

Sacramento Legal Employer Diversity Collaborative One-Page Summary National Association for Law Placement Diversity Best Practices Guide

Having reviewed the resources available to assist legal employers in advancing diversity, equity, and inclusion, the [Sacramento Legal Employer Diversity Collaborative](#) recommends the National Association for Law Placement's Diversity ("NALP") Best Practices Guide. The Diversity Collaborative recommends that every employer conduct an in-depth review of the NALP Best Practices Guide. This one-page summary is intended to provide a high-level summary of the Best Practices Guide, to encourage the needed in-depth review of the Guide, and to unequivocally endorse it.

Championing Diversity. The most important insights revolve around the leadership of the firm or entity being champions of the DEI efforts and focusing on communication, challenge, and celebration. DEI efforts only succeed if the leadership of the organization makes DEI a strategic priority and all that choice implies in terms of resources, meetings, enforced metrics, and reporting. Leadership needs to lead the DEI work and make it clear to all employees that the work is necessary and critical.

Communicating about the Diversity Work. A critical component of championing DEI as a priority is frequent communication about it. This strategy requires explicit statements from leadership about the moral, ethical, legal, and economic stakes of the initiative. It also requires the creation of a written plan with metrics. The plan should be communicated externally to key stakeholders on a website and in employee recruiting materials. Leadership also must communicate about the DEI work internally via internal communications channels, on the agendas for meetings, during recruitment interviews and dinners, and elsewhere.

Challenging the Community to Change by Establishing Accountability. Leadership also must challenge itself and other leaders in the organization by establishing, regularly reporting on, and enforcing accountability on metrics. Those metrics should include diversification goals at all levels of the organization, including senior leadership, and targets in terms of employees' subjective experience of belonging and the absence of microaggressions and via regular reviews. The resulting data, as noted above, should be shared on a regular basis.

Celebrating Success by Rewarding It. Finally, leadership should celebrate genuine progress. Certainly, announcing progress helps internal stakeholders appreciate the results of their efforts. However, it is even more important to publicly reward leaders who achieve or exceed metrics; doing so demonstrates the importance of the initiative and thereby encourages further efforts.

This summary was written by the Sacramento Legal Employer Diversity Collaborative.