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## Susan Klooz Testifies at the ABA Presidential Diversity Summit



*(From left) James Dockery, Susan Klooz, SVP & GC – Legal Administration and External Relations, and Harvard Professor Charles Ogletree*

Susan Klooz, Senior Vice President and General Counsel, Legal Administration & External Relations, presented testimony on behalf of Walmart at the American Bar Association (ABA) Midyear Hearing of the ABA Presidential Diversity Summit on February 12, 2009, in Boston, Massachusetts. The focus of the hearing was the “State of Diversity in the Legal Profession.”

The Presidential Diversity Summit is an initiative of ABA President H. Thomas Wells, Jr. The goal is to examine how the face of diversity has changed over the years, whether the promotion of diversity has been successful, whether continued diversity efforts are important, and what direction diversity may take in the future. Susan participated on the corporation/law firm panel and was joined by ABA past President Robert Gray (Hunton & Williams), Michele Coleman Mayes (Allstate), and Anthony Upshaw (Adorno & Yoss).

During her testimony, Susan emphasized that diversity is a business imperative. A diverse team of attorneys enables Walmart to carry out its mission to help its customers save money and live better. She noted that Walmart has partnered with outside law firms to ensure that firms recognize the need to promote diversity and inclusion in the profession. To achieve meaningful diversity in the profession, Susan suggested that the culture of organizations must first become more inclusive and truly value what women and minorities bring to the discussion. Second, law firms and corporations must be willing to measure their progress on diversity through the use of metrics that provide transparency. Third, work/life balance issues must be included in the diversity formula.