Creating a Culturally Competent Law Firm
TODAY’S AGENDA

- Diversity Today
- Unconscious Bias in Hiring Decisions
- What Can We Do Differently?
- Why Is Diverse Talent Important?
- ALA Diversity & Inclusion
- Q&A
is a set of behaviors, attitudes, and policies that come together among professionals, enabling them to work effectively in cross-cultural situations.
Surface Level Diversity
How Are We Doing Today?
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

Large New York City law firms, the economic engine of the $1 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...”

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

WHITE: 88%
BLACK or AFRICAN AMERICAN: 5%
HISPANIC or LATINO: 4%
ASIAN: 3%
LGBT: 4%
CEO DIVERSITY

WHITE: 95%
BLACK or AFRICAN AMERICAN: 1%
HISPANIC or LATINO: 2%
ASIAN: 2%
GENDER DIVERSITY

LAWYERS

MEN
64%

CEOs
96%

WOMEN

CEOs
36%

LAWYERS
4%
Cities With The Highest Percentage of Minority Partners

SAN FRANCISCO
SAN DIEGO
OC
SAN JOSE
LOS ANGELES
MIAMI
BEST IN CLASS

WHITE & CASE

FRAGOMEN WORLDWIDE

Wilson Sonsini Goodrich & Rosati
PROFESSIONAL CORPORATION
Homeless
Lives In A Car
Single Parent
UNCONSCIOUS BIAS

CEO of a Fortune 500 Company

Graduated from Duke

Married
UNCONSCIOUS BIAS

1st Generation College Graduate

Computer Programmer

Works in Silicon Valley
Unconscious Biases in Hiring Decisions

SUMMARY

- Experience in commercial engines development
- Expert knowledge in programming
- Strong experience in software design and architecture, animation, network programming, performance optimization
- 10 years of development experience. Worked on projects in various industries
- Management of a small team of engineers

WORK EXPERIENCE

07/2007 - Present
Company Name Ltd. (United States)
Lead Position Name

- Working on new innovative project
  - Sed sed ipsum et tortor ornare
  - Suspendisse nec
Unconscious Biases in Hiring Decisions
What Can We Do Differently?
1 - 2 - 3
ATTRACTION DIVERSE CANDIDATES

1. WWW
2. APPLY NOW
3. Logo
4. Interview
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
③ RETHINK INTERVIEWS

1. 
2. Ask The Right Questions
3. 
4.
Why is Diverse Talent Important?

1 – 2 - 3
1. PROVEN FINANCIAL SUCCESS

- Gender-Diverse Companies: 15%
- Ethnically Diverse Companies: 35%
DISREGARD DIVERSITY AT YOUR PERIL: DIVERSITY AS A FINANCIAL COMPETITIVE ADVANTAGE

THE DATA IS IN: DIVERSITY IS FAR MORE PROFITABLE THAN LESS DIVERSE BUSINESS MODELS

THE COMPANIES WITH THE MOST WOMEN ON THEIR BOARDS OUTPERFORMED THOSE WITH THE LEAST BY 66% IN RETURN ON INVESTMENT CAPITAL, 42% IN RETURN ON SALES, AND 53% IN RETURN ON EQUITY.

MOVING PAST ASSUMPTIONS: DIVERSE COMPANIES OUTPERFORM THEIR HOMOGENEOUS COUNTERPARTS
Employees Say a Diverse Workforce is Important When Evaluating Job Offers

57% Believe Their Employer Should Be Doing More

67%
DIVERSE TEAMS ARE SMARTER
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 The Right Thing To Do
Diversity and Inclusion

The ALA Diversity Initiative aims to increase awareness of and sensitivity to the differences among our workforce and to advance the concept of inclusiveness and acceptance. ALA's goal is to increase diversity and inclusion in the Association, in the legal management community and in all legal service organizations. To that end, the mission of the ALA Diversity and Inclusion Committee is to provide each ALA member with the tools and resources required to be a leader in meeting ALA's goal. The educational programming, publications, speakers, monthly tips and the new Diversity and Inclusion Scorecards — Road Map to Change for Law Firms and Chapters — are all cataloged here. First, begin by reading this inspirational overview from the Diversity and Inclusion Committee Chair which explains how we are here to help each member manage the many changes occurring throughout the legal profession.

"Diversity is being invited to the party. Inclusion is being asked to dance."
Q & A
Andrew Glincher  
CEO & Managing Partner  
Nixon Peabody