Our DEI Committee is Off to a Strong Start

by Natalie Thorsen Harris, Esq. and Kathy Richardson, Esq.

In our last newsletter, the Board invited membership (both search firm and law firm members) to submit ideas and suggestions regarding the NALSC DEI Committee's mission and activities. Members also were encouraged to indicate if they are interested in serving on the committee now or in the future. The Board received an excellent response from the newsletter and had great discussions and suggestions during several sessions at the NALSC Conference in Nashville.

One of the strongest and most consistent recommendations from membership was that NALSC needs a top-down, data-based approach as we create the DEI committee and set its goals. Latesha Byrd, a 2022 LinkedIn Top Voice and DEI consultant, wrote in a recent article, "DEI strategies have to start at the top. Senior leaders and stakeholders need to communicate what DEI means to team members and why it matters to the company. Leadership must be clear about where the company is starting from."

Many members recommended DEI training for the Board so that the Board is better educated on these topics as it forms the DEI Committee and helps shape its goals. Several NALSC members gave examples of non-profit organizations that have had great success with top-down approaches to DEI. The Board is exploring this recommendation.

We appreciate each member of NALSC who offered support and ideas for our DEI Committee. If you have additional suggestions, or if you are looking to be part of the committee, please contact Natalie Harris or Kathy Richardson.

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