

Kansas City Metropolitan Bar Association's

Heartland Diversity Legal Job Fair

**August
5th**

Registration, Diversity Panel
& Networking Reception

**August
6th**

Interviews
& Keynote Luncheon

 Find us on
Facebook

HDLJF

www.heartlanddiversity.org

Employer
Information

Registration Information

How to Register

Employer registration will be available starting March 21, 2011 for the Heartland Diversity Legal Job Fair. Registration must be completed via our Ecampus Recruiter Web site. In order to register you must submit payment based on the payment categories listed below to the following address:

Heartland Diversity Legal Job Fair
c/o Kansas City Metropolitan Bar Association
Attn: Jen Kiper
Two Pershing Square • 2300 Main St., Ste 100
Kansas City, MO 64108

Please include with your payment a copy of the enclosed Employer Registration Form. Upon receipt of your payment and form, a registration ID and password will be forwarded via e-mail to the contact person named on the form.

The employer registration includes a Welcome Reception on August 5 and admission to the Keynote Luncheon on August 6.

All employer registrations must be completed by June 3, 2011.

Payment Categories

Law Firms <ul style="list-style-type: none">• 1-25 Attorneys• 25-75 Attorneys• 75-100 Attorneys• 100+ Attorneys	Registration Fee <ul style="list-style-type: none">\$250\$350\$450\$500
Corporate Legal Dept. <ul style="list-style-type: none">• 1-25 Attorneys• 25+ Attorneys	Registration Fee <ul style="list-style-type: none">\$300\$500
Gov't. & Non-Profit <ul style="list-style-type: none">• Non-Profit Agencies• Governmental Agencies	Registration Fee <ul style="list-style-type: none">\$100\$250

**Each Additional Interview Room \$250*

**(Ex. 100+ attorney law firm would like two interview rooms. The law firm will be charged \$500 plus \$250 for the additional room.)*

Hotel Registration

Employers will be assigned an interview room by the Job Fair staff. All interviews will take place in hotel guest rooms. While the cost of the interview room is included in the registration fee, employers are responsible for all room amenities, e.g., phone calls and room service. If lodging is needed for August 5, please contact the Crowne Plaza Hotel directly at 1.877.2CROWNE. Standard Room Rates will apply.

Crowne Plaza Hotel • 1.877.2CROWNE
1301 Wyandotte • Kansas City, MO 64105

Schedule of Events

Friday, August 5, 2011*

4:00 - 7:00 p.m.	Student Registration
4:30-5:30 p.m.	Diversity Panel
5:30 - 7:00 p.m.	Welcome Reception

Saturday, August 6, 2011

7:30 a.m.	Employer Registration
	Help Room Open
7:30 - 8:30 a.m.	Employer Room Set Up
8:30 a.m. - noon	Employer Interviews
12 p.m. - 1:30 p.m.	Keynote Luncheon
1:40 p.m. - 4:30 p.m.	Employer Interviews

**The Friday Panel & Welcome Reception location will be announced this summer. Please check our website or visit us on facebook to get the most up to date information.*

Important Dates

March
21

Employer Registration Opens

June
3

Employer Registration Deadline

July
8

Logo Due for Promotional Materials

July
15

Cancellation Deadline

July
22

Hotel Room Reservation Deadline

August
5-6

Heartland Diversity Legal Job Fair

Interview Schedules

Interviews at the Job Fair are arranged in two methods. Half of the interview schedule will be preselected by the employer via our database. The other half of the interviews will be randomly assigned, according to interest, through a lottery process in the database. By having a mixture of assigned and chosen interviewees, we believe that each employer will obtain a diverse mixture of candidates.

Employers will be notified via email when their schedules are available. It is the responsibility of the employer to access their schedule prior to the job fair and to download the resumes for each candidate. Employers should bring copies of the resumes with them to the job fair.

All employers will receive a copy of their final schedule the day of the job fair. If late additions were made to the interview schedule, copies of those student resumes will be provided in your employer packet.

Helpful Information

Interview Process

The interview process will be conducted on a 50/50 scale. Employers will pre-select one-half of the students whom they wish to interview. The remaining one-half of the interview schedule will be filled based on lottery. All interviews will be conducted at the Crowne Plaza Hotel in individual guest suites.

Welcome Reception

Join us for food, cocktails and wonderful networking opportunities at the HDLJF Welcome Reception, which will be held on Friday, August 5 from 5:30 to 7:00 p.m.

KCMBA

The Heartland Diversity Legal Job Fair (HDLJF) is managed by the Kansas City Metropolitan Bar Association (KCMBA) and the HDLJF Committee. For further information about the KCMBA, please visit our website at www.kcmba.org.

Why Students Attend

The Fifth Annual Heartland Diversity Legal Job Fair was held August 6-7, 2010 in Kansas City, Missouri. It was a huge success with approximately 100 students attending from over 40 law schools throughout the United States. With 15 employers on hand, students averaged about 3 interviews.



Student Feedback

"The HDLJF was one of the best job fairs that I have attended. It was very well organized, and most importantly, the employers were committed to hiring students from the job fair. I also felt like the job fair was a sincere effort to diversify the legal practice in Kansas City."

"I never would have discovered Kansas City without it."

"Very nice event; I would certainly recommend it to others. The entire experience showed me that Kansas City has a great legal community anyone would be proud to be part of."

"I was able to see the commitment of the Kansas City area and its firms to diversity. I feel more comfortable practicing law here, knowing that diversity is valued and encouraged."

KCMBA Diversity Action Plan

In 2003, the Managing Partners Committee of the Kansas City Metropolitan Bar Association developed and implemented an action plan to promote diversity in the Kansas City legal community.

As a result of the Action Plan, a number of efforts were launched; including the Heartland Diversity Legal Job Fair (HDLJF) hiring of a KCMBA Diversity Coordinator, numerous panel presentations to the Bar, clerkship programs and general promotion of increased awareness of the value and importance of diversity in our profession.

These efforts have yielded significant progress. The participating firms reported the following gains from 2004 to 2008:

- the number of attorneys of color increased from 71 to 103
- the number of attorneys of color at the partnership level has increased from 16 to 26.
- the number of African American attorneys has nearly doubled, increasing from 29 to 52.
- the number of women attorneys has increased from 448 to 521.
- the number of women attorneys at the partnership level has increased from 116 to 142.

Still, more work remains to be done, and we wish to recommit ourselves and broaden the definition of diversity to be more inclusive. Therefore, in addition, and also consistent with the goals and objectives of the original Action Plan, the member firms acknowledge that efforts to promote diversity must reflect a definition of diversity that is broader than race or ethnicity. The member firms agree that "diversity in its broadest sense" which the member firms commit to promote includes, without limitation, race, color, religion, gender, gender identity, sexual orientation, national origin, disability, marital status, age and veteran status.