

APPROACHES
IN ILLINOIS TO
DIVERSITY,
EQUITY AND
INCLUSION

Illinois Human
Rights Commission
Civil Rights Summit
2020

December 3, 2020



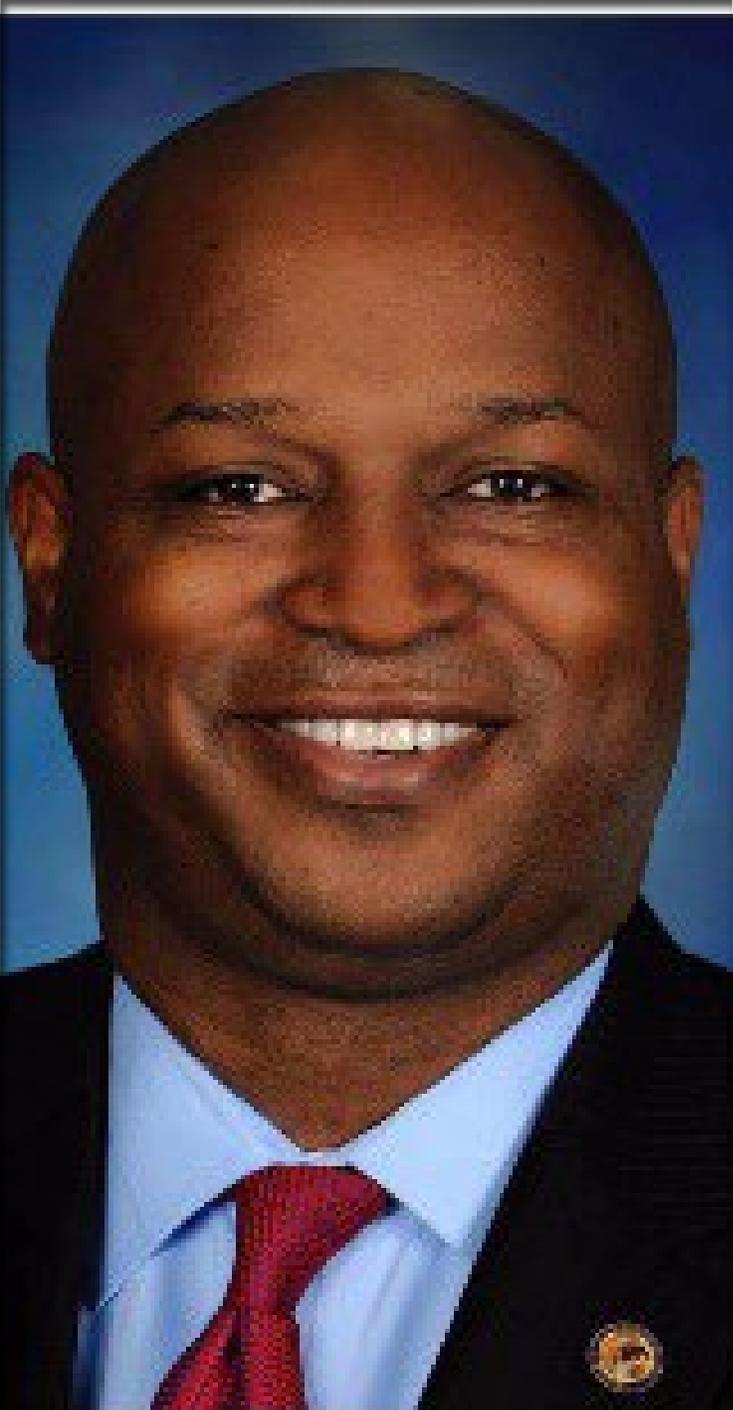
DIFFERENT APPROACHES

LEGISLATIVE, LAW FIRM & GOVERNMENT PERSPECTIVE





LEGISLATIVE APPROACH IN ILLINOIS



Emanuel "Chris" Welch has been a State Representative from the 7th District of Illinois since 2013. Welch serves on several key House Committees including Executive, Revenue, Cities and Villages, Counties and Townships, and Higher Education. Welch serves as Chair of the House Executive Committee. He previously served as Chair of the House Higher Education Committee where he led efforts to pass historic legislation like the four year map grant award and the AIM High Scholarship. He also served as Co-Chair of Governor J.B. Pritzker's Educational Success Transition Committee.

As State Representative, Welch has focused on improving classroom education, creating jobs, helping the most vulnerable, and streamlining government. Welch has been the Chief Sponsor of several pieces of historic legislation including the law bringing cursive writing back to our schools, the Historic Illinois Trust Act, the Law making Illinois a Welcoming State for immigrants, and the Homeless Bill of Rights. Representative Welch is also a leading voice for adding black and brown people to the boards of publicly held corporations after sponsoring landmark legislation that requires Illinois corporations to annually disclose their board composition.

Welch has been recognized with several significant awards for his legislative record including the prestigious Zeke Giorgi Award from the AFL-CIO and the Friend and Education Award from the Illinois Education Association.

Welch is a partner in the local government law firm Ancel Glink. Prior to that, he served as a partner at Sanchez, Daniels and Hoffman, LLP from 2007 to 2018 where he represented local school districts and municipalities. For his work in school, education and civil rights law, Welch has been recognized as a Super Lawyer and one of Chicago's Leading Lawyers.

Welch is a graduate of Proviso West High School ('89), Northwestern University ('93), and The John Marshall Law School ('97). He is a 2016 inductee into the JMLS Wall of Fame.

Representative Welch believes that "He will always find a way, or make one."

THE HONORABLE EMANUEL "CHRIS" WELCH ILLINOIS HOUSE OF REPRESENTATIVES



Diversity means the psychological, physical, and social differences that occur among all individuals; including but not limited to race, ethnicity, nationality, religion, socioeconomic status, education, marital status, language, age, gender, sexual orientation, mental or physical ability, and learning style.



DEFINING DIVERSITY IN THE WORKPLACE



- **Equity** is the guarantee of fair treatment, access, opportunity, and advancement while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations, and that fairness regarding these unbalanced conditions is needed to assist equality in the provision of effective opportunities to all groups.
- “**Social Equity** is the active commitment to fairness, justice, and **equality** in the formulation of public policy, distribution of public services, implementation of public policy, and management of all institutions serving the public directly or by contract.

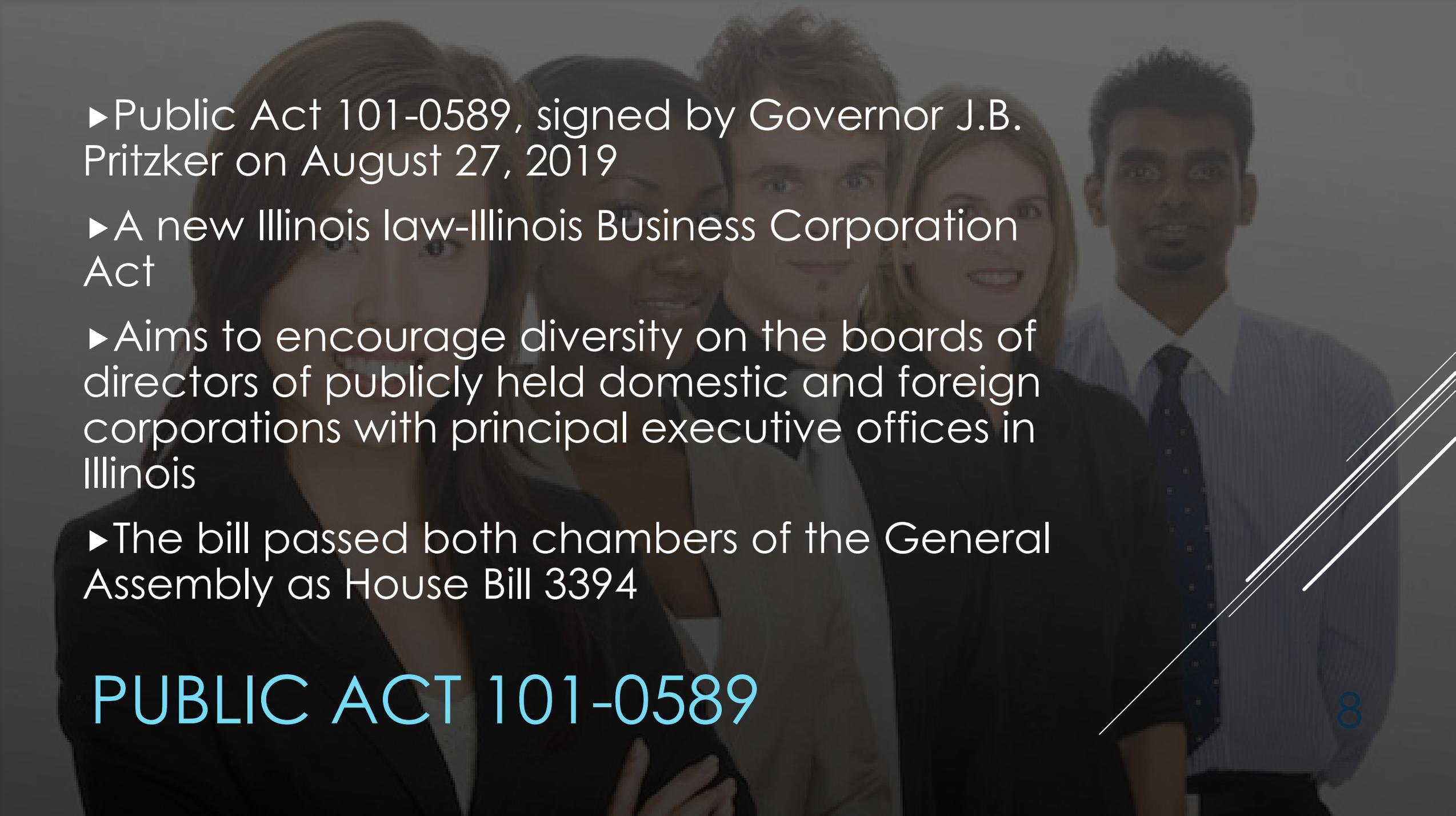
DEFINING EQUITY IN THE WORKPLACE



Inclusion the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate and bring their full, authentic selves to work. An inclusive and welcoming climate embraces differences and offers respect in the words/actions/ thoughts of all people.



DEFINING INCLUSION IN THE WORKPLACE

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- ▶ Public Act 101-0589, signed by Governor J.B. Pritzker on August 27, 2019
 - ▶ A new Illinois law-Illinois Business Corporation Act
 - ▶ Aims to encourage diversity on the boards of directors of publicly held domestic and foreign corporations with principal executive offices in Illinois
 - ▶ The bill passed both chambers of the General Assembly as House Bill 3394

PUBLIC ACT 101-0589

PUBLIC ACT 101-0589

- ▶ Why the need for Public Act 101-0589
- ▶ The history behind Public Act 101-0589
- ▶ What will we learn from the data collected

PUBLIC ACT 101-0589

► P.A. 101-0589 requires that corporations include additional information in annual reports submitted to the Secretary of State (SOS) that the SOS will make available to the public online.

► The University of Illinois will study information provided in annual reports. The report will include aggregate data on the demographic characteristics of the boards and executive officers of corporations that filed reports.

► Strategies for promoting diversity and inclusion among boards and corporate executive officers.





► (d) Professional Responsibility Requirement

(1) Each attorney subject to these Rules shall complete a minimum of six of the total CLE hours for each two-year reporting period in the area of professionalism, civility, legal ethics, diversity and inclusion, or mental health and substance abuse.

AMENDED IL SUPREME COURT RULE
794(D)



A LAW FIRM APPROACH IN ILLINOIS



STEVE CADE
PARTNER, FOLEY & LARDNER LLP

▶ Steve Cade is a partner and business lawyer with Foley & Lardner LLP. He represents clients in a broad range of general corporate law and transactional matters, with a focus on mergers and acquisitions, commercial transactions and venture capital financings. Steve is the vice chair of the Business Law Section of the Chicago Bar Association, and a member of the American Bar Association and the National Bar Association. He currently serves on Foley's Recruiting Committee and Diversity and Inclusion Council. In 2017, Steve was selected as one of The Most Influential Minority Lawyers in Chicago by Crain's Chicago.

▶ Steve earned his law degree from Northwestern University Pritzker School of Law, where he was the production and development editor of the Northwestern Journal of Law and Social Policy. He earned his undergraduate degree in finance and management with honors and distinction from Iowa State University.

WHAT ARE
LAW FIRMS
SEEING?

HOW ARE LAW
FIRMS
RESPONDING?



WHY DIVERSITY MATTERS

- ▶ Diversity promotes creativity, encourages greater consideration of alternatives, and provides access to a wider range of perspectives.
- ▶ Diversity advocates say greater gender diversity can bring better financial performance and improve public image.¹
- ▶ A lack of diversity in background and experience can stifle innovation and promote group think.²
- ▶ Companies that do not prioritize inclusion may struggle to attract and retain top talent and younger workers.³
- ▶ Lack of diversity can result in leaders saying and doing things that could be detrimental to a company's reputation or their own careers.
 - ▶ CrossFit CEO Greg Glassman resigned after his comments about not mourning George Floyd's death incited significant backlash from the public and corporate partners.³

VARYING TACTICS; VARYING RESULTS

- ▶ Collecting and analyzing data on diversity.
- ▶ Diversity training programs.
- ▶ Recruitment, retention and promotion.
- ▶ Mentoring programs.
- ▶ D&I committees and task forces.
- ▶ Sponsorships and partnerships.
- ▶ Effort: bare minimum to fully embraced.

CLIENT PERCEPTIONS, REQUESTS AND NEEDS

- ▶ Proactively discussing D&I with clients.
- ▶ Considering the team being presented to the client.
- ▶ Reviewing the diversity of the teams working on client matters.
- ▶ Openly communicating the firm's approach and commitment to D&I.
- ▶ Presenting the client with opportunities to partner on D&I-focused initiatives.

RESPONDING TO CLIENT NEEDS

- ▶ Requests for information on D&I staffing, leadership, and other efforts.
- ▶ D&I sections on RFPs.
- ▶ Client D&I surveys.
- ▶ Matter management and staffing.
- ▶ Succession planning.
- ▶ Client visits /client conferences.
- ▶ Firm-organized client-facing events, marketing & communications (alerts, publications, etc.)



DRIVING D&I DURING THE PANDEMIC

- ▶ COVID-19 has impacted the legal industry and law firms similarly to other professions.
- ▶ Potential for less focus and priority on D&I initiatives.
- ▶ Working remotely may increase isolation and hinder inclusion.
- ▶ Research suggests that companies are more adaptive and better prepared in times of crisis when they invest in D&I.¹
 - ▶ Retain top talent
 - ▶ Improved decision making
 - ▶ Better innovation
 - ▶ Increased employee morale and motivation
 - ▶ Better reputation, image and collaboration

KEY TAKEAWAYS

- ▶ D&I in law firms and the legal profession is still a work in progress.
- ▶ Approach to D&I varies.
- ▶ Clients can be the most effective D&I ally.
- ▶ COVID-19 presents opportunities and challenges for D&I in law firms and the legal profession.

GOVERNMENT APPROACH IN ILLINOIS





Jasmine Hooks is the Chief Operating Officer (COO) for the Illinois Office of the Governor. Serving in this role since January 2019, Hooks acts as a liaison between state agencies, board and commissions. She oversees and coordinates major projects and events such as the State Capitol Renovation, the Illinois State Fair, and agency wide Curry Internship program, in addition to sitting on the Governor's Travel Control Board.

Prior to becoming Chief Operating Officer, Hooks acted at the Director of Operation during the transition for Governor JB Pritzker and as the Lt. Governor's Director of Scheduling on the JB for Governor campaign.

As a woman of color, Diversity, Equity and Inclusion work is a great passion and key value for Hooks. She is passionate about accessibility and LGBTQ rights and utilizes that lenses to approach work within her role as COO.

Hooks is a proud graduate of Marquette University and a Chicago native.

JASMINE HOOKS CHIEF OPERATING OFFICER, OFFICE OF THE GOVERNOR

CREATING A BASELINE UNDERSTANDING

Equality



Equity



Justice



- ▶ Introduction training for all agency Directors and Chiefs of Staff
- ▶ Setting the frame-work for agencies to create their own DEI plans
 - ▶ People
 - ▶ Programs
 - ▶ Policies and procedures

AGENCY DEVELOPMENT OF DEI PLANS

Goal 1:					
Objectives	Strategies	Timeline	Accountability	Performance Measure	Progress Report

- ▶ Goals, Objectives and Strategies
- ▶ Short-term, Medium-term, and Long-term strategies

NEXT STEPS

- ▶ Chief Diversity Officer
- ▶ Continuing to engage with agencies on the development of their DEI Plans
- ▶ State Website Accessibility