

Kansas City Metropolitan Bar Association's

# Heartland Diversity Legal Job Fair

**August  
5<sup>th</sup>**

Registration, Diversity Panel  
& Networking Reception

**August  
6<sup>th</sup>**

Interviews  
& Keynote Luncheon

 Find us on  
Facebook

**HDLJF**

[www.heartlanddiversity.org](http://www.heartlanddiversity.org)

**Student  
Information**

## Registration Information

### Who May Register

All 2L (graduating in 2013) and 3L (graduating in 2012) Law Students and 2011 Law Grads who consider themselves diverse are invited to participate regardless of race, ethnicity, gender, gender identity, religion, age, sexual orientation, national origin, veteran status or disability.

### How to Register

To register for the event, please visit [www.heartlanddiversity.org](http://www.heartlanddiversity.org). Registration deadline is June 22, 2011. There is no fee for students to register.

### Early Bird Registration

Early registration deadline is May 25, 2011. All registrations received on or before May 25 will receive an extra entry for one of our doorprizes. The drawing will take place at Saturday's Keynote Luncheon. You must be present to win.

### Hotel Registration

The Job Fair will be held at the Crowne Plaza Hotel in Kansas City, Missouri. The Heartland Diversity Legal Job Fair will have a limited number of hotel rooms at the Crowne Plaza Hotel reserved for students who reside more than 50 miles from Kansas City. Rooms will be \$50, and are available on a first come, first serve basis. Room arrangements must be made through HDLJF and not direct with the hotel. If you are interested in reserving a room, please contact Jen Kiper via [jkiper@kcmba.org](mailto:jkiper@kcmba.org) or by calling 816.474.4322. Once all rooms are reserved, normal hotel 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

Student Registration Opens

May  
25

Early Bird Registration Deadline

June  
22

Student Registration Deadline

June  
28

Student/Employer Bidding Begins

July  
5

Student/Employer Bidding Ends

July  
22

Room Reservation Deadline

Note that available rooms will likely be reserved before this date.

July  
29

Cancellation Deadline

**2011  
KANSAS CITY**

## 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

**I**n 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.

## 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. Interviewing will begin at 8:30 a.m. on Saturday with a keynote luncheon featuring Chief Judge Lisa White Hardwick.

### Registration, Diversity Panel & Reception

We will kickoff the event with registration, a diversity panel discussion featuring some of Kansas City's finest up-and-coming diverse attorneys and a welcome reception on Friday, August 5th.

### Resource Center

The HDLJF Resource Center will be open from 7:30 a.m. to 4 p.m. on Saturday. Ambassadors from area law firms, legal associations and businesses will be available to answer your questions. HDLJF Ambassadors will be available to accommodate changes in schedules and place students in open interview spots.

### Travel Assistance

The Heartland Diversity Legal Job Fair will have a limited number of hotel rooms at the Crowne Plaza Hotel reserved for students who reside more than 50 miles from Kansas City. Rooms will be \$50, and are available on a first come, first serve basis. Room arrangements must be made through the hotel directly and not with HDLJF.

### KCMBA

The Heartland Diversity Legal Job Fair 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](http://www.kcmba.org).

### Kansas City

Barbeque is a tradition, jazz swings, and fountains dance. Professional sports teams, museums, a revitalized Downtown, The Country Club Plaza and wonderful neighborhoods make Kansas City a unique place to live and work. For more information about Kansas City, please visit our website at [www.heartlanddiversity.org](http://www.heartlanddiversity.org) or find us on facebook for our links to Kansas City life.

### 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.

# HDLJF

[www.heartlanddiversity.org](http://www.heartlanddiversity.org)