

Moving the Needle: What the Legal Industry Can Do to Improve Diversity and Inclusion

In an industry that began with the principles of justice and equity, it is our responsibility to contribute to the fight for equality in our nation – and the world.

The countless conversations discussing the need to seek equality for all must translate into tangible actions.

Yvette Beale and Joel Stern share 11 ways to respond.



Yvette Beale, *Level 2 Legal Director of HR*
Joel Stern, *Namwolf CEO*

1. **Speak**
Never be silent when you observe racist behavior.
2. **Discover**
Hear from different perspectives by attending D&I round tables and seminars.
3. **Learn**
Educate yourself on history to better understand the present -- and what being black in America is like.
4. **Mentor**
Reach out to minority law students (including HBCU law schools) and offer to help them.
5. **Advocate**
Sign petitions for justice and contact local representatives to communicate your community need for equality and reform.
6. **Give**
Donate to causes that are fighting racial injustice.
7. **Initiate**
Create the opportunity for open, empathetic conversations about social-economic events.
8. **Listen**
Patiently help people understand their biases and take steps to minimize them.
9. **Support**
Find affinity organizations and aid them in their fight for equality in the legal profession.
10. **Create**
Construct a culture of inclusion in whatever you're doing – at home or in the office.
11. **Persevere**
“Diversity fatigue” is not an excuse—don't give up in this long and challenging fight for what is right.

For more information, visit the links below:

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