

Office for Diversity, Equity,
Inclusion & Belonging

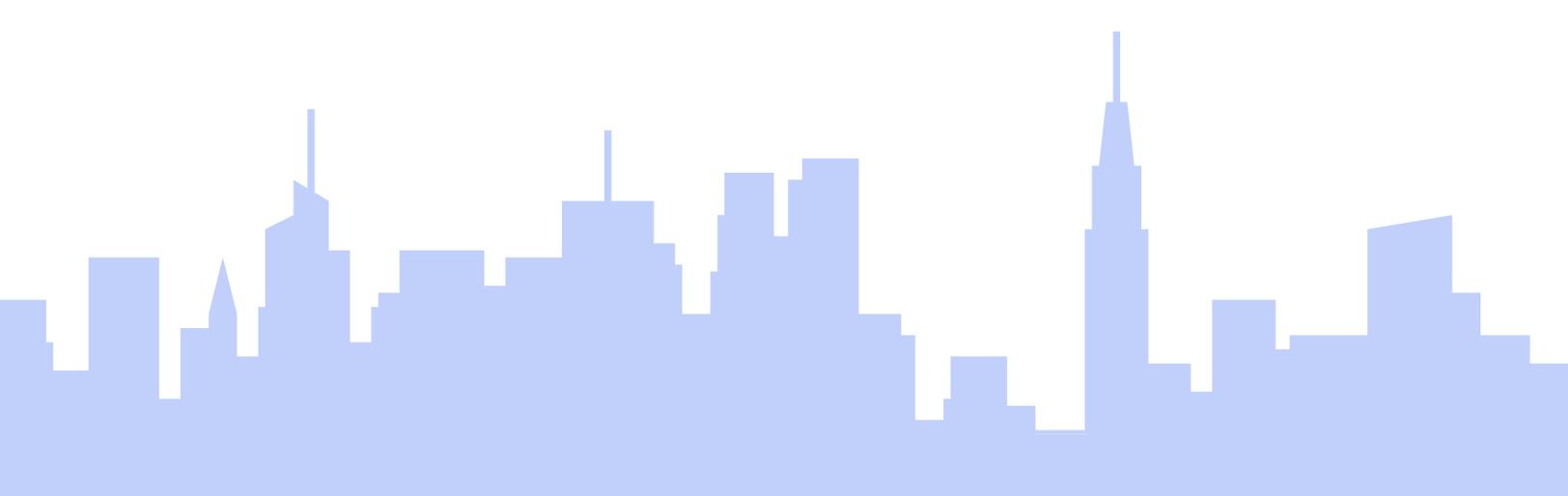
at the New York City Bar Association

2023 Sponsorship Guide

NEW YORK
CITY BAR

DIVERSITY





The Work

Together, with more than 160 signatory law firms and corporate legal departments, the New York City Bar Association’s Office for Diversity, Equity, Inclusion & Belonging (ODEIB) works to create a legal profession that represents the diverse country we live in. Our work starts with a pipeline to the profession; we assist underrepresented high school, college, and law students in preparing for a career in law. Then, we support lawyers across all levels of the industry, through our committee work, leadership training, speaking opportunities, education, and events that build community and awareness on important DEIB issues.

Make Change With Us

Corporate and law firm sponsorships are vital to sustaining and expanding our work. Join us in building a more equitable legal profession by sponsoring ODEIB at the Title, Premier, Leadership, or Partner level. Below is a snapshot of the meaningful impact of your partnership:



**associates trained in the
2022 ALI & ALI LITE**



**law firm and corporate
signatories supported
through exclusive events &
networking opportunities**



**students served through
the 2022 LSAT Prep &
Law School Conference**

Sponsorship Benefits

*STARRED = NEW BENEFIT

	TITLE \$25,000	PREMIER \$15,000	LEADERSHIP \$10,000	PARTNER \$5,000
EVENTS & Ads				
Annual Diversity & Inclusion Celebration Seats	4	2	1	
Ad Space in DiverseCITY Times* (one size-banner)	4	2	1	
Admission to select ODEIB events (including focus groups, panels, guest speaking events, and more)	✓	✓	✓	✓
Podcast Ad (on DEIB content approved by ODEIB)	4	2	1	
Host a DEIB event at your firm w/ ODEIB (see page 8 for descriptions)	✓	✓	✓	✓
Ad Space in Annual Diversity & Inclusion Champion Awards Celebration*	Full Page	Half Page	Quarter Page	
PROFESSIONAL DEVELOPMENT				
Signature Course: Beyond Bias Training w/ Tanya Martinez-Gallinucci	✓	✓	✓	✓
ERG Initiative Event**	✓	✓	✓	✓
ALI	8	5	2	20% Discount
ALI LITE	12	8	5	20% Discount
CLE's (tentative)				
SUPPORT EDUCATIONAL CONTENT				
Podcasts, resource sheets, social media, and courses	✓	✓	✓	✓

*Pending creatives approval by ODEIB
 **Subject to change

Looking for something not listed here? We can work with you to create a custom sponsorship. Please contact Tanya Martinez-Gallinucci at tmartinez@nycbar.org.

ODEIB À La Carte*

Customize your sponsorship package to fit your team's needs. Add more of what you like, swap out what you won't need.

		Early Action	Pay Later
Additional Seats			
Additional seats to programming at a discount		20% Discount	Full retail
Additional Ad Space**			
Additional ad space in ODEIB's monthly newsletter- DiverseCITY Times		\$80	\$100
Additional ad space in Annual Diversity & Inclusion Celebration Event ad journal	Full Page	\$800	\$1,000
	Half Page	\$600	\$750
	Quarter Page	\$400	\$500
ALI Seats			
Additional seats for ALI 2023		\$2,400	\$3,000
ALI LITE Seats			
Additional seats for ALI LITE 2023		\$800	\$1,000

*À La Carte offerings available as a supplement to your base-level sponsorship

**Ads to be vetted by ODEIB prior to publishing



Diversity Pipeline Initiatives

HIGH SCHOOL

Thurgood Marshall Summer Law Internship Program

As part of the City Bar’s continued efforts to strengthen the pipeline to the profession, the Thurgood Marshall Summer Law Internship Program (TMSLIP) places highly qualified New York City public high school students with legal employers for the summer and provides them with professional development training. Employers for the 2022 program included Wachtell, Lipton, Rosen & Katz; Cravath, Swaine & Moore LLP; the Waterfront Commission of New York Harbor; the New York State Supreme Court; and many others.

Thurgood Marshall Professional Development Series

The Thurgood Marshall Professional Development Series (TMPDS) is designed to introduce more New York City public high school students to the legal profession. Held throughout the year, this program consists of expert presentations and panels on topics such as office culture, resume writing, and interviewing. Students and volunteer attorneys then break out into networking sessions for a more in-depth conversation.

COLLEGE

14th Annual LSAT Prep & Law School Conference

This comprehensive full-day conference for college students and recent graduates provides information on everything from the LSAT through the first year of law school. The program includes LSAT prep classes by leading providers, writing workshops, and panels with admissions representatives and law students from regional law schools. The conference culminates in a Networking and Admissions Fair.

This year’s conference will be the first in-person LSAT Prep & Law School Conference since 2020. As such, ODEIB sees this as an opportunity to revamp. We have expanded the panel and workshop selections to include more voices and cover more and new topics. The conference will also be open to high school students for the first time as we believe that early and frequent exposure to opportunities is the way forward.



Diversity Pipeline Initiatives

LAW
SCHOOL

C. Bainbridge Smith Scholarship

The C. Bainbridge Smith Scholarship Committee provides scholarships to second and third year NYC law students who have spent a significant portion of their lives in New York City, demonstrate character, intelligence and promising aptitude for the law, and face a special economic disadvantage (including lack of funds, or physical or cultural handicaps).

City Bar Diversity Fellowship Program

The New York City Bar Association Committee on Recruitment and Retention of Lawyers (the “Committee”) has been the proud sponsor of the City Bar’s Diversity Fellowship Program (the “Program”) since 1991.

Since then, more than 300 diverse and talented first year law students from eleven New York City area law schools have been given a rare and valuable opportunity: to spend their 1L summer in a law firm, or corporate or government legal department to better prepare them for careers in the law. Our goal is to provide first year law students from underrepresented populations the chance to spend a summer in one of New York’s most exciting legal environments.

The selection criteria for Program Fellows are demanding. As a result, we identify students who have proven themselves, even as 1Ls, capable of flourishing in the challenging settings that are today’s government offices, law firms and corporations. After completing a legal writing requirement, preparing a personal statement and being interviewed by a faculty-dominated screening committee at their respective schools, the candidates selected by their schools are then interviewed again by a panel of attorneys and other school representatives under the aegis of the Committee. Like the preliminary process at their schools, this interviewing panel also reviews the candidate’s undergraduate and law school transcripts, resume, personal statement and legal writing sample. Only those who pass this final hurdle are assigned to a participating employer.

Associate Leadership Institute

*Signature Program for Associates from
Historically Excluded Backgrounds*

“...It has been all the more rewarding for those discussions to have been led by lawyers who not only look like me, but who are thriving in their careers and are indeed leaders in our profession.”

–2020 ALI FELLOW

Overview

The Associate Leadership Institute (ALI) was established in 2017 in direct response to the City Bar’s quantitative and qualitative research, which identified several skills imperative to a law firm associate’s career progression. Through intensive training modules, keynote speakers, and networking opportunities, mid-level and senior associates are trained in business development, executive presence, leadership, and management skills. Further, Fellows gain insight on leveraging mentor and sponsor relationships, and building communication skills. Contact diversity@nycbar.org to learn more.



Registration

Make sure your associates benefit from this award-winning program by becoming a **Title, Premier, or Leadership** sponsor. The cost of registration for non-sponsoring firms is \$3,000 per associate, and Partner sponsors receive a discount on tuition. Nominations open in early 2023. Sponsors will be made aware of the nomination process and relevant dates via email.

SINCE 2017, 15 ALI FELLOWS HAVE BEEN PROMOTED TO PARTNER AND 14 TO OF COUNSEL, AT THESE FIRMS AND MORE:

Akin Gump Strauss Hauer & Feld LLP • Clifford Chance LLP • Cravath, Swaine & Moore LLP • Davis Polk & Wardwell LLP • Debevoise & Plimpton LLP • Kramer Levin LLP • Milbank LLP • Pillsbury Winthrop Shaw Pittman LLP • Reed Smith LLP • Sidley Austin LLP • Skadden, Arps, Meagher & Flom LLP • Sullivan & Cromwell LLP • Weil, Gotshal & Manges LLP

Overview

Born on Zoom and an instant success, the Associate Leadership Institute LITE (ALI LITE) was established in 2021 as a precursor for ALI. Where ALI focuses on 4th year associates and up, ALI LITE focuses on 1st to 3rd year associates. Through comprehensive training modules, keynote speakers, and networking opportunities, junior-level associates are trained in the business of law, the art of soliciting and leveraging feedback, and more. Further, Fellows gain insight on leveraging mentor and sponsor relationships, and building communication skills. Learn more by contacting us at diversity@nycbar.org.

“As a participant in the inaugural ALI LITE program in 2021, I was inspired by the authenticity of the speakers. Not only did the program teach us about the intricacies of law firms as businesses, it also broadened my horizons in terms of how to develop my career in a meaningful and fulfilling way.”

–2021 ALI LITE FELLOW

Registration

Make sure your associates benefit from this award-winning program by becoming a **Title, Premier, or Leadership** sponsor. The cost of registration for non-sponsoring firms is \$1,000 per associate, and Partner sponsors receive a discount on tuition. Nominations open Spring of 2023. Sponsors will be made aware of the nomination process and relevant date via email.



Sponsorship Benefits Overview

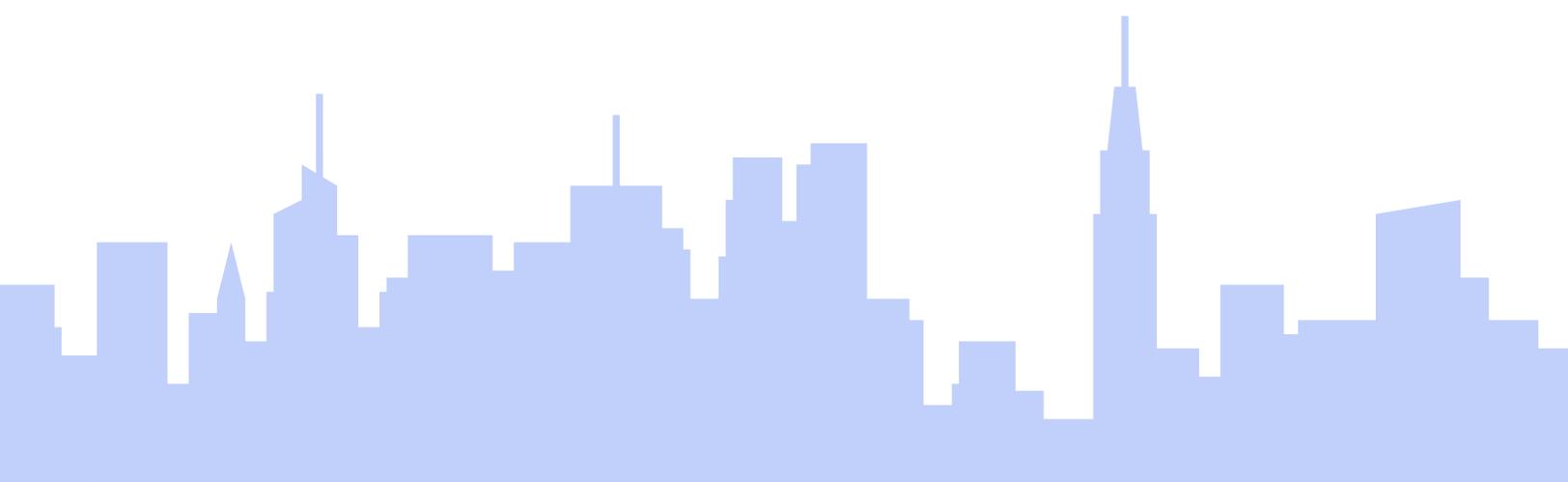
EVENTS

Annual Diversity & Inclusion Celebration

Since 2006, the City Bar has presented the Diversity Champion Award to honor individuals whose actions and activities embody the Statement of Diversity Principles. The award recognizes the critical role individuals have played in initiating and sustaining change in their organizations and in the overall New York legal community.

A new addition to the celebration as of 2022, ODEIB will also recognize the second annual Firestarter. A Firestarter is a thoughtleader, shining a light and igniting change on DEIB issues in the legal industry and beyond. Firestarters do not fit neatly into any one category and their work often goes unnoticed by the public. It is our mission to seek and celebrate both Champions and Firestarters, spreading the word about their vital work.

The 2023 Celebration Reception will be held in Fall 2023. Title, Premier, and Leadership sponsors receive ad space in the evening's dinner journal to showcase their efforts in the diversity and inclusion landscape.



**PROFESSIONAL
DEVELOPMENT**

Beyond Bias Training

A brand new offering for 2023, ODEIB joins your team either virtually or in-person to facilitate the next steps in anti-bias training. ODEIB believes that standard bias training is only the first step. Once we recognize that we all have biases, we then have the opportunity to start working to overcome them. Enter Beyond Bias Training, where we'll dive into the neuroscience behind bias and help you to develop a practice for deliberately combatting your biases.

Conversation Facilitation

ODEIB will assist in facilitating your team's DEIB conversation in-person or virtually. This could look like working through a conversation guide connected with one of our Building Belonging episodes or collaborating with your team to discuss pertinent DEIB topics of interest.

ERG 101

ODEIB will use 2023 to investigate how we can support our partners and their various ERG's and affinity groups. We hope to engage folks in focus groups to gather best practices and insights on what is going on in the industry. This will culminate in a conference/event and/or report -- to be decided and worked through with participating partners and stakeholders.

*À La Carte offerings available as a supplement to your base-level sponsorship



New York City Bar Association Diversity Committees

Diversity, Equity and Inclusion Committee

Made up of representatives from the City Bar's signatory law firms and companies as well as leading thinkers on diversity and inclusion issues. The Committee liaises with the Office to provide thought leadership and support for our signatories, and serves as a parent committee to the Diversity Cluster Committees.

Diversity Pipeline Initiatives

Provides high school, college, and law students with support for law school, exposure to various legal careers, professional and substantive skill development, and networking and mentoring opportunities.

Disability Law

Addresses issues including employment; housing; barrier-free design and construction; public accommodations; education; health care; transportation; activities of state, local and federal governments; and benefit systems.

Lesbian, Gay, Bisexual, Transgender, and Queer Rights

Addresses legal and policy issues as well as employment rules and procedures in legal institutions and in the court system affecting lesbians, gay men, bisexuals, and transgender individuals.

Minorities in the Courts

Focuses on the treatment of litigants, lawyers, and court personnel of color in New York's state and federal courts, and addresses topics to assist the development of minority lawyers and court personnel as well as the experiences of litigants within the court systems in New York State.

Minorities in the Profession

Addresses issues of concern to lawyers of color in New York, and provides networking opportunities for minority lawyers.

Recruitment and Retention of Lawyers

Addresses issues and policies concerning law firm and legal department recruitment and retention, primarily through the Association's Diversity Fellowship Program, which matches first-year law students from underrepresented populations with legal employers for summer employment.

Women in the Legal Profession

Focuses on the advancement of women in the legal profession, and addresses issues faced by women in law offices, corporate law departments, the public sector, and other legal settings.

In Their Words

“The (ALI) alumni network is an invaluable resource that you can access throughout your career for volunteer opportunities and for career advice.”

ASSOCIATE LEADERSHIP INSTITUTE

“I accepted an offer from [a law firm] last week. As I’m taking some time to reflect on the past year, I can say with certainty that this would have not been possible without the help of the Fellowship in getting my foot in the door. Once again, I’m so incredibly grateful for this opportunity - thank you.”

1L DIVERSITY FELLOWSHIP PROGRAM

“I am sincerely honored to have been selected as the recipient of the C. Bainbridge Smith Scholarship Award. Thank you for your generosity, which has allowed me to continue my educational endeavors during such uncertain times.”

C. BAINBRIDGE SMITH SCHOLARSHIP

“This is my second time attending this event (came a few years ago when I was fresh out of college). Finally taking the plunge and applying to schools for fall admission. Happy to connect with admissions reps from a few of the schools I applied to. Even secured a fee waiver for one! Thanks for a great event.”

LSAT PREP AND LAW SCHOOL CONFERENCE



“It’s a great program that helps folks like me - I’m the first high school graduate, first college graduate, and the first person to even begin to conceptualize going into the legal field. Programs like this are imperative.”

LAUNCHING YOUR CAREER

Thank You to Our 2022 Sponsors

Baker & Hostetler LLP
Brown Rudnick LLP
Cahill Gordon & Reindel LLP
Cleary Gottlieb Steen & Hamilton LLP
Clifford Chance US LLP
Covington & Burling LLP
Cravath Swaine & Moore LLP
Crowell & Moring LLP
Davis Polk & Wardwell LLP
Debevoise & Plimpton LLP
Faegre Drinker Biddle & Reath LLP
Fried, Frank, Harris, Shriver & Jacobson LLP
Gibson Dunn & Crutcher LLP
Gunderson Dettmer Stough LLP
Hogan Lovells US LLP
Hughes Hubbard & Reed LLP
Katten Muchin Rosenman LLP
Kirkland & Ellis LLP
Kramer Levin Neftalis & Frankel LLP
Latham & Watkins LLP
Loeb & Loeb LLP
Milbank LLP
Orrick, Herrington & Sutcliffe LLP
Patterson Belknap Webb & Tyler LLP
Paul Weiss LLP
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Seyfarth Shaw LLP
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