



GOODGUYS
GUYS OVERCOMING OBSTACLES TO DIVERSITY

THE GOOD GUYS TOOLKIT:

**EVERYTHING YOU NEED
TO HOLD A
GOOD GUYS EVENT
AND ENGAGE MEN
AS AGENTS OF CHANGE***

<http://www.goodguysinlaw.com>

* This document and its contents are the sole property of the National Conference of Women's Bar Associations, and it is distributed and reproduced in connection with the GOOD Guys Program and Toolkit. The enclosed documents and the GOOD Guys Toolkit may not be redistributed or reproduced, in whole or in part, except in accordance with the GOOD Guys Program policies. These policies, found at <http://www.goodguysinlaw.com>, may be amended from time to time.



GOODGUYS
GUY'S OVERCOMING OBSTACLES TO DIVERSITY

<http://www.goodguysinlaw.com>



Join Us in Thanking Our
GOOD Guys Toolkit
Sponsors



Advocate
Gomez Trial Attorneys



Advisors

Garan Lucow Miller PC
Law Office of Frann Setzer, APLC
Patricia M. Jarzowski, PC
Polsinelli
Tyson & Mendes

Peers

Jeanne Marie Clavere
Scaglia Law Firm LLC



PANEL PRESENTATION QUESTIONS

These questions are useful at a GOOD Guys Event in guiding the participants' discussion during a moderated panel presentation, or even for prompting a question and answer session following a speaker presentation. A selection of just a few key questions by the moderator or speaker would likely be more effective than a use of the entire list. For more considerations regarding the best format for your GOOD Guys Event, refer to the Programming Guide in the Toolkit.

INSPIRATION

You are all deeply involved in efforts to overcome obstacles to diversity and include women and minorities in all levels of the legal profession.

- Was there a particular person or situation inspiring you to get involved?
- Why have you stayed involved?

GOOD GUYS

Success in overcoming obstacles to diversity depends on the involvement and efforts of all stakeholders, including both men and women.

- What does it mean to you be a GOOD Guy?
- What are the unique ways GOOD Guys can contribute to these efforts?
- What are the most effective ways you have seen to engage men in these efforts, both obvious (e.g., bottom-line payoff) and non-obvious (e.g., relating issues in personal terms), and why is it so important to engage rather than blame?

EFFORTS

Efforts in overcoming obstacles to diversity should be constant and strategic. Efforts may also differ in scope, depending on the location, group, industry, etc.

- What individual actions have you personally taken or observed, and which have you seen to be most effective? Conversely, which have you seen to have no effect?
- What actions have you seen to be the most effective in enacting change on a large scale, such as in global initiatives, national bar organizations, and nationwide law firms and companies?



- What actions have you seen to be the most effective in enacting change on a small scale, such as in state and local bar organizations and in your own office?
- How would you say the efforts in the legal profession differ from state-to-state, mainly by bar size or geography?
- How would you say the efforts differ from country-to-country, comparing the U.S. versus other common law countries versus countries with other legal systems?
- How would you say the efforts in the legal profession compare to other industries (e.g., accounting, sales, academia)?
- Where do you think people should focus their efforts to have the most impact – global or local level, public or private sector, legal or other industry – and does that focus differ for men and women?

PROGRESS

With some issues, there are calculable metrics that can track progress, such as gender split in equity and non-equity partnerships, equality in equity ownership, promotions, and compensation. In others it is more difficult to track progress, such as gender impact on perception and respect, alternative career paths, and work-life balance considerations.

- How important is the ability to track progress in individual areas to the overall progress in overcoming obstacles to diversity?
- Over the last 20-30 years, in which areas have we seen the greatest actual or perceived improvements, and in which areas have we seen the least improvements or even regression?
- Over the next 20-30 years, in which areas do you think the progress will continue or grow, and in which areas do you fear the progress will slow or stop?

TAKEAWAYS

Exploring the best ways to overcome obstacles to diversity is good. Taking action based on those actions is even better.

- What is one manageable, concrete step you think the attendees today can take away and start applying immediately when they return to their office?
- What is the most important point from our discussions today that attendees should keep in mind as GOOD Guys (and Gals) overcoming obstacles to diversity in their own communities?