

## HIRING

- Start connecting with law school applicants early so they can see people like them and picture themselves in the role.
- Cut out the middleman and work directly with diverse candidates. Law students should be in direct contact with diverse attorneys.
- Make sure you have a diverse slate of candidates for all positions.
- Hire in numbers so the diverse attorneys hired do not feel isolated.
- Provide unconscious bias training for interviewers.
- Look outside the places we generally hire. Everyone is looking to hire from the top schools; however, there aren't enough diverse students at these schools. We need to broaden the scope. This includes looking at candidates outside of Boston.
- Think more long term with respect to networks. The Boston law community is small, so it is important to maintain relationships.
- Stop asking candidates why they want to move to or stay in Boston.

## RETAINING & ADVANCING

- Get comfortable with the uncomfortable. Change feels uncomfortable. Supervisors can feel awkward or uncomfortable with diverse hires. Unless we get comfortable with the uncomfortable, progress will be difficult.
- Move beyond conformity.
- Take a more individualized approach to trying to retain diverse attorneys. There is no successful one-size-fits-all approach.
- Make advocacy and sponsorship of diverse attorneys part of the compensation discussion. This will incentivize people to get more engaged in diversity and inclusion efforts.
- Create a better community.

### What you as an individual need to do:

- Pay it forward and invest in other diverse attorneys. Someone helped you get where you are; do whatever you can to help the next generation of diverse attorneys.
- Be active in networking with diverse law students and participate in the interview process.
- Help diverse attorneys market themselves.