

PUBLICATION

Diversity Matters: Note from the Editor

Authors: Nakimuli O. Davis-Primer
Third Quarter 2020

Fall is in the air. Earlier this year, I spoke about the newness and rebirth that spring brings. This descriptive concept couldn't have been more accurate for this year. The whirlwind that 2020 has brought and the resulting newer way of living that has persisted throughout the year have caused a lot of us to fall weary as we wind down 2020.

I have found, however, that fall is a necessary step for new growth. The leaves must fall, the grass must wither, the weather must get colder. It is a natural progression that cannot be ignored. Just like nature, we must adjust and cannot ignore the coolness in the air. Most (if not all) of us are looking forward to 2021 with hopes that the new year will bring more joy, light and normalcy. It may, but before we get there we must live in our current season, shed the angst and worry, and appreciate all its beauty.

So, while the holidays may look a little different this year, we still have lots to be thankful and joyful for. Let's focus on the positives the year has brought as we continue our growth journey. Let's also make our voices heard on how we want to shape our future and work together to accomplish those goals. This includes keeping diversity, equity and inclusion at the forefront because now more than ever we need diverse voices to be heard, valued, elevated and, most importantly, acted on.

In this edition of *Diversity Matters*, we're pleased to feature Asurion's diversity & inclusion programs and demonstrate how Asurion is truly acting to create inclusive environments; discuss how to keep employees engaged in such a tumultuous year; identify some potential bias even when using artificial intelligence to recruit and hire employees; learn how a Baker Donelson shareholder has adjusted to working remotely; and offer tips on the physical and virtual ADA accommodations you should consider in light of the pandemic.

This issue also shares other exciting news about Baker Donelson becoming Mansfield certified, the Firm's sponsorship program for diverse attorneys, and accolades and diverse community events that our attorneys have participated in during the past few months.