

BLM PLEDGES AND POST-PANDEMIC PERILS: HOW DO WE ACHIEVE WORKPLACE EQUITY

THURSDAY, SEPTEMBER 30TH AT 12:30PM - 1:45 PM

SCHEDULE:

- 12:30 – 12:35 - Sponsor Speaker – Yusuf Zakir (Chief DEI Officer, Davis Wright Tremaine)
- 12:35 – 12:45 - Introduction – Bryan Webster (Senior Product Counsel, eBay Inc.)
- 12:45 – 1:30 - Panel Discussion with:
- Bernard Williams Jr. (Director/Global Head AML Compliance, eBay Inc.)
 - Daphne Bishop (Partner & Chair of Internal Investigations Practice, CDF Labor Law)
 - Debra Sydnor (Director of Diversity, Equity & Inclusion Officer, Greenberg Traurig)
 - Marc Fernandez (Director of HR Legal, Intuit)
- 1:30 – 1:45 - Audience Q&A

PANEL DISCUSSION:

● PANEL QUESTIONS:

1. After George Floyd’s death, corporate America made a series corporate commitments toward addressing systemic diversity issues, in your opinion, at the one year point, what grade should corporate America should give with respect to the commitments and why?

What other measures should corporate America be doing to live up to their commitments?

2. Several companies pledged to launch and report diversity metrics.
 1. How important is it to report corporate diversity metrics?
 2. What metrics would you recommend companies report?
 3. Does reporting diversity metrics move the needle in terms of increasing DE&I efforts in an organization?
3. Activist companies:

Do we expect corporate leaders to speak out on social issues such as police violence and the abortion law in Texas and what does it say when an organization is silent or slow to respond? If so, how should internal DE&I processes drive/reflect this activism?
4. What other specific actions have you seen companies take that have moved toward or meeting the corporate promises? (Also, what are you seeing specifically with diversity initiatives in the in-house space?)

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¹ CMCP2021_Session2ABLMPLedges_093021

5. Alongside progress there has also been backlash and fatigue – what have you seen and how should you think organizations deal with these issues?²
6. The American Bar Association produced a report “Practicing law in the Pandemic and Moving forward” looking at input from 4200 ABA members, making several recommendations for how the legal profession should look post-COVID. I want to get the panel’s thoughts on a couple of points raised by the reports
 1. Are leaders (GCs/Managing Partners) rushing to go back to business as usual or are you seeing a rethink of the structure & practices of (your/generally) organizations?
 2. Are organizations taking into account DE&I into those new structures and practices?
 3. Finally, are they being transparent/with clear expectations?
7. One of the reasons touted for African American professionals not wanting to return to the office is the lack of sense of belonging in the workplace. Have you found this to be the case and what have you and your organization done to combat that feeling that you do not belong in the office? Can someone speak on some internal conversations we’ve had about what “belonging” means for diverse talent?
8. Do you think diverse professionals may need to think differently about taking advantage of remote working or hybrid working models - or how they take advantage of these new platforms for working?
9. How much of the reluctance to return to work in person may be attributable to heavier family/home life burdens carried by Af-Am attorneys, esp. Women? What can legal employers do to accommodate these employees?

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[In-house](#)

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³ CMCP2021_Session2ABLMPledges_093021