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**Activating the “I” In
 DEI & Accountability:
 How Individuals Can
 Help Move the Needle
 in Institutions**

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ENGAGE YOUR HUSTLE | #PaulaSays

5 THINGS I KNOW YOU ARE (PROBABLY) DOING RIGHT NOW

- 1** IDENTIFYING THE ISSUE
- 2** STATING DESIRE FOR MORE DIVERSITY
- 3** MAKING STATEMENTS (INTERNAL/EXTERNAL)
- 4** ATTENDING EVENTS IN THE DEI SPACE
- 5** ASKING FOR DATA

5 REASONS WHY THEY AREN'T WORKING

- 1** IDENTIFYING THE ISSUE
 - No effort to identify underlying cause
 - DEI is looked at as separate
- 2** STATING DESIRE FOR MORE DIVERSITY
 - No sustained action
 - Continue to do the same thing
 - One-off strategies, no pilots
- 3** MAKING STATEMENTS (INTERNAL/EXTERNAL)
 - Not seen as authentic/genuine
 - Don't include commitment to change
- 4** ATTENDING EVENTS IN THE DEI SPACE
 - Don't just preach to choir
 - Help start conversations about diversity
- 5** ASKING FOR DATA
 - Little or nothing is done with data
 - Need to hold people accountable
 - Data is scary, lawyers are risk averse...BUT



INDIVIDUALS CAN:

- Investigate where you are with DEI/best practices
- Interpret any available data or lack thereof
- Inform stakeholders on status
- Insist on DEI being a priority
- Incorporate others into the DEI plan
- Innovate - don't just do what has been done already
- Integrate DEI on all fronts (internal/external)
- Impact the workplace
- Improve the legal profession
- Investment and Insight (Continued)



WHAT CAN YOU DO TO MOVE THE NEEDLE?

RECRUITING	<ul style="list-style-type: none">• Pipeline• Community Networks• Diverse Bar Associations
RETENTION	<ul style="list-style-type: none">• Onboarding• Development• Feedback
ELEVATION	<ul style="list-style-type: none">• Determining the path and spacing for elevation• Opportunities (in-house, general counsel, etc)• Set goals and incorporate into DEI plan



ACCOUNTABILITY ACTIONS

1. Post this session, review the ACC DEI Maturity Model
2. Set up a meeting with stakeholders to discuss what you have learned today and to discuss the DEI Maturity Model
3. Ask questions
 - a. How does DEI impact the legal department strategy? (i.e. where are we on the DEI Maturity Model?)
 - b. Ask each stakeholder to review and state where they think they are and discuss responses as a group



ACCOUNTABILITY ACTIONS

4. Look for/set goals and hold yourselves accountable
5. Measure impact every other month and set benchmarks for meeting each quarter
6. Look for and ask for support from outside counsel and other vendors

Reminder:

DEI is not easy, but it CAN be done.
This is just the start, but you as the "I" can have an impact, if you choose.



**REMEMBER: INDIVIDUAL
INFLUENCE FOR
INSTITUTIONAL &
INDUSTRY DEI IMPACT**



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In three words or phrases, why hasn't the needle been moved significantly in your organization?

