

Welcome!

Thank you for joining the webinar titled "Finding the Phoenix in the Ashes of 2020: Using Our Positions in Law to Achieve Diverse and Inclusive Workplaces That Promote Justice in the World Around Us."

The recorded session will begin shortly. Please stay on mute with your webcam turned off while the session is playing.

The panel moderator will inform you when to turn your webcam on and unmute your microphone for the interactive live Q&A with the panel.

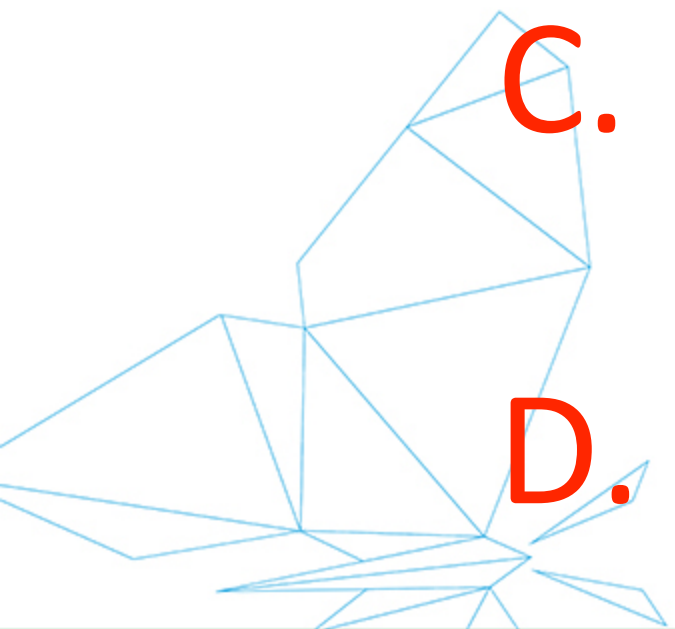


Pop Up Question



The following are steps employers can take to increase gender inclusivity:

- A.** Have documents and nametags that are inclusive of all genders and personal pronouns, for example “spouse” instead of “husband” or “wife.”
- B.** Have a family leave policy that treats all parents equally.
- C.** Provide health insurance for infertility treatment, including same-sex parents.
- D.** All of the above.



If comfortable, please unmute your microphone and turn on your webcam for a live Q&A with the panel.

1) How do you start conversations with clients or counsel about what their expectations are with respect to DEI?

2) What have you found successful and what are your present challenges in increasing your company's/law firm's DEI?



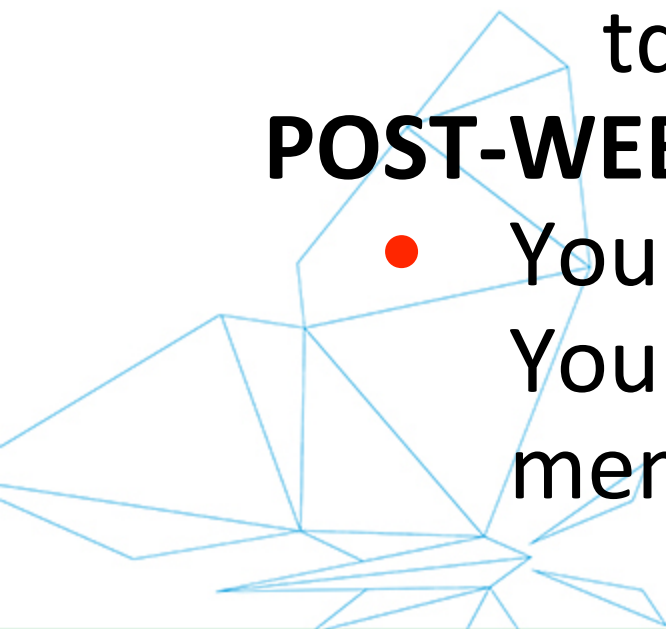
CLE & Post-Webinar Survey

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RIDING THE WINGS OF TRANSFORMATION

THE POWER OF RADICAL & FUNDAMENTAL CHANGE



2021 INTERNATIONAL CLIENT SEMINAR

DE&I

JEOPARDY!



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JEOPARDY!



Statistics	Equality for All	Potpourri	Special Gifts	A World of Culture	Milestone Accomplishments
100	100	100	100	100	100
200	200	200	200	200	200
300	300	300	300	300	300
400	400	400	400	400	400
500	500	500	500	500	500

Statistics for \$100

Answer:

*15% more financially
successful than other
companies.*

Question:

*What are gender diverse
companies?*



JEOPARDY!



Statistics	Equality for All	Potpourri	Special Gifts	A World of Culture	Milestone Accomplishments
100	100	100	100	100	100
200	200	200	200	200	200
300	300	300	300	300	300
400	400	400	400	400	400
500	500	500	500	500	500

Statistics for \$200

Answer:

*They outperform other
companies by 35%.*

Question:

*What are ethnically diverse
companies?*



JEOPARDY!



Statistics	Equality for All	Potpourri	Special Gifts	A World of Culture	Milestone Accomplishments
100	100	100	100	100	100
200	200	200	200	200	200
300	300	300	300	300	300
400	400	400	400	400	400
500	500	500	500	500	500

Equality for All for \$100

Answer:

*Age, education, nationality,
gender, physical abilities,
religion, sexual orientation
and race.*

Question:

*What does diversity within
the workforce look like?*



JEOPARDY!



Statistics	Equality for All	Potpourri	Special Gifts	A World of Culture	Milestone Accomplishments
100	100	100	100	100	100
200	200	200	200	200	200
300	300	300	300	300	300
400	400	400	400	400	400
500	500	500	500	500	500

A World of Culture for \$200

DAILY DOUBLE

Answer:

*Creating an infrastructure that
promotes belonging among
diverse employees.*

Question:

What is inclusion?



JEOPARDY!



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100	100	100	100	100	100
200	200	200	200	200	200
300	300	300	300	300	300
400	400	400	400	400	400
500	500	500	500	500	500

*Milestone
Accomplishments
for \$100*

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Answer:

*From an HR directive to a
core business competency.*

Question:

How has DE&I changed?



JEOPARDY!



Statistics	Equality for All	Potpourri	Special Gifts	A World of Culture	Milestone Accomplishments
100	100	100	100	100	100
200	200	200	200	200	200
300	300	300	300	300	300
400	400	400	400	400	400
500	500	500	500	500	500

Potpourri for \$400

Answer:

Consider equivalent experience for educational requirements; promote an open position through a range of media; emphasize your commitment to diversity.

Question:

*What are some ways to
increase diversity in the
workplace?*

The logo for the 'Final Jeopardy!' round of the game show Jeopardy!. The word 'FINAL' is in a blue, blocky, sans-serif font at the top. Below it, the word 'JEOPARDY!' is in a larger, silver, blocky, sans-serif font with a 3D effect and a black outline. The background is a vibrant space scene with a bright orange and yellow sun or star in the center, surrounded by purple and blue nebulae and stars.

FINAL JEOPARDY!



JEOPARDY!



Statistics	Equality for All	Potpourri	Special Gifts	A World of Culture	Milestone Accomplishments
100	100	100	100	100	100
200	200	200	200	200	200
300	300	300	300	300	300
400	400	400	400	400	400
500	500	500	500	500	500

Special Gifts

Answer:

*The desire in his childhood
to catch every insect
inspired Satoshi Tajiri to
create this 1996 game.*

Question:

*What is Pokemon
Red and Green?*

*It earned \$92.121 **billion***

Five For the Road

- Be intentional in your in meeting DEI goals and measure your progress.
- Seek out diverse employees, vendors, partners, etc. and measure your progress.
- Convene candid conversations to increase awareness of this business imperative.
- Invest in the career development of diverse employees and outside counsel.
- Ask for help from others who are living this commitment.

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**THANK YOU
FOR PLAYING**

**DE&I
JEOPARDY!**