



CARDOZO NLG

Planning a Panel or Workshop Diversity Guidelines

Why diversity? When organizing a workshop or panel, every planning committee and/or person should seek to encourage diversity of gender, race, identity, sexual orientation, age, experience, ability and profession in choosing speakers and panelists. By including a range of individuals featured as role models and experts in their field, the Cardozo National Lawyers Guild chapter believes that our programs will be better, stronger, more informative and successful—helping us to be more effective lawyers, advocates, and members of the Cardozo community and beyond. As leaders in a position of power—students at an elite law school, and as employees at organizations we go on to work for—we have the unique privilege, and responsibility, to shape discourse and demonstrate to others the range of people whose opinions and work we value. Modeling these values in this way is one preliminary way to live the anti-racist and diverse values we embrace and seek to instill.

Creating a Diverse Panel: as you begin to put together an ideal panel, you should think about the considerations below before reaching out to panelists. As panelists confirm or decline, you may end up adjusting your outreach list of possible panelists in order to create the best possible panel—one that is, all together, made up of experts, diverse and representative.

Considerations:

- Is there sufficient **female** representation?
- Is there sufficient **people of color** representation?
- Is there **age** diversity?
- Is there diversity in **sexual orientation** and **gender identity**?
- Is there an opportunity to include **people with disabilities**?
- Is there a role for **non-lawyers** on this panel—e.g., organizers, social workers, clients, activists, those directly impacted by the given issue?

These considerations *require* that you make a *conscious effort* to create a diverse panel wherever possible. Thus, we use the word *sufficient* above to emphasize that this is not merely an exercise in seeking diverse representation, thereby promoting tokenism, but should be a good-faith effort to create a panel made up of individuals that come from various communities and who will thus provide a wide array of opinions informed by their unique experiences. National NLG requires that 1/2 of all panelists at its national convention be women and 1/2 be people of color. Cardozo's NLG does *not require* this but *encourages* this practice and due diligence: we understand that for a variety of reasons, intended panelists may not be able to attend—despite best efforts in outreach and securing their participation.