

# Four Ways to Move the Needle for Diversity & Inclusion in Your Organization

On a national level, we're having a conversation on race that hasn't happened in a long time. For the first time, the scale and depth of these conversations feel real.

We must continue the momentum by turning discussions into actual change, while also holding our organizations accountable for the change they want to affect.

Yvette Beale and Akshay Verma share four ways to move the needle for D&I.



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## 1. Educational Training

We have to be aware of our implicit biases. Everyone has them - that's not the bad thing. The bad thing is not being aware of it and not doing anything about it. The key is to create a culture that can have these discussions in an open, non-judgemental way.

## 2. Law Firm Selection

If you slice and dice diversity statistics in the law firm world, it's abysmal. Where does the power lie in law firms? With the equity partners - where there is a huge lack of diversity. Staffing matters with diverse attorneys is the baseline - there also needs to be diversity in the leadership roles to positively affect the balance of power.

## 3. Pro Bono Work

There's so much energy around the question, "What can I do to help?" One of the most obvious answers is to give your team the opportunity to do Pro Bono work that helps minorities and other at-need groups.

## 4. Work Segmentation

There's a perception that if you want the top-quality legal work, you need to go to a high-priced, white-shoe firm. This doesn't always have to be the case. If your organization insists on using such a firm, make sure the right external partners are doing the right work from the tiered approach of work segmentation internally. Take a look at who's doing your top tier work, and if you really need them to take other work that usually ends up going to the same firm - which could easily be shifted to a minority or women-owned firm.

For more information, visit the links below:



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