

CAREER ADVICE

Diversity is Easy

BY MIKE EVERS

It was probably easy for me to catch your attention with that title. After all, many general counsel are candid about their departments' shortcomings on diversity and are looking for ways to improve. If top-level GCs are wrestling so much with this issue, the solution can't possibly be easy.

Well, sure it is. Here is the two-part formula: money and patience. Spend money to retain a recruiter who understands that you want a diverse pool of candidates and will leave no call unmade. Passively posting openings on job sites limits your options and fails to reach the most desirable candidates. Then, have enough patience to let the recruiting, networking and referral process play out. Pushing for "ASAP" starting dates also limits your options. If you are understaffed, ask outside counsel to assign an associate on loan to your department while you continue your search. Although this costs money, it will buy you time to accept nothing short of a truly diverse pool of qualified candidates.

A successful diversity program goes beyond hiring, of course. Mentoring, retaining and promoting diverse employees are just as important. So is diversity among outside counsel. Those issues are not so easy to address, and I hope to discuss them in future columns.

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Gibson, Dunn & Crutcher hired **K. Susan Grafton** as of counsel resident in its Washington, D.C. office. Grafton previously served as vice president and associate general counsel in the legal department of Goldman, Sachs & Co.



Michael J. Schallop joined Latham & Watkins' Silicon Valley office as of counsel in the litigation department. Prior to joining Latham, Schallop was a director in the legal department at Symantec Corp. in Cupertino, Calif.

"Career Talk" was researched and edited by Assistant Editor Julie Miller. Please send announcements about hires, promotions and other career moves to her at jmiller@insidecounsel.com.

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