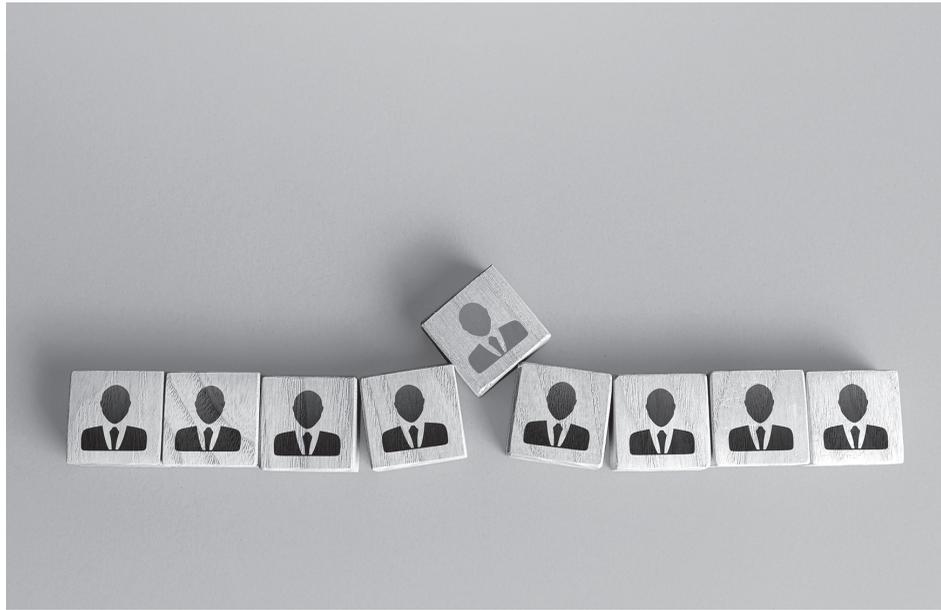


THE FIRM

Search for Diverse Candidates Raising Questions for Recruiters



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Most recruiters stay away from the idea of charging a premium for diverse talent.

by Patrick Smith

Demand for diverse legal talent is higher than ever, and recruiters are facing new pressure to place candidates from underrepresented backgrounds at the law firms they call clients. But that pressure is going up against an obligation to navigate what is right for the recruit, the firm's business and the recruiter's own market reputation.

That raises a number of questions for recruiters: whether to charge more for placing candidates from underrepresented groups who are in high demand; whether to accept more money for diverse recruits if firms are offering it; and, sometimes, whether they should even attempt to fulfill a firm's request for diverse hires given their pool of candidates and the interests of those candidates.

Each of those questions involves thorny ethical issues if not handled properly.

Basic economics dictate that when something is in short supply with high demand, prices go up. We have seen this play out recently with corporate associates, with firms offering signing bonuses, higher salaries and other perks.

"It makes sense from an incentive structure, with clients putting such a premium and attaching business to a law firm's ability to staff matters with a certain number of racially diverse lawyers," GianCarlo Canaparo, the Meese Center Legal fellow at The Heritage Foundation, a conservative think tank, said. "There is a big incentive for firms to get them."

It gets more complicated when the hiring firm is drawn not to the attorney's expertise, but their demographics.

"For all the reasons we know, firms are looking to bring on diverse talent," Stephanie Biderman, partner at legal recruiting firm Major, Lindsey & Africa, said. "They are doing it for reasons as varied as it is the 'right' thing to do to it can be good for business. Clients are demanding it, so firms are doing it."

Biderman said she has seen some firms offer external recruiters a premium rate for sending over diverse recruits. She has also seen firms offer signing bonuses to recruits from underrepresented groups.

"You don't want to feel like they are only getting the bonus because they are diverse, but firms are trying to improve something that really needs improving," Biderman said. "If this is one way for firms to say we are truly committed to improving our diversity, that's a good thing. It certainly doesn't get you all the way there, but I don't see it as such a terrible thing."

Ron Jordan is a longtime legal recruiter who specializes in placing diverse talent. He says he charges more for his services than a typical recruiter.

"If I do my job correctly, I make sure the law firm I am sending them to has a platform for upward mobility, an infrastructure that gives them more work and allows for the possibility of mentors and sponsors," Jordan said. "So yes, I do charge more."

Jordan said that is due mostly to the effort it takes on his end. For many roles there is a very limited supply, especially among the more senior ranks.

"There are a finite amount of people," he said. "For instance, there are approximately nine Black women in the U.S. that do antitrust, maybe 10."

Jordan said he doesn't believe affirmative action endeavors are fair and equitable, but before their introduction, most businesses didn't even think about Black people as a choice for professional development.

"Black people, for a long time, had higher barriers to entry. So, when asking for that talent, don't ask a service provider, like a recruiter, to not ask for money. I may have a '.org' in front of my website, but I am for profit," he said.

The ethical concerns around paying, or charging, a premium to place diverse candidates are up for debate.

But the concern is predicated on the idea that the recruiter or the firm, in their rush to bring aboard diverse attorneys, might not be working in the best interest of the diverse attorney as an individual. This also assumes that the diverse attorney lacks agency in the placement. And that is an assumption that doesn't hold water.

Patrick Smith covers the business of law, including the ways law firms compete for clients and talent, cannabis law and marketing innovation. Contact him at psmith@alm.com. On Twitter: @nycpatrickd.



CITY OF DORAL NOTICE OF PUBLIC HEARING

All residents, property owners and other interested parties are hereby notified of a **LOCAL PLANNING AGENCY (LPA)** meeting on **October 27, 2021 beginning at 5:30 PM** to consider the First Amendment to the Amended and Restated Master Development Agreement and modification to the Downtown Doral South Patten Book to transfer a ±1.84 acre parcel of land and 15,000 square feet of office space to the Downtown Doral, Downtown Mixed Use (DMU) development program. The meeting will be held at the **City of Doral, Government Center, Council Chambers located at 8401 NW 53rd Terrace, Doral, Florida, 33166.**

The City of Doral proposes to adopt the following Resolution:

RESOLUTION No. 2021-

A RESOLUTION OF THE MAYOR AND THE CITY COUNCIL OF THE CITY OF DORAL, FLORIDA, SITTING AS THE LOCAL PLANNING AGENCY, RECOMMENDING APPROVAL/DENIAL OF, OR GOING FORWARD WITHOUT A RECOMMENDATION TO THE LOCAL GOVERNING BODY OF THE FIRST AMENDMENT TO THE AMENDED AND RESTATED MASTER DEVELOPMENT AGREEMENT, AND A MODIFICATION TO THE DOWNTOWN DORAL SOUTH PATTERN BOOK TO TRANSFER A ±1.84 ACRE PARCEL OF LAND AND 15,000 SQUARE FEET OF OFFICE SPACE TO THE DOWNTOWN DORAL DMU DEVELOPMENT PROGRAM; AND PROVIDING FOR AN EFFECTIVE DATE

HEARING NO.: 21-10-DOR-03

APPLICANTS: CC Homes at Doral, LLC, CC-WCD TIC and White Course Lennar, LLC

LOCATION: Generally located east of NW 87 Avenue and north of NW 41 Street

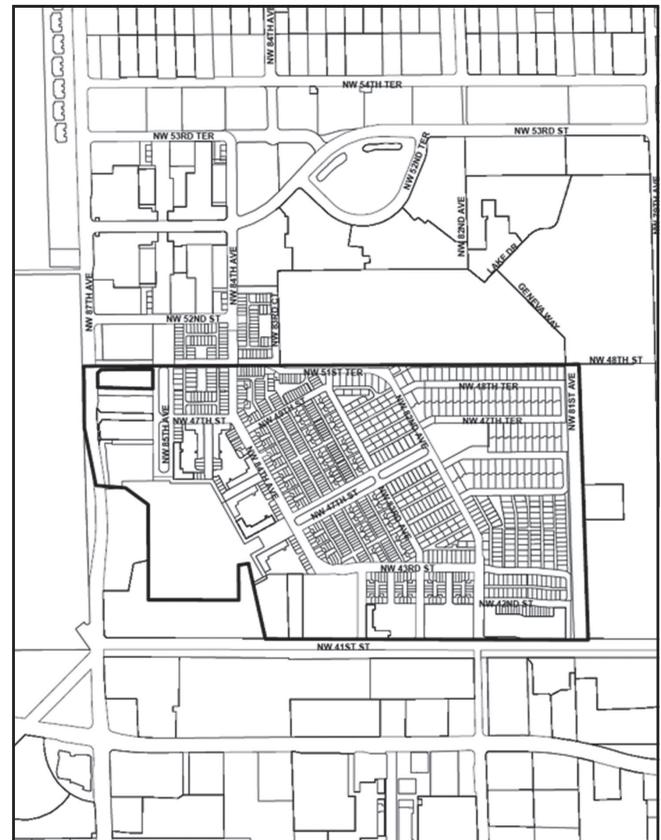
FOLIO: Various folio numbers

SIZE: ±130.1 acres

REQUEST: CC Homes at Doral, LLC, CC-WCD TIC and White Course Lennar, LLC are requesting Mayor and City Council approval of the First Amendment to the Amended and Restated Master Development Agreement and modification to the Downtown Doral South Patten Book to transfer a ±1.84 acre parcel of land and 15,000 square feet of office space to the Downtown Doral, Downtown Mixed Use (DMU) development program. The development program, as amended, will consist of 2,599 residential dwelling units with a population density based thereupon, 30,000 square feet of retail/commercial/restaurant use, 120,000 square feet of office use, up to 7 acres of civic use, and +/-7.6 acres of publicly accessible recreational land, with building heights of up to 8 stories.

Copies of the Downtown Doral South Pattern Book and First Amendment to the Amended and Restated Master Development Agreement are on file at the City of Doral Planning and Zoning Department located at 8401 NW 53rd Terrace, Doral, Florida, 33166.

Location Map



Inquiries regarding the item may be directed to the Planning and Zoning Department at 305-59-DORAL.

Pursuant to Section 286.0105, Florida Statutes If a person decides to appeal any decisions made by the City Council with respect to any matter considered at such meeting or hearing, they will need a record of the proceedings and, for such purpose, may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based. This notice does not constitute consent by the City for introduction or admission of otherwise inadmissible or irrelevant evidence, nor does it authorize challenges or appeals not otherwise allowed by law. In accordance with the Americans with Disabilities Act, any person who are disabled and who need special accommodations to participate in this meeting because of that disability should contact the Planning and Zoning Department at 305-59-DORAL no later than three (3) business days prior to the proceeding.

Connie Diaz, MMC
City Clerk
City of Doral

10/13

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