

ENTER and WIN with Diversity & Inclusion

Congratulations! Your chapter is using the ALA DIVERSITY & INCLUSION SCORECARD: A ROADMAP TO CHANGE FOR ALA CHAPTER LEADERS, and has earned the "We Participate" SEAL from the Committee on Diversity and Inclusion. BECAUSE YOUR CHAPTER HAS EARNED THE SEAL, your chapter is eligible to enter this contest by sharing your experience with the Scorecard. Lead by example and help other chapters benefit from your story. SUBMIT YOUR ENTRY NO LATER THAN March 30, 2015. Contact diversity@alanet.org to get the seal and for more information.

- YES! Our Chapter displays the "We Participate" Seal We use the Chapter Scorecard and haven't received the Seal We plan to use the Chapter Scorecard and need more information

What has your experience been with the ALA Diversity & Inclusion Scorecard: A Roadmap to Change for Chapter Leaders? Has it led your Chapter to new ideas or enhanced practices? Has it helped focus your Chapter on advancing diversity and inclusion through education, awareness, policies or procedures? Please share your experience with the Chapter Scorecard. How can your journey inspire another chapter to utilize this resource?

Our experience in using the ALA Diversity & Inclusion Scorecard has been outstanding. While our newly formed Diversity and Inclusion (D&I) Committee developed goals and initiatives for 2014, we used the scorecard as a template to evaluate ourselves. Additionally, we used the resources in the tool to help the ALAMN improve our overall D&I initiatives. We diligently worked through the scorecard as a committee over a period of several meetings. Based on our evaluation, we developed action items for the committee and made recommendations to the ALAMN Board.

One of our first steps in implementing suggestions from the Scorecard was having our committee chair reach out and welcome all new chapter members, emphasizing the value of diversity and outlining the chapter's diversity goals and objectives. We added two new diverse members to our committee in 2014 which were a direct result of this outreach.

We found the Scorecard very useful in helping us identify our strengths as well as identifying future opportunities for our chapter. The summary below outlines the identified strengths and opportunities from this exercise:

Strengths

- *A fully developed D&I page available on the ALAMN site. <http://www.alamn.org/diversityinclusion>.*
- *A formally stated policy of diversity and inclusion and/or mission statement on the chapter's website for member and non-member viewing: "ALAMN supports and promotes diversity and inclusion in the legal community by fostering an environment of awareness, equality and respect. We capitalize on the strengths of all individuals,*

allowing our organizations to grow and be more successful. We strive to recruit and retain diverse persons, believing the collective wisdom gained from all talented people creates the optimum workplace.”

- *A diversity scholarship program and pipeline program/annual career fair for diverse students (made possible in part by a foundation grant from ALA).*
- *Regular communications from the D&I Committee Chair on the importance of diversity and the committee’s mission and goals at leadership orientation annual meetings, in the chapter newsletter (the Verdict), news blast, and posts on the chapter website and calendar of events.*
- *Inclusion of diversity-related matters on the agendas at chapter management/leadership meetings, meetings with managing partners/law firm leaders, and board retreats – e.g. chapter meetings, CLI, Board retreat.*
- *Recommendation of D&I speakers to Education and Conference Committees for educational programming.*

Opportunities – Action items

- *Develop a two year D&I plan and communicate it to membership.*
- *Develop an annual report communication to the chapter members from the committee chair on committee initiatives, progress and success.*
- *Work with the ALAMN President on an article regarding the importance of diversity in our chapter for the chapter website.*
- *Work with Business Partners & Conference Committee to promote supporting and using small, local, and minority- and women-owned businesses. Identify these businesses in the ALAMN Directory.*
- *Ensure promotion of D&I committee initiatives by D&I members attending other SIGs and/or committee meetings.*
- *Active communication to the Membership Committee, Board and Nominating Committee of the ALAMN goals of including diverse members in its leadership and promoting inclusiveness of all members throughout the chapter.*
- *Partner with the Board to create and disperse an engagement survey that includes metrics on diversity and inclusion.*
- *Partner with the Membership Committee to ensure the mentoring program requires mentoring across distinctions (gender, race, ethnicity or sexual orientation) and has built-in an effective accountability mechanism.*

Overall, this process helped the ALAMN create new D&I ideas as well as enhance some of our current practices, ultimately resulting in improved diversity and inclusion in our chapter. In 2015, with Board support, one of our top goals is to implement the ALA Chapter Diversity Scorecard action items. Additionally, because we found the Scorecard so helpful in advancing diversity and inclusion in our chapter we are excited to promote the Diversity Scorecard for Law Firms to ALAMN membership (See attachment A – Committee goals 2014 - 2015).

Attachment A

2014 Committee Goals:

1. *Complete ALA Diversity Scorecard, make recommendations to ALAMN Board and develop action items.*
2. *Coordinate career fair to increase pipeline.*
3. *Create guidelines and recommend ALAMN Diversity Scholarship to Board.*
4. *Grow committee membership and broaden value to committee members.*
5. *Create and share diversity and inclusion resources.*

2015 Committee Goals:

1. *Implement ALA Chapter Diversity Scorecard action items.*
2. *Promote Diversity Scorecard for Law Firms to ALAMN membership.*
3. *Organize 2015 career fair for high school students to increase pipeline, consider expanding program to additional schools in 2016, pending 2015 success.*
4. *Refresh D & I website on ALAMN*
5. *Refer D & I speakers to Education and Conference Committees for 2016.*
6. *Communicate D & I goals to membership via monthly meeting, annual conference, verdict, etc.*
7. *Create and share diversity and inclusion resources.*