

Brought to you by the National Conference of Women's Bar Associations

Monday Morning To Do List

It's Monday morning and GOOD Guys want to take action.

Here's your TO DO List!

1 **Number One: Assess your firm, company, or organization in diversity terms.** Take this quick test:

•Identify the core leadership group in your firm, company, or organization. Include the top three layers of leadership if there are multiple layers. For example, in a company, the core leadership group may be the Executive officers, and another layer may be the management team. List here:

Leadership Group

Diversity %

•Assess the diversity among the core leadership. What percentage are women? What percentage are persons of diversity? LGBTQ? Disabled? If less than 40% - 50% are women, or if less than 40 – 50% are otherwise diverse, there is room for improvement.

•Assess where “unofficial” power lies in your firm, company, or organization and determine how diversity success can be measured there. For example, private firms may ask not only how many women are equity owners, but also ***how much equity do women own?*** Such profound information reveals true levels of integration.

Number Two: Assess your personal implicit associations. Take the test for

2 gender/career bias at: <https://implicit.harvard.edu/implicit/selectatest.html>, or try one of the other diversity tests. What level of implicit association do you have toward women and careers? Insert here: _____. Toward other diverse persons? Insert here: _____. Toward sexuality? _____. Toward disability? _____

3 **Number Three: What bias interruptors can you try?** List here:

4 Number Four: Learn about the challenges diverse professionals face. Be aware that diverse professionals are notorious for not talking about challenges they face which they believe are bias-based with their employers, managers, or colleagues. We don't use the gender or race cards. Open a dialogue with diverse professionals outside of your workplace and you will learn a lot. How? Join a diversity organization. Look on NCWBA's web page for a list of women's bar organizations (as an example) and select one in your area (go to www.ncwba.org/members/) or check out the National Diversity Council at www.nationaldiversitycouncil.org .

List here: _____

Now, JOIN! _____ **Check here when done.**



Next, assess the committees of the above organization. There is no substitute for rolling your sleeves up and getting active. List potential committees here:

Now, JOIN A COMMITTEE! _____ **Check here when done.**



5 Number Five: Assess Your Zone of Influence. Identify your personal zone of influence. Areas where you can advance a diverse professional include those listed below. Consider you can have major impact by hiring diverse professionals as vendors as well as supporting them internally. Diverse professionals can be experts, suppliers, lawyers, and the like. Look for opportunities to do business with diverse professionals.

Check categories where you have influence:

- Hiring _____ Assignments _____ Evaluation _____
- Advancement _____ Compensation _____
- Selection of Outside Counsel _____
- Selection of Other Outside Vendors _____ Other Referrals _____

For each area above, learn about how diversity can be improved and develop a plan where you can personally impact diversity in these areas.

6 Number Six: Help develop the next chapter. Change does not occur after one program. GOOD Guys are needed to develop the next chapter: **GOOD Guys Chapter Two**. Email Teresa Beck at teresa.beck@bipc.com or Misty Blair at misty.blair@kaneka.com to get involved.

7 Number Seven: TRACK YOUR PROGRESS

