

From: noreply@formstack.com
To: [McChesney, Richard J](#); [Miller, Thomas V](#); [Dorn, Celia](#)
Subject: The Florida Bar Young Lawyers Division 2020 Inclusion & Equality Grant Application
Date: Friday, September 18, 2020 1:19:10 PM
Attachments: [94666284_Diversity Grant Attachment.pdf](#)



Formstack Submission For: **The Florida Bar Young Lawyers Division 2020 Inclusion & Equality Grant Application**

Submitted at 09/18/20 1:19 PM

Name of Young Lawyer Affiliate:	St. Petersburg Bar Association Young Lawyer Section
Individual Contact Name:	Alexander Lewis
Contact Email:	Alex@LCPALaw.com
Contact Address (address where The Florida Bar should send the award):	St. Petersburg Bar Association PO Box 172 St. Petersburg, FL 33751-0172
Proposed Date of Project (Must be within one year from application deadline):	Feb 12, 2021
Proposed Location of Project:	St. Petersburg Yacht Club 111 Central Avenue St. Petersburg, FL 33701
Expected Number of Individuals Attending:	50

**Description/Agenda
(Please include a
brief
description/agenda
for your event) :**

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.

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

Describe How You Will Recognize The Florida Bar Young Lawyers Division for its Support of Your Event: :

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.

Budget:

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