

Improving diversity practice in law firms



The Law Society

13 April 2010, London
10.00 Registration, 10.30 - 16.00 Conference
3 CPD hours

Overview

In the last year law firms and the Law Society have worked together to explore ways of maximising the opportunities that diversity and inclusion offers the profession.

The Diversity and Inclusion Charter and Firms Diversity Forum have provided a framework for joint working between law practices and the Law Society. Clients are able to support and promote supplier diversity through adoption of the Protocol on the Procurement of Legal Services.

This conference is designed to continue to support firms in achieving improvements in performance with the launch of the Equality and Diversity Standards and Toolkit. Speakers and workshops pick up on key themes that have emerged in recent months as important to the profession.

Equality and Diversity Standards and Toolkit

The Equality and Diversity Standards and Toolkit will be launched at the conference. They will help firms to:

- meet anti-discrimination obligations
- improve their equality and diversity practice
- adopt a methodology that will help them achieve Diversity Charter commitments
- encourage buy-in
- provide access to comprehensive resources
- engender a shared understanding of best practice

Who should attend?

This event has been designed for all those who are involved in improving the effectiveness of their firms' performance in this area - partners and senior partners with championing roles, HR directors, HR managers, practice managers, equality and diversity managers and people involved in recruitment and career development.

The speakers

Conference Chair: **Sundeep Bhatia**, Chair, Society of Asian Lawyers

Nicky Bizzell, Head of Resourcing, Eversheds

Ian Brookes-Howells, Senior Commercial Lawyer, BT Legal

Aisha Dass, Equality & Diversity Manager, The Law Society

Nina Fletcher, Head of Research, The Law Society

Linda Lee, Vice President, The Law Society

Dr Gillian Shapiro, Managing Director, Shapiro Consulting

Rita Tappia, Professional Recruitment Manager, Shoosmiths

Stephen Ward, Director of Communications, Inclusion and Corporate Responsibility, The Law Society

Daniel Winterfeldt, Partner, Simmons & Simmons

Dianna Yach, President, Ionann Consultancy

Mohan Yogendran, Partner, Rockpools

Venue

The Law Society, 113 Chancery Lane, London, WC2A 1PL

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Programme

10.00 - 10.30	Registration & coffee
10.30 - 10.50	Welcome Conference Chair Sundeep Bhatia, Chair, Society of Asian Lawyers Introduction The Law Society's commitment to encouraging excellence in equality and diversity in all that we do. Linda Lee Vice President, The Law Society
10.50 - 11.10	What do we know about the profile of the profession, trends, opportunities and barriers? This presentation will bring together the available research and give an opportunity to explore the equality and diversity issues facing the profession. Includes Q&A session Stephen Ward Director of Communications, Inclusion and Corporate Responsibility, The Law Society
11.10 - 11.30	An increasing number of law firms are making real headway on diversity. Simmons & Simmons is committed to fostering inclusion and diversity in relation to its employees, clients, stakeholders and the community at large. What changes has this award-winning firm made and why? Daniel Winterfeldt Partner, Simmons & Simmons
11.30 - 12.40	Breakouts 1. Recruitment. As law firms increasingly use their procurement processes to promote diversity, businesses that provide recruitment services need to respond by providing a diverse range of candidates and monitoring data. What changes are firms making to the way they recruit? How can businesses that support recruitment in the legal sector work with firms to deliver on diversity? Mohan Yogendran, Partner, Rockpools Nicky Bizzell, Head of Resourcing, Eversheds 2. Reporting on progress. Monitoring and reporting are vital activities which help firms to identify success and where to target resources. What are the essential activities that need to be reported on and how do you get buy-in from your firm? Dr Gillian Shapiro, Managing Director, Shapiro Consulting Rita Tappia, Professional Recruitment Manager, Shoosmiths



3. Levering change. What needs to be in place and who makes it happen? The Law Society's Standards and Toolkit provides a framework for identifying what success looks like. It provides resources to help accelerate change in your firm. This workshop will introduce you to its content and give advice on how to get the most out of it.

Dianna Yach, Ionann Consultancy

4. Barriers to career progress and how to tackle them. In the last few months research has been undertaken to identify what women and black and ethnic minority lawyers identify as the barriers to full access to opportunities in the profession. Hear their observations and the actions that have been identified as necessary to deliver change.

Aisha Dass, Equality & Diversity Manager, The Law Society

Nina Fletcher, Head of Research, The Law Society

12.40 - 13.40	Lunch
13.40 - 14.50	The morning breakout sessions are repeated
14.50 - 15.10	Inspired leadership Increasingly clients are looking to work with service providers that demonstrate they share the same values and commitment to fairness and equality. The Diversity Procurement Protocol signatories make a clear declaration of this intention. BT are leaders in this field. Hear why, for them, diversity is a key factor in the procurement of legal services. Ian Brookes-Howells, Senior Commercial Lawyer, BT Legal
15.10 - 15.20	Chair's closing remarks
15.20 - 16.00	Short drinks reception

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The Law Society

For enquiries please telephone 020 7316 5700 or email corporateevents@lawsociety.org.uk.

To book and pay

Online

To register for this event online, please go to www.lawsociety.org.uk/events. Select the event you want to attend and click on the 'Booking instructions' tab. You can pay by credit card or cheque. **If you pay by credit card your booking will be confirmed immediately. If you reserve a place online and pay by cheque, your booking will be confirmed as soon as we receive the cheque.**

By post

To register please complete the form below in CAPITAL LETTERS and return it with a cheque made payable to **The Law Society** to: Finance Department, The Law Society, Ipsley Court, Berrington Close, Redditch, Worcestershire B98 0TD or DX: 19114 Redditch

Title: _____ First name: _____ Surname: _____

Position: _____ Organisation: _____

Address: _____

Postcode: _____ Telephone: _____ Fax: _____

DX: _____ Email: _____

Breakout sessions

Please indicate your first and second choice for each of the breakout sessions:

11.30 - 12.40

- 1. Recruitment
- 2. Reporting on progress
- 3. Levering change
- 4. Barriers to career progress and how to tackle them

13.40 - 14.50

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Registration fee

Lexcel/Law Management Section member:

£157.25 + VAT (£27.50) = £184.75 per delegate (15% discount)

£185.00 + VAT (£32.38) = £217.38 per delegate

No. of delegates

No. of delegates

Total payment £

Joining instructions will be sent by email one week before the event.

Special requirements

Please advise if you have any special requirements: _____

Office Use:

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Terms and Conditions

1. Event documentation will be distributed on the day.
2. The Law Society reserves the right to amend or cancel this event. Should the event be cancelled a full refund of the registration fee will be made. The Law Society can accept no further liability if the event is cancelled, including no liability for any expenses incurred as a result of cancellation.
3. If you have any special dietary requirements you must give us written notice at least 10 working days before the event and a supplement may be payable.
4. Full payment is required unless you give written notice of cancellation at least 10 working days before the event, in which case you will be refunded the registration

fee less an administration charge of £25 + VAT.

5. You may substitute a colleague without charge, provided you confirm their full name in writing before the day of the event.
6. The delegate and the firm/organisation are jointly and severally liable for payment of the fees due.
7. The Law Society can accept no liability for any loss suffered by any person acting or refraining from action as a result of the material delivered during or in connection with the event.
8. Acceptance by the Law Society of your booking will give rise to a legally binding contract between us on these terms and conditions.