



## BELL NUNNALLY'S ALANA ACKELS ON TEXAS LAWBOOK EXPLORES TAKING DIVERSITY AND INCLUSION FROM WORDS TO ACTIONS

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**Bell Nunnally Partner Alana K. Ackels authored *The Texas Lawbook* article “Diversity and Inclusion Matters. Now What?” The piece considers how to go from simply acknowledging that diversity and inclusion efforts are important, to taking concrete steps that make change a reality. She notes that the pressure for change is coming from all quarters, including from clients who are increasingly demanding transparency and proof of effort.**

Ackels, chair of Bell Nunnally's Women's Initiative, breaks down the following big picture goals: 1) promoting a culture of belonging; 2) promoting the recruitment, retention and advancement of diverse lawyers; and 3) making intentional diversity and inclusion efforts an organization-wide priority. She concludes with a word of encouragement, “None of this easy, but it takes training and practice. You can read as many books about water skiing as you want, but the first time you try it, you will fall (in fact, you may not even make it up onto the skis). But with practice, you can improve. We all can improve.”

To read the full text of the article, please click [here](#) to open a PDF, or [here](#) to visit *Texas Lawbook*.

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Alana K. Ackels



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