

TOWARDS A CULTURE OF INCLUSION



Creating Workplaces Where *Everyone* Can Thrive

[Towards a Culture of Inclusion \(TACOI\)](#) is a 10-month series of programs, all aimed at helping our member firms and law departments retain more of their diverse lawyers by creating an environment where everyone can contribute to the success of the organization.

GOALS To ensure all PLDIC members are equally fluent on issues relating to the inclusion and retention of diverse lawyers and are equipped with the tools to address them.

To expand the number of individuals in Pittsburgh’s legal community who are engaged in the inclusion conversation.

To train a critical mass of individuals ready to step up to be Diversity Allies. The PLDIC will offer certification to individuals who, because they have participated in a certain number of programs in the series, are “Ally Ready.”

<p>WHAT WORKS; WHAT DOESN'T</p>	<p>WHAT'S THE PROBLEM?</p>
<p>Most diversity programs aren't increasing diversity. Some of the old approaches not only do not work, but actually make things worse. What we know doesn't work: mandatory one-off trainings. What we know does work: engaging volunteers to come together to solve a problem; contact among people unlike each other working towards a common goal; and social accountability. TACOI is designed to respond to what research tells us works.</p>	<p>If what works is engaging volunteers to come together to solve a problem, what is TACOI trying to solve? The problem is: lawyers of color leave their firms at a greater rate than white lawyers (and women leave at a greater rate than men, and women of color leave at the highest rate of all). So, despite hiring greater numbers of diverse people (and women), the legal profession is only slightly more diverse than it was 20 years ago and the people at the top are still mostly white men.</p>
<p>WHAT CAN WE EXPECT?</p>	<p>READY TO BE A DIVERSITY ALLY?</p>
<ul style="list-style-type: none"> ● Some programs are traditional trainings, but all will be interactive and provide valuable take-aways. ● Short “lightning” programs (20-30 minutes in length) tackling discrete subjects. ● Programs at which we will talk, together, about race and its impact on our community and our workplaces. ● Small groups to exchange and explore each other's (and external) views, ideas, and experiences. ● Opportunities to participate in outside programs. ● Ideas for programs and actions you may want to implement in your law firms and law departments. ● Suggested (and vetted) resources. 	<p>A Diversity Ally is an individual who is willing to stand beside or behind members of cultural communities they are not part of in order to address biases or barriers that may be standing in their way. To be an Ally, one must act as an Ally. Individuals who seek to be certified as Ally-Ready must participate in the TACOI series at a certain level and will be the individuals who will participate in small groups for the purpose of sharing, learning, listening, and growing. Requirements for certification can be found here.</p>
<p>VIEW THE TACOI CALENDAR</p>	