)
- Reciprocal feedback process?
- Monitor attrition rates broken down demographically?

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 SLDO'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 SLDO
- 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 size