

NCWBA 2013 Summit
August 9, 2013
Gender Equity – Moving the Bar Forward
San Francisco, California

Group on Gender Equity in the Legal Profession, Jeanne Marie Clavere - moderator

Program/Project “Diversity Pays: A Conversation with Business Leaders”

Time: 1 ¼ to 1 ½ hours in duration, possibly after business hours, or luncheon program.

Major Players: 1 to 2 keynote speakers + discussion leaders for each table. Keynote speakers may include general counsel, leadership in government agencies, law firm managing or executive partners to speak on topic, e.g., the business case for diversity from the in-house, government or outside counsel perspective and how to achieve it, what organizations can do to advance and retain women attorneys and attorneys of color, what is implicit gender or racial bias and how to overcome it in the workplace. Discussion leaders assigned to sit at each table that are business leaders and lead general counsels to facilitate a discussion re: the topic.

Format: Following introductions/announcements, the keynote speaker(s) make(s) remarks, followed by round table discussions led by discussion leaders for at least 45 minutes. 5 minutes before that period ends, ring a bell or make an announcement.

Logistics:

- (1) Limit the number of tables to the number of discussion leaders and likewise limit seating to the number of individuals attending so that all tables are filled.
- (2) Assign organization members to greet and help attendees to figure out where to sit – each table should identify (with a raised sign) the business entity from which the discussion leader hails. For example, general counsel for Macy’s would sit at the table identified as the Macy’s table and attendees interested in meeting and hearing from that GC would be able to identify where to sit.
- (3) Prepare a “cheat sheet” of conversational starters on the topic selected. Provide it to the discussion leaders in advance of the event and a copy at the event.
- (4) Consider assigning an organization member to keep the conversation on point (so that the discussion leader does not have to be the bad guy) and to take notes re: discussion for wrap-up article re: the event.

- Target Audience:** Men in executive level/leadership positions and at law firms, government/public agencies and organizations; utilize personal invitation approach. Include agencies, which hire women and those where gender bias exists.
- Obtaining Buy-in:** Look for synergies between area business general counsels and managing general partners at law firms; especially those businesses where hiring firms who make diversity a priority is their priority.
- Similar Programs:** General Counsel Roundtable (Lawyers Club of San Diego). Feel free to contact Shalini Kedia at shalini@kediamediation.com for additional questions.
- How to Publicize:** Fliers identifying all of the major players (including title and organization), social media, personal invitations (phone and email).