



Diversity

II. IMPROVING THE LEGAL SYSTEM

Themes:

- Thinking of this sheet as a launching point for conversations about diversity and ways to create an environment where diversity can grow and thrive.

Conversation Starters:

- What does diversity in the legal profession look like?
- What are the barriers for underrepresented groups?
 - What is the impact for you?
 - What can you do to overcome these barriers?
 - What can I do as your mentor to support you in removing or overcoming those barriers?
- Why does this issue matter within the legal community?
- How can the profession be made more equitable and inclusive?

Activities:

- Attend a meeting of a minority bar association or other minority community organization in your community, consider joining as a member. Discuss the following questions with your mentor:
 - What was discussed at the meeting?
 - What did you learn from the meeting?
 - How could you apply what you've learned to your practice?
- Look at the WSBA Diversity Plan.

Resources:

- Discuss what additional resources the mentor/mentee have found useful in their own practice.
- [WSBA Diversity and Inclusion Plan](#)
- [Video](#), Disability Law Center

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Resources (continued):

- Disability Resources
 - [Disability Rights Washington](#)
 - [Job Accommodation Network](#)
“Accommodation Information by Disability: A to Z”
 - [Disability Rights Legal Center](#)
 - [National Alliance on Mental Illness Washington](#)
 - [Northwest ADA Center](#)
- BIPOC Resources
 - [Lee Simmons, Why are Law Firms Failing on Diversity? Stanford Business](#)
 - [NW Sidebar: Cultural Competency is Good Business for Lawyers and the Profession](#)
- Caretaker Resources
 - [Elizabeth Poh, The Mommy Track: New Variations on the Balancing Act for Attorney Mothers p. 37](#)
- Diversity and Inclusion Resources
 - [ABA Implicit Bias Videos and Toolkit](#)
 - [ABA Diversity Resources](#)
 - [Northwest Justice Project](#)
 - [Christine W. Young and John T. Hendricks, Out and About: The LGBT Experience in the Legal Profession](#)