

NEW YORK
CITY BAR

DIVERSITY

sponsorship guide

2024

*Office for Diversity, Equity, Inclusion & Belonging
at the New York City Bar Association*

the work

The New York City Bar Association's Office for Diversity, Equity, Inclusion & Belonging (ODEIB) works to create a legal profession that represents the diverse country we live in. Our work starts with a pipeline to the profession; we assist underrepresented high school, college, and law students in preparing for a career in law. Then, we support lawyers across all levels of the industry, through our committee work, leadership training, speaking opportunities, education, and events that build community and awareness on important DEIB issues.

the pipeline

Pipeline work starts early and, ideally, continues well beyond a program's end. Beginning for us means TMSLIP. Established in 1993, the Thurgood Marshall Summer Law Internship Program matches NYC public high school students with legal employers for a transformative summer internship experience. From office culture prep to resume writing and interview skills, our interns enter their experience equipped with an understanding of the expectations and how to succeed.

The Diversity Pipeline Initiatives Committee (DPI) collaborates with ODEIB each year to host the LSAT Prep & Law School Conference. Panels of industry experts and writing workshops make up a bulk of this day-long event. Prospective law students then have the opportunity to network with law school representatives, jumpstarting their search for the right school for them.

Once in law school, ODEIB, in collaboration with **the Committee on Recruitment & Retention of Lawyers (CRRL)**, seek out first year law students meeting a demanding set of criteria. These students jumpstart their career 1L summer, working in law firms and corporate/government office across the city. This is an excellent opportunity to grow networks and make meaningful connections.

ODEIB hosts the annual C. Bainbridge Smith Law School Scholarship as well, awarding 10 \$5,000 scholarships each winter. This scholarship is reserved for a selection of New York City law schools. Recipients are selected by a separate selection committee on the basis of need as well as merit.

Of course, the pipeline doesn't end with law school. ODEIB understands that the first years of an associate's career are critical to the long-term health & direction of one's trajectory. Retention is every bit as important as recruitment. This is why ODEIB has hosted the Associate Leadership Institute and Associate Leadership Institute LITE for the last 7 years. In this transformative series, associates connect with industry experts over 5 weeks to explore the unwritten rules of the trade, network with leading attorneys and sharpen their soft skills, arming them for a fruitful career.

sponsorship benefits

	title \$25,000	premier \$15,000	leadership \$10,000	partner \$5,000
events & ads				
Complimentary Seats to Annual Diversity & Inclusion Event	4	2	1	20% Discount
Ad Space in DiverseCITY Times* <i>One size-banner</i>	4	2	1	20% Discount
Admission to select ODEIB events <i>Including focus groups, panels, guest speaking events, and more</i>	✓	✓	✓	✓
Podcast Ad <i>DEI content preferred, subject to approval; limited to year associated with sponsorship</i>	4	2	1	NA
Host a DEIB event at your firm w/ ODEIB <i>See page 8 for further details</i>	✓	✓	✓	✓
Ad space in Annual Diversity & Inclusion Event ad journal*	Full Page	Half Page	Quarter Page	20% Discount
professional development				
Signature Course: Beyond Bias Training <i>w/ Tanya Martinez-Gallinucci</i>	✓	✓	✓	✓
Associate Leadership Institute (ALI)	8	5	2	20% Discount
Associate Leadership Institute LITE (ALI LITE)	12	8	5	20% Discount
Fees waived for select ODEIB CLE's	✓	✓	✓	✓
support educational content				
Podcasts, resource sheets, social media, workshops, courses and more	✓	✓	✓	✓
Host the 2024 Power the Pipeline Conference <i>Contact aavila@nycbar.org to learn more</i>	✓	✓	✓	✓

*Pending creatives approval by ODEIB
**Subject to change

odeib à la carte*

Customize your sponsorship package to fit your team's needs. Add more of what you like, swap out what you won't need. Finalize your additions and substitutions by **February 1, 2024** to lock in the Early Action rate!

Additional Seats

Additional seats to programming at a discount

Additional Ad Space**

Additional ad space in ODEIB's monthly newsletter- DiverseCITY Times

Additional ad space in Annual Diversity & Inclusion Event ad journal

ALI Seats

Additional seats for ALI 2024

ALI LITE Seats

Additional seats for ALI LITE 2024

	early action***	pay later
Additional Seats	20% Discount	Full Retail
Additional Ad Space**	\$80	\$100
Full Page	\$800	\$1,000
Half Page	\$600	\$750
Quarter Page	\$400	\$500
ALI Seats	\$2,400	\$3,000
ALI LITE Seats	\$800	\$1,000

*À La Carte offerings available as a supplement to your base-level sponsorship

**Ads to be vetted by ODEIB prior to publishing

***Pledge must be submitted by **January 31, 2024** to take be eligible for early action pricing on a la carte menu

the programs

Thurgood Marshall Summer Law Internship Program

TMSLIP engages NYC public high school students in the legal profession, connecting them with firms and other legal organizations to complete a 6-8 summer internship. Students gain invaluable experience and mentorship through this program. Our exceptional TMSLIP interns are the way forward!

Associate Leadership Institute LITE

A sister-series to ALI, ALI LITE empowers 1st to 3rd year associates to carve their own career path in a way most authentic to who they are.

1L Diversity Fellowship

Run by our Committee on Recruitment & Retention of Lawyers (CRRL), the 1L Diversity Fellowship place first-year law students in prestigious firms and other legal organizations for their 1L summers.

Power the Pipeline Conference

This brand-new initiative brings together stakeholders in the legal, education & DEI fields to learn from industry experts. From supporting existing programs to establishing your own pipeline, this is the ultimate opportunity for firms ready to do the work. Put your commitment to DEIB into action with this day-long in-person event featuring panels, tutorials, and a networking fair.

Annual LSAT Prep & Law School Conference

In collaboration with the Diversity Pipeline Initiatives Committee (DPI), ODEIB hosts a full-day conference each year for prospective law students. Replete with panels, writing workshops, and a networking fair, the LSAT Conference is a sought-after staple of the office.

Associate Leadership Institute

Award-winning ALI is a virtual institute geared toward 4th to 10th year associates looking to make the next move in their career, empowering them to do so as their authentic selves.

C. Bainbridge Smith Scholarship

The C. Bainbridge Smith Scholarship is reserved for second and third year NYC law students who have spent a significant portion of their lives in New York City, demonstrate character, intelligence and promising aptitude for the law, and face a special economic disadvantage.

diversity cluster committees

DIVERSITY, EQUITY & INCLUSION

Made up of representatives from law firms and companies as well as leading thinkers on diversity and inclusion issues and liaises with the Office to provide thought leadership and support for the industry.

DIVERSITY PIPELINE INITIATIVES

Provides academic support, exposure to the profession, substantive skill development, and mentoring/networking opportunities for students in high school, college, and law school who wish to pursue a legal career in collaboration with ODEIB.

DISABILITY LAW

Addresses issues including employment, housing, barrier-free design and construction, public accommodations, education, health care, transportation, activities of state, local and federal governments and benefit systems.

LBGTQ+

Addresses legal and policy issues as well as employment rules and procedures in legal institutions and in the court system affecting lesbians, gay men, bisexuals and transgender individuals.

MINORITIES IN THE COURTS

Focuses on the treatment of litigants, lawyers, and court personnel of color in New York's state and federal courts. The Committee seeks to address topics to assist the development of minority lawyers and court personnel as well as address the experiences of litigants within the court systems in New York State.

MINORITIES IN THE PROFESSION

Addresses issues of concern to lawyers of color in New York, and provides networking opportunities for minority lawyers.

diversity cluster committees

RECRUITMENT & RETENTION OF LAWYERS

Addresses issues and policies concerning law firm and legal department recruitment and retention, primarily through the Association's Diversity Fellowship Program, which matches first year law students from underrepresented populations with legal employers for summer employment.

WOMEN IN THE LEGAL PROFESSION

Focuses on the advancement of women in the legal profession, and addresses issues faced by women in law offices, corporate law departments, the public sector and other legal settings.

Retiring the Diversity Principles

In 2004, a committee came together to craft the Diversity Principles Statement. An important and meaningful step at the time. The tenets of DEIB have since evolved to encompass a much wider scope of values and responsibilities. As such, we are delighted to announce that we, along with a steering committee, will be rolling out a more comprehensive signatory statement. We hope you'll join us.

Throughout 2023, ODEIB worked with various committees to bring forth programming centered on the post-SFFA landscape. Experts explored the implications of the overturn of affirmative action and discussed the dire consequences of such a historic decision. Moving forward, ODEIB looks forward to reconvening our Pipeline Steering Committee to continue growing our pipeline initiatives, powering and protecting the pipeline.

Contact Mary Ellen LaRosa, Senior Diversity Coordinator, at mellenlarosa@nycbar.org to learn how you and your organization can be a catalyst for change.

in their own words

"This is my second time attending this event (came a few years ago when I was fresh out of college). Finally taking the plunge and applying to schools for fall admission. Happy to connect with admissions reps from a few of the schools I applied to. Even secured a fee waiver for one! Thanks for a great event."

LSAT PREP AND LAW SCHOOL CONFERENCE

"In offering professional development training and placing high school students with legal employers over the summer, the Thurgood Marshall Summer Law Internship Program (TMSLIP) bridges the gap between students who are ambitious and curious about the legal field and the opportunity to access the legal field.

I am incredibly grateful for TMSLIP as I now have greater access to a field that was once unfamiliar to me. I am also grateful for the network of peers I have developed through TMSLIP, which consists of mentors, colleagues, and friends who overwhelmingly support my passions and help me navigate my personal, academic, and professional life."

ANNICK NIYONSABA, TMSLIP '23

"I accepted an offer from [a law firm] last week. As I'm taking some time to reflect on the past year, I can say with certainty that this would have not been possible without the help of the Fellowship in getting my foot in the door. Once again, I'm so incredibly grateful for this opportunity - thank you."

1L DIVERSITY FELLOWSHIP PROGRAM

"The New York City Bar Association's ALI LITE program has served as an impact model for attorneys like me to connect with colleagues, those who are well experienced in the private sector, and most importantly, understand the fundamentals in how to thrive in the law firm space. I received a wealth of knowledge during the 6 week program. As an ALI LITE participant, I witnessed the Office of Diversity, Equity, Inclusion, & Belonging's commitment and effort to see the next generation of attorneys flourish."

THEODORA FLEURANT, ALI LITE '22 **COWAN, LIEBOWITZ & LATMAN PC**

"I am sincerely honored to have been selected as the recipient of the C. Bainbridge Smith Scholarship Award. Thank you for your generosity, which has allowed me to continue my educational endeavors during such uncertain times."

C. BAINBRIDGE SMITH SCHOLARSHIP

BEYOND BIAS *TRAINING*

Standard bias training is only the first step. Once we recognize that we all have biases, we then have the opportunity to start working to overcome them.

The One-and-Done

\$1,500 | 2 Hr Lecture

Join ODEIB Executive Director Tanya Martinez-Gallinucci as she guides your team through the next steps in their DEIB journey. In a single interactive lecture, Ms. Martinez-Gallinucci dives into the neuroscience of bias, generates important & safe conversation, and helps your team to begin deliberately combatting biases with education on best practices.

Target Audience: Self-guiding teams who are familiar with standard bias training ready to take the next step to work on combatting their own biases.

The Listen-and-Learn

\$2,000 | 1 Hr Exploration Session + 2 Hr Lecture

Prior to an interactive lecture, ODEIB connects with your team to learn about the specific areas you want to explore within the DEIB realm. We then tailor the presentation and conversation to meet your needs. Executive Director Tanya Martinez-Gallinucci guides your team through the nuances of DEIB, the neuroscience of bias, and starts you on your path to deconstruction.

Target Audience: Teams with DEIB training ready to delve deeper into the work.

The Accountibili-Buddy

\$2,500 | 1 Hr Exploration Session + 2 Hr Lecture + 2 30 Min. Accountability Check-Ins

One part exploration, one part lecture, and one part accountibili-buddy. ODEIB connects with your team to hone in on the specific DEIB areas you want to explore. We come back with a tailored 2-hour interactive lecture and some follow-up resources. Your team will then have the option to join ODEIB periodically for two 30 minute Accountability Check-ins in which we continue the conversation, skill-building and resource-sharing.

Target Audience: Teams with some DEIB training, looking to take the next steps with a little extra support.



thank you to our

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