

Bridging the Diversity Gap: **A Candid Conversation**

Hosted by:
The St. Petersburg Bar Association YLS
in partnership with
The Florida Bar Young Lawyer Division

February 12, 2021

12pm-3pm

St. Pete Yacht Club
111 Central Avenue
St. Petersburg, FL 33701

I. Summary

This half-day seminar will bring together key stakeholders to uncover the current challenges facing law firms in hiring a diverse staff that reflects the increasingly diverse community and clientele. Recent conversations about diversity among attorneys has led to questions of how to find diverse staff or whether it is necessary. Some firms haven't stopped to ask themselves where they stand when it comes to diversity or how it may be affecting their success.

Discussing the issues alone is not enough. This seminar aims to bridge the gaps between recognizing a problem, identifying possible solutions, and implementing those solutions. We will bring together stakeholders from the legal and legal-adjacent communities to create an environment where members can address diversity issues in a comprehensive manner. Attendees will tackle increasing diversity in a multi-part program designed to maximize impact.

First, attendees will learn about the true make-up of our community and the ways our lack of diversity and cultural understanding have shaped our perspectives on a large scale. Next, we will focus on identifying our own implicit biases and analyzing where our current workplaces fall on a diversity matrix. Lastly, local stakeholders and community leaders will guide attendees to best practices for actually implementing change through panel discussions, question & answer periods, and presentations.

The Florida Bar YLD will be recognized as a sponsor of the event. The Florida Bar Diversity & Inclusion Committee designee will be invited to speak as one of the stakeholders who can not only help identify the issues surrounding law firm diversity, but also help attendees find and implement solutions.

II. Proposed Speakers/Stakeholders

- St. Pete College Paralegal Studies Administrator
- President of the St. Pete Chamber of Commerce
- Attorney Recruiter Specializing in Diversity
- The Florida Bar Diversity & Inclusion Committee Past Chair
- President of the local African American Bar Association
- President of the local Hispanic Bar Association
- President of the local FAWL chapter
- Law Firm Partners who have successfully implemented diverse hiring practices
- Local Human Resources Director

III. Proposed Included Local Bar Associations

- George Edgecomb Bar Association
- Fred G. Minnis, Sr. Bar Association

IV. Budget

Venue	Free
Food/Non-Alcoholic Beverages	\$400.00
Door Prizes & Marketing	\$100.00
TOTAL	\$500.00