



Diversity Pipeline Initiatives Committee

Wednesday, April 3, 2013 Meeting Minutes

The meeting was called to order at 8:30 am.

Present: Paula Edgar (Chair), Sarah O'Connell (Secretary), Gabrielle Brown, Venetta Amory, Bryna Beckler-Knoll, Richard Best (via teleconference), Tracey Bing (via teleconference), Tyrone Blackburn, Cassandre Charles (via teleconference), Shabbir Chaudhury (via teleconference), Tina Coco, Kadeem Cooper (via teleconference), Paula Donaldson (via teleconference), Bernard Dufresne (via teleconference), Tanya Facey, Shawn Grant (via teleconference), Michael Henry, Alfreida Kenny, Supria Kuppuswamy, Rachel Littman, Edwina Martin (via teleconference), Tanisha McKnight (via teleconference), Carolyn Nelson (via teleconference), Katelin O'Rourke Gorman, Swati Parikh, Sonji Patrick (via teleconference), Ray Reyes (via teleconference), Ameer Sapat (via teleconference), Nubiaa Shabaka (via teleconference), Sherry Ann Smith (via teleconference), Michael Watson

Introductions: Fordham Fellow/Announcements

Lin Ruan, the 2013 Fordham Fellow introduced herself. Lin will be administering the Thurgood Marshall Summer Law Internship Program and is beginning her work with the committee. Lin is a 2L at Fordham Law School. Prior to law school, Lin worked for Teach for America and is very interested in education policy.

Paula welcomed several new committee members including Michael Henry, who co-chairs the Morgan Stanley subcommittee dedicated to diversity pipeline initiatives, and Tyrone Blackburn, a 3L at Seton Hall Law School.

Follow up: March Best Practices Program

Committee Feedback

The committee members discussed their feedback from the program. Paula began the discussion by recognizing that the passion around these issues can lead to intense discussion. Overall the program was very well received. Over 100 people participated, and the committee did a good job getting the word out. Several people stated that Dean Michelle Anderson was a very good keynote speaker.

For future programs, the committee agreed that we should have the facilitators get together in advance to discuss the outline of possible discussion points and brainstorm how to move the conversation forward. A recommendation was also made to break the talking points down to smaller issues that could be addressed more fully rather than have a larger group discussing all of the issues. That may allow for a more fulsome discussion on each point without having any overlooked. For example, the issue of the bar exam was not explored. One of the participants suggested devoting another best practices program to the issue of the bar exam. Similarly, the issue of the changing law profession was not discussed in any detail. Some members suggested conducting a survey of constituencies prior to the next best practices event. That would identify issues to address within the breakout sessions and would provide a basis for discussion. Overall, the committee seemed in agreement that this is the first of several conversations that we need to have about the topic, and hope to develop more programs that will address specific issues in more detail.

One of the main sources of feedback provided was what programs the City Bar will offer to address the issues raised. Gabrielle will reach out to the Law Student Perspectives Committee to get a calendar of their events, and will encourage committee members to try to support that programming. In addition, we can provide support to PALS and other organizations by providing speakers and participants for their programming. The City Bar should be focused on filling the gaps in the programming already in existence. For example, the ASAFE program has worked to level the playing field between students who worked in the securities industry prior to participation in the program and those who had no prior experience. The students have improved tremendously during the program. Additionally, the committee should focus on recruiting law students into committee activity. We currently have representation from six law schools as law student committee members. Paula is on the advisory board for national BLSA and is involved with metro LALSA. If anyone has programming ideas for either organization, please contact Paula.

Online Forum/ Conference Calls/ Post-Conference Report

Gabrielle and Paula are reviewing the feedback from the forum, and we will have an online forum as well as follow up conference calls for people who want to continue the conversation. We plan to do at least one conference call for each breakout session topic.

The evaluation form that was circulated after the program includes a question about issues that were not addressed in the breakout sessions. If you believe that an issue was not raised or addressed in your breakout session, please note it in the form. We will compile those issues and circulate them to the committee so that we can address them in an online forum. If you have any comments or suggestions for issues to include in the forum, please reach out to Paula or Gabrielle, but please also fill out the online form. The link to the form is available at:

<https://docs.google.com/spreadsheet/viewform?formkey=dFluTWYwYVJ5QWFwDdFodmVybm5ZdHc6MA>

We are targeting the post-conference report for publication in the fall of this year and would like to have a draft of the report by the next committee meeting.

2013 TMSLI

We currently have 29 confirmed employers. We would like to have at least 60 before next month's meeting. We have 170 student applications this year which is the most we have ever had. We would like to secure internships for as many of these students as possible. A list of employers that are unconfirmed and those that were invited to participate will be circulated with the minutes. If you plan to reach out to anyone on these lists, please advise Gabrielle. Committee members are responsible for a give or get: either provide or recruit an internship employer, job shadow week host, or provide 3-4 attorneys for one of the development programs. Paula suggested using social media to recruit employers and volunteers. Gabrielle thanked the Committee members who have already provided their give-or-get.

We are still seeking volunteers for the pre-employment training sessions on **4/23** and **4/30**. The sessions are from 3-5:30 pm. We would also like volunteers for all of the TMSLI programming. Registration links are available for volunteer attorneys to participate in the supplemental development workshops. Committee members are encouraged to attend the pre-employment training, the opening reception, speed networking and the diverse career opportunities panel, and should invite any contacts who may be interested in participating:

April 23 & April 30 Pre-Employment Trainings: <http://bit.ly/13awJ4n>

July 11- Speed Networking Event: <http://bit.ly/W1SXI7>

July 23- Diverse Career Opportunities Panel: <http://bit.ly/13ax2MH>

August 12-16 Job Shadow Week: <http://bit.ly/W1ToSY>

We ask that committee members participate in at least two of the events and we encourage you to invite others from your networks. These events are a great way to introduce people to the Thurgood program and the students involved.

We currently have one confirmed organization for job shadow week. Corporations or organizations interested in participating in Job Shadow Week (August 12-16) can register at the following link: <http://bit.ly/W1ToSY>. More information about Job Shadow Week, with sample agendas and a list of participating companies is available at the following link: <http://www.nycbar.org/diversity/student-pipeline-program/programs/1162-job-shadow-week>. Job shadow week is a very easy way for individuals and companies to be involved in the TMSLI program.

Upcoming Events/Announcements

The ASAFE closing reception is **April 19th at 6:30pm**. Gabrielle will circulate an invitation to committee members. We look forward to seeing you there, and encourage you to bring colleagues and anyone from your network that may be interested in the program.

Next Meeting

The next meeting will be **April 30 at 6:30pm**, immediately following the pre-employment training. Please note this is a date change from May 8.

The meeting was adjourned at 9:45 am.