Creating a Culturally Competent Law Firm

Presented by
Michael G. Stephens, PHR

HR30
5/5/2018
8:30 AM

The handout(s) and presentation(s) attached are copyright and trademark protected and provided for individual use only.
Creating a Culturally Competent Law Firm

TODAY’S AGENDA

- Law Firm Diversity Today
- Why Is Diverse Talent Important?
- Impact on Unconscious Bias in Hiring Decisions
- ALA Diversity & Inclusion
- What Can We Do Differently?
- Q&A
To improve is to change; to be perfect is to change often.
Surface Level Diversity

Deep Level Diversity
How Are We Doing Today?

The Washington Post

Law is the least diverse profession in the nation. And lawyers aren’t doing enough to change that.

Lawyers are leading the push for equality. But they need to focus on their own profession.
Leading New York Law Firms Lag in Including Women and Minorities

By ELIZABETH DILLON  OCT 16, 2019

Large New York City law firms, the economic engines of the $76 billion-plus legal industry, have made scant progress on including women and minorities in their ranks, according to a confidential survey by the New York City Bar Association.

“We clearly have not found the key to diversifying our profession...”

-Laurel Bellows, Past President of the American Bar Association
LAWYER DIVERSITY

<table>
<thead>
<tr>
<th>Group</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>88%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>5%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>4%</td>
</tr>
<tr>
<td>Asian</td>
<td>3%</td>
</tr>
<tr>
<td>LGBT</td>
<td>4%</td>
</tr>
</tbody>
</table>
CEO DIVERSITY

WHITE  |  BLACK or AFRICAN AMERICAN  |  HISPANIC or LATINO  |  ASIAN
-------|-----------------------------|----------------------|-------
95%    | 1%                          | 2%                   | 2%    

GENDER DIVERSITY

LAWYERS  |  CEOs
-------|-------
MEN    |       
64%    | 96%

LAWYERS  |  CEOs
-------|-------
WOMEN   |       
36%    | 4%
The Heat Is On: How Law Firms Should Respond to the Increased Calls for Diversity from Clients
Unconscious Biases in Hiring Decisions
Unconscious Biases in Hiring Decisions

1 RESUME

5 RESUMES
What Can We Do Differently?
1 - 2 - 3

① BUILD A PIPELINE
② ATTRACT DIVERSE CANDIDATES

1. www
2. [Green logo]
3. [Image of two people sitting]

---

Why the president of PepsiCo’s global beverage group fired a recruiter

by I-Hsien Sherwood
March 01, 2017

Brands must fight “unconscious, built-in bias at every level,” says the soft drink giant’s Brad Jakeman

Be the first to comment
RETHINK INTERVIEWS

1. Ask The Right Questions
2. 
3. 
4. 

Diversity & Inclusion
Your comfort zone → Where the magic happens

#MeToo
Why is Diverse Talent Important?

1 – 2 – 3

① PROVEN FINANCIAL SUCCESS

15% Gender-Diverse Companies

35% Ethnically Diverse Companies
Employees Want Diversity

- 67% Employees say a diverse workforce is important when evaluating job offers.
- 57% Believe their employer should be doing more.

Diverse teams are smarter.
DIVERSE TEAMS ARE SMARTER

Big data analysis reveals mixed gender teams outperform single gender teams.

MIXED GENDER

SINGLE GENDER

Diversity & Inclusion

Walk the talk. Talk the walk.
A Diverse Workforce Captures Greater Market Share

Law Firms Need to Adapt To Be Competitive

A Diverse Pool Of Candidates = More Qualified Workers

D&I Helps Reduce Turnover

It’s Beyond The Right Thing To Do
Your opinion matters!

Please take a moment now to complete the evaluation.

Thank You!