



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.

- Why should guys get involved in these efforts for diversity and inclusion?
- Was there a 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 to 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 efforts differ state-to-state, such as by bar size or geography?
- How would you say 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 efforts in the legal profession compare to other industries (e.g., accounting, sales, academia)?
- Where do you think people should focus their efforts for the most impact – global or local level, public or private sector, legal or other industry – and does that focus differ for men and women?
- How important are diversity groups and committees for law firms, and how should they measure success? What resources are available for these diversity groups and committees?

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?