

# Metrics, Diversity, and Law: 2016 Conference of



Sessions held at 340 E. Superior St., Chicago, IL 60611, Room 250, adjacent to the American Bar Foundation

## Day 1: Thursday, May 5

Lunch available: 11:30

Welcome: 11:45 – 12:00

Ajay Mehrotra: *Director and Research Professor, American Bar Foundation*

Paulette Brown: *President, American Bar Association*

Session 1: The Potential of Metrics to Advance Diversity – 12:00 – 1:15

Chair: Peggy Davis, *Chief Officer of Programs and Strategic Integration, Chicago Community Trust*

Presenters:

**David Wilkins:** *Lester Kissel Professor of Law, Director of Center on Legal Profession, and Vice Dean for Global Initiatives on the Legal Profession, Harvard Law School* – "Diversity Metrics as Quality Metrics: Moving from the Numbers Game to the Game of Thrones in the Global Age of More for Less" – 15 min

**William Henderson:** *Professor of Law and Van Nolan Faculty Fellow, Indiana University* – "How to Permanently Fix the Diversity Problem: A Systems Approach" – 15 min

**Lee Webster:** *Director, Talent Acquisition and Recruiting, University of Texas Medical Branch* – "Jurassic Measurement: Where Are We in Diversity Analytics" – 15 min

**Rima Alaily:** *Assistant General Counsel, Microsoft Corporation* – "Metrics to Drive Progress" – 15 min

Comments: Kathryn Simpson: *Vice President, Deputy General Counsel, Northrop Grumman Corporation* – 5 min

Q & A – 10 min

—15 minute break—

Session 2: Standards and Measurement in Business and Organizations – 1:30 – 2:45

Chair: Marc Brenman: *IDARE LLC*

Presenters:

**Effenus Henderson:** *Co-Founder, Institute for Sustainable Diversity and Inclusion; President and CEO, HenderWorks Inc.* – "The Growing Importance of National Standards in Advancing Diversity and Inclusion Efforts" – 15 min

**Lorelei Carobolante:** *President and CEO, G2nd Systems* – “The Growing Importance of International Standards in Advancing Diversity and Inclusion Efforts” – 15 min

**Captain Pat L. Williams:** *Chief Diversity Officer, U.S. Naval Academy* – “Diversity and Inclusion: A Service Academy Approach to Assessments” – 15 min

Comments: Bruce Goldberg, *Corporate Counsel and Director of Legal Operations, Allstate Corporation* – 5 min

Q&A – 30 min

—15 minute break—

Session 3: Metrics in Journalism and for the Public – 3:00 – 4:40

Chair: Theresa Cropper: *Chief Diversity Officer, Perkins Coie LLP*

Presenters:

**Robert Morse:** *Chief Data Strategist, U.S. News & World Report* – “The U.S. News Law School Rankings: Why and How They are Done. Plus Comments on the Current State of Law School Rankings” – 15 min

**Wendy Espeland:** *Professor of Sociology, Northwestern University* and **Michael Sauder:** *Associate Professor of Sociology, University of Iowa* – “The Useful vs. The Good: Ethics and Quantitative Assessment” – 15 min

**Aric Press:** *Partner, Bernero & Press LLC; Former Editor in Chief, The American Lawyer* – “Counting Heads: For Diversity, Why It’s Necessary but Insufficient” – 15 min

**Aracely Muñoz Petrich:** *Vice President of Strategic Development, Minority Corporate Counsel Association* – “Spot the Difference: What We Miss When Looking at Law Firm and Legal Department Data” – 15 mins

Comments: Rachel Moran: *Dean and Michael J. Connell Distinguished Professor of Law, University of California at Los Angeles; Neukom Fellows Research Chair in Diversity and Law, American Bar Foundation* – 5 min

Q&A – 35 min

Cocktail hour: Woods Conference Room, American Bar Foundation – 4:45 – 5:45

Dinner: Emilio’s Tapas, 215 East Ohio Street – 6:15

**Day 2: Friday, May 6**

Breakfast available: 8 am

Welcome: 8:20 am

Session 1: Legal Dimensions of Standards and Measurement: 8:30 – 10:00 am

Chair: Walter Sutton: *Associate General Counsel, Wal-Mart Stores, Inc.*

Presenters:

**Brent Nakamura:** *University of California, Berkeley* and **Lauren Edelman:** *Agnes Roddy Robb Professor of Law and Professor of Sociology, University of California, Berkeley* – “Diversity Structures as Symbolic Metrics in the Federal Courts” – 15 min

**Richard Tonowski:** *Chief Psychologist, EEOC* – “Diversity, Litigation, and Milestones on the Road from Compliance to Inclusion” – 15 min

**Jon Geier:** *Partner, Paul Hastings* – “Compliance vs. Diversity Metrics: How to Leverage Your Data” – 15 min

**Pamela Coukos:** *Organizational Consultant* – “Marking to Benchmark – Relative Measures of EEO Performance” – 15 min

Q&A – 30 min

**—15 minute break—**

Session 2: Innovations in Metrics and Organizational Performance: 10:15 – 11:45 am

Chair: Leslie Richards-Yellen: *Partner and Chief Diversity and Inclusion Officer, Hinshaw and Culbertson LLP*

Presenters:

**Christopher Rider:** *Assistant Professor of Strategy, Georgetown University* – “Challenges in Evaluating Diversity Interventions: A Study of the National Football League’s Rooney Rule” – 15 min

**Jennifer Bennett Shinall:** *Assistant Professor of Law, Vanderbilt University Law School* – “Measuring Employee Health: Balancing Costs, Control, and Controversy” – 15 min

**Brian Levine:** *Partner, Strategy and Analytics, Mercer* – “Metrics to Tell the Diversity Story” – 15 min

**Lisa Brown:** *Professional Development Partner, Schiff Hardin LLP* – “Data Driven Recruiting” – 15 min

Q&A – 30 min

**—30 minute lunch break—**

Session 3: The Legal Profession in the Metrics Age: 12:15 – 1:45

Chair: Deneese Walia Levin, *Partner, Kirkland & Ellis LLP*

Presenters:

**Swethaa Ballakrishnen:** *Post-Doctoral Associate, Division of Social Sciences, NYU Abu Dhabi* and **Carole Silver:** *Professor of Global Law and Practice, Faculty Director, Executive LLM Chicago, Northwestern University School of Law* – “Mind Your Language: Ascription Metrics and Assimilation Strategies in International Legal Careers” – 15 min

**Tracey George:** *Professor of Law and Political Science, Vanderbilt University* and **Albert Yoon:** *Professor of Law, University of Toronto Faculty of Law* – “The Content of Criminal Justice and the Composition of Trial Courts: An Overlooked Connection” – 15 min

**Hilary Sommerlad:** *Professor of Law and Society, University of Leeds* – “Can Diversity be Measured?” – 15 min

**Emily Poppe:** *PhD Candidate, Department of Sociology, Cornell University* and **Albert Yoon:** *Professor of Law, University of Toronto Faculty of Law* – “The Tournament Unveiled” – 15 min

Q&A – 30 min

—5 minute break—

Future directions discussion: 1:50 – 2:30

Moderators: Robert Nelson: *MacCrate Research Chair and Director Emeritus, American Bar Foundation and Professor of Sociology and Law, Northwestern University*; Ronit Dinovitzer: *Associate Professor of Sociology, University of Toronto; Faculty Fellow, American Bar Foundation*; and David Wilkins: *Lester Kissel Professor of Law; Director, Program on the Legal Profession; Vice Dean for Global Initiatives on the Legal Profession, Harvard Law School*

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