

B+I Committee

Action by Arthur J. Polott, Esq.

NALSC proudly works to enhance the image of the legal search profession through public relations and by providing education and information on trends and issues in the marketplace. In 2024, to add further value to our membership and the communities we serve, NALSC leadership moved to establish a committee to actively promote a welcoming environment. We envisioned welcoming recruiters from varied backgrounds and geographic locations to NALSC, enhancing the NALSC brand in the legal industry, engaging with issues around diversity, and expanding program offerings.

I was asked to Chair this new committee and it has been a highly rewarding experience! I am grateful to the outstanding volunteers who joined us in our work. Sincere thanks go out to Esther Alpert, Ethel Badawi, Natalie Thorsen Harris, Katie McMahon, Gary Miles, Patrick Moya, Melissa Peters, Kathy Richardson, Connie Rinaldi, Regina Robbins, Bahareh Samanian, Stuart TenHoor.

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In 2024 our group met monthly and we built consensus around our organizing principles. We call our committee the *Belonging and Inclusion Committee* (B+I Committee) and developed the following which were adopted by NALSC’s Board:

Mission Statement: Actively promote belonging and inclusion within the NALSC community and the legal communities we serve.

Statement of Purpose: NALSC is committed to creating a vibrant community where the needs, perspectives, and contributions of all legal search consultants are valued and integrated into our association. Therefore, we aim to increase awareness and actively promote belonging and inclusion within the NALSC community and the legal communities we serve.

Value Statement - NALSC is committed to:

- Prioritizing, promoting, and building an inclusive community.
- Creating a community where the needs, perspectives, and contributions of all members are always welcomed and considered.
- Educating members about belonging and inclusion.
- Encouraging members to proactively present and hire candidates from traditionally underrepresented communities for their searches and/or within their organizations.



ABOUT THE AUTHOR:

Arthur Polott, Esq. is a NALSC Director Emeritus as well as the Chair of the Belonging + Inclusion Committee. Arthur is also the Owner/Recruiter of Gateway Legal Placements, LLC.

P: (202) 470-5220

E: arthur@gatewaylegal.com

W: www.gatewaylegal.com

The Committee currently is developing a series of conversations and presentations around the issue of pay equity. The first such conversation will be presented as a Roundtable discussion led by Kathy Richardson, a former Board Member, at the 2025 NALSC Annual Conference in Miami. In addition, future work of the B+I Committee will include building relationships with affinity organizations around the country, engaging with the Advisory Board to co-create/co-sponsor programs, and developing other educational series to promote belonging and inclusion.

I am excited by what this committee can contribute to NALSC. Specifically, I expect our efforts will, among other things, promote innovation and creativity, foster stronger member engagement, expand NALSC membership, improve the reputation of NALSC, foster more collaboration and mutual respect, yield better decision making, and promote more satisfaction and “stickiness” for our members.

The B+I Committee is open to all NALSC members, not just members of the Board. If you wish to be part of this important work, please contact us at info@NALSC.org.