



THE
LGBTQ+ BAR

DEI CONSULTING
PRACTICE

VALUE ALL PEOPLE,
EVERY DAY

ABOUT THE LGBTQ+ BAR'S DEI CONSULTING PRACTICE

8.41%

of summer associates
reported as LGBTQ+ in 2021

2.31%

of law firm partners
self-reported as LGBTQ+ in 2021

3 TIMES

AS MANY

reported LGBTQ+ legal professionals
in 2021 as there were in 2002.

The National LGBTQ+ Bar Association's DEI Consulting Practice is the only LGBTQ+ inclusion coaching program specifically designed to enable the implementation of best practice standards for LGBTQ+ justice across law firms, law schools and companies.

Inclusive company policy and culture fosters a space where employees can succeed, significantly boosting the bottom line.

In the race to innovate in a massive market, an organization with an inclusive policy for all kinds of talented individuals leads the profession.

According to the National Association for Law Placement 2021 Report on Diversity (NALP 2021), less progress in LGBTQ+ representation occurs as lawyers move up the ladder. 8.41% of summer associates were LGBTQ+ in 2021, but only 2.31% of those are found at the partner level.

Our comprehensive educational offerings are customized through preliminary discussion with organizational leadership to support implementation of best practice standards for LGBTQ+ equity.

Our DEI Consulting Practice brings you the expertise of the LGBTQ+ Bar to promote a more knowledgeable and supportive LGBTQ+ inclusive environment so organizations benefit from a truly diverse talent pool.



PROGRAM PRESENTER

Dru Levasseur
Director of Diversity, Equity, and Inclusion

M. Dru Levasseur, Esq. is a high-energy presenter, leading advisor, and seasoned strategist with extensive experience in law, advocacy, consulting, philanthropy, and community organizing within the LGBTQ+ equality movement.

WHY THE LGBTQ+ BAR'S DEI CONSULTING PRACTICE?

Inclusive workplace policy and culture fosters a space where employees are more likely to succeed, significantly boosting the bottom line. In the race to innovate in a massive market, an organization with inclusive policies for all kinds of talented individuals leads the profession. According to the National Association for Law Placement 2021 Report on Diversity (NALP 2021), less progress in LGBTQ+ representation occurs as lawyers move up the ladder. 8.41% of summer associates were LGBTQ+ in 2021, but only 2.31% of those are found at the partner level. The demand for more diversity, equity, and inclusion programming in the workplace persists and grows.

The LGBTQ+ Bar's DEI Consulting Practice is a one-of-a-kind LGBTQ+ workplace inclusion coaching and consulting program. Our comprehensive training is customized in discussion with organizational leadership to support the implementation of best practice standards for LGBTQ+ equity. Our DEI Consulting Practice brings the LGBTQ+ Bar's expertise to you to help foster a more knowledgeable and supportive LGBTQ+ inclusive environment, where organizations gain the business benefits of having a truly diverse talent pool.

OUR BENEFITS

Be a leader in the field

Many organizations view LGBTQ+ diversity, equity, and inclusion as a box to check, rather than a culture and practice. Organizations must go beyond an occasional Pride month speaker or a single company policy and continue to work on diversity and go deeper. Our DEI Consulting Practice will help you commit to and invest in lasting institutional change.

Foster positive performance

We know— from law firm associates to equity partners, from law schools to the bench — legal professionals simply do not feel like they can be their authentic selves at work. Hiding who you are at work costs health, well-being, and the business' bottom line.

Attract a diverse talent pool

Data from the National Association of Law Placement (NALP) and the Institute for Inclusion in the Legal Profession reveal significant gaps in the recruitment and retention of lawyers of color, women lawyers, lawyers with disabilities and, of course, LGBTQ+ lawyers. Ask yourself – do your hiring efforts yield the results you need, or could you be missing LGBTQ+ talent? An inclusive workplace will attract and retain talent from traditionally underrepresented groups.

Get certified

All organizations that complete our DEI Consulting Practice program are certified by the LGBTQ+ Bar and authorized to use and wave the flag of our DEI Consulting Practice certification imprimatur and logo.

WHO IS THE LGBTQ+ BAR'S DEI CONSULTING PRACTICE FOR?

LAW FIRMS

LGBTQ+ Diversity, Equity & Inclusion Consulting for Decisionmakers

Law firms play a central role in shaping the demographic diversity of the entire legal profession. According to the NALP Report on Diversity (2021), the percentage of LGBTQ+ lawyers in law firms has more than tripled in size since the reports began release in 2002. Yet, rates of inclusion drop significantly from summer associate to partner levels. And moreover, these figures do not reflect the full spectrum of LGBTQ+ talent - we have huge gaps to fill to meaningfully include LGBTQ+ people of color and all transgender and non-binary people in our workplaces. The good news is that law firm clients, including major corporate clients, increasingly care about seeing diverse talent in the ranks of the firms they hire.

We hear from law firms that our DEI Consulting Practice helps bring in significant business from clients who have been seeking competitive law firms with cutting-edge LGBTQ+ policies and diverse teams.

LGBTQ+ Training for Lawyers & Staff

Every lawyer and every business professional in your firm needs valuable tools for respectful and appropriate interaction with LGBTQ+ supportive or self-identified clients or colleagues. The LGBTQ+ Bar's DEI Consulting Practice offers customized packages covering LGBTQ+ competency and best practices for the audience(s) of your choosing - lawyers, business professionals, human resources, diversity leadership, and management. We offer a deep dive into the unique challenges LGBTQ+ people face in legal workplaces using an intersectional approach: trans- and non-binary best practices in the workplace (moving far beyond language and pronouns and into empathy building and inclusion), interrupting implicit prejudice, self-identification, ensuring parity in benefits, and other cutting-edge trends related to LGBTQ+ workplace inclusion. We can help you with strategies to ensure your firm attracts and retains the best talent.

Our program for lawyers can include an optional ethics or elimination of bias CLE component.

“Dru is a powerful and compelling speaker. He spoke at our firm on two different occasions and each presentation was distinctive, informative, warm and showcased his wealth of knowledge on transgender and nonbinary inclusion for legal professionals. Dru led each event with an authentic voice and has a talent for engaging and putting people at ease.”

**Leslie Richards-Yellen,
Director of Global Diversity &
Inclusion at Debevoise &
Plimpton LLP**

“I can't possibly quantify what it meant to me both personally and professionally to see Dru present at our firm. His willingness to speak so openly and vulnerably about his own lived experience (and to see aspects of my own identity reflected in those stories) gave me renewed hope in the possibility of my workplace developing a more authentically inclusive culture. So often in the law these presentations focus heavily on "trends" in legislation and liability exposure without touching on the human impact, minimizing the possibility for meaningful engagement and lasting impact. Dru's approach to educating on these topics is more than merely refreshing—it is absolutely essential.”

**Ren Morris (they/them/their),
Associate at Labor & Employment
Department, Proskauer**

WHO IS THE LGBTQ+ BAR'S DEI CONSULTING PRACTICE FOR?

COMPANIES

LGBTQ+ Diversity, Equity & Inclusion Consulting for Decisionmakers

Diversity is not only good for business, but also the right thing to do. Clients are increasingly demanding evidence of more meaningful LGBTQ+ inclusion efforts. Change cannot happen without long-term buy in from leadership.

Our comprehensive approach to assessing workplace culture engages those in positions of power to influence the most institutional change. We are committed to LGBTQ+ inclusion in leadership and offer practical technical support to DEI professionals, human resources, management and other decision-makers to ensure your company has the most up-to-date and innovative LGBTQ+ policies and practices. We work in consultation with existing LGBTQ+ internal leadership, such as employee resource groups and/or affinity groups, to leverage support for and retain employees. While we offer solutions for attracting new talent, we also empower LGBTQ+ employees and allies to address the unique challenges that employees face in your company. Our programming is designed to provide deeper insight into LGBTQ+ inclusion in the workplace and to meet your specific needs. We help you actualize your vision of your workplace as a leading champion of LGBTQ+ inclusion.

LGBTQ+ Training for Employees

Every employee needs the valuable tools for respectful and appropriate interaction with LGBTQ+ colleagues and clients. Our DEI Consulting Practice offers customized packages covering LGBTQ+ competency and best practices for the workplace for the audience of your choosing – lawyers, business professionals, human resources, diversity leaders, and management.

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WHO IS THE LGBTQ+ BAR'S DEI CONSULTING PRACTICE FOR?

LAW SCHOOLS

LGBTQ+ Diversity, Equity & Inclusion Consulting for Faculty/Administrators/Students

We recognize the important role law schools play in setting the tone for the legal profession. For this reason, in 2019, we launched our inaugural Law School Campus Climate Survey and accompanying toolkit, "LGBTQ+ Best Practices for Law Schools: A Guide to Institutional Equity." The National LGBTQ+ Bar is committed to helping the legal profession achieve more meaningful LGBTQ+ inclusion which begins with our law schools.

Our DEI Consulting Practice is designed to meet the unique needs of your law school. We customize by audience: faculty, admissions and career service staff, administration, and students. We offer general programming to ensure that everyone has the tools necessary for respectful interaction with LGBTQ+ students and coworkers. We offer specific support for faculty on how to best support trans and nonbinary students in the classroom, as well as how to respectfully incorporate LGBTQ+ law into the curriculum. We can also include a formal talk on cutting edge LGBTQ+ issues for your entire law school community, or just your LGBTQ+ law student group.

LGBTQ+ Training for Decisionmakers

Change cannot happen without the buy in from leadership at your law school. Our comprehensive approach to assessing law school culture engages those in positions of power to affect the most institutional change. Our DEI Consulting Practice provides a hands-on approach to implementing the recommendations outlined in our toolkit, "LGBTQ+ Best Practices for Law Schools: A Guide to Institutional Equity," and is designed to meet your school's unique needs. We advocate for LGBTQ+ inclusion and offer practical technical support to law school deans, Diversity, Equity and Inclusion (DEI) administrators and other decision-makers to ensure your law school has the latest and innovative LGBTQ+ policies and practices. We address issues that impact both the law school workplace and the student body. We work in consultation with existing LGBTQ+ leadership on staff and LGBTQ+ student groups or individuals to better support and empower LGBTQ+ staff and students. Ensure your law school is a champion of LGBTQ+ inclusion with the LGBTQ+ Bar's DEI Consulting Practice.

OUR PROGRAMS FOR:

LAW FIRMS

- The Case for LGBTQ+ Inclusion in the Legal Workplace
- Experiences of LGBTQ+ Lawyers and Legal Professionals in the Field
- LGBTQ+ Competency for Legal Professionals by Legal Professionals
- Interrupting Bias
- Trans and Nonbinary Workplace Best Practices
- LGBTQ+ Self-ID
- Parity in Benefits for LGBTQ+ Employees
- Recruiting and Retaining LGBTQ+ Legal Professionals
- Legal Updates and Cutting-Edge Trends Related to LGBTQ+ Workplace Issues
- CLE Accreditation Optional

COMPANIES

- The Case for LGBTQ+ Inclusion in the Workplace
- LGBTQ+ Competency & Etiquette
- Interrupting Bias
- Trans and Nonbinary Workplace Best Practices
- LGBTQ+ Self-ID
- Parity in Benefits for LGBTQ+ Employees
- Recruiting and Retaining LGBTQ+ Employees
- Legal Updates and Cutting-Edge
- Trends Related to LGBTQ+ Workplace Issues
- Customer and Client-Facing Competencies
- CLE Accreditation Optional

LAW SCHOOLS

- LGBTQ+ Definitions, Population & Discrimination Statistics
- Addressing the LGBTQ+ Diversity Gap in the Legal Field
- Guiding Principles to Increase Institutional Equity for LGBTQ+ Students
- Interrupting Bias
- Supporting Trans and Nonbinary Students in the Classroom and Beyond
- Respectfully Incorporating LGBTQ+ Law into the Curriculum
- LGBTQ+ Inclusion for Religiously-Affiliated Schools

CONTACT

READY TO GET STARTED?

Visit <https://lgbtqbar.org/programs/dei-consulting-practice/> where you can:

- Take the assessment to learn how you're doing when it comes to diversity, equity, and inclusion.
- Schedule your complimentary 15 minute consultation to discuss your individual needs



QUESTIONS? CONTACT US:

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