

Ogletree Deakins' Professional Development and Inclusion department sponsors national diversity and inclusion events and memberships across the United States to benefit the firm and all of its practicing attorneys.

National D&I Programs

Small sampling of our national sponsorships and memberships

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Sponsorship Information

Organization	American Bar Association (ABA) Commission on Women in the Profession
Description	<p>The American Bar Association (ABA) Commission on Women in the Profession is comprised of twelve members appointed by the ABA President. Its mission is to secure full and equal participation of women in the American Bar Association (ABA), the profession and the justice system.</p> <p>The Commission serves as a catalyst for change to help women lawyers surmount the barriers they still confront through numerous informative and cutting-edge initiatives.</p>

Organization	American Lawyer Media (ALM)
Description	<p>American Lawyer Media (ALM) is a business-to-business information and intelligence media company that delivers premium content to professionals in the legal, financial services, benefits, consulting, property and casualty insurance, and real estate industries.</p> <p>They are dedicated to providing customers with market-leading critical news, data, analysis, marketing solutions, and events that empower them to grow, compete, and win. They take well-earned pride in their mission to connect professionals with the information and people they need to solve the business challenges they face every day.</p> <p>ALM is the premier destination for professionals to learn about powerful business research, premium information on ongoing and emerging market trends, and domestic and international advances in technology. Their more than 80 events serve as launch pads for elite industry leaders, strategic partners and prospective clients to become better informed, celebrate their successes, and meet and engage in impactful and meaningful discussions with their peers.</p> <ul style="list-style-type: none">• Women, Influence & Power in Law (WIPL) offers an opportunity for unprecedented exchange with women in-house and outside counsel. This unique event was created with the assistance of an unheralded advisory board comprised of high ranking women, General Counsel or direct reports to the GC, and were drawn from across the globe. These attorneys have the highest levels of expertise and experience leading legal departments and practice areas.

Organization	Association of Corporate Counsel (ACC) Foundation
Description	<p>The Association of Corporate Counsel Foundation (ACC) is an 501(c)(3) non-profit organization – supports the efforts of the Association of Corporate Counsel, serving the needs of the in-house bar through the dissemination of research and surveys, leadership and professional development opportunities, and support of diversity and pro-bono initiatives.</p> <p>The ACC Foundation partners with corporations, law firms, legal service providers and bar associations to assist in the furtherance of these goals.</p>

Organization	Corporate Counsel Women of Color (CCWC)
Description	<p>Corporate Counsel Women of Color[®] (CCWC) is a 501 (c)(3) not-for-profit organization of women attorneys of color who serve as general counsel, assistant general counsel, corporate counsel, in-house legal counsel, and in other capacities for Fortune 1000 companies, Forbes 2000 companies, not-for-profit corporations, and other entities in the United States of America and abroad.</p> <p>The organization was formed in 2004 to provide a support network to in-house women of color and to facilitate networking around the nation and abroad, promote career advancement and the success of in-house women of color, and promote all aspects of global diversity in the legal profession and workplace.</p> <p>Corporate Counsel Women of Color[®] currently has a roster of over 3,000 in-house women attorneys of color in the United States, as well as in Canada, Asia, Africa, and Europe.</p>

Organization	Hispanic National Bar Association (HNBA)
Description	<p>The Hispanic National Bar Association (HNBA) is a non-profit, non-partisan, national membership organization that represents the interests of Hispanic attorneys, judges, law professors, law students and other legal professionals in the United States and its territories. They are also committed to advocating on issues of importance that affect the 54+ million people of Hispanic heritage living in the United States.</p> <ul style="list-style-type: none"> • Provide professional development, business development, and networking opportunities to their members and sponsors via national and regional conferences, seminars and receptions. • Enrich and diversify the legal profession, judiciary, and legislature through improved recruitment, retention, and promotion of Latinos. • Empower the Latino community through legal, financial, and educational literacy initiatives.

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	<ul style="list-style-type: none"> • Strengthen the educational pipeline by creating opportunities for Latino students through partnerships with corporate America and the public and non-profit sectors. • Advocate for solutions to issues that affect the Latino community.
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Organization	Human Right’s Campaign (HRC)
Description	The Human Rights Campaign (HRC) represents a force of more than 1.5 million members and supporters nationwide – all committed to making HRC’s vision a reality. As the largest national lesbian, gay, bisexual, transgender and queer civil rights organization, HRC envisions a world where LGBTQ people are ensured of their basic equal rights, and can be open, honest and safe at home, at work and in the community.

Organization	National Asian Pacific American Bar Association (NAPABA)
Description	The National Asian Pacific American Bar Association (NAPABA) is the national association of Asian Pacific American attorneys, judges, law professors, and law students. NAPABA represents the interests of over 50,000 attorneys and over 75 national, state, and local bar associations. Its members include solo practitioners, large firm lawyers, corporate counsel, legal services and non-profit attorneys, and lawyers serving at all levels of government. NAPABA engages in legislative and policy advocacy, promotes Asian Pacific American political leadership and political appointments, and builds coalitions within the legal profession and the community at large. NAPABA also serves as a resource for government agencies, members of Congress, and public service organizations about Asian Pacific Americans in the legal profession, civil rights, and diversity in the courts.

Organization	National Association of Women Business Owners (NAWBO)
Description	<p>Founded in 1975, the National Association of Women Business Owners (NAWBO) is the unified voice of over 10 million women-owned businesses in the United States representing the fastest growing segment of the economy.</p> <p>NAWBO is the only dues-based organization representing the interests of all women entrepreneurs across all industries; and with chapters across the country. With far-reaching clout and impact, NAWBO is a one-stop resource to propelling women business owners into greater economic, social and political spheres of power worldwide.</p> <p>Respected with elected officials in Washington, D.C. and state capitals across the country, recognized in the media as a thought leader on women’s business issues, and joined with corporate partners and other non-profit organizations who share</p>

	<p>their mission and expand their influence, NAWBO is the country’s premier women’s business organization.</p> <p>NAWBO propels women entrepreneurs into economic, social and political spheres of power worldwide by:</p> <ul style="list-style-type: none"> • Strengthening the wealth creating capacity of our members and promoting economic development within the entrepreneurial community; • Creating innovative and effective change in the business culture; • Building strategic alliances, coalitions and affiliations; and • Transforming public policy and influencing opinion makers.
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Organization	National Association of Women Lawyers (NAWL)
Description	<p>The mission of the National Association of Women Lawyers (NAWL) is to provide leadership, a collective voice, and essential resources to advance women in the legal profession and advocate for the equality of women under the law. Since 1899, NAWL has been empowering women in the legal profession, cultivating a diverse membership dedicated to equality, mutual support, and collective success. NAWL’s initiatives and activities include:</p> <ul style="list-style-type: none"> • National and regional year-round programming focused on giving women lawyers the legal and business skills to succeed in the legal profession. • The NAWL Challenge Club, bringing together in-house counsel committed to increasing the percentage of women equality partners in law firms with talented high-potential women who are on the equity partner track. • Amicus support in the Supreme Court of the United States and in other federal courts on issues of concern to women. • Signature event bringing together NAWL members in all practice areas to celebrate successes, share best practices, inspire the leaders of the legal profession, and develop future leaders of the profession. • Liaison relationships and partnerships with other professional organizations. • Publications of interest to women in law and opportunities for NAWL members to publish scholarly articles.

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Organization	National Bar Association (NBA)
Description	<p>The National Bar Association (NBA) was founded out of the Greenville Movement and the Convention of the Iowa Colored Bar Association. During the first quarter of the 20th century, 12 African-American pioneers with a mutual interest in, and dedication to, justice and the civil rights for all, helped structure the struggle of the African-American race in America.</p> <p>The “Negro Bar Association” later called the National Bar Association was founded after some of the National Bar Association founders were denied membership in the American Bar Association. (Note: In 1911, William Henry Lewis became the first black lawyer admitted to The American Bar Association.)</p> <p>The National Bar Association is the nation's oldest and largest national association of predominantly African-American lawyers, judges, educators and law students. It has 84 affiliate chapters throughout the United States and affiliations in Canada, the United Kingdom, Africa, Morocco and the Caribbean. It represents a professional network of more than 60,000 lawyers, judges, educators and law students.</p>

Organization	National Employment Law Council (NELC)
Description	<p>The National Employment Law Council (NELC) is charged with the objective of enriching the minority bar that represents management in the field of labor and employment law and to impact global employment law policy and promote ethnic interest in the profession. Their strategic priorities include:</p> <ul style="list-style-type: none"> • Education – providing continuing legal education (CLE) programs to enhance the substantive knowledge of the members; facilitating the introduction of practitioners to each other. • Communication – providing communication medium for the exchange of ideas, career, and other networking opportunities. • Employers – providing a mechanism for corporate and institutional employers to identify members to serve as their outside counsel. • Members – providing opportunities for members to develop and present their experience and knowledge through speaking and writing engagements. • Mentoring – providing mentoring to emerging management-side labor and employment attorneys. <p>The roots of the National Employment Law Council were sown in 1995, when Randall Robertson, in-house counsel for MCI (a predecessor to Verizon Wireless) met three of his outside labor and employment attorneys for lunch in Chicago during an annual meeting of the National Bar Association. Martin Wickliff (now a partner with Cozen O’Connor in Houston), Grady Murdock (now a partner with</p>

Littler Mendelson in Chicago), and Darrell S. Gay (now a partner with Arent Fox in New York) each ran their own minority-owned law firms at the time and agreed with Robertson that there needed to be an organization of outside and in-house minority labor and employment practitioners to facilitate the enrichment of the minority bar representing management in labor and employment issues.

The four founders began recruiting members to make their vision a reality, including Naomi Young (now a partner with Ballard Spahr in Los Angeles) and Gary Lafayette (now a partner with Laffayette & Kumagai in San Francisco). They also began creating a list of leading minority practitioners in the field and meeting periodically until, in 1997, the National Employment Law Council (“NELC”) held its inaugural conference in Oak Brook, Illinois. More than 90 experienced labor and employment attorneys attended the first conference.

Today, NELC’s membership has grown to over 1,100 of the leading labor and employment defense attorneys in the United States, drawn from majority and minority-owned law firms, corporate law departments, and government agencies. Conference speakers regularly include experts in the field, including general counsel, human resources personnel, federal judges and officials from the Equal Employment Opportunity Commission (EEOC), Department of Labor, and Department of Justice. Recognizing the need to facilitate the success of younger practitioners not yet eligible for NELC membership, the NELC Academy (then called the NELC Pipeline Program) was launched in 2011 for promising minority attorneys with less than four years of labor and employment defense experience. Admission to the Academy has become highly competitive as Academy Fellows obtain advanced skills training during the annual conference and exposure to NELC’s national network of experienced practitioners.

In addition to the annual conference, which many NELC members consider their “go to” conference for staying abreast of cutting edge developments in labor and employment law, NELC maintains a searchable database of members for referral purposes and hosts regional receptions in major cities across the United States to encourage networking among the membership. Additional membership programs and benefits are being developed as NELC continues to evolve and grow.

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Organization	National LGBT Bar Association (LGBT Bar)
Description	<p>The National LGBT Bar Association (LGBT Bar) is a national association of lawyers, judges and other legal professionals that work to promote justice in and throughout the legal profession for the LGBT community.</p> <p>The LGBT Bar provides programming for LGBT legal professionals such as the national lecture series, the corporate counsel institute and the annual Lavender Law Conference & Career Fair. Additionally, the organization hosts networking events, works with special interest attorney groups and creates advocacy resources for the LGBT community.</p> <p>The LGBT Bar aspires to improve the quality of life for LGBT legal practitioners until the time that LGBT legal professionals are recognized without discrimination, stigma or negative bias.</p>

Organization	Out & Equal Workplace Advocates
Description	<p>Out & Equal Workplace Advocates is the world's premier nonprofit organization dedicated to achieving lesbian, gay, bisexual, transgender, and queer (LGBTQ) workplace equality.</p> <p>They partner with Fortune 1000 companies and government agencies to provide executive leadership development, comprehensive training and consultation, and professional networking opportunities that build inclusive and welcoming work environments.</p> <p>Founded in 1996, they work with executives, human resources professionals, Employee Resource Groups and individuals to provide leadership and professional development, education, and research to create workplaces free of discrimination.</p> <p>Out & Equal hosts the annual Workplace Summit where employees and experts from around the world gather to share strategies and best practices to create workplace equality inclusive of all sexual orientations, gender identities, and expressions.</p>

Organization	South Asian Bar Association of North America (SABA)
Description	<p>The South Asian Bar Association of North America (SABA North America) (formerly North American South Asian Bar Association or NASABA) provides a vital link between South Asian lawyers and the South Asian community across North America. As a bar association, SABA North America affords South Asian lawyers across the continent a recognized forum for professional growth and advancement. By promoting the South Asian bar and focusing on the legal needs of the South Asian community, SABA North America is the fastest growing organization of South Asian lawyers in the world. They convinced that a strong South Asian bar in North America is essential to protecting the rights and liberties of South Asians across this continent. As the South Asian business community in North America continues to prosper, SABA North America provides them with a directory of qualified legal professionals that not only have the sophistication to provide creative business solutions, but also understands their motivations and goals.</p> <p>The mission, goals and objectives of SABA North America are:</p> <ul style="list-style-type: none"> • To support, guide, mentor, and foster all the local South Asian Bar Associations (SABAs) in North America • To be a resource tool for all the local SABAs, allow the leaders of the local SABAs a platform to communicate with each other, and share the best practices of local SABAs with other chapters • To assist in the formation of new SABA chapters around the continent • To provide a networking forum for all South Asian attorneys • To provide a referral network/service to the entire South Asian community • To promote professional development for South Asian attorneys and law students • To coordinate activities and thoughts with other national bar associations in North America and South Asia • To educate and disseminate information to the South Asian community about the law, legal access, and relevant legal issues

Organization	Stakeholders, Inc.
Description	<p>Stakeholders, Inc., a company that was founded in 2007 that provides training and conference resources directed to the active career management needs of corporations and service firms. Stakeholders, Inc. works in over 100 global service firms and corporations. Werten Bellamy launched Stakeholders, Inc. following sixteen (16) years of practice in both law firms and law departments. Werten completed his legal career as General Counsel of Celera Genomics. Werten is a graduate of Princeton University and the University Of Virginia School of Law.</p>

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Organization	Working Mother Media
Description	<p>Working Mother is a mentor, role model and advocate for the country's more than 17 million moms who are devoted to their families and committed to their careers. Through their website, magazine, research, social networks and powerful events, Working Mother provides its educated and affluent readers with the community, solutions and strategies they need to thrive.</p> <p>Workingmother.com features select stories from Working Mother magazine as well as online-only content targeting working moms of all stripes: professional, managerial, corporate, entrepreneurial, work-from-homers, service-oriented workers and more.</p> <p>Working Mother Media produces 25+ events dedicated to the advancement of women and work life best practices. Their conferences and events attract the best and brightest individuals from Fortune 500 companies, as well as the nonprofit and government sectors.</p>



Membership Information

Organization	Association of Law Firm Diversity Professionals (ALFDP)
Description	The Association of Law Firm Diversity Professionals (ALFDP) is a not-for-profit association of law firm professionals working in the area of diversity. ALFDP's mission is to act as a catalyst for the advancement of diversity in the legal profession through their collective knowledge, vision, expertise and advocacy in the arena of law firm diversity. As a collaborative organization, they work towards the common goals of advancing diversity within their own organizations and within the legal profession as a whole by sharing important information and experiences, and learning from one another.

Organization	California Minority Counsel Program (CMCP)
Description	<p>The California Minority Counsel Program (CMCP) is a California 501(c)(6) non-profit mutual benefit corporation, dedicated to promoting diversity in the legal profession by providing attorneys of color with access and opportunity for business and professional development.</p> <p>CMCP is the only state-wide organization that brings business lawyers of all races together as members and colleagues, regardless of the type of organization in which they practice, for the purpose of achieving diversity and inclusion within law firms and in-house law departments, and in the outside counsel spend of corporations and government agencies.</p>

Organization	Diversity & Flexibility Alliance (DFA)
Description	The Diversity & Flexibility Alliance (DFA) is a leading consortium dedicated to the advancement and retention of women lawyers and work-life control for all attorneys. The Alliance bridges the gap between policy and practice by creating research-based action steps to fully leverage talent. We highlight the link between diversity and flexibility by focusing on issues ranging from negotiating a flex schedule, to developing initiatives that advance women, to crafting your organization's unique business case for diversity and flexibility.

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Organization	Institute for Inclusion in the Legal Profession (IILP)
Description	<p>The Institute for Inclusion in the Legal Profession (IILP) drives real progress through comprehensive outreach and original programming to replace barriers with bridges between legal, judicial, professional, educational and governmental institutions. They will provide high schools, colleges, and law schools with programs to help students excel in an ever-more competitive world, and give young people real hope that there's a path to success in the law. They give law firms, bar associations, corporations and government agencies insights for business development and tools to eliminate bias. They help people spot and get rid of the obstacles to inclusion - from policies...to fear of open discussion...to entrenched attitudes.</p> <p>Their work begins now, with a simple goal: Fewer walls, more doors. Real Change. Now.</p> <p>The IILP takes a real-world, common-sense approach that aims to acknowledge, understand, and address the reality of diversity in today's legal profession. For lawyers, their training makes them more comfortable organizing concepts into categories and compartments. IILP seeks to move outside this comfort zone and push for change by focusing on the "pipeline" or supply side" in conjunction with (and support of) the more traditional emphasis on the "demand side", i.e., corporate clients using their economic power in selecting firms to encourage diversity.</p>

Organization	Leadership Council on Legal Diversity (LCLD)
Description	<p>The Leadership Council On Legal Diversity (LCLD), formed in May 2009, is an organization of more than 300 corporate chief legal officers and law firm managing partners—the leadership of the profession—who have dedicated themselves to creating a truly diverse U.S. legal profession. Their action programs are designed to attract, inspire, and nurture the talent in society and within organizations, thereby helping a new and more diverse generation of attorneys ascend to positions of leadership. By producing tangible results in the lives of talented individuals, they work to promote inclusiveness in their institutions, their circles of influence, and their society, with the ultimate goal of building a more open and diverse legal profession.</p> <p>LCLD's action programs are designed to attract, inspire, and nurture the talent in society and within organizations, thereby helping a new and more diverse generation of attorneys ascend to positions of leadership.</p> <ul style="list-style-type: none"> • Launched in 2011, LCLD's landmark Fellows Program works by identifying high-potential attorneys from diverse backgrounds and setting them on the path to leadership of their organizations. Since then, the Fellows Program has grown to include a vigorous Alumni Program.

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	<ul style="list-style-type: none"> The LCLD Pathfinder Program is designed for diverse, high-potential, early career attorneys at LCLD Member organization. The goal of this program is to provide Pathfinders with practical tools for developing and leveraging internal professional networks through relationship building skills; foundational leadership skills; and an understanding of career development strategies applicable to both in-house and law firm practice. <p>LCLD’s goal is to produce a generation of attorneys with strong leadership and relationship skills who are committed to fostering diversity within their individual institutions and the profession at large.</p>
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Organization	National Association for Law Placement, Inc. (NALP)
Description	<p>The National Association for Law Placement, Inc. (NALP) is an association of over 2,500 legal career professionals who advise law students, lawyers, law offices, and law schools in North America and beyond.</p> <p>What brings NALP members together is a common belief in three fundamental things. First, all law students and lawyers should benefit from a fair and ethical hiring process. Second, law students and lawyers are more successful when supported by professional development and legal career professionals. Third, a diverse and inclusive legal profession best serves clients and communities. That’s why NALP members work together every day to collect and publish accurate legal employment data and information, and champion education and standards for recruiting, professional and career development, and diversity and inclusion. For more than forty years, NALP has played an essential role in the success of their members and the lawyers and law students they serve.</p> <p>NALP believes in fairness, facts and the power of a diverse community. They work every day to be the best career services, recruitment, and professional development organization in the world because they want the lawyers and law students they serve to have an ethical recruiting system, employment data they can trust, and expert advisers to guide and support them in every stage of their careers.</p>

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Organization	Vault.com, Inc.
Description	Vault.com, Inc. (Vault) is the source of employer and university rankings, ratings and insight for highly-credentialed, in-demand candidates. Vault profiles, rankings and assessment tools deliver the insider perspective and career research candidates need to successfully match themselves to the best available jobs, employers and career opportunities. The Vault.com website features profiles on more than 4,500 employers, 4,000 universities, and hundreds of industries and professions, including the law, finance, accounting and consulting sectors. Founded in 1996, Vault.com is the only career resource of its kind and attracts more than 1,000 employer and recruiter advertisers, more than 1,200 schools and institutional subscribers, and millions of individual visitors and members.

Organization	Women's Leadership Edge (WLE)
Description	<p>The Women's Leadership Edge (WLE) is a membership program that takes an organization's commitment to advancing women to the next level. Members receive practical evidence-based tools not only for women, but also for sponsors, mentors, professional development directors, and organizational leaders to enable an organization to effectively retain, support, and advance women from within.</p> <p>The content is designed for a broad audience, and their online member portal means that anyone and everyone in the organization can easily utilize their high-quality programming.</p>