



Professionalism in Practice: Toward a More Inclusive Profession Partnership FAQs

Professionalism in Practice: Toward a More Inclusive Profession is an ideal program with which bar associations and other organizations that are interested in providing substantive, quality diversity and inclusion programming for law students, young lawyers and judges can partner with the Institute for Inclusion in the Legal Profession.

What is Professionalism in Practice: Toward a More Inclusive Profession?

Professionalism in Practice: Toward a More Inclusive Profession is a program designed to explore the concept of professionalism through the lens of diversity and inclusion. Through keynote speakers, panel presentations, facilitated discussion, and small group projects, the participants have an opportunity to examine their understanding of professionalism and consider the role of diversity and inclusion within that framework. Three key components distinguish the program from anything else in existence:

- An extremely diverse group of participants;
- Generational diversity among the participants; and,
- Intertwining professionalism with diversity and inclusion.

How is the program structured?

The structure of the program is designed to lead the participants through a process of thinking about their initial understanding of the concept of professionalism and, through the stories, experiences, and perspectives offered by strategically selected speakers and panelists, as well as their fellow participants, to re-examine that understanding when different factors – diversity and inclusion – are brought into play. It brings different generational perspectives to the discussions through the involvement of judges and young lawyers. Through the stature of the keynote speakers, it sends a message, both overt and subliminal that this topic is important to important people in the profession. And, it helps foster collaboration among the participating law schools and collegiality among their student participants.

What sorts of things do participants learn during the program?

In addition to learning about the substantive issue of professionalism, law students and young lawyers learn how to talk and work across lines of difference. They learn to interact with judges in a professional manner. They learn how lawyers socialize with people whom they do not know and how to deal with differences of opinion or experience in a positive and professional manner.

How long does the program last?

It is presented as two half-day sessions, beginning with lunch on the afternoon of Day 1, with a reception at the end of the first day, and concluding after a morning session and lunch on Day 2.

How many law students can participate in a session?

Up to 75 law students can participate in a session, although the number varies depending upon the numbers of judges and young lawyers who agree to participate.

How much does it cost a law student, young lawyer or judge to participate?

Typically, there is no charge for law students, young lawyers or judges to participate.

What are the responsibilities assigned to an organization that is partnering with the IILP to present Professionalism in Practice: Toward a More Inclusive Profession?

We ask our partners to be responsible for the following:

- Recruit judges and young lawyers to participate in the program – usually at least one judge and one young lawyer for every 8-12 law students;
- Coordinate with law schools in the area to encourage law students to apply to participate in the program.
- Provide a venue for the program;
- Provide all meals for the participants: two lunches, 1 breakfast, 1 reception;
- Audio-visual equipment (PowerPoint and a microphone with podium);
- Name badges for the participants; and,
- CLE credit for the young lawyers and speakers.

Is there a cost for presenting the program?

There is a cost of \$4,500 for the facilitators' fee plus travel and accommodations for three facilitators from Portland, OR to your city. Additionally, there is a cost for materials of \$5 per person.

What are the benefits of presenting the program?

Professionalism in Practice: Toward a More Inclusive Profession allows organizations to present an effective diversity and inclusion program that is for everyone. Partnering organizations can expand their

What kind of results can we expect from the program?

Experience has shown us that the participants in this program seek opportunities to maintain the relationships that start here. We encourage our partners to use this program as a means of making outreach to law students and engaging young lawyers in their programs and activities. It has proven to be an excellent way to involve the local judiciary in the organization's law student and young lawyer programming.

Institute for Inclusion in the Legal Profession

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