

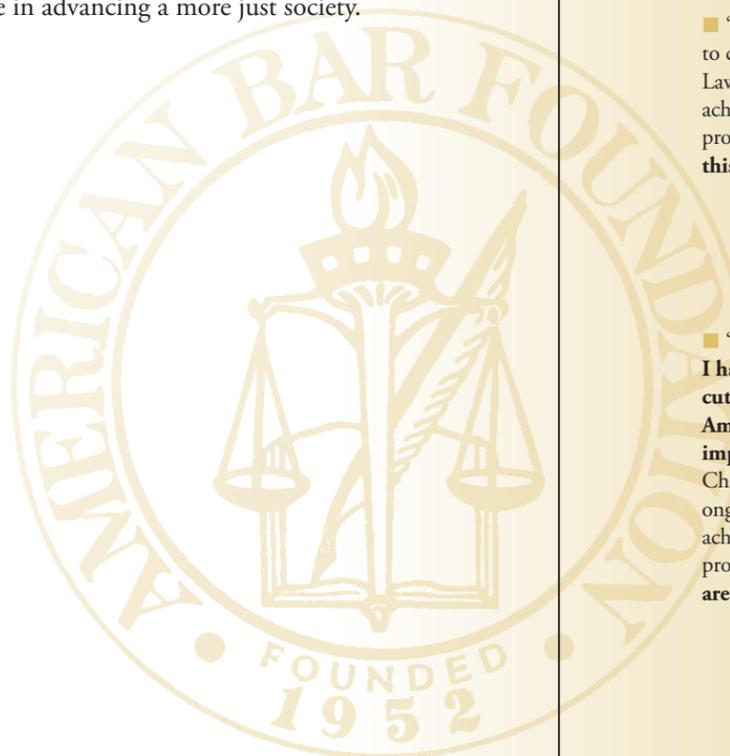
The ABF Research Center in Diversity and Law will only become a reality with the generous support of the ABF's partners. Supporters will benefit from the success of this vital undertaking. In particular, corporate supporters of the campaign may enjoy the following benefits:

Early access to the Research Center's research, including data-driven recommendations that help legal employers achieve their diversity goals and strengthen their talent base

Meetings with researchers and other corporate professionals and managers to discuss ABF research and advise on the topics for future research

Invitations to ABF diversity-related events that present research results and generate dialogue on diversity issues

In addition to benefiting from ABF's research, supporters of this campaign will help develop a bar and a judiciary that reflect our society and its varying legal needs. Through the Research Center in Diversity and Law, the ABF and its partners will share in advancing a more just society.



■ “As a lawyer who has been concerned with issues of diversity in our profession and particularly with the challenges faced by women, I believe that independent research is vital to help us achieve equality in the legal profession and in our society. The American Bar Foundation continues to set the standard for unimpeachable research on the law and legal processes. **The ABF's research program in diversity and law will help guide us to real-world solutions to the inequalities that continue to plague our profession and our justice system.** I am proud to be a flagship supporter of this campaign.”

Laurel G. Bellows
President-elect American Bar Association

■ “I applaud the American Bar Foundation campaign to create a Research Chair in Diversity and Law. It will be a resource that will raise our sights and accelerate our progress. **Without question, this is one of the highest priorities for our profession and our society.**”

Robert Grey
Partner, Hunton & Williams LLP
Executive Director, Leadership Council on Legal Diversity,
Past President, American Bar Association

■ “The American Bar Foundation's campaign to create a Research Chair in Diversity and Law promises to contribute to our efforts to achieve a more diverse, balanced, and just profession. **Microsoft is proud to support this effort.**”

Brad Smith
Executive Vice President and
General Counsel Microsoft Corporation

■ “As a member of its Board of Directors, **I have come to better understand how the cutting edge research conducted by the American Bar Foundation can have an impact in the real world.** An ABF Research Chair in Diversity and Law will make an ongoing contribution to our efforts to achieve a more diverse and inclusive profession. **We at Wal-Mart Stores, Inc. are proud to support this effort.**”

Walter L. Sutton, Jr., PhD
Wal-Mart Stores, Inc.

American Bar Foundation

Vision for a Research Center in Diversity and Law

CHALLENGING QUESTIONS

- Where should law firms look to recruit diverse associates?
- How can corporations retain women and attorneys of color in inside counsel careers?
- How does diversity in courts, juries, and practice teams affect decision-making?
- How can we increase the number of law school graduates of color?
- How will diversity in the legal profession be affected by globalization, technology, new practice models?

BUILDING DIVERSE TALENT



THE CHALLENGE OF DIVERSITY IN LAW

Many of America's businesses and law firms recognize the value of building diverse teams and leadership. Research and experience make clear that diverse teams make better decisions and offer broader strategic insight into markets and communities. Yet even firms with the strongest commitment to diversity struggle with the challenges of recruiting, developing and retaining diverse talent.

Despite the strong commitment to diversity among America's law schools, building diverse talent in the legal profession has proven a particular challenge for law firms, corporate law departments and other legal employers.

The American Bar Foundation (ABF) is dedicated to advancing justice through rigorous research on the law, legal practices, and the law's impact on our society. As part of this mission, the ABF produces empirical research to help America's legal employers meet the challenge of building diverse talent. The ABF is the leading authority in the empirical study of law and the legal profession, with a track record of groundbreaking research on legal diversity. Legal employers, law schools and courts rely on the ABF to illuminate difficult questions at the intersection of diversity and the law.

ABF's research to date has already shown results that help legal employers achieve their diversity goals. For instance, according to ABF research:

Attorneys of color are more likely to stay at law firms when they receive effective mentoring and socialize with partners.

The proportion of women and people of color among a law firm's partners has a greater impact on hiring, retention, and promotion than the presence of formal mentoring programs.

Young African-American attorneys report higher levels of intending to leave their positions as inside counsel than other racial and ethnic groups.

Appeals to legal mandates for diversity can be more influential than appeals to the business rationale among managers. ■

THE ABF'S VISION: A NEW RESEARCH CENTER

The ABF's pioneering work on legal diversity, though promising, only begins to address the questions facing legal employers today. Thus, the ABF seeks to establish the ABF Research Center in Diversity and Law. Through the Research Center, ABF scholars will join forces to pursue an ambitious research agenda focused on diversity in the legal profession, as well as broader questions of educational policy, criminal justice policy, and other factors that affect the "pipeline" of diverse talent for colleges, law schools and, ultimately, employers.

The ABF's research will take on the most important questions legal employers face and deliver concrete, practical results for immediate implementation. The Research Center will disseminate its work broadly through dedicated annual conferences and summits; a distinguished lecture series; meetings of legal, academic and professional groups; refereed journals; ABF publications; and a publicly-available online resource library.

To make the Research Center a reality, the ABF has launched a \$1.5 million fundraising campaign to establish the Fellows Research Chair in Diversity and Law.

The Research Chair will draw on the ABF's research staff and academic and professional networks to lead this program of research. All elected members of the ABF's Board of Directors have invested in the campaign, as have several major corporations partners including Walmart, Microsoft, and Kirkland & Ellis. ■

RESEARCH GROUP IN LEGAL DIVERSITY

The ABF's Research Group in Legal Diversity lays the groundwork for the larger research program that the new Research Center will undertake.

Established in 2011, the Research Group examines trends in diversity in the legal profession and other institutions of justice and the impact of diversity on legal processes and institutions.

The Research Group's co-directors—Robert Nelson, David Wilkins, and Ronit Dinovitzer—are all centrally involved in After the JD, the ABF's national study of lawyers' careers, and have published seminal research including "Why Are There So Few Black Lawyers in Corporate Law Firms?" (Wilkins), [Urban Lawyers: The New Social Structure of the Bar](#) (Heinz, Nelson, et al), and "The Differential Valuation of Women's Work: A New Look at the Gender Gap in Lawyers' Incomes" (Dinovitzer).

The Research Group is only the beginning of the ABF's vision. Once established, the Research Center in Diversity and Law will build on the group's work to pursue broader research, build a stronger community of scholars and engage legal employers more fully.