

Originally published June 8, 2020
Updated July 10, 2020

To our ALA community:

Our hearts are heavy with the recent murders of George Floyd, Ahmaud Arbery, Breonna Taylor and so many others while our nation battles the COVID-19 pandemic, which has disproportionately impacted Black and Brown communities. The Association of Legal Administrators calls upon our members, business partners and stakeholders to join us in the fight for equity and justice in America and across the globe. Let us remember the words of Dr. Martin Luther King Jr., *"Darkness cannot drive out darkness; only light can do that. Hate cannot drive out hate; only love can do that."*

ALA stands in solidarity with our colleagues of color. The work to be done to dismantle systemic racism is immense. As individuals, and together as an Association, WE ALL MUST DO BETTER. It is our duty as leaders in the legal profession to set examples for those around us at home and in our workplaces. ALA encourages its members to get comfortable with being uncomfortable. We believe that our Association can be the resource to help our members start the conversations, empower leaders to acknowledge the issues, begin the dialogues, commit to what needs to be done and make change happen. We recognize that the work to advance our vision of cultural intelligence and change is a permanent movement, and this is just the start.

We must work together to deliver the impact to our communities by educating and supporting an environment of cultural intelligence. Your ALA Board of Directors is working on diversity, inclusion, equity and accessibility as components to the overall strategic vision of our Association. ALA is committed to widening our speaker pool to ensure we have diversity in race, backgrounds and life experiences. Additionally, we are implementing a plan to deepen the education for staff and volunteer leaders on inclusive communication strategies.

ALA's Committee on Diversity and Inclusion (CDI) remains a resource to you individually, and to your firms, organizations and chapters. The CDI has been diligently working to lead discussions and aggregate and curate materials to educate legal industry leaders — both about why diversity is important and how we can work to bring diversity and inclusion to the legal workplace.

- Follow the CDI on [Twitter](#), [Facebook](#) and [LinkedIn](#) for timely articles and discussions.

- Join roundtables facilitated by the CDI. [Go to this webpage to view recordings of past conversations and register for upcoming forums](#). We want as many of you as possible to join these discussions because it is imperative that all individual voices and concerns are heard as we begin the work toward unity, equality and justice.
- [Review diversity- and inclusion-themed webinars from ALA](#), including the *free* on-demand webinar [Black Lives Matter: How Does It Affect Your Law Office?](#) from June 10. The presenter is Jason M. Murray, a Partner with K&L Gates in Miami, Florida.
- [ALA's Diversity Toolkit](#) delivers tools to advance diversity and inclusion in the legal workplace.
- The [diversity and inclusion resources page](#) provides white papers, industry reports, and recommended articles and books.

Our thoughts remain with each and every one of you and we look forward to working together as an Association to bring about the must needed change that everyone deserves.

Sincerely,

April L. Campbell, JD, ALA Interim Executive Director

Debra L. Elsbury, CLM, ALA President