

PLDIC Ally-Ready Survey Responses- November 2020

The Top Five Imperatives to Advance D&I and Topics for Exploration in the Ally-Ready Program

Top Five Categories	Imperatives	Topics
Dialogue	<ul style="list-style-type: none"> • Be willing to have an open dialogue about race • Continuing the dialogue more than one day • Honest and open conversations • Providing associates w/opportunities to have these conversations and speak out about D&I • Interactive dialogues • Safe spaces • Open-mindedness 	<ul style="list-style-type: none"> • What are some discussions folks are having at work/ what is recommended that we have? • How to create opportunities for associates at all stages to talk about this? • Additional ideas to facilitate broader conversations
Persuasion	<ul style="list-style-type: none"> • The ability to help others understand why the conversations need to take place • Engagement of the “right” people (most people said they would speak up depending on who was in the room — therefore, how do we get those people in the room now or ready for us) 	<ul style="list-style-type: none"> • Tips for having discussions/raising issues with colleagues who may not yet be engaged with D&I (e.g. speakers, trainings, etc.) • Educating and informing those who think the topic is not necessary to address

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Persuasion (cont'd)	<ul style="list-style-type: none"> • Acknowledge that we have an issue and need to do more work • Overcoming with conservative colleagues the idea that human rights are political [and increasing the comfort level on all sides with discussing and understanding the politics and deciding to act] • Do not stop the work • Executive commitment • Awareness • Recognition that institutions have given advantages to majority groups • We will not have access to the best talent, resources and therefore clients if we do not advance our diversity initiatives 	<ul style="list-style-type: none"> • Ways to start conversation and interact with those who do not value diversity and who do not think prejudice exists anymore and to encourage them to think differently • How to get corporate buy-in • How to have difficult conversations with managers • Ways to talk about race with superiors • How to move forward with D&I goals and initiatives when those in power want to slow down or are not as openly enthusiastic about it • How to bring awareness and dialogue to your supervisors/administrators and firm leadership
Education/Personal & Interpersonal Skills	<ul style="list-style-type: none"> • Education/training • Better explain to associates what D&I strategy is for short and long term • Opportunities to interact with attorneys from different backgrounds 	<ul style="list-style-type: none"> • Role playing on difficult situations; giving feedback; engagement strategies • Tools and techniques for responding to incidents from blatant to “micro,” both in the moment and elevating them through the firm hierarchy

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Education/Personal & Interpersonal Skills (cont'd)	<ul style="list-style-type: none"> ● Interactive trainings ● Implicit bias training ● Understand how our own privileges and backgrounds shape our way of thinking and cloud the realities of others ● Education to learn what we need ● What individuals can do to combat racism ● Recommendations on making workplaces more inclusive 	<ul style="list-style-type: none"> ● Addressing with subtle racism and implicit bias in the workplace ● Microaggressions that the aggressor thinks are “helping” someone; some think they are acting as a “sponsor” but it feels like being denigrated ● Word choice for (hard or easy) conversations ● Unintentional “aggressions” and how to avoid them ● Ways to use white privilege to benefit minorities ● Effective allyship ● Treating everyone equally ● Identifying and resolving anger and blame ● High level retention stats on lawyers of color and general concerns lawyers of color may have with current Pittsburgh legal community
Education/Institutional Change	<ul style="list-style-type: none"> ● Develop objective and measurable goals and action steps ● Have meaningful change ● Commitment of funds 	<ul style="list-style-type: none"> ● Components of successful diversity/inclusion/equity programs (If we are building a new program or evolving an existing one, what are pitfalls? What should we be sure to include?)

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Education/ Institutional Change (cont'd)	<ul style="list-style-type: none"> • Dedicated personnel • Need action, not just education • Concrete action steps • Monitoring/accountability • Implementation of racial equity action plan (note: this is a Reed Smith initiative) • Actively work to tear down (or share) advantages given to majority groups • Grow a base of employees who can identify scenarios that inhibit D&I transparency • Economic empowerment via stimulating generational wealth for marginalized communities 	<ul style="list-style-type: none"> • What are realistic ways to foster diversity and create a comfortable culture for individuals from diverse backgrounds? • What are folks doing to advance DEI in their organizations/what are best practices? • How to keep momentum going, deal with setbacks? • Additional training ideas • Treating everyone equally (equitably?) • How to measure success and progress and develop models of accountability for organizations that are committed to D&I • Activities/actions generally viewed as successful or unsuccessful at making workplaces more inclusive
Hiring	<ul style="list-style-type: none"> • Hire new POC and LGBTQ lawyers • Make diversity a consideration in all hiring we do • Enhance talent management and outreach to bring on new hires from diverse backgrounds, e.g. 	<ul style="list-style-type: none"> • How can we change the corporate culture to hire more attorneys from diverse backgrounds at equitable salaries? • Tips for how to approach sourcing of candidates from diverse backgrounds

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	cultivating partnerships with HBCU's to recruit, retain, and hire candidates of color	