

# Diversity & Inclusion Resources

ACPC 2021 Summer Meeting





## **National Association of Minority and Women-Owned Law Firms (NAMWOLF)**

The [National Association of Minority & Women Owned Law Firms \(NAMWOLF\)](#), founded in 2001, is a nonprofit trade association comprised of minority and women owned law firms and other interested parties throughout the United States. Its mission is to promote diversity in the legal profession by fostering successful relationships among preeminent minority and women owned law firms and private/public entities.

[NAMWOLF: Corporate Counsel Guide](#)

[Leveraging NAMWOLF: Best Practices for In-House Counsel](#)

[NAMWOLF Inclusion Initiative](#)

[Legal Department Diversity & Inclusion Maturity Model](#)

[NAMWOLF White Paper: Strategic Sourcing - A Guide for Creating an Effective and Sustainable Legal Supplier Diversity Program](#)



## American Bar Association (ABA)

The [ABA](#) is one of the largest professional legal organizations in the US. It has compiled significant information and worked with other organizations and continues to develop new [resources](#) and [toolkits](#) on issues of diversity and inclusion within the legal profession.

[ABA Resolution 113](#) and the [GC Pledge \(Additional Signatories\)](#)

[2020 ABA Model Diversity Survey](#)

[You Can't Change What You Can't See: Interrupting Racial & Gender Bias in the Legal Profession](#)



## Diversity Lab and ChIPs

[Diversity Lab](#) is an incubator for innovative ideas and solutions that boost diversity and inclusion in law. Experimental ideas are created through its Hackathons and piloted in collaboration with more than 150 top law firms and legal departments across the country.

[Strategies and Tactics For In-House Legal Departments to Improve Outside Counsel Diversity](#)

[Move the Needle Fund](#)

[ChIPs](#) (“chiefs in intellectual property”) is a nonprofit organization that advances and connects women in technology, law and policy. It seeks to accelerate innovation through diversity of thought, participation and engagement.



# Minority Corporate Counsel Association (MCCA)

The [Minority Corporate Counsel Association](#) (MCCA) is committed to advancing the hiring, retention and promotion of diverse lawyers in law departments and law firms by providing research, best practices, professional development and training; and through pipeline initiatives.

Amongst other initiatives, MCCA works with Vault to conduct [annual law firm diversity surveys](#) that are available for free! They also have a collection of resources in their [Dear Outside Counsel Materials](#) and Case Studies, including:

[Boehringer Ingelheim](#)

[Intel](#)

[Barclays](#)



# Facebook

## Engagement & Billing Guidelines for Outside Counsel (January 2021)

### Diversity.

- a. Diversity: Facebook greatly values diversity and strives to have a workforce that reflects the diversity of the community we serve. Our internal hiring practices are in line with this objective and we would like to strive to achieve this goal externally with our partners (“you”). As such, we expect a similar commitment from you and ask that you take this into consideration when you assemble teams to work on our matters. To that end, on all matters going forward, we expect that:
  - i. In the U.S., at least fifty percent of your team, staffed across all Facebook matters, will be comprised of women and minorities; and
  - ii. The women and minorities that are staffed on our matters will be given clear and measurable high value opportunities (e.g., to serve as a relationship manager, make significant contributions in the courtroom or on deals, etc.); and



# Facebook

## Engagement & Billing Guidelines for Outside Counsel (January 2021) cont'd.

- iii. You will identify a primary point of contact (“POC”) at your firm whom will provide metrics to our Legal Operations team relating to the status of how you are meeting the diversity expectations we set forth, including, but not limited, at Facebook’s request, to completing the ABA Model Diversity Survey or such other survey as we may provide from time-to-time. Every 6 months, at our request, the POC must provide a comprehensive report detailing your performance in reaching and maintaining our diversity expectations.
- iv. If requested by Facebook, your POC or another appropriate member of your firm will meet with representatives of our legal team to discuss ways in which we might collaborate together to drive positive impacts to diversify the legal industry.



# Corporate D&I Outside Counsel Policies

[Microsoft](#)

[Intel](#)

[PepsiCo](#)

*We would like to create a repository of model D&I guidelines for outside counsel. Please provide us with a link if publicly available or an excerpt of the relevant section if you would like to have it added to this resource document.*