

TWENTY-NINTH ANNUAL CORPORATE COUNSEL SYMPOSIUM TUESDAY, OCTOBER 30, 2018



## Driving Diversity in Business: How Corporate Law Divisions Respond to the Opportunity

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#### **Program Materials**

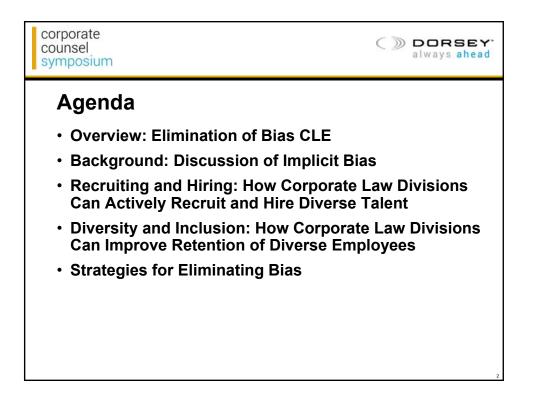
1. PowerPoint Presentation

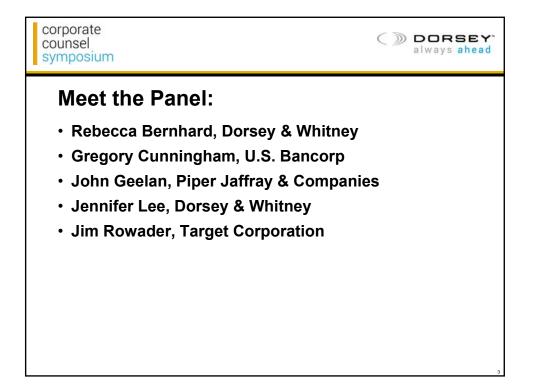
#### **Reference Materials**

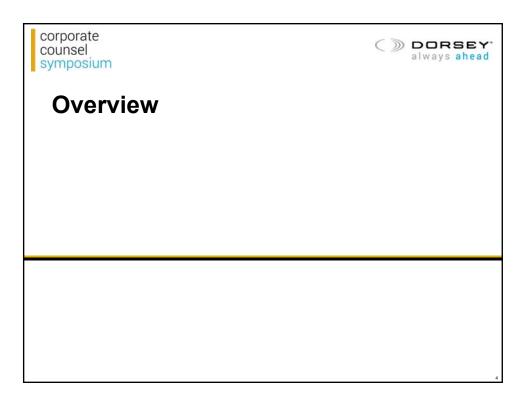
For more information on **Labor and Employment** matters, see Dorsey's **Quirky Questions Blog** at <u>https://quirkyemploymentquestions.com/</u>.

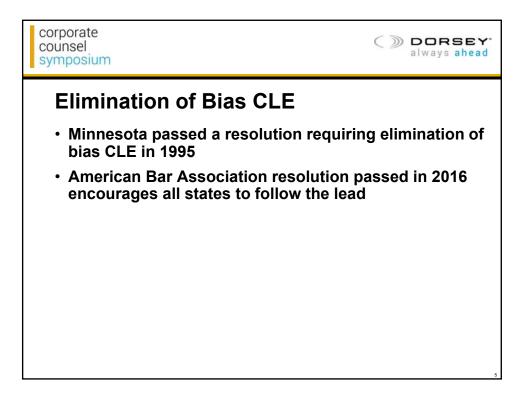
Dorsey's **Labor & Employment Law Guides** on varied legal issues, at both the federal and state level at <u>https://www.dorsey.com/services/labor-employment-guides</u>.



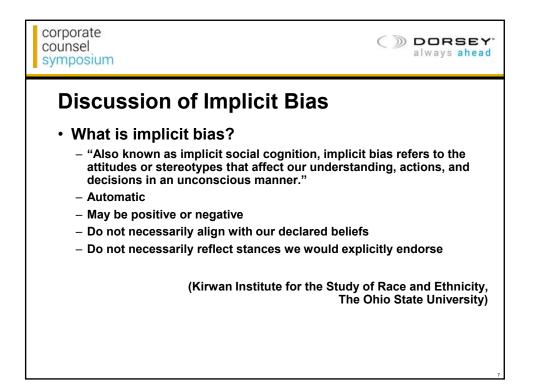


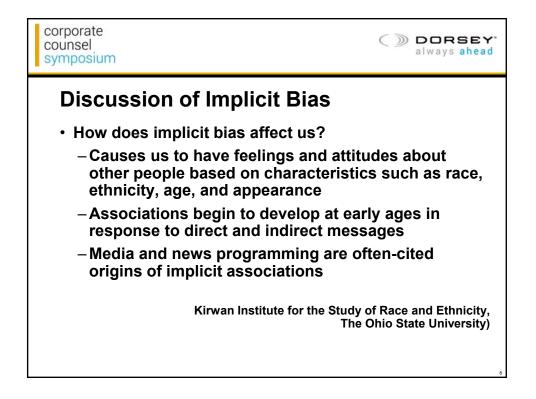


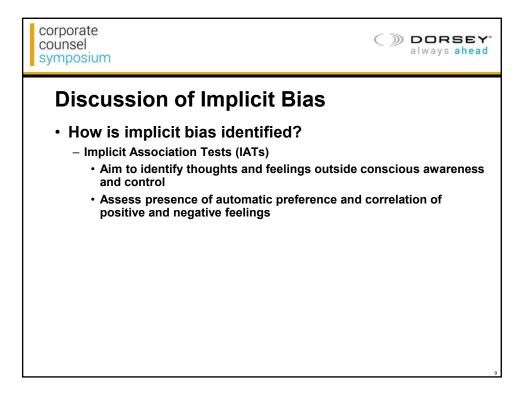


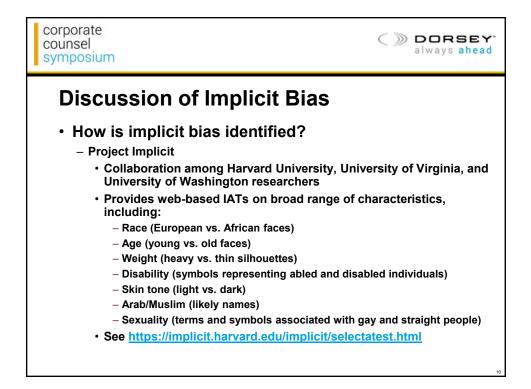


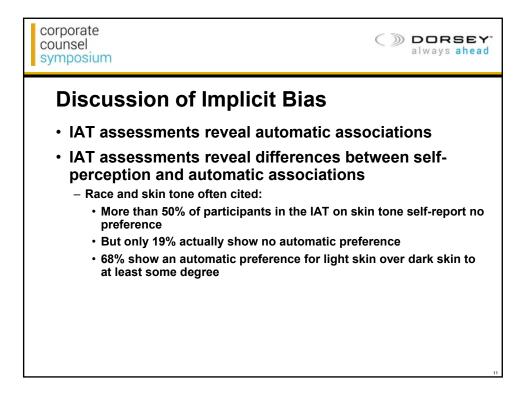


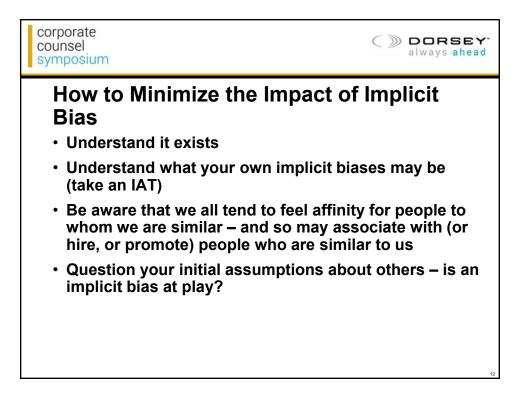


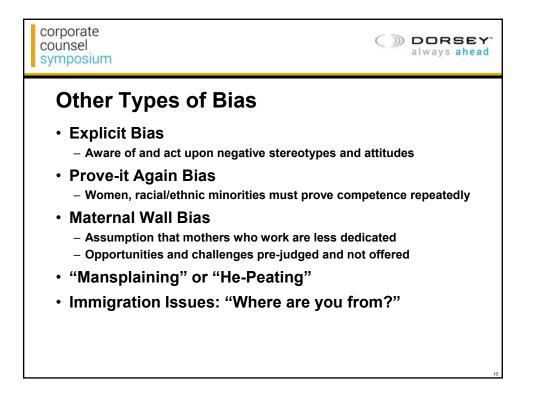


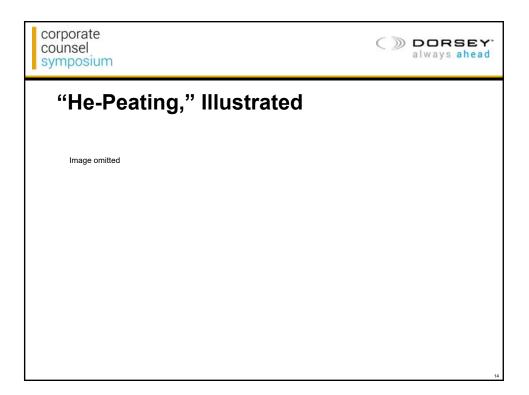


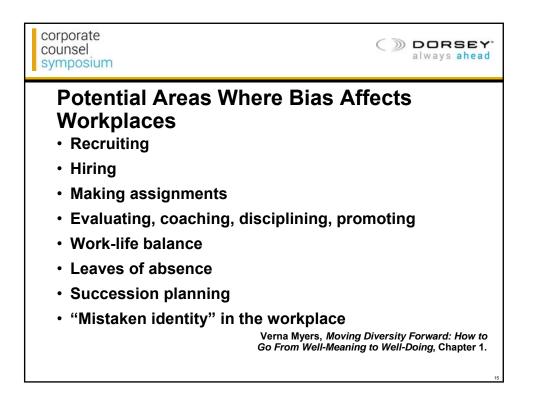


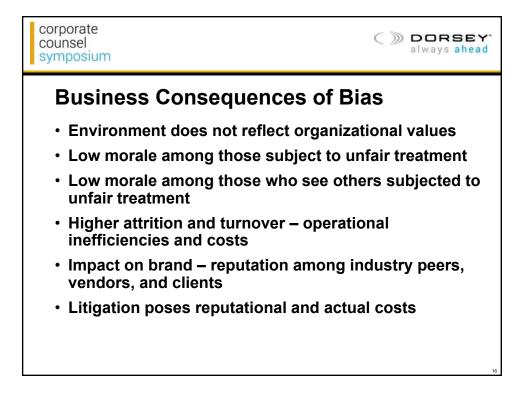


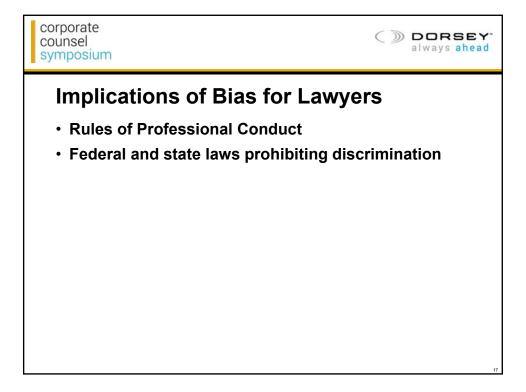


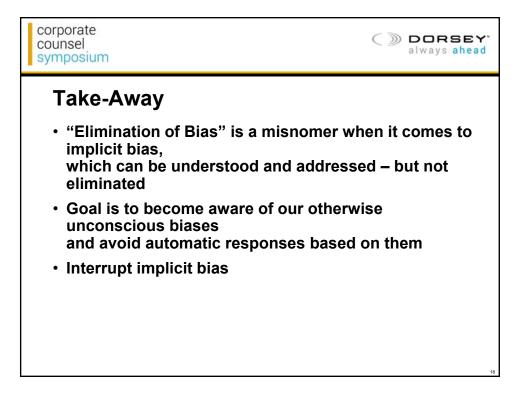




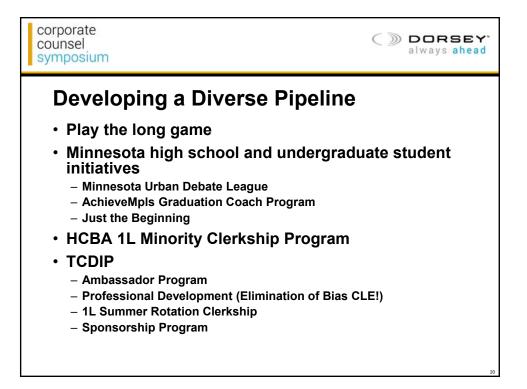




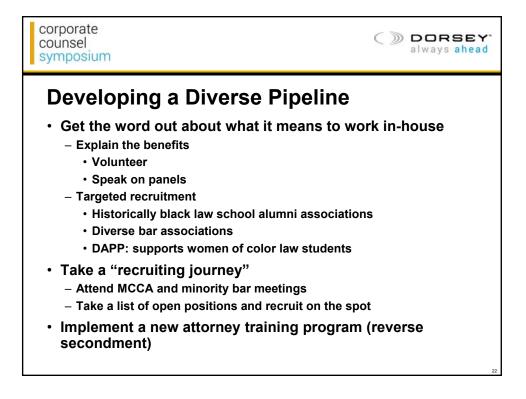


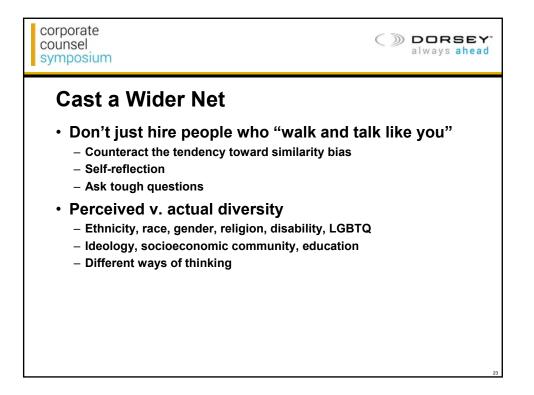


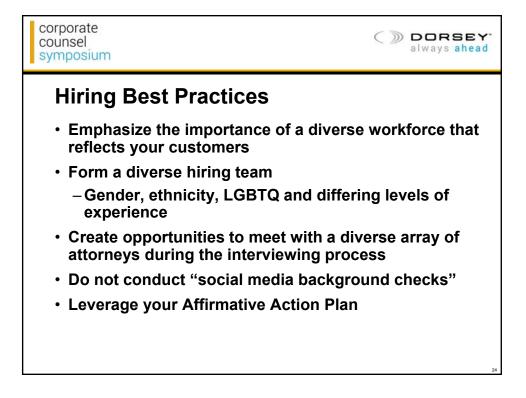
Corporate counsel symposium Recruiting and Hiring: How Corporate Law Divisions Can Actively Recruit and Hire Diverse Talent

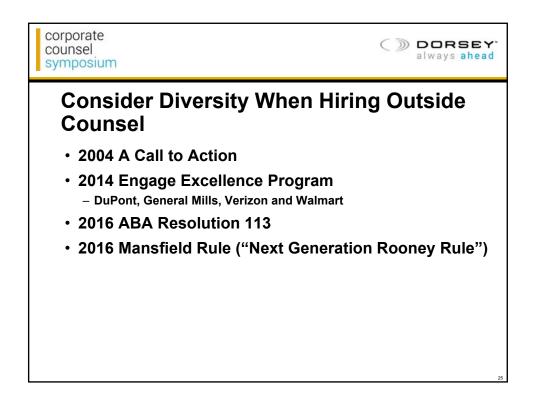


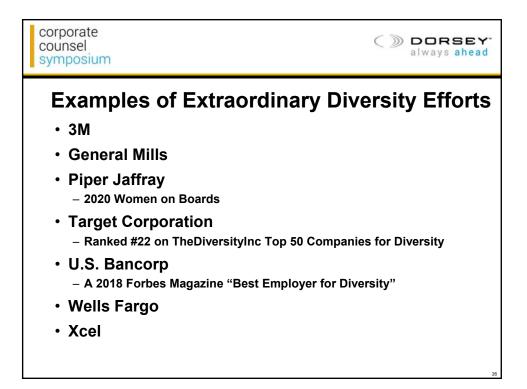








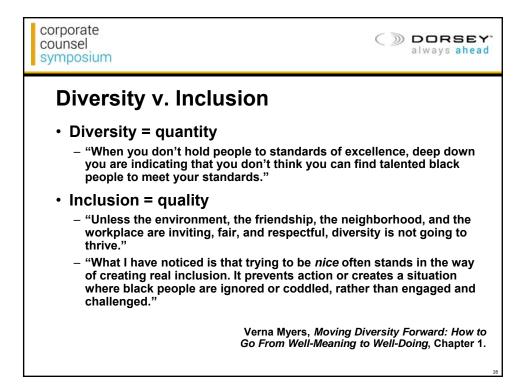


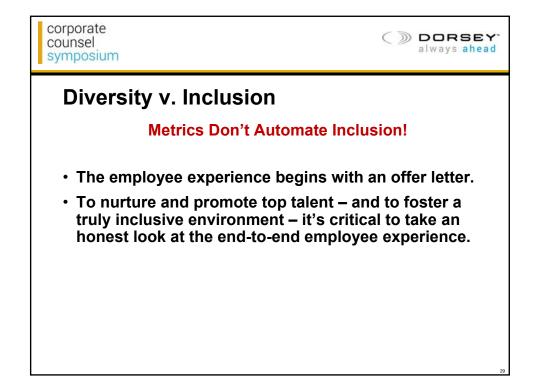


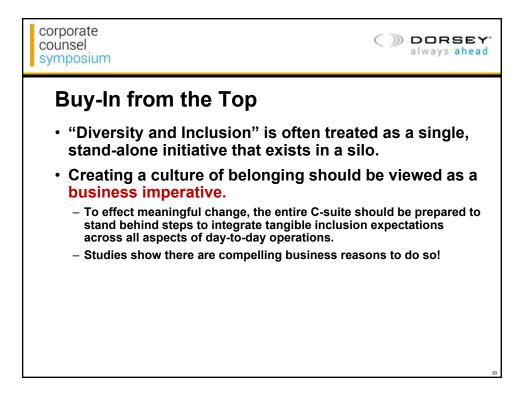
corporate counsel symposium

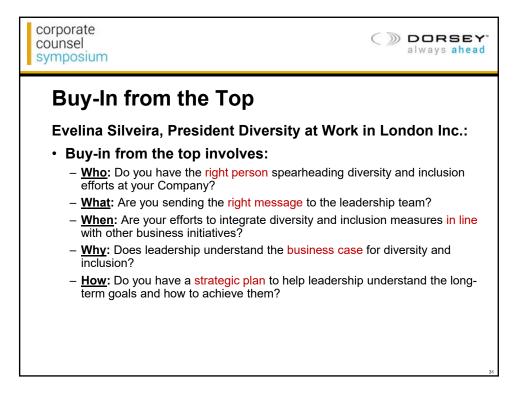
DORSEY always ahead

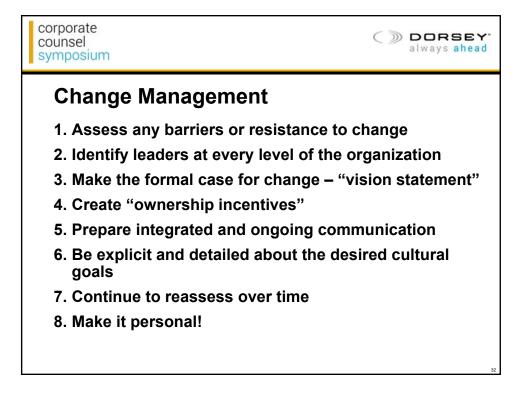
## Diversity and Inclusion: How Corporate Law Divisions Can Improve Retention of Diverse Employees





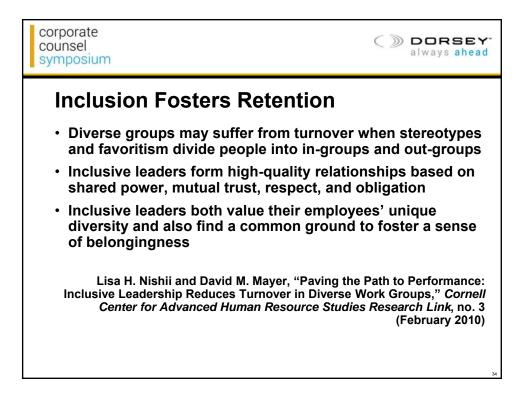






### **Best Practices for Creating and Maintaining an Inclusive Culture**

- · Gain leadership buy-in
- A "top down" approach isn't enough change must be managed across the organization at all levels
- Inclusion is an ongoing and holistic goal it cannot be obtained through a stand-alone committee or a one-off training
- Know your "blind spots" and establish tangible measures to overcome them
- Use measurements and incentives to track and promote success
- Look to other organizations and industries for practical strategies that work
- Continue to question your organization's assumptions and biases









# Best Practices for Retaining Diverse Attorneys and Staff

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- Provide multiple learning opportunities:
  - Peer-to-peer coaching
  - Action learning projects
  - Mentoring
  - Collective team off-site meeting
- Mentoring: Establish a robust mentoring program with measurable goals
- Metrics: Measure department leaders' hours spent participating in diversity efforts
- Pro Bono Activities: Support community activities that have an impact on diversity in the profession and the community

