



ACC Greater Philadelphia

**2022**  
**DIVERSITY**  
**SUMMIT**  
**DECEMBER 8, 2022**

## Table Talk

### Instructions

1. At lunch, your table will be assigned a question to address.
2. Appoint a scribe who can take notes if needed.
3. Appoint a speaker who can discuss the group's response to the question.
4. If you finish discussing your assigned question during the allotted time, please feel free to discuss another question of your choosing.

### Questions

1. You feel your company is not sincerely interested in promoting diversity & inclusion initiatives but instead engages in superficial, “check-the-box” activities to bolster its reputation. What can you do in your role to influence your company to engage in more meaningful efforts to promote diversity & inclusion?
2. Your management team believes that diversity & inclusion initiatives are too “controversial” and, as a result, wants to discontinue the company's work in this regard. How can you explain/demonstrate that embracing diversity is good for companies and employees? Conversely, how can you explain that abandoning diversity & inclusion initiatives can actually be harmful to the company?
3. In-house counsel are often pressing their outside counsel to have diverse teams of talent – but is the in-house “house” clean in this regard? What can in-house counsel do to promote diversity in their own ranks?
4. You perceive hostility toward diversity and inclusion initiatives among the majority/dominant group at your workplace. How do you position diversity & inclusion initiatives so as to overcome this hostility and bring the majority group into the discussion?
5. Many companies tout their company “culture” regardless of the company's commitment to diversity & inclusion initiatives. Do you believe that the concept of “culture” can be divorced from diversity & inclusion initiatives? Why or why not?