




AGENDA

Moving Metrics to Practice - Techniques to Increase the Impact of Your Organization's DEI Initiatives

April 21, 2023 - Via Webcast

8:30 am – 8:40 am	Welcome by Veronique Staco, ACC NCR Vice President of Diversity, Equity, & Inclusion
8:40 am – 9:15 am 	Keynote Speaker: Michele Shelton: Navigating the Ever-Changing Landscape of DEI
9:15 am – 9:20 am	Break
9:20 am – 9:25 am	Clip One: ACC & ACC Foundation Maturity Model Assessment <i>Keilon “KJ” Forest, Program Director for the ACC Foundation</i>
9:25 am – 10:25 am 	Legal Interconnection of Retention and Promotion of Diverse Lawyers This virtual program will discuss how remote or hybrid work in the legal profession has had an adverse effect on underrepresented diverse lawyers, and what can be done to support and impact the work culture. We will discuss: <ul style="list-style-type: none"> • How to use flexible working as a recruiting and retention tool; • Programs that can be offered to both in-person and remote workers (e.g., mentorship, sponsorship, participation in inclusion networks, etc.); • Is the in-house environment more or less conducive to flexibility; • How to ensure hybrid or remote workers aren't being treated differently in the context of communications, work assignments, performance reviews, etc.; and • How to create connections for remote/hybrid workers. <i>Presented by Valerie Dahiya, Washington DC Office Managing Partner and Richard Ross and Dennis Hopkins, Partners at Perkins Coie and Ling-Ling Nie, Deputy General Counsel, Chief Compliance & ESG Officer, Head of Government Affairs at Aura.</i>
10:25 am – 10:35 am	Break
10:35 am – 11:35 am 	Successfully Partnering with Outside Counsel to Implement Diversity & Inclusion Initiatives In-house legal departments and law firms are both increasingly prioritizing diversity, equity, and inclusion. Both are dedicating resources and implementing strategies to increase diversity and the advancements of diverse attorneys. Many in-house legal departments are now not only tracking and measuring outside counsel diversity, but are also setting targets to hold their outside counsel accountable. In addition to incentivizing and/or penalizing outside counsel based on diversity metrics, there are also opportunities for in-house legal departments and their outside counsel to partner and support each other's DEI initiatives to effectuate meaningful progress as well as build valuable relationships. This panel will discuss ways and share examples of how in-house legal departments and their outside counsel can create cultures within their organizations to successfully recruit, retain, and promote diverse attorneys. <i>Presented by Yendelela Holston, Partner and Chief Diversity & Inclusion Officer at Kilpatrick Townsend & Stockton and Elizabeth Lester, Assistant General Counsel, Intellectual Property for Equifax.</i>
11:35 am – 12:00 pm	Small-Group Discussions in Breakout Rooms