

The Future of Legal Diversity:

The Kickoff Conference of the Research Group in Legal Diversity

May 11-12, 2012

American Bar Foundation

Rubloff Building, 750 N. Lake Shore Drive

Chicago, IL

All conference sessions held in Rubloff 180

Friday, May 11 - Practitioners and Scholars Joint Sessions

11:30 am – 12:15 pm: Lunch available (catered): outside Rubloff 180

12:15 – 12:20 pm: Introduction: Rubloff 180

Robert L. Nelson: *ABF Director; Research Professor*

Northwestern University, Sociology and Law

David S. Houghton: *Lieben, Whitted, Houghton, Slowiazcek & Cavenagh*

Walter L. Sutton: *Wal-Mart Stores, Inc.*

12:20 – 2 pm: First session – “Organizing for Diversity”

Moderator: Theresa Cropper: *Perkins Coie*

- “Recruiting and Hiring in Elite Professional Service Firms”
Lauren Rivera: *Kellogg School of Management*
- “Maternity Leave Policies in Law Firms”
Damon Phillips: *Columbia University, Business*
- “New Shape(s) of Lawyer Careers”
Ronit Dinovitzer: *ABF Faculty Fellow*
University of Toronto, Sociology
- “Why So Few?: From Professional Cultures to Professional Identities”
Carroll Seron: *University of California Irvine, Social Ecology*
- Comments
Leslie Richards-Yellen: *Hinshaw & Culbertson*

2:15 – 3:45 pm: Second session – “Beyond the Business Case”

Moderator: Walter Sutton: *Wal-Mart Stores, Inc.*

- “The Call to Action and the LCLD”
Michele Coleman Mayes: *Allstate Insurance Company*
- “Revisiting the Business Case for Legal Diversity”
David Wilkins: *ABF Affiliated Scholar*
Harvard Law School
- “Models of Law Firm Organization and Diversity: A Case Study”
William Henderson: *Indiana University School of Law*
- “Comparing the Persuasive Effects of Different Cases for Diversity”
Jamillah Bowman: *ABF Doctoral Fellow; Paul Hastings*
Stanford JD/PhD

- Comments

Sarah "Sally" Olson: *Sidley Austin*

Gerald L. Pauling: *Seyfarth Shaw*

Barack Echols: *Kirkland & Ellis*

4 – 5:15 pm: Third session – "Globalization, Cognition, and Change"

Moderator: David S. Houghton: *Lieben, Whitted, Houghton, Slowiazcek & Cavenagh*

- "Gender Equality and Globalization"

Carole Silver: *ABF Affiliated Scholar*

Indiana University School of Law

- "Racial and Gender Differences in Career Attainment in AJD2"

Monique Payne-Pikus: *ABF Affiliated Scholar*

- "Social Cognition and Diversity"

Jerry Kang: *UCLA School of Law*

- Comments

Michael Allen: *Microsoft Corporation*

5:15 – 5:45 pm: Cocktail reception – Woods Conference Room, 4th Floor, Rubloff Building

6:00 – 8:00 pm: Dinner at Emilio's Tapas (215 E. Ohio St.)

Saturday, May 12 - Dedicated Scholar Sessions

8 – 8:25 am: Breakfast available (catered): outside Rubloff 180

8:25 – 8:30 am: Day 2 welcome

Robert Nelson: *ABF Director; Research Professor*

Northwestern University, Sociology and Law

8:30 – 9:30 am: First session: "Race and Gender Inequalities in Legal Careers"

Moderator: Carroll Seron: *University of California Irvine, Social Ecology*

- "Early Career Movements and the Georgetown Alumni Survey"

Jane Ohgami: *Georgetown Law Doctoral Fellow*

- "Gender Differentiation: What We Know and Do Not Know After Wave 2 of AJD"

Joyce Sterling: *University of Denver College of Law*

- "Risk vs. Potential: Implicit Bias in the Legal Academy"

Elizabeth Mertz: *ABF Research Professor*

University of Wisconsin Law School

9:40 – 10:55 am: Second session: "Exploring Inequalities in Law and the Legal Profession"

Moderator: Elizabeth Mertz: *ABF Research Professor*

University of Wisconsin Law School

- “Jewish Lawyers and the Disappearance of the Jewish Law Firm”
Vicky Woeste: *ABF Research Professor*
- “African Americans’ Use of Law Before the Civil Rights Era”
Dylan Penningroth: *ABF Research Professor*
Northwestern University, History
- “Situated Identity and Public Defenders”
Shaun Ossei-Owusu: *ABF Doctoral Fellow*
UC Berkeley, African American Studies
- “Litigant Wealth Effects on Outcomes and Precedent”
Albert Yoon: *University of Toronto, Faculty of Law*

11:05 – 12:20 pm: Third session – “New Directions in Research in Legal Careers”
Moderator: Damon Phillips: *Columbia University, Business*

- “Race, Class, and Educational Debt in Lower-paying Law Jobs”
Rebecca Sandefur: *ABF Research Social Scientist*
University of Illinois, Sociology
- “German/US Gender Comparisons”
Gabriele Plickert: *ABF Research Social Scientist*
- “Audit Studies of Employment Discrimination”
Andras Tilcsik: *Harvard University, Organizational Behavior*

12:20-1:00 pm Lunch (catered): outside Rubloff 180

1:00- 2:00 pm Future directions discussion

- Moderators
Ronit Dinovitzer: *ABF Faculty Fellow*
University of Toronto, Sociology
David Wilkins: *ABF Affiliated Scholar*
Harvard Law School