

WHY DIVERSITY?

Why focus on and promote diversity in the workplace?
The ABA identified 4 rationales a business should consider:



IT CREATES TRUST IN THE SYSTEM

1

The Democracy Rationale: Lawyers and judges have a unique responsibility for sustaining a political system with broad participation by all its citizens. A diverse bar and bench create greater trust in the mechanisms of government and the rule of law.



2



IT'S GOOD FOR BUSINESS



The Business Rationale: Business entities are rapidly responding to the needs of global customers, suppliers, and competitors by creating workforces from many different backgrounds, perspectives, skill sets, and tastes. Ever more frequently, clients expect and sometimes demand lawyers who are culturally and linguistically proficient. Additionally, studies show companies and firms that prioritize their diversity efforts outperform their competitors financially, foster a happier workplace, and retain top talent.



IT'S FOR THE COMMON GOOD

3

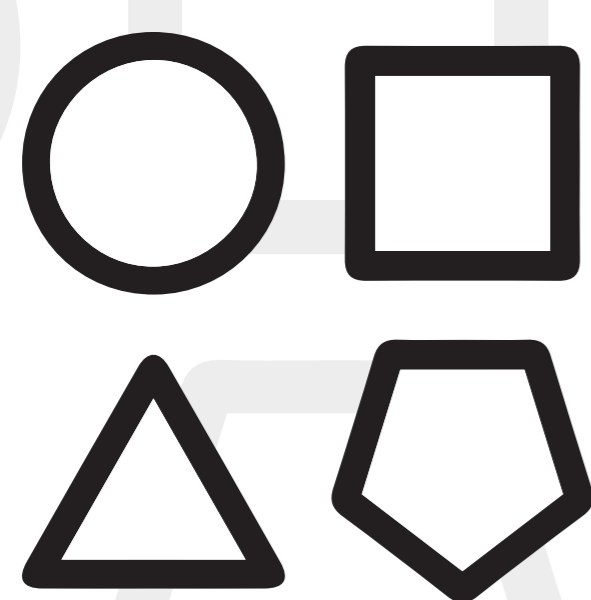
The Leadership Rationale: Individuals with law degrees often possess the communication and interpersonal skills and the social networks to rise into civic leadership positions, both in and out of politics. Justice Sandra Day O'Connor recognized this when she noted in *Grutter v. Bollinger* that law schools serve as the training ground for such leadership and therefore access to the profession must be broadly inclusive.



4



IT'S REPRESENTATIVE OF OUR POPULATION



The Demographic Rationale: Our country is becoming diverse along many dimensions and we expect that the profile of LGBT lawyers and lawyers with disabilities will increase more rapidly. With respect to the nation's racial/ethnic populations, the Census Bureau projects that by 2042 the United States will be a "majority minority" country.¹

¹ "Diversity in the Legal Profession," American Bar Association (2011)

Want to talk diversity in your organization?
Contact us at info@legal-innovators.com for a free assessment.