



# **MANAR MORALES**

## **President & CEO**

### **Diversity & Flexibility Alliance**

The Diversity & Flexibility Alliance (the Alliance) is a think tank dedicated to creating work environments centered on inclusion and innovative thought leadership. Under Manar's leadership, the Alliance provides practical solutions that increase organizational effectiveness and creates high performance cultures leveraging diversity and flexibility. The Alliance is dedicated to empowering law firms and corporations with the tools to solve industry challenges, promote inclusive work cultures, and integrate more women into leadership positions.

#### **EXPERTISE**

Manar is a national expert and long-time advocate of women in the legal profession (recent speaking engagements are on the reverse side). Topics she can address include:

- **Gender and diversity and inclusion in the legal workplace**
- **The business case for diversity and flexibility in law**
- **Business development strategies**
- **Action steps on holistic flexibility and the advancement of women**
- **Confidence, mindset, and grit as keys to personal and professional success**
- **Women of color thriving in law**
- **Work-life control**
- **Unconscious bias and interrupting bias**
- **Effective women's initiatives, sponsorship, and mentoring programs**

#### **EXPERIENCE**

Manar is a national thought leader on women's leadership, diversity, and workplace flexibility. She serves as President and CEO of the Diversity & Flexibility Alliance – a think tank dedicated to helping organizations create inclusive cultures that leverage diversity and flexibility to attract and retain top talent. Manar is a frequent speaker on workplace flexibility, diversity and inclusion, women's leadership, and individual strategies for success. Prior to founding the Alliance, Manar served as the Executive Director of the Project for Attorney Retention (PAR). As Executive Director, she led all of PAR's initiatives, programs, and operations. She played an integral role in forming the Diversity & Flexibility Connection, a series of discussions between prominent general counsel and law firm chairs leading to best practices for the retention of diverse attorneys including those working on flex schedules. Manar began her career as an employment litigator representing clients in all aspects of labor relations and employment law. She has litigated in federal court, before federal administrative agencies, and in arbitration. In addition, Manar served as an adjunct faculty member of Georgetown University where she taught classes in Labor and Employment law and Entrepreneurship.

Manar serves on a number of Boards and Commissions; she is a Washington Advisory Council member for Commonsense Media, a member of the President's Council of Cornell Women, liaison to the ABA Commission on Women in the Profession, and a Trustee of the Board of St. Patrick's Episcopal Day School.

#### **CONTACT**

Email: [manar@dfalliance.com](mailto:manar@dfalliance.com)

Phone: 202-957-9650

Website: [www.dfalliance.com](http://www.dfalliance.com)



## REPRESENTATIVE SPEAKING ENGAGEMENTS

- **Ms. JD's 6<sup>th</sup> Annual Conference on Women in Law, Pursue Your Passion**, Austin, TX (February 21-22, 2014)
- **Washington Area Legal Recruitment Administrators Association (WALRAA) Bi-Annual Education Conference, Opening Plenary**, Washington, DC (March 12, 2014)
- **NALP 2014 Annual Education Conference, Going Above and Beyond with Inclusion and Retention: Taking It to the Next Level** and *Women's Issues: How the Mayer, Sandberg, Slaughter Debate Affects Diverse Women*, Seattle, WA (April 9-12, 2014)
- **Law Firm Retreat, Positioning Your People to Succeed**, Williamsburg, VA (April 26, 2014)
- **Women's Bar Association of the District of Columbia, Strategic Volunteering: Growing Professionally While Giving Back**, Washington, DC (May 9, 2014)
- **OPUS X: Thrive!, Thrive: Women of Color Rising Above in Big Law**, Washington, DC (May 15, 2014)
- **Women's Leadership and Mentoring Alliance, Demystifying Generational Differences**, Washington, DC (May 15, 2014)
- **Wilkie D. Ferguson, Jr. Bar Association Diversity & Flexibility Seminar, The Business Case for Diversity & Flexibility and Learning to Balance It All: A Discussion for Young and Diverse Attorneys**, Miami, FL (July 18, 2014)
- **American Bar Association Annual Meeting, True Grit & Growth Mindset: The Secrets of Success of Women Lawyers**, Boston, MA (August 9, 2014)
- **WALRAA Member Meeting, Bringing Unconscious Bias to Your Conscious Forefront**, Washington, DC (September 17, 2014)
- **The George Washington University Law School, Growing Your Grit: The Law Students' Guide to a Positive Mindset for Career Success**, Washington, DC (October 29, 2014)
- **Law Firm Presentation, Confidence: The Key to Success**, Washington, DC (April 14, 2015)
- **Center for Legal Inclusiveness Annual Diversity Summit, Flexibility: Proven Solutions for Retaining Top Talent & Satisfying Clients**, Denver, CO (May 4, 2015)
- **NALP/ALFDP Annual Diversity Summit, Flex Your Power! Connecting Flexibility to Your Diversity & Inclusion Programs**, Chicago, IL (June 12, 2015)
- **MCCA Creating Pathways to Diversity Conference, Developing A Career Toolkit**, Washington, DC (June 29, 2015)
- **Running Start's Young Women's Political Leadership Summit, Networking Training**, Washington, DC (July 11, 2015)
- **NALP D & I Section Webinar, Strengthening Your Community: Building a Successful Flex Affinity Group**, Co-Presenter, Washington, DC (October 6, 2015)
- **NALSC 2015 Fall Symposium, Diversity in Recruiting**, New York, NY (October 23, 2015)
- **22<sup>nd</sup> Annual Leadership Colloquium, Change Your Mindset and Grit: Positive Change for Positive Results**, University of Mary Washington, Stafford Campus, Fredericksburg, VA (November 5, 2015)
- **American Bar Association Legal Career Development Expo, Setting a Solid Foundation: Inside Tips on Career Development and Beyond!**, Washington, DC (February 19, 2016)
- **Women's Inclusion and Advancement in the Legal Profession: Contemporary Perspectives and Strategies**, Keynote Address, Mexico City, Mexico (February 24, 2016)
- **NALP 2016 Annual Education Conference, Successfully Managing Your Remote Work Teams**, Boston, MA (April 13-16, 2016)
- **ALA Capital Chapter Educational Seminar, Implementing a Successful Formalized Flex Program**, Washington, DC (May 25, 2017)
- **ACC NYC Chapter Women's Group Presentation, Retaining Talent: How Innovative Organizations Are Helping the Working Caregiver Find Balance and Achieve Success**, New York, NY (May 16, 2017)
- **TRaD Works Forum, Flexibility**, Washington, DC (September 28, 2017)
- **The Women In Construction Leadership & Networking Conference, Creating the Business Case for Diversity & Fostering an Inclusive Environment**, Washington, DC (October 24, 2017)
- **The Accounting and Financial Women's Alliance National Conference "Women Who Count"**, Confidence, Mindset & Grit: Positive Change for Positive Results, Alexandria, VA (October 28, 2017)
- **Professional Women in Advocacy Conference, Confidence, Mindset & Grit: Positive Change for Positive Results**, Washington, DC (November 6, 2017)