

ACC St. Louis Diversity Initiatives

LEADERSHIP TRAINING (two days)

Becoming Part of the Solution: Finding or Creating Solutions in Difficult Times”

This diversity training is designed to help ACC members build and sharpen the skills necessary to contribute to the continued development of their company as a vibrant and inclusive working community dedicated to the St. Louis metropolitan area. With so many recent events related to race, religion, sexual orientation and policing across the country, ACC members have an opportunity to learn, reflect, respond and act as agents for positive change in their company and the St. Louis Metropolitan community.

Training will focus on shining a light on member questions, feelings, and reactions to so many difficult topics that touch on diversity and inclusion. The goal is to build more understanding and explore new avenues for members to take on a role in finding and creating solutions, particularly within each member’s own company. This training will also explore how to best engage in appropriate discussions on these issues and other sensitive, from the headlines topics, in a workplace environment. The members will focus on developing concrete and practical action items to implement within their organizations. These action items will be based on the feedback from the session and the results of a survey questionnaire distributed to the participants at registration, and in advance of the training.

A truly inclusive work environment can only be achieved when we understand, value and harness the unique differences that we all possess. The Diversity Training sessions are be packed full of ideas on incorporating diversity and inclusion in innovative ways.

** Please see additional information below.*

Diversity Summer Internship Program

The Diversity Committee leads the Chapter's **Diversity Summer Internship Program**, one of the St. Louis legal community's strongest annual legal diversity efforts. This initiative is designed to give law students from diverse backgrounds substantive experience and meaningful exposure to in-house practice with our member companies. The goal of the program is to impact the diversity pipeline by providing opportunities to students who are underrepresented in the St. Louis Legal profession.

Members participating in the program help recruit and select interns for placement as paid summer legal interns with host companies. Each intern is supported by at least two program mentors—one from the hosting member company and an additional ACC member. Interns, mentors and host-company representatives come together for a variety of professional development and program activities. The experiences gained during the internship have prepared and aided the Interns in securing positions at large, well respected law firms and in some cases refocus their career goals.

Bridges Across Racial Polarization®

The Diversity Committee looks for other opportunities to advance diversity and inclusion among Chapter members and in the legal community. The committee has sponsored diversity and inclusion training for Chapter members and collaborated with local minority Bar associations. The Chapter's **Bridge's Program**, a group of racially diverse chapter members who meet regularly with the intention of enriching the quality and depth of relationships among chapter members who might not ordinarily interact with each other.

Bridges Across Racial Polarization® was recognized as one of 19 “Solutions for America” by the Pew Partnership for Civic Change in 2002. This honor was bestowed after the Partnership conducted a two-year nation research initiative exploring success in building stronger communities.

Individual by individual, gathering by gathering, Bridges helps participants embrace the values of diversity and celebrate commonalities. Everyone who lives in the St. Louis region is invited to join.

Fireside Chats

#Let's Talk

Part 1: Race, Racism and Identity are tough topics to talk about outside of our individual comfort groups. Let's build our own comfort group within the ACC and talk about them together. Please join fellow ACC St. Louis members as we listen, talk and learn about the construct of race, identity and racism over lunch. We hope you are able to attend, because this deep dive discussion will not be a success without you.

Part 2: Even well-intentioned colleagues can perpetuate gender norms resulting in bias against women in our workplaces. Please join fellow ACC St. Louis members as we discuss how to build inclusive environments and speak up for ourselves.

The Secrets of Promotion

Come out and take part in a lively discussion and receive savvy advice from two female General Counsels at the top of their game on how to get noticed and promoted.

The “Secret Sauce”: Strategies to Power Your Career Forward

Come out and take part in a lively discussion and receive savvy advice from two female General Counsels at the top of their game on how to power your career forward.

The Keys to Leadership

Meet us by the fireplace for an interactive discussion about the current state of diversity within the St. Louis legal profession and tips for shattering the glass ceiling. Attendees will have the opportunity to listen to and share nuggets of wisdom regarding their own keys to success within the St. Louis legal profession. In the spirit of FDR's fireside chats, let's talk.

Contacts:

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Becoming Part of the Solution:

Leading Your Company to a Better Place in Racial Diversity & Cultural Competence (Part 1)

What:

This Diversity Leadership Training will help ACC members gain the skills necessary to contribute to the continued development of their company as a vibrant and inclusive working community dedicated to the St. Louis metropolitan area. With the recent events in Ferguson, Missouri, ACC members have an opportunity to learn, reflect, respond and act as agents for positive change in their company and the St. Louis Metropolitan community. In two sessions we will learn about the bias in communities and how it affects our current systems, institutions, professional and personal lives. In the first session we will dive into the critical conversations of intersectionality of identity and cross cultural nuances. This session will also include a discussion on the topic of when, where, and how to say what needs to be said. In the second session we will build capacity for being a change agent.

Why:

ACC St. Louis is offering this Diversity Leadership Training to aid its members in building skills around racial diversity and cultural competence. These skills will empower participants as they work and grow as leaders at member companies.

When/Where:

Saturday, April 11, 2015
9:00am – 1:00pm

Thompson Coburn, LLP
One US Bank Center, 35th Floor
St. Louis, MO 63101



Amy Hunter is the Director of Racial Justice at YWCA Metro St. Louis, and is responsible for ensuring that eliminating racism, part of the YWCA's two-prong mission of eliminating racism and empowering women, is incorporated in all of the organization's internal and external programming. She serves as a representative of the YWCA in matters that address institutionalized and systemic oppression. She joined the YWCA in 2008; she has more than 15 years of experience in the corporate sector.

Amy previously worked at Edward Jones in the area of diversity and served on the faculty for the Dismantling Racism Institute, a program of The National Conference for Community and Justice.

Amy has provided strategic direction for organizational development for universities, school districts and the corporate community. She has published works and is a presenter on issues of race and social justice throughout the United States and Canada.

Becoming Part of the Solution - Part 2:

Leading Your Company to a Better Place in Racial Diversity & Cultural Competence

What:

This Diversity Leadership Training will help ACC members gain the skills necessary to contribute to the continued development of their company as a vibrant and inclusive working community dedicated to the St. Louis metropolitan area. With the recent events in Ferguson, Missouri, ACC members have an opportunity to learn, reflect, respond and act as agents for positive change in their company and the St. Louis Metropolitan community. We will learn about the bias in communities and how it affects our current systems, institutions, professional and personal lives. We will also build capacity for being a change agent within your company and your community. The second portion of the training will focus on helping participants build capacity and become agents for change.

Why:

ACC St. Louis is offering this Diversity Leadership Training to aid its members in building skills around racial diversity and cultural competence. These skills will empower participants as they work and grow as leaders at member companies.

When/Where:

Saturday, May 30, 2015

9:00am - 1:00pm

Thompson Coburn, LLP
One US Bank Center, 35th Floor