

**KANSAS CITY METROPOLITAN BAR ASSOCIATION'S**

# Heartland | Diversity

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**H D L J F**

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## Legal Job Fair

**JULY 24th & 25th**

### **LOCATION**

**Kansas City Metropolitan Bar Association  
2300 Main Street, Suite 100  
Kansas City, Missouri 64108**



**EMPLOYER INFORMATION**

## REGISTRATION INFORMATION

### How to Register

Employer registration will be available starting March 2, 2020, for the Heartland Diversity Legal Job Fair. In order to register, please 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: Kim Elrod**  
**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 July 24th and admission to the Keynote Luncheon on July 25th.

**All employer registrations must be completed by  
June 12, 2020.**

## PAYMENT CATEGORIES

<b>Law Firms</b>	<b>Registration Fee</b>
• 1-25 Attorneys	\$250
• 25-75 Attorneys	\$350
• 75-100 Attorneys	\$450
• 100+ Attorneys	\$500
<b>Corporate Legal Dept.</b>	<b>Registration Fee</b>
• 1-25 Attorneys	\$300
• 25+ Attorneys	\$500
<b>Gov't. &amp; Non-Profit</b>	<b>Registration Fee</b>
• Non-Profit Agencies	\$100
• Governmental Agencies	\$250

\*Each Additional Interview Space \$250

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

Employers will be assigned an interview space by the Job Fair staff.

## SCHEDULE OF EVENTS

### Friday, July 24, 2020

*KCMBA Headquarters*

4:00-7:00pm	Student Registration
4:30-5:30pm	Diversity Panel
5:30-7:00pm	Welcome Reception

### Saturday, July 25, 2020

*KCMBA Headquarters*

7:30am	Employer Registration
7:30-8:30am	Employer Room Setup
8:30-12:00pm	Employer Interviews
12:00-1:30pm	Keynote Luncheon
1:40-4:30pm	Employer Interviews

## IMPORTANT DATES

MAR  
2

Employer Registration opens

JUN  
12

Employer Registration Deadline

JUN  
29

Employer Preselect Begins

JUL  
24-25

HDLJF

## INTERVIEW PROCESS

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. All interviews will be conducted at KCMBA.

## HELPFUL INFORMATION

### Welcome Reception

Join us for food, cocktails and wonderful networking opportunities at the HDLJF Welcome Reception, which will be held on Friday, July 24, from 5:30 to 7:00 pm at KCMBA.

### KEYNOTE LUNCHEON

All participants are invited to attend the Keynote Luncheon on Saturday, July 25, from 12:00 to 1:30 pm. A plated lunch will be served, a keynote address will be presented and prizes will be awarded for candidate raffle winners.

### KCMBA

The Heartland Diversity Legal Job Fair (HDLJF) is managed by Kansas City Metropolitan Bar Association (KCMBA) and the HDLJF Committee. For further information about KCMBA, please visit [kcmba.org](http://kcmba.org).

## 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 this first Action Plan, a number of efforts were launched including, the Heartland Diversity Legal Job Fair (HDLJF), numerous panel presentations to the Bar, clerkship programs, and general promotion of increased awareness of the value and importance of diversity in the legal profession.

In 2009, the Managing Partners Committee renewed its commitment to the original goal of promoting diversity in the Kansas City legal community and focused its efforts on retention, continued recruitment of diverse attorneys, and broader adoption and implementation of best practices as identified by the participating law firms. In addition, the Managing Partners Committee adopted a broader definition of diversity that included, without limitation: race, color, religion, gender, gender identity, sexual orientation, national origin, disability, marital status, age, and veteran status (“diverse attorneys”).

These efforts have yielded significant progress. Across the board, from 2009-2015, there have been gains in the number of attorneys of color, women attorneys, openly gay and lesbian attorneys, disabled attorneys, and other diverse attorneys practicing at the participating firms. Additionally, the majority of the participating firms have created and implemented mechanisms for promoting diversity within their firms. These mechanisms include the creation of standing diversity committees, diversity hiring initiatives, and the creation of mentoring programs for diverse attorneys to encourage retention and promotion.

The Managing Partners Committee renews its commitment to the promotion of diversity in the legal community and will continue to focus its efforts on the retention and continued recruitment of diverse attorneys.

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