Diversity

Themes:

- Thinking of this sheet as a launching point for conversations about diversity and ways to be 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?
- 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
Diversity

Resources (continued):

- 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
- Simmons, Lee, Why are Law Firms Failing on Diversity? Stanford Business
- Elizabeth Poh, The Mommy Track: New Variations on the Balancing Act for Attorney Mothers
- NW Sidebar: Cultural Competency is Good Business for Lawyers and the Profession
- ABA Implicit Bias Videos and Toolkit
- ABA Diversity Resources
- Northwest Justice Projects
- Christine W. Young and John T. Hendricks, Out and About: The LGBT Experience in the Legal Profession