

# **HOW THE ALLY-TRAINEES WANT TO MAKE A DIFFERENCE**

## **Group Reports from the December Meetings of the Participants in the Ally-Ready Training Program**

### **Group 1:**

- Improving the recruitment of diverse lawyers
- Improving the hiring of diverse lawyers
- Improving the retention of diverse lawyers
- Promote/plan/deliver DEI training and dialogue with/among existing employees

### **Group 2:**

- Creation of an inclusive environment
  - Elimination of exclusive language (“hey guys”); promoting inclusive language
  - Intentional integration of new lawyers from historically excluded groups
  - Create a cultural baseline for a mutually supportive organization
  - Understand what is and isn’t OK; e.g., because someone is making a joke doesn’t make exclusive or discriminatory remarks acceptable
  - Step outside usual circles to bring others in; stop us v. them culture
  - Get more men involved

### **Group 3:**

- Improving the retention of diverse employees
  - Set people up for success
  - Liaison programs
- Creation of an inclusive environment
- Promote/plan/deliver DEI training and dialogue with/among existing employees
  - Book clubs (see also Group 6: Book and video clubs)
  - Provide opportunities for discussion; open meetings for everyone (including staff at all levels)

### **Group 4:**

- Creation of an inclusive environment
  - Follow-up with management re change in email signatures to allow for pronouns (see also Group 5)
  - Think more about positional power and how it affects others at work; check in regularly with those who do not hold positional power to mitigate the negative effects of positional power
  - Help employees who may experience bias at work feel comfortable coming to me if needed
  - Understand better and focus more on intersectionality
- Promote/plan/deliver DEI training and dialogue
  - Cross—programming with firm affinity groups to recognize intersectionality
- ACBA/PLDIC Programming
  - Program directed at firms, particularly small firms, about how to begin implementing a DEI program, since some don't know where to start; work with ACBA (and/or PLDIC) to promote same
  - Tell people at work about events/opportunities at PLDIC; get more partners and associates involved (see also Group 6)

### **Group 5:**

- Improving the recruitment of diverse lawyers
  - Contribute to the creation of a Pittsburgh “look book” for diverse candidates
- Improving the retention of diverse lawyers
  - Identify the reasons (systemic/institutional) for low retention among diverse lawyers
- Promote/plan/deliver DEI training and dialogue with/among existing employees
  - Identify other people at work who are interested in exploring D/E/I issues; point them to resources to become the change (starting the personal level of change to move towards creating cultural change)
- Creation of an inclusive environment
  - Universal identification/official company roll-out of pronoun identification in signature blocks; internal marketing to explain the meaning and purpose (see also Group 4)
  - Review internal relationships and behaviors, e.g., staff treatment of diverse attorneys
- ACBA/PLDIC Programming
  - Provide targeted programming and services related to D&I (ACBA)
- Outward facing

- Review political action committee process and decision making; elevate ideas, proposal legislation and candidates to the PAC based on diversity goals

### **Group 6:**

- Promote/plan/deliver DEI training and dialogue with/among existing employees
  - Help coach teammates and business clients to say how they feel and be able to discuss these sensitive topics without fear, i.e., create Brave Spaces
  - Get more partners and associates involved in the PLDIC trainings and offerings (filter people to PLDIC) (see also Group 4)
  - Help others to overcome the concept that they already know everything they need to know about DEI
- Creation of an inclusive environment
  - Find way to initiate more meaningful small talk and be more mindful about how we use small talk to make connections with others; one example: lunchtime breakouts with diverse groups where you just lunch and chat
  - Book club/video club (see also Group 3)
  - Be more mindful in finding ways to get differences in front of people, e.g., national days of cultural celebrations, diverse holidays, etc. and provide links to more information about the celebration/event/culture