

Call to Action Commitment

Ask diverse colleagues how I can help advance their career path.

Mentor a young black student.

Keep involving self in groups that differ from me.

Attend and participate in a minority event outside the legal profession.

Continue discussions with in house counsel of major corporations to the diversification of trial teams & expert witnesses so that our trial teams reflect our jury panels.

Arrange to speak about careers in law at a minority high school, think of one of my privileges and find a way to use it to increase inclusion, work on one way my work place could better accommodate people with physical challenges.

I will invite more diverse groups to my next Barristers event.

Support a mentoring program which focuses on inclusion & diversity, provide intentionally diverse social opportunities for persons in the office.

Practice honesty about my personal biases and privilege. Engage others in conversation about these previously taboo topics so that I can strengthen my accountability and inspire others to think about their own biases.

Use the office and employees as a think tank for inclusive approaches to doing our current jobs. Listen!

Become active on the diversity committee.

Examine how my office can move from segregation to inclusion.

Move beyond my ordinary boundaries of my life to experience something new & different, and vote democrat.

Re-engage with the diversity & inclusion council at my workplace to help identify more ways we can transform our organization to make it better for everyone.

I will organize a diverse fashion show.

Reach out to a diverse colleague in the bar and meet for lunch, discuss our practices and recent challenges.

Attend more bar association events to interact with more young & diverse attorneys.

Attend Barristers Diversity Mixer on Oct. 25, continue to mentor buddies from diversity CLE.

Follow up with my 'buddy match' buddies and continue to make an effort to stay in touch with them for the rest of law school & beyond.

Mentor a diverse law student and invite him/her to a future networking event.

Be more aware of my privilege, listen more, mentor a student.

Mentor a younger lawyer/student to share my system for developing an area of practice that has proven highly successful

Hire a diverse class of summer interns!

Talk to people before I talk about them.

Raise awareness of socioeconomic diversity among our student body & the surrounding community.

Continue building relationships and trust with associates & members of our firm to ENCOURAGE inclusion & improve firm culture!

Mentor two diverse law students during 2018-19.

Read 3 books by or about a diverse person, one fictional, one biography & one historical.

Have discussions with firm about diversity issues and ways to promote inclusiveness.

Play privilege bingo with the clinic faculty & staff, hold a cultural competence workshop w/ legal clinic, mentor my KBA mentor, Samantha, hire with a diversity minded focus, go to BECK w/ a friend!

Mentor diverse law student/actively recruit diverse students, encourage all partners to be more intentional in diversity competence.

Attend or sign up for professional events where I can participate in diversity/inclusion conversations/actions in the local area, discuss with other law firms what they are doing to foster diversity/inclusion.

Create an office client advisory board - diverse former clients who will help us to understand how we communicate w/ clients & how our actions impact them.

Start a conversation in my organization about what impacted me today.
Focus on hiring diversity, Question myself on my privileges, do a better job in the classroom of helping students appreciate & understand the consequences of social exclusion.
Continue to work to change our broken and racist criminal 'justice' system.
Commit to being more aware and less reactionary especially in electronic communications/social media. Actively listen to people with different experiences than me. Commit to meet a neighbor/coworker outside my usual circle in a social setting & create a personal relationship with someone from a different cultural background.
Participate in an event or find an opportunity which allows children to ask me career/education questions.
Go to my 2nd Urban League Meeting. Go to Beck Cultural Exchange Center for another community step up meeting. Follow Vicki Clark on Social Media and repost helpful content to help start a discussion. Suggest Vicki Clark to various groups as a speaker.
Participate in viewing of Kavanaugh confirmation hearings at UT Law and plan to participate in educating the community. Go see McClane Museum exhibit on civil rights.
Interact with persons who maybe excluded from things I do due to the lack of diversity and inclusion. I would like to seek their input on what things make them feel excluded or devalued. Discuss with them what I can do to help them overcome not being included or being devalued and increase my understanding.
Share my story.
Create an opportunity for Law Students to interact with a group of diverse attorneys.
Engage in honest conversations with people who have different political views, ask questions to move closer to cultural competence.
Break out of my routine and professional circle and reach out to someone who is different from me and engage in honest conversation about bias and privilege.
KBA mentor for the moment program and take to groups about success.
Invite law students to a KBA event and attend the event with them.
Work to organize an Associate Development forum that will touch on issues of diversity, inclusion and cultural competence among associates at firm. Additionally, work to invite partners to the forum to reach across different age ranges among the firm.
I'm going to work to be more intentional with my interactions with co-workers by listening more to prior successes and challenges and working to provide help if possible.
Invite my "buddy" Ami to my office and introduce her throughout the firm.
Commit to working on my self awareness of my implicit biases.
Engage in uncomfortable conversations. Recognize my own privilege.
Talk with co-workers from different cultures about their experiences working at our firm and whether they feel included. If not what I can do to change that.
Take a diverse law student to a networking/business connection-building event.
Evaluate current practices within my office and create an action plan to increase the level of diversity, inclusion and cultural competence of myself, coworkers, and the policies of my office.
I will continue to increase my knowledge in this area and work on my biases.
endeavor to better understand the circumstances and views of victims of sexual violence and assault.
I will not be silent when someone express a stereotype or a bias. I will point out that their thinking is not based on the person and that they can choose to resist relying on assumptions and stereotypes about people.
Increase my awareness of subtle bias.
I am going to commit to a statewide project to increase awareness.
Attend KAUL Gala Celebration in order to get to know people in my community that I have failed to interact with so far.

On October 28-30, I will travel to D.C. with our diversity and Inclusion staff, to participate in the annual leadership institute and to meet with representatives of the six HBC law schools who will be attending to discuss what we can do to increase interest in participating in our summer legal clerkship program- our pipeline.

I will communicate with friends and family about our shared privilege and over responsibility to those without privilege. I will be open with others about my biases and ask them to do the same.

Take what I have learned and heard today to my firms next committee meeting as we evaluate 2L summer associates candidates.