



J. Danielle Carr

Director of Recruitment, Professional Development & Inclusion

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J. Danielle Carr is a seasoned leader with over two decades of experience helping law firms build inclusive cultures, develop attorney and administrative team member talent, and recruit legal professionals at all levels. In her role, Danielle oversees the implementation of the firm's strategic initiatives related to recruitment, professional development, and diversity, equity, and inclusion. She promotes talent acquisition and retention, studies advancement trends, and implements best practices to support career growth across the firm. Danielle also manages internal training programs, including professional development and DE&I initiatives, and provides guidance and administrative support for Porzio's affinity groups.

Danielle brings extensive expertise in recruitment and professional development, having held senior leadership roles at AmLaw 200 and AmLaw 100 firms, including Chief Officer of Inclusion. In these roles, she designed and implemented enterprise-wide DE&I strategies, developed inclusive recruiting and hiring rubrics, launched leadership development and mentoring programs, and managed DEI metrics reporting for internal stakeholders and clients. She also founded Building Alternative Bridges, a consultancy focused on recruiting underrepresented attorneys and aligning law firm recruitment strategies with inclusive hiring practices.

A recognized leader in the legal diversity community, Danielle is active in professional organizations dedicated to improving inclusion across the profession. She serves as President of ALFDP, representing DE&I leaders from approximately 180 AmLaw 200 firms and several Canadian firms. In addition, she was recently appointed to the American Bar Association's Mental Wellness Advisory Council and elected to the National Bar Association's Board of Governors.

Danielle is known for her ability to foster relationships with community and professional organizations, law school career services, and firm clients, enhancing the firm's community footprint while building a strong, inclusive talent pipeline. Her hands-on experience enables her to design and implement top-tier programs that drive meaningful, sustainable change.

Memberships

- American Bar Association – Member, Mental Wellness Advisory Council
- ALFDP - President
- National Association for Law Placement
- National Bar Association – Board of Governors
- Garden State Bar Association

J. Danielle Carr Cont.

- Korean Bar Association of Greater New York
- Mound City Bar Association – Past President
- Muslim Lawyers Bar Association of New Jersey
- The Links, Incorporated
- Delta Sigma Theta – St Louis Alumni Foundation Board
- Jack & Jill Associates

Articles

- Reclaiming the Narrative: The Truth About DEI – *Law.com*, 7/15/2024

Speaking Engagements

- "A Conversation About Walking the DEI Line," Legal Marketing Association Webinar, 4/03/2025
- "Courage to Confront: A Proactive Solution-oriented Approach to Withstanding Challenges to DEI," National Bar Association, 4/03/2025
- "Chief Diversity Officers Roundtable: Benefits of Implementing a Diversity Program," New York State Bar Association, 1/14/2025
- "What's the 'Score' on Law Firm DEI in 2024," Law.com Pro, Webinar, 6/13/2024
- "Trends in Diversity Recruiting," National Association of Legal Search Consultants (NALSC), 3/01/2024
- "Repeating, Rebounding and Breaking Through: The Future of DEI in the Legal Profession," New Jersey State Bar Association, 1/25/2024
- "Diversity Equity and Inclusion: Erasing Tension Between Social Obligation and the Bottom Line," Corporate Counsel Institute, 1/17/2024

Media Mentions

- "Big Law Aims to Make DEI Less Divisive in Trump's Second Term," *The American Lawyer*, 1/27/2025
- "DEI isn't actually dead," *CNN*, 12/17/2024, 12/17/2024
- "DEI Pros See Path Forward For Legal Industry Amid Hurdles," *Law360*, 1/26/2024, 1/26/2024

Bar Admissions

- Illinois

Court Admissions

- United State District Court, Northern District of Illinois

J. Danielle Carr Cont.

Education

- *University of Michigan Law School*
J.D., 1989
- *University of Northern Iowa*
B.A., 1986
magna cum laude