

CONSULTANT PROFILE

Dr. Arin N. Reeves, Esq.

Principal

Dr. Reeves has worked in the areas of racial/ethnic and gender diversity, equity, discrimination and harassment in organizations for over ten years. She is a principal consultant, speaker, trainer and personal coach with The Athens Group in the areas of diversity and gender dynamics, effective communication, and conflict resolution. Dr. Reeves received her Bachelor of Science in Human Resource Management from DePaul University, her Juris Doctor from University of Southern California, and her Ph.D. in Sociology from Northwestern University where she conducted several research projects on race and gender issues in the workplace. Her doctoral research focused specifically on these issues within legal workplaces. Dr. Reeves is currently an Adjunct Professor at Northwestern University's College of Arts & Sciences where she teaches courses on race and gender issues as they pertain to law and society.

Prior to joining The Athens Group, Dr. Reeves gained valuable experience in the areas of racial/gender discrimination, conflict resolution, and effective communication as an attorney practicing in the state of Illinois. In addition to her legal background, she has several years of consulting experience that include working with organizations to develop human resource strategies, policies and training programs in various industries.

Dr. Reeves' work with The Athens Group focuses primarily on diversity and gender issues within law firms, corporate legal departments, legal work places in the public/government sector, law schools, and professional associations within the legal community. She has developed and implemented strategic plans and programming on recruitment, retention, attrition, promotion, mentoring and client development issues for attorneys in these various arenas, and has also researched and written on these issues extensively.

Dr. Reeves currently serves as the Chair of the Chicago Bar Association's YLS Committee on Racial & Ethnic Diversity as well as the Chicago Bar Association's Special Commission on Diversity. She has also lectured and presented on these issues for various other professional organizations including the American Bar Association, Chicago Bar Association, California Bar Association, New York Bar Association, Massachusetts Bar Association, Minority Corporate Counsel Association, and American Corporate Counsel Association. Dr. Reeves' expertise and experience in the areas of race/ethnicity, gender and culture diversity in organizations integrate the best of academic research and real world experience, which truly enables her to create "diversity and gender strategies that work."

The Athens Group, Inc.

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LAW FIRM SERVICES

Environmental Assessments

The Athens Group, Inc. has assessed legal workplaces using cutting-edge confidential survey, interview, and focus-group mechanisms to provide organizations with the key information they need on the organizational structures, policies and cultural dynamics within their infrastructures that deal with diversity. These assessments have been subsequently utilized to develop and implement diversity initiatives that truly work.

Strategic Planning Facilitations

The Athens Group, Inc. has facilitated strategic planning sessions on diversity planning and management at:

- ◆ Partner Retreats
- ◆ Recruiting/Hiring Committee Meetings
- ◆ Executive Committee Meetings
- ◆ Diversity Council Meetings

“Diversity Dialogue” Facilitations

The Athens Group, Inc. has facilitated dialogues on diversity with partners, associates and even staff when necessary. Our research has found that “Diversity Dialogues” have proven to be more effective than workshops/seminars in diversity in creating awareness, assisting in strategic planning, and generating solutions to diversity challenges. The Athens Group, Inc. has facilitated “Diversity Dialogues” for:

- ◆ Partner Retreats
- ◆ Recruiting/Hiring Committee Meetings
- ◆ New Associate Orientations
- ◆ Associate Trainings
- ◆ Executive Committee Meetings
- ◆ Diversity Council Meetings
- ◆ Summer Associate Orientations
- ◆ Staff Trainings

Skills Workshops

The Athens Group, Inc. has developed and implemented specialized workshops for law firms on skills necessary for partners and associates in maximizing their potential as assets to their organizations. Each workshop is designed to suit the needs of an individual firm’s organizational structure, culture and goals. Examples of Skills Workshops include:

- ◆ Strategic Networking
- ◆ Rainmaking for Minority Lawyers
- ◆ The Art & Science of Mentoring (for partners & senior associates)
- ◆ The Art & Science of Cross-Cultural Mentoring (for partners & senior associates)
- ◆ The Art & Science of Being a Protégé (for junior & summer associates)
- ◆ Strategic Client Development
- ◆ Rainmaking for Female Lawyers

Specialized Programs

The Athens Group, Inc. has also created specialized diversity programming for law firms around issues of:

- ◆ Conflict Resolution
- ◆ Retention
- ◆ Public Relations
- ◆ Mentoring
- ◆ Recruitment
- ◆ Promotion

Executive Coaching

The Athens Group, Inc. provides personal coaching for attorneys on strategically planning for their careers, finding the right mentors, developing clients and maximizing their potential in the legal workplace.

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