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DECEMBER 2019 | EDITION 2

DELTA  
NEWSLETTER



Diversity & Ethics in Legal Technology And Security



# DELTA S

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# Editor's LETTER



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## Welcome to the second DELTAS newsletter.

Since our first newsletter much has been achieved by spreading the DELTAS message through to schools, law firms and industry suppliers.

The DELTAS newsletter gives insight into the achievements and initiatives that we are proactively undertaking to challenge the status quo and decrease the skills gap that the community are facing, whilst encouraging our future generation of STEM students starting at age 11 and through to the GCSE and A-level education to join the legaltech and legal security sector.

Inside December's edition, you will find insights into diversity and inclusion, news from the community and also more information on the schools that the DELTAS group has started working with. Not forgetting an update on how we at Netlaw Media are supporting this much needed change alongside our industry colleagues.

Finally, a big thank you must go out to the DELTAS corporate supporters and law firm colleagues who have joined DELTAS to support the growing sector initiative. They also offer their skills and volunteer the 'Firm Champions' to participate in the career days that are being undertaken at the schools that we support. In addition to this; from 2020 we will be able to offer up to 20 work placements. Again thank you to; Tikit, NetDocuments, Thomson Reuters, CenturyLink, BigHand, iManage, DAC Beachcroft and Pinsent Masons.

DELTAS was born from the needs of the community and the realisation that change is fundamental, and for this change to happen the community meaning law firms, vendors and educational institutions need to work together to instigate this.

We hope you enjoy this edition of the newsletter and encourage you, your firm and / or business to join this growing industry movement.

**Frances Armstrong**

Managing Director, Netlaw Media

# THANK YOU

**to everyone who promoted DELTAS at the London Law Expo 2019 and the European Legal Security Forum 2019.**



Earlier this year in July, the European Legal Security Forum 2019 returned to London. Here the DELTAS initiative launched and sponsored a brand-new concept of 'Silent' stage. Every person had to wear a set of wireless headphones which connected directly to the speaker's microphone. It created a 'silent disco' style stage which ended up being a huge success.

Every person who attended a session in the DELTAS Demo Stage said that the concept was something that they had never seen before and something that needed to be replicated elsewhere. By having this innovative idea and Thereza Snyman present at the event, a whole new cohort of DELTAS members were signed up. If this is your first newsletter, welcome to DELTAS!

Netlaw Media would like to once again extend a massive 'thank you' to all of the DELTAS Panel members who took the time out of their hectic schedules to support DELTAS by volunteering at the stand.

The response has been overwhelming with many new members, again, joining off the back of this. A special 'thank you' goes out to Thereza Snyman, our DELTAS Ambassador, Christian Toon and Christel Aguila for spreading the news of our initiative and helping people to understand the injustices that flood the legal tech sector. The more awareness that is made, the quicker this can be rectified!

The London Law Expo 2019 also hosted a very informative session hosted by Jay Wetterau, Paulina Jedwabska, Simon George and Andrew Haslam. The panel discussed the current challenges in the profession and where the lack of diversity and inclusion is highlighted. Whilst doing this, they also outlined what the profession could do to help the community strive forwards. The feedback that we have received on this session has been nothing but positive. So, another 'thank you' must go out to Jay, Paulina, Simon and Andrew for doing such an in depth and informative panel discussion on the Operations Stage.



# Q&A



**Karen**  
JACKS

## **What is DELTAS and what does it mean to you?**

DELTA to me is all about encouraging, promoting and facilitating diversity into legal technology. Technology generally is very male dominated so I am keen to see more females enter the profession to provide balance and more mixed skill sets.

## **Why does DELTAS set itself apart in the Legal market?**

What I most like is how we are working with the education system which is after all the exact place interest in technology has to start. Ideally, we would be able to engage with younger children also. There are massive misconceptions about technology careers such as “only for the really clever people” or simply not knowing the huge range of opportunities available in technology so helping students understand this very important.

## **Do you feel the legal IT community have a diverse workforce?**

No – despite best efforts! There is a very small candidate pool for example of females in IT – so recruiting to try to balance within the team is sometimes simply not possible. I think the legal community collectively can try and address this by adoption of different recruitment techniques perhaps.

## **What can be done to bridge the skills gap in the Legal IT / security community?**

One way to try and bridge this is through the apprenticeship scheme. This is something we are actively looking at – we need resource, we are happy and more than prepared to train/mentor/educate and this is an ideal apprenticeship opportunity rather than recruiting at a more experienced level and finding a skills shortage.

## **How do you feel the legal IT community can encourage the future generation to engage in legal IT and security?**

It has to start with the education. Being the mother of two teenage daughters it is only recently that I feel the school is really trying to address women in STEM for example. I think there is a huge focus on diversity for lawyers and yet many opportunities for legal to address diversity outside of the legal departments. I would like to see us working closer with education providers on this as we do with law schools etc.



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## SUMMER WORK PLACEMENT SCHEME

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To Everyone at MW Solicitors, East Croydon,

Firstly, thank you all for making me feel so welcome, despite only being here for three days, at times I forgot that I was on work experience.

Thank you David for treating me as an equal, and not as a walking coffee making machine. Many firms forget that seventeen-year-olds want to learn and understand what happens in the everyday life professionals and not how many sugars the professionals have in their latte.

Our first intake of A level students from Acland Burghley, La Sainte Union and Haverstock Schools have recently completed the DELTAS work placement scheme.

Unlike the traditional work placement of simply shadowing a member of staff, making coffee and being generally forgotten (while the organisation struggles to find them something to do), we have taken an entirely different approach. With our Panel member firms, members, supporters and in consultation with the schools, we designed a programme during which each pupil was placed with two LegalTech vendors (for two days each), and with two law firms, for three days each.

The vendors provided an insight into the world of LegalTech, in addition to assigning specific projects to encourage analytical and problem-solving skills. While at the law firms, the students had the opportunity to learn how the technology is used (and the extent to which it is used) in the daily working life of a law firm.

Looking at the snippets of feedback we have had so far, the structure and content of the programme was a considerable success.

### What is the biggest learning / outcome from the past two days?

“Learning and improving on my critical thinking – looking at things from a different angle.”

“The Legal / Tech industry is thought provoking and very interesting. I learnt in detail how much technology encompasses my everyday life”

But there were some lessons learnt as well. For 2020, we will have a larger pool of students (from 9 or 10 schools) to recruit our participants from. This will allow us to better target students with an interest

in technology or law. We will also spend more time preparing the students for the work placement.

Nevertheless, even though the intake was small, we believe that the DELTAS initiative has already made a real impact on the lives of young people.

With thanks and a great deal of appreciation for the care and interest shown by MW Solicitors, Bird & Bird, Winckworth Sherwood and DAC Beachcroft, and to iManage and LexisNexis. DELTAS is a sector wide initiative – we could not achieve any results without the commitment and support of our members.



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## City lawyer's viral letter slams lack of women in Chambers lawyer rankings

**A City law firm partner has gone mega-viral with a LinkedIn post slamming legal directory Chambers and Partners for not including enough women in its influential lawyer rankings.**

Chris Arnold says that 100,000 people have now read his open letter calling out the lack of women in the Chambers UK 2020 ranking of solicitors.

The Mayer Brown partner has asked to be removed as a Chambers "ranked lawyer" in his specialisation in protest at the lack of diversity. Arnold is listed as a top gun in the "capital markets: derivatives" category, alongside 16 other men and just one woman.

Writing via LinkedIn to Chambers and Partners editors, Arnold said that "this is completely unrepresentative of the extraordinary female talent in this sector". He added that women were also underrepresented in many other categories, pointing out that "only five of the 33 ranked lawyers in securitisation and six of the 41 ranked lawyers in debt capital markets are women".

Arnold's letter, posted on Monday, has already racked up 100,000 views and 1,800 reactions. An earlier post along similar lines had generated 43,000 views, prompting the more detailed missive addressed directly to the industry guide.

The company was quick to respond, with head of diversity and inclusion Dee Sekar offering to meet Arnold about

his concerns. Commenting on LinkedIn, Sekar said "we really are doing a lot in terms of inclusion at Chambers and I'd be happy to let you/your network know about them".

Chambers and Partners has also released a detailed statement on its diversity and inclusion work. CEO Tim Noble said that, looking over the past ten years worth of rankings, 30.6% of those featured at partner level in the UK were women.

He added that "Chambers will be requesting D&I-related information as part of the submissions process from the 2020/2021 research cycles and this data will now be assessed as part of the overall Chambers research and editorial. This will apply to all of our guides and include all strands of diversity".

Rival legal directory the Legal 500 also has very few women listed as "leading individuals" for derivatives, finding room for just three out of 39. It does, however, have more women listed as "next generation partners" and "rising stars".

Emma Dwyer of Allen & Overy was the only female to make the Chambers derivatives rankings, with Arnold claiming that "there are at least six other phenomenal female derivatives partners in the City who should be on the list".

The Nottingham graduate, who qualified in 2004, added that "one of the root causes of inequality in the legal sector is a lack of diverse role models".

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### Source:

<https://www.legalcheek.com/2019/10/city-lawyers-viral-letter-slams-lack-of-women-in-chambers-lawyer-rankings/>



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## I felt a part of the firm from the moment I walked through the door

**It was during her vacation scheme that Aneesa Khan first experienced Ashurst's open-door policy. "On my first day, my supervisor, a partner at the firm, took me around the department and introduced me to everyone in the office, regardless of whether they were a partner, associate or a member of the secretarial team," recalls Khan, who is now a dispute resolution associate in Ashurst's London office.**

For the then University of Warwick law student, this gesture was indicative of the firm's non-hierarchical culture. "I was just an undergraduate student, but my supervisor really took the time to make me feel as though I was part of the team," she says.

Since then, Khan has committed herself to further promoting the firm's inclusive culture, particularly through initiatives recognising specific religious and cultural events. As a trainee, for example, Khan was involved in organising initiatives to celebrate Chinese New Year. Khan also

led a panel event raising awareness of visible differences in the workplace. More recently, she played a role in organising an iftar event (the evening meal which Muslims end their daily Ramadan fast with at sunset) that the firm's lawyers and their clients were invited to attend.

Khan now works closely with Ashurst chairman, Ben Tidswell, in heading up the firm's newly-founded black, Asian and minority ethnic (BAME) working group, which focuses on the retention and progression of BAME employees at Ashurst. "It's important for me to give back to other people by raising awareness of diversity and inclusivity, so that everyone is aware of differences that those from non-traditional backgrounds may experience at the firm," she says. This initiative led to Khan being shortlisted as a 'Top 10 BAME Future Leader' at the Investing in Ethnicity Awards.

Khan's eagerness to help others can be traced back to her university days. Outside of her studies, Khan got involved in Warwick's outreach programme, aimed at increasing engagement with prospective students from underrepresented backgrounds. As part of this, she would travel to schools and colleges to answer questions on what it takes to study law. Khan, who is the first generation in her family to attend university, knew that she may be able to offer insights from her own experience. "I feel that if people can relate to you, they're more likely to listen to what you have to say," she explains.

Balancing these diversity and inclusion initiatives against her fee-earning responsibilities can be challenging and ultimately requires excellent time-management skills. "From Monday to Friday, it's about prioritising what's important," Khan explains. This allows for hobbies, too, which for Khan, a supercar enthusiast, means attending international motor shows and occasionally taking a Ferrari or Lamborghini for a spin.

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As a dispute resolution lawyer, Khan's day-to-day life can vary. When she's not responding to emails, drafting correspondence and attending internal meetings, Khan is often working closely with clients. She's currently advising on an "incredibly large piece of litigation" relating to members of a trucks cartel found guilty of price collusion by the EU Commission.

For students hoping to follow in Khan's footsteps, she recommends seeking out legal opportunities such as Ashurst's upcoming winter vacation scheme. "When it comes to work experience, I don't think you can ever have enough. It's also great if you start at an early age. I've met a lot of first year students that have completed two or three first year schemes and have more opportunities lined up. It's never too early to begin building your CV," Khan advises.

For aspiring lawyers unsure about which winter vacation schemes to apply to, Khan suggests first identifying what exactly draws you to a particular firm. Looking back, Khan recalls being drawn to Ashurst's global reach, offering "premium work" with an "impressive client base". Indeed, as a trainee, Khan saw this first-hand during her six-month secondment to Ashurst's corporate

projects team in Dubai. There she had the opportunity to review draft legislation creating new 'free trade zones' — economic areas with their own special tax, customs and import regimes designed to attract foreign investment.

If working at an international level excites you, consider this when choosing optional modules in your undergraduate law degree. Khan, for example, found that undertaking modules in international law and Islamic law later proved useful, particularly when working in Dubai.

Applicants should also consider what type of training they want. Looking back, Khan cites Ashurst's smaller trainee intake as a pulling factor. "In terms of work, it means trainees have a more fundamental role in the team, enjoy more responsibility and typically receive better work," she explains.

A by-product of the firm's recruitment strategy is a "close-knit culture" among trainees from different cohorts. "Fourth seat trainees will go out of their way to get to know first seat trainees. They will look out for you, even if you joined the firm at a different time — it really makes a difference," Khan stresses.

### Do you want to get involved?

We are always on the look out for work placements and work experience for the schools we have been liaising with. This will help future generations get into different work patterns, it will also help DELTAS in aiding a more diverse work force for the future.

If your company, or a company that you know of is willing to offer placements and get involved then please get in contact with us directly.

Join the likes of Winckworth Sherwood, Pinsent Masons, and DAC Beachcroft, Bird & Bird who are already our member firms for the 2019 intake.

**Have you got a story on diversity to share? Get in contact with us for your chance to appear in the next DELTAS newsletter.**

#### Source:

<https://www.legalcheek.com/lc-careers-posts/i-felt-a-part-of-the-firm-from-the-moment-i-walked-through-the-door/>

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## ACHIEVEMENTS



- DELTAS has recently been included in the Times newspaper where they recognised all the work that has been put into helping school students break into the legal technology sector and what subjects they need to take in order to get there. Firms look to girls for tech 'geeks' <https://www.thetimes.co.uk/edition/law/firms-look-to-girls-for-tech-geeks-2frp6x033>



- Also, David Wood, a DELTAS Panel Member, recently went to Oak Wood School in Uxbridge to give a talk at a career's afternoon. 25 employers and guests attended, including the Army, RAF, universities, a law firm, a media business, and a lot of construction businesses including Skanska. The pupil sessions were scheduled for 30 minutes in the hall and it meant that David was able to meet and talk to pupils from years 7 through to and including year 11 and introduce them to DELTAS. Approximately 500 pupils came through in the 3-hour session. Following this, the parents evening overlapped with the last hour too, so some parents came in for a chat about IT with their children and some parents already worked in IT themselves too. We would like to take the opportunity to say a massive thank you to David for helping to promote DELTAS and get more students involved with IT for the future.



- It is not an everyday occurrence for Matt Peers, COO of Linklaters to share his life experience and career tips with a group of 18 "A" level students from 5 North London schools in socially and economically disadvantaged catchment areas. Yet, thanks to Bruna Pellicci, Linklaters CTO and DELTAS Panel member, that is exactly what we achieved.

Ultimately the event was not about Linklaters, or even about the DELTAS programme. It was about the real impact this type of intervention can make on the lives and career choices of young people, how we can inspire and guide them to successful career outcomes for their personal benefit, and also to the benefit of our sector and society at large.

It will take years to assess the overall impact of the DELTAS programme, however being in its second year, we can't put off an ultimate analysis of outcomes in the distant future. We have to invest our resources, energy and commitment now, and then learn through trial and error what is effective. Only then can we hope to secure a vibrant talent pipeline, a greater degree of social and economic equality and a fairer, more just society.



**DELTAS is your initiative too.  
What would you like to see more  
of from us?**

What achievements would you like to see celebrated in your company's journey to achieve inclusion and diversity?

Would you like to get more involved by volunteering / helping out with excursions?

**Please get in contact with us.**

T: 020 3176 4206

E: [deltas@deltassociety.com](mailto:deltas@deltassociety.com)

W: [www.deltassociety.com](http://www.deltassociety.com)

