

Developing Your Individual Diversity Action Plan

(Group Brainstorming Page)

ACTION AREA	POTENTIAL ACTIONS
<p>Awareness: Take stock of your cultural agility skills. What diversity and cultural context do you bring to the table and how it impacts your work? What can you do to become more skilled at speaking with others about visible and invisible diversity?</p>	
<p>Educate: What can you do to learn more about groups that you don't consider yourself to be a part of? What can you learn that will make you a more effective ally for your colleagues?</p>	
<p>Integrate: What can you do to put yourself in spaces where you interact with people who are part of groups you don't consider yourself a part of?</p>	
<p>Advocate: What steps can you take to "move the ball forward" in promoting diversity in a) your team or department; b) your organization; c) your outside counsel and vendors; or d) the ACC NCR chapter? What form does this take? Providing a profile raising opportunity? Providing a substantive development opportunity? Supporting cultural engagement (eg,</p>	

<p>financial/permission to attend conferences, etc.)? Mentorship? Sponsorship?</p>	
<p>Collaborate: How will you call others into the work? How can you get different people or different groups engaged in this work?</p>	
<p>Evaluate: After 6 months, reflect on what you accomplished. Where are you feeling more comfortable? What did you achieve? What was difficult for you and why? If you didn't achieve your goal, should it be reformulated to reflect where you are in your journey or unmovable obstacles? What will you do next?</p>	

YOUR COMMITMENT PLAN
(Dyad/Triad Activity)

WHAT ARE 2 THINGS YOU COMMIT TO DOING?	
WHEN WILL YOU DO THOSE 2 THINGS?	
WHAT MIGHT GET IN YOUR WAY OF ACHIEVING THE GOAL(S)?	
WHAT CHANGES WILL YOU MAKE TO OVERCOME THE CHALLENGES AND/OR REACH THE GOAL(S)?	
WHAT SUPPORT DO YOU NEED TO MAKE THOSE CHANGES (FROM BUDDY/OTHERWISE)?	

My Accountability Buddy is (Name): _____
(Email): _____

My check-ins with my Accountability Buddy will occur at the following dates and times:

Take a picture of this page. Send to yourself and your Accountability Buddy

Evaluation: After 6 months, reflect on what you accomplished. Where are you feeling more comfortable? What did you achieve? What was difficult for you and why? If you didn't achieve your goal, should it be reformulated to reflect where you are in your journey or unmovable obstacles? What will you do next?

SOME RESOURCES

Organizations:

Corporate Counsel Women of Color (<http://ccwomenofcolor.org/>)

CCWC provides a support network to in-house women attorneys of color and promotes the national and international advancement of women of color in the legal profession and workplace.

Leadership Council on Legal Diversity (<https://www.lclldnet.org/>)

LCLD is an organization of more than 300 chief legal officers and law firm managing partners dedicated to creating a truly diverse U.S. legal profession.

Minority Corporate Counsel Association (<https://www.mcca.com/>)

MCCA provides research, best practices, professional development and training, and pipeline initiatives to advance the hiring, retention, and promotion of diverse lawyers in law departments and law firms.

Mansfield Rule (<https://www.diversitylab.com/pilot-projects/mansfield-rule/>)

The Mansfield Rule certifies that law firms consider at least 30% women, LGBTQ+ and minority lawyers for significant leadership roles.

ABA Diversity Survey

(<https://www.americanbar.org/groups/diversity/DiversityCommission/model-diversity-survey/>)

The Model Diversity Survey is intended to assist the purchasers of legal services, particularly corporate and governmental legal departments, in encouraging opportunities for diverse attorneys and directing a greater percentage of the legal services they purchase to diverse attorneys at all levels of responsibility.

Pipeline Programs

ACC NCR Corporate Scholars Program (<https://www.acc.com/chapters/ncr/scholars.cfm>)

The ACC NCR Corporate Scholars Program is dedicated to increasing diversity in the in-house community by placing diverse law students in summer internships with member legal departments. Since 2004, more than 100 Corporate Scholars have participated in the program.

Street Law (<https://www.streetlaw.org/>)

Street Law's Legal Diversity Pipeline Programs partner lawyers with nearby, diverse high school classes. Through classroom visits and a field trip, volunteers teach lessons and lead activities designed to increase students' knowledge and interest in the law and legal careers. ACC NCR co-hosts two Street Law programs, one with EchoStar at Clarksburg High School in Clarksburg, MD and another with ACC and the ACC Foundation at Potomac High School in Oxon Hill, MD.

Additional Organizations:

Diversity Lab

Hispanic Bar Association

Institute for Inclusion in the Legal Profession

National Bar Association

National Asian Pacific American Bar Association
National Employment Law Council
National LGBT Bar Association
South Asian Bar Association
Women's Bar Association

Local Volunteer Bar Associations, with information for many affinity bars

(<https://join.dcbbar.org/eweb/DynamicPage.aspx?Site=dcbbar&WebCode=volbars>), including:

- American Association of Jewish Lawyers and Jurists (www.aaajl.org/)
- American Hellenic Lawyers Association (<http://www.helleniclawyersassociation.org/>)
- Asian Pacific American Bar Association of the Greater Washington, D.C. Area (www.apaba-dc.org)
- Association of Nigerian Lawyers, Metropolitan DC
- Bar Association of the District of Columbia, Young Lawyers Section (www.badc.org/i4a/pages/index.cfm?pageID=3318)
- Capital Area Muslim Bar Association (cambadc.org)
- Filipino American Lawyers Association of Washington DC (www.facebook.com/filamlawDC/)
- Greater Washington Area Chapter, Women Lawyers Division, National Bar Association (www.gwacbar.org)
- Hispanic Bar Association of DC (<http://www.hbadc.org/>)
- Inter-American Bar Association, D.C. Chapter (www.iaba.org)
- Iranian American Bar Association, D.C. Chapter (www.iaba.us/chapters/washington-d-c/)
- LGBT Bar Association of the District of Columbia (www.lgbtbaradc.org/)
- National Conference of Black Lawyers, D.C. Chapter (<https://ncbl-dc.org/>)
- Native American Bar Association of Washington, DC (www.nabadc.com)
- South Asian Bar Association (www.sabadc.org)
- Vietnamese American Bar Association of the Greater Washington, DC Area, Inc. (www.vabadc.com)
- Washington Bar Association, Young Lawyers Division (www.wbayld.org/)
- Washington Foreign Law Society (www.wfls.org)

Readings and Videos:

Implicit Association Test - implicit.harvard.edu

33 video from UCLA law students: <https://www.youtube.com/watch?v=5y3C5KBcCPI>

Blindspot - Mahzarin Banaji

How to Be Antiracist - Kendi

Biased, Jennifer Eberhardt

Robin DiAngelo on White Fragility: <https://www.youtube.com/watch?v=45ey4jgoxeU>

You Can't Touch My Hair, Phoebe Robinson

Heartland, Sarah Smarsh

Eloquent Rage, Brittney Cooper

Between the World and Me, Ta-Nehisi Coates

So You Want to Talk About Race, Ijeoma Oluo

Well, That Escalated Quickly, Franchesca Ramsey

www.genderbread.org

Becoming a Woman, Janet Mock

“Bisexuality: The Invisible Letter B” <https://www.youtube.com/watch?v=Oa6AnOCQD50>

“Being a B: perspectives on being a bisexual lawyer:

http://www.theiilp.com/resources/Documents/IILP_2019_FINAL_web.pdf (p. 202) - and lots of other diversity articles!

Any of Kenji Yoshino’s works on covering; one example:

https://www.youtube.com/watch?v=T_q1W-SZmkA

Other resources

Corporate Counsel Men of Color

Corporate Counsel Women of Color

Movement Advancement Project