

DIVERSITY, EQUITY AND INCLUSION IN THE MODERN PRACTICE



A more diverse and inclusive legal profession is not only beneficial for attorneys and law firms, but also for our clients. Diverse attorneys and teams provide diverse opinions which goes directly to the heart of the legal profession. But diversity and inclusiveness is not borne out of policies and programs. So how do we foster an environment of diversity and inclusion? What does it mean? And how can we be leaders in the industry?

The panelists will address diversity and inclusion as it relates to race, ethnicity, and gender as well as an overview of relevant LGBTQIA+ topics, including sexual orientation and identification. The panelists will also provide useful tips concerning pronouns, gender, sexuality, and identification that can aid practitioners and the clients we serve. Members will be taught best practices that can be implemented in their law firms and businesses.



PANEL MEMBERS



This impressive panel will be moderated by immediate past president of the American Bar Association, Reginald Turner. He is a lawyer with Clark Hill and is an accomplished litigator and government affairs advocate. Reginald is the past president of the National Bar Association and the State Bar of Michigan and served as chair of the ABA Commission on Racial and Ethnic Diversity in the Profession.



Carmen Bickerdt is a Partner in Bowman and Brooke's Detroit office. She is a member of the firm's Diversity and Inclusion Partner Committee. In that role, she promotes the firm's overall Diversity and Inclusion efforts with a specific emphasis on Associate Attorney development.



PANEL MEMBERS



Kristina Bilowus is an Assistant Director of Career Development at MSU College of Law. Previously, Kristina worked in private practice as a family law and criminal defense attorney in the metro Detroit area. She currently serves on various boards and professional organizations including being the Chair of DE&I Committee of the Oakland County Bar Association, Co-Chair of the DE&I Committee for the Ingham County Bar Association, Immediate Past President of the Women Bar Association, and Immediate Past Chair of the Young Lawyers Section (YLS) of State Bar of Michigan.



Sarah is a Partner at Ottenwess Law whose practice focuses primarily on medical malpractice defense, professional liability, and executive employment matters.



AGENDA

- ❖ What is Diversity, Equity and Inclusion?
- ❖ Why is it important in the workplace and what it can look like in the workplace?
- ❖ What can we do in the workplace to make a difference and foster environment of inclusivity?
- ❖ What can be done to increase equity in the legal field?
- ❖ Resources
- ❖ Q & A



WHAT IS DIVERSITY, EQUITY, AND INCLUSION?

DIVERSITY

Recognizing our individual differences



EQUITY

Equity promotes justice, fairness and impartiality



INCLUSION

All are respected, belong and are able to achieve their full potential



Some language and images have been adopted from <https://www.interexchange.org>

WHAT IS DIVERSITY, EQUITY, AND INCLUSION?

“Diversity is the presence of differences that enrich our workplace. Some examples of diversity may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis) ability, age, religious commitment, or political perspective in our workplace.”

“Equity is ensuring that access, resources, and opportunities are provided for all to succeed and grow, especially for those who are underrepresented and have been historically disadvantaged.”

“Inclusion is a workplace culture that is welcoming to all people regardless of race, ethnicity, sex, gender identity, age, abilities, and religion and everyone is valued, respected and able to reach their full potential.”



WHY IS DEI IMPORTANT IN THE WORKPLACE?

To Win for Our Clients

To be the Best

Long-term Success



WHAT CAN WE DO
IN THE WORKPLACE TO
MAKE A DIFFERENCE?



WHAT CAN WE DO IN THE WORKPLACE TO MAKE A DIFFERENCE?



- **Mentorship (formal and informal)**
- **Reach out**
- **Hiring**
- **Networking**
- **Real Dialogue**
- **DEI Committee**
- **DEI training for leadership/managers**

HOW TO ADDRESS RACE, ETHNICITY, GENDER, SEXUAL ORIENTATION, & DISABILITIES IN THE WORKPLACE

- **Openness**
- **Education**
- **Communication**
- **Ongoing opportunity for growth**



RESOURCES

- <https://www.americanbar.org/groups/diversity/?login> (ABA D&I Center)
- <https://www.nalp.org/diversitybestpracticesguide> (NALP Diversity Best Practices Guide)
- <https://www.americanbar.org/groups/diversity/resources/implicit-bias/> (ABA resources and toolkit re implicit bias)
- <https://www.racialequitytools.org/resources/act/communicating/implicit-bias> (Racial equity tools)
- <https://www.nea.org/resource-library/implicit-bias-microaggressions-and-stereotypes-resources> (National Education Resources)
- <https://www.michbar.org/generalinfo/raceandjustice> (SBM resources on race and justice)
- <https://www.dcbar.org/getmedia/c10cfbb4-3ccb-4d33-82c4-f481d7b83ea0/Lawyers-Toolkit-for-Diversity-Inclusion> (DC Bar Toolkit)
- <https://www.washington.edu/research/or/office-of-research-diversity-equity-and-inclusion/dei-definitions/>
- <https://benevity.com/resources/promote-diversity-equity-inclusion?hsLang=en-ca>
- <https://www.ccl.org/articles/leading-effectively-articles/5-powerful-ways-to-take-real-action-on-dei-diversity-equity-inclusion/>



QUESTIONS?

