



# CALL FOR PAPERS & SUBMISSIONS

---

## **IILP Review: The State of Diversity and Inclusion in the Legal Profession**

### ***Introduction***

The American legal profession has been struggling to become a more diverse and inclusive profession for over a century. Law firms, corporations, bar associations, law schools, and other governmental and not-for-profit entities all have provided leadership on the matter. Nevertheless, while some progress has been made, much is left to be accomplished and, in many quarters, there is frustration, exasperation and disappointment that more and faster progress has not occurred. Efforts continue apace but the breadth and complexity of the issue have resulted in disjointed, piecemeal endeavors, making it difficult for practicing lawyers, judges and others vested in achieving greater inclusion in the profession to gain a panoramic perspective and understanding of the profession's efforts as a whole.

At present, there is no systematic or comprehensive way for anyone interested in diversity and inclusion in the legal profession to stay abreast of the most current information and developments pertaining to the subject. While there are many diversity conferences, none offers the comprehensive scope needed by leaders in corporations, law firms, government agencies, law schools and bar associations to effect meaningful change in their own organizations. Anyone seeking the information must investigate myriad sources and hope something valuable has not been overlooked.

The Institute for Inclusion in the Legal Profession ("IILP") plans to address this through the publication of an annual report titled, "IILP Review: The State of Diversity and Inclusion in the Legal Profession ("IILP Review")" that will target the busy practicing lawyer, judge, law student or other professional who works within the legal profession and who is interested in diversity and inclusion issues but requires that relevant information be more easily accessible.

### ***Call for Papers and Submissions***

Toward that end, IILP is issuing this Call for Papers and Submissions in the following categories:

- **Feature Articles** –Each issue will feature three to five in-depth articles of 5-10 pages in length that examine some facet of diversity and inclusion in the legal profession. Feature Articles will be more substantive, rely upon original research, and include greater detail than might typically be found in a bar publication but less scholarly and detailed than found in a law review or academic journal. These Feature Articles should be thought-provoking and address cutting-edge issues. They may be edited versions or otherwise based upon previously published law review or

journal articles but they must not have been previously published in their current version. Three to five Feature Articles will be accepted each year.

- Thought Leadership Articles – The Review will also publish thought leadership pieces; these are shorter essays that consider diversity and inclusion issues as they play out within specific segments of the legal profession, such as African Americans or associates in large law firms or leadership in bar associations. These articles should be 5-7 pages in length and previously unpublished in their current version. They should educate readers about diversity within diversity.
- Round-Up Submissions – Finally, the IILP Review will include a Round-Up of new efforts and strategies to promote diversity and inclusion in the profession. The Round Up will be organized by practice setting and type of diversity. These submissions should be no more than a few paragraphs in length and must include contact information for readers who might wish to learn more about the particular submission.

To submit a Feature Article or a Thought Leadership Article for publication:

- By December 1<sup>st</sup> - Provide a 1-2 page proposal explaining the topic, the points you plan to make, any particularly novel insights or thought-provoking aspects to the article, and any new information you will be disclosing that is not yet widely known within the legal profession.
- By December 10<sup>th</sup> – Notification of acceptance will be provided via email.
- By January 20<sup>th</sup> – Draft articles are due.
- By January 31<sup>st</sup> – Editorial comments will be provided via email.
- By February 15<sup>th</sup> – Final Articles are due.

The IILP Review will be published annually. It will be distributed to attendees at the IILP's annual State of Diversity and Inclusion in the Legal Profession Symposia, which will be held each year in 6-8 cities around the country. Selected authors of articles may be invited to present their papers at one or more of the Symposia. The IILP Review will also be distributed to law school libraries across the country and available for downloading at no cost from the IILP website.

Authors of Feature Articles or Thought Leadership Articles will be required to sign a Non-Exclusive Release giving the IILP permission to print the article and affirming that it has not previously been published in its current version.

Papers and submissions should be emailed to [Review@TheIILP.com](mailto:Review@TheIILP.com).

### ***About the Institute for Inclusion in the Legal Profession***

The Institute for Inclusion in the Legal Profession is a 501 (c) (3) organization that, through educational programs, research and publications, addresses the lack of diversity and inclusion that continues to challenge the legal profession and undermine its credibility within the justice system. It seeks to provide integrated, multifaceted, common sense programming and practical strategies aimed at facilitating a

more diverse and inclusive legal profession that is reflective of the society which it serves, represents and counsels.

IILP works cooperatively and collaboratively with all relevant stakeholders, including bar associations, law schools, corporate law departments, law firms of all sizes, and government agencies. It addresses diversity in all its manifestations – race/ethnicity, gender, nationality, disabilities, LGBT, religion, geography, generation, etc. – appreciating different needs and recognizing the different strategies and resources that are integral to facilitating the level of collaboration and partnership needed to achieve success in its mission.

IILP differs from other organizations that are concerned about diversity in the legal profession in two crucial ways:

- The IILP emphasizes inclusion rather than simply diversity; and,
- The IILP focuses upon the profession as a whole rather than upon a particular practice setting or type of diversity.

For more information about the IILP, visit [www.TheIILP.com](http://www.TheIILP.com) or contact us at:

Institute for Inclusion in the Legal Profession  
321 S. Plymouth Court  
Chicago, IL 60604  
(312) 628-5885  
FAX (312) 554-2054  
[Info@TheIILP.com](mailto:Info@TheIILP.com)