



FUTURES FORUM

UNIVERSAL INCLUSION: A LAW FIRM IMPERATIVE

April 13, 2021

SUPPLEMENTAL RESOURCES

Links Cited During the Session

<https://www.law.com/2018/06/27/talent-is-your-biggest-asset-all-of-the-talent/>

<https://hbr.org/2021/04/to-build-a-diverse-company-for-the-long-term-develop-junior-talent>

Results from Polls Conducted During the Session

POLLING QUESTION 1: Does your firm collect diversity data for staff?

- Yes: **[39 = 72%]**
- No: **[6 = 11%]**
- Don't Know: **[9 = 17%]**

POLLING QUESTION 2: For those who answered yes, do you collect diversity data in an ongoing way or is it just during the onboarding process for new employees?

- Collected During Onboarding Only: **[18 = 38%]**
- Collected on an Ongoing Basis (Annually, Biannually, etc.): **[19 = 40%]**
- Not Sure: **[10 = 21%]**

POLLING QUESTION 3: Does your firm include staff in employee resource groups (ERGs)/Affinity Groups?

- We Have Groups Only for Lawyers: **[19 = 44%]**
- We Have Separate Groups for Lawyers and Staff: **[3 = 7%]**
- We Have Groups That Include Staff and Lawyers Together: **[21 = 49%]**