

Diversity in the Legal Department and Outside Law Firms

Designing and Building a Diverse Legal Team Inside and Out

UT Corporate Counsel Institute
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Agenda

- ✓ Why are we still talking about Diversity & Inclusion?
- ✓ Overview and update of the current state of diversity in the legal profession
- ✓ How can corporate counsel help improve diversity in our profession?
- ✓ Real-world tools and suggestions for building a diverse corporate legal department
- ✓ How can small legal departments implement these diversity and inclusion tools?
- ✓ Importance of demographic information in a successful diversity program
- ✓ Questions?

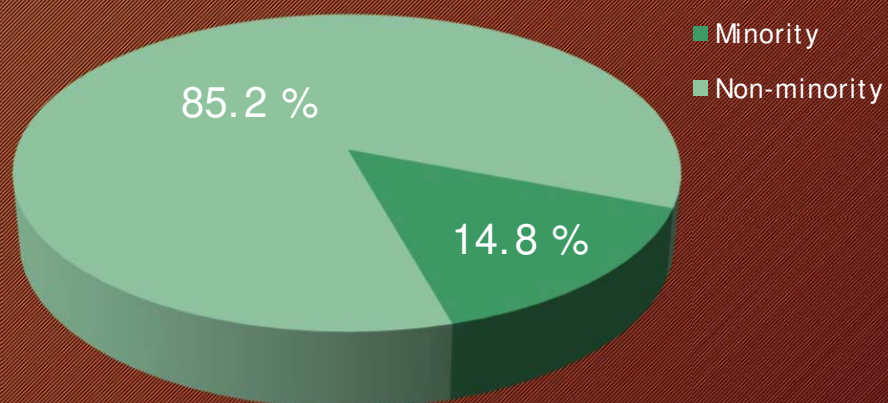
Why Are We Still Talking About Diversity?

"In today's marketplace, you have to be diverse to be competitive for consumer business and talented employees. A more diverse management team means better business decisions."

J.W. Marriott, Jr.

Minority Representation among Lawyers

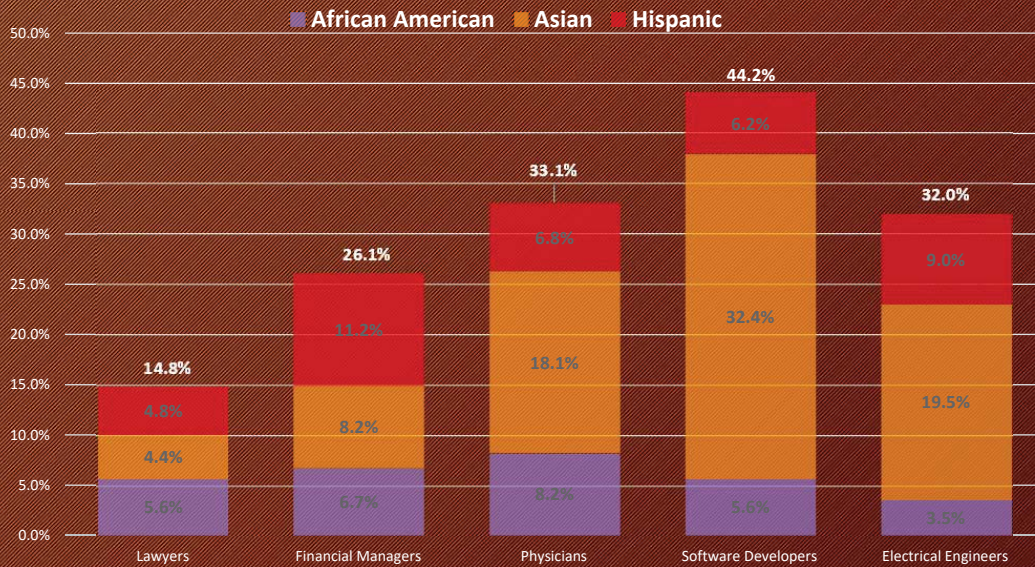
2017 Lawyers Nationwide



Over the past decade, there has only been a slight increase in minority representation in the legal profession, from 11.8% in 2007 to 14.8 in 2017

Legal Profession in Comparison to Other Professions

Falling behind other professions in terms of racial diversity.



Bureau of Labor Statistics 2017

Gender Diversity in the Legal Profession

"One irony of this nation's continuing struggle for diversity and gender equity in employment is that the profession leading the struggle has failed to set an example in its own workplaces. In principle, the bar is deeply committed to equal opportunity and social justice. In practice, it lags behind other occupations in leveling the playing field."

Prof. Deborah L. Rhode
The Trouble with Lawyers 60 (2015)

Also available as part of the eCourse

[Hooked on CLE: August 2018](#)

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"Diversity in the Legal Department and Outside Firms"