

20  
23

**Office for Diversity,  
Equity, Inclusion  
& Belonging**

**NEW YORK  
CITY BAR**

**DIVERSITY | EQUITY | INCLUSION | BELONGING**

**CONTACT THE OFFICE FOR DIVERSITY & INCLUSION**

**Tanya Martinez-Gallinucci**, (she/her)  
**Executive Director**  
tmartinez@nycbar.org | 212.382.6713

**Mary Ellen E. LaRosa**, (she/they)  
**Diversity & Inclusion Coordinator**  
pmukwaya@nycbar.org | 212.382.6773

**Angie Avila**, (she/her)  
**Development & Communications Manager**  
aavila@nycbar.org | 212.382.6773



@nycbardiversity



[linkedin.com/company/  
office-for-diversity-  
inclusion/](https://www.linkedin.com/company/office-for-diversity-inclusion/)



## Our 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 (the Office) 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, and events that build community. In May of 2022, the Office launched a rebrand to include belonging in the Office's title. More than just a modest edit in language, this change is not just symbolic but emphasizes our dedication in being an advocate for integrating the importance of belonging in every facet of the legal profession. It is the Office's mission to make 2023 the *Year of Belonging!*

## Now Is The Time To Join 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 the Office at the Title, Premier, Leadership, or Partner level. The following pages are a snapshot of the meaningful impact of your partnership.

## One-time Admission Fee Waived for New City Bar Members

Title, Premier, and Leadership Sponsors will have the admission fee, equivalent to one year of membership dues, waived for new members (amount dependent on sponsorship level). Take advantage of this special offer to advance professional goals, fulfill personal interests and serve the public good by joining a strong network of over 24,000 attorneys who call the New York City Bar their professional home.



# Diversity Pipeline Initiatives

HIGH  
SCHOOL

## Thurgood Marshall Summer Law Internship Program

As part of the City Bar's continual efforts to strengthen the pipeline to the profession, the Thurgood Marshall Summer Law Internship Program places New York City public high school students with legal employers for the summer and provides them with professional development training.

## Thurgood Marshall Professional Development Series

The Thurgood Marshall Professional Development Series is designed to introduce 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 professionalism, networking, and interviewing. Students and volunteer attorneys then break out into networking sessions, to provide students with practical skills and practice. Several of the workshops have included speakers from Law Firms ranging from big law to private practice.

COLLEGE

## LSAT Prep & Law School Conference

This comprehensive, one-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, as well as panels with admissions representatives and law students from regional law schools. The conference culminates with a Networking and Admissions Fair.

## Launching Your Career Professional Development Series

Launching Your Career trains undergraduate students and recent graduates in resume skills, interview skills, office etiquette, and other topics essential to preparing for a legal career. Past participating businesses include Cooley LLP, Jenner & Block LLP, Milbank LLP, and the United States District Court for the Southern District of New York, to name a few.



## MEDIA & EVENTS

### Building Belonging: ODEIB Podcast Series

In the continued pursuit of *the year of Belonging*, the Office for Diversity, Equity, Inclusion and Belonging has launched a podcast to elevate historically and presently excluded stories and perspectives in the legal industry. Shining a spotlight on disenfranchised people in all areas of the legal profession.

### Annual Diversity & Inclusion Celebration Dinner

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. The 2022 Celebration will be held on **October 27, 2022**. Gala Sponsors will receive space in the evening’s dinner journal to showcase their efforts in the diversity and inclusion landscape.

### Select Office for Diversity & Inclusion Events

The Office hosts special events throughout the year to educate the public on diversity-related topics and to highlight the historical and professional contributions of various legal figures and communities. Join the Office for events centered on National Hispanic Heritage Month, Black History Month, Women’s History Month, and more.

### General Counsel Forum

The Office will convene in-house attorneys from leading corporate legal departments, offering sponsoring law firms the opportunity to hear about pressing DEI issues and trending topics, followed by networking.



# 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.

# Associate Leadership Institute

*Signature Program for Associates*

**“...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**



**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

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. Learn more at [nycbar.org/ALI](https://nycbar.org/ALI).

## Associate Leadership Institute Lite

Similar to ALI, ALI LITE focuses on developing skills imperative to career progression such as business development, leadership, management skills, mentorship and sponsorship. ALI LITE includes keynote speakers opportunities and networking.



## 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