CREATING A CULTURE OF BELONGING IN LEGAL ORGANIZATIONS: STRATEGIES FOR INCLUSION AND WELL-BEING

Description:

In today's diverse legal workplaces, the pursuit of "belonging" begins with ensuring that your attorneys and legal support team are (1) able to bring their whole selves to work for themselves and their clients and (2) provided with tools to support their emotional, mental, and physical well-being. Inclusive legal organizations successfully mitigate the social forces and structural disadvantages caused by racism, gender bias, ageism, and other discriminatory factors to create a legal workspace that recognizes and celebrates unique perspectives while creating a collaborative environment where everyone feels they truly belong.

In this session, we'll discuss practical ways to transition your law firm or legal department from good intentions to a focused belonging initiative to attract and retain talented legal professionals.

Key discussion topics:

- What does creating "inclusion" rather than "assimilation" mean in legal organizations? Define "belonging" and its impact on lawyer behavior, decision-making, and well-being.
- The role of inclusion in cultivating lawyer well-being and leader actions that drive inclusion and belonging.
- Measuring Belonging: identifying metrics or indicators to assess the level of belonging within an organization through surveys, retention data and established KPIs.
- Strategies to generate inclusive policies and systems to improve morale and reduce burn-out and attrition.
- Recognizing the unique challenges and specific stressors faced by diverse attorneys and discussing the impact of racial and cultural factors on mental health.

Reference Materials:

To maximize the benefit of this Continuing Legal Education (CLE) program, it is essential that you engage thoroughly with the provided reference materials. These resources are designed to complement the live session and enhance your understanding of practical ways to create a culture of belonging in legal organizations.

- Mental Health by the Numbers
- How "Carewashing" Alienates Employees
- Do Your Diversity Initiatives Promote Assimilation Over Inclusion?
- Supporting the Well-Being of Your Underrepresented Employees
- ENABLING LAWYER WELL-BEING THROUGH DIVERSITY & INCLUSION
- Office Politics Don't Have to Be Toxic
- A Two Way Conversation - Wellbeing in the Legal Profession
- The Bias of 'Professionalism' Standards
- Discomfort at Work: Workplace Assimilation Demands and the Contact Hypothesis

- [3 Ways to Build a Sense of Belonging in the Workplace](#)
- [Maximizing Employee Potential: The Business Case for Workplace Belonging](#)
- [An Intersectional Approach to Inclusion at Work](#)
- [Don't Just Mentor Women and People of Color. Sponsor Them.](#)
- [Forging Forward: How Wellbeing Anchors The Heart Of DEI Strategy](#)
- [How Burnout Became Normal — and How to Push Back Against It](#)

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