

# Jennifer Carrion

Jennifer Carrion is the Manager of Diversity Recruiting at Morgan Lewis. She oversees the firm's diversity recruiting efforts and collaborates with the firm's Diversity & Inclusion team and leadership to identify opportunities to attract, retain and develop a more diverse attorney pipeline. Here are five things you may not know about Jennifer or what a diversity recruiting manager does.



## 1 Morgan Lewis has a dedicated diversity recruiting role.

"A lot of firms have dedicated diversity retention resources. For us, our director of diversity and inclusion and our larger Associate Talent Team are very focused on the professional development and retention side. But to have someone that focuses on the recruiting side was something that was new to me and really piqued my interest. Morgan Lewis was recognizing the challenges they and all firms face in this very important space and realized that they had to put the resources behind it, so they created a dedicated role, 100% committed to diversity recruiting only. This role allows me to execute on the ideas the talent team and I have and really focus on moving the needle forward by looking at who we are bringing in the door."

## 2 It is hard to move the needle if you don't have allies who are just as much committed to diversity and inclusion as you are.

"Diversity and inclusion are not just the responsibility of those of us who are 'diversity heroes.' It takes a village, and so many of my successes in the D&I space have been because I've had allies who have been supportive and have been invested in the same initiatives that I've been invested in. And that's essential to success not only for me and my role but for others who have diversity roles."

## 3 Jennifer's family is from the Dominican Republic and her first language is Spanish.

"I was born and raised in Boston, but I spent every summer in the Dominican Republic and actually moved there for a year when I was 4. I also attended a Spanish immersion school in Boston, where I learned how to read and write in Spanish. My ability to speak fluent Spanish catches people off guard when they see me."

## 4 Diversity at Morgan Lewis is more than just numbers and data points.

"It really is about achieving true and real inclusion. The firm makes every effort to make sure everyone is welcome and that everyone feels empowered to speak. It really encourages everyone to offer their own views and experiences. I find that it's really about creating an environment where people of all types feel included and can thrive. And I think ultimately it's about encouraging authenticity and developing a culture where people can bring their best self to work."

## 5 Jennifer was on an episode of HGTV's My First Place!

"They were looking to feature first-time home buyers in Boston and a friend sent me the announcement. I submitted an application on a Tuesday. By Wednesday afternoon, I had a call from them asking to come to my house that night to do a screen test. It was a super-fast process, but it definitely made the home-buying process way more cumbersome. I couldn't step foot in the house or talk to my realtor before the camera crews were there. It was kind of crazy, but it was fun." ▲



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