



## News

### Hinshaw's D.L. Morriss Provides Perspective on Importance of Cultural Competence

December 27, 2019

Hinshaw Diversity, Equity & Inclusion Partner D.L. Morriss recently attended and spoke at the New York State Bar Association (NYSBA) International Section's 2019 Global Conference, in Tokyo, Japan. Following the trip, Morriss and NYSBA International Section Chair Diane O'Connell of PriceWaterhouseCoopers wrote about their experience and the importance of cultural competence as a path to diversity.

Morriss said that his experience in Japan left him more appreciative that being different is a "universal part of life" and that increased globalization will cause us to come into contact with our differences more often. He and O'Connell noted that cultural competence helps bridge the gap that is created by a sole focus on diversity. They describe how diversity and inclusion require a commitment to three things:

1. Being intentional – otherwise implicit bias will impede progress;
2. Being uncomfortable – learning from and working with people different from you is not always easy; and
3. Being authentic – this creates bonds of trust that are essential to advancing diversity and inclusion.

[Read the full article on the NYSBA website](#)

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