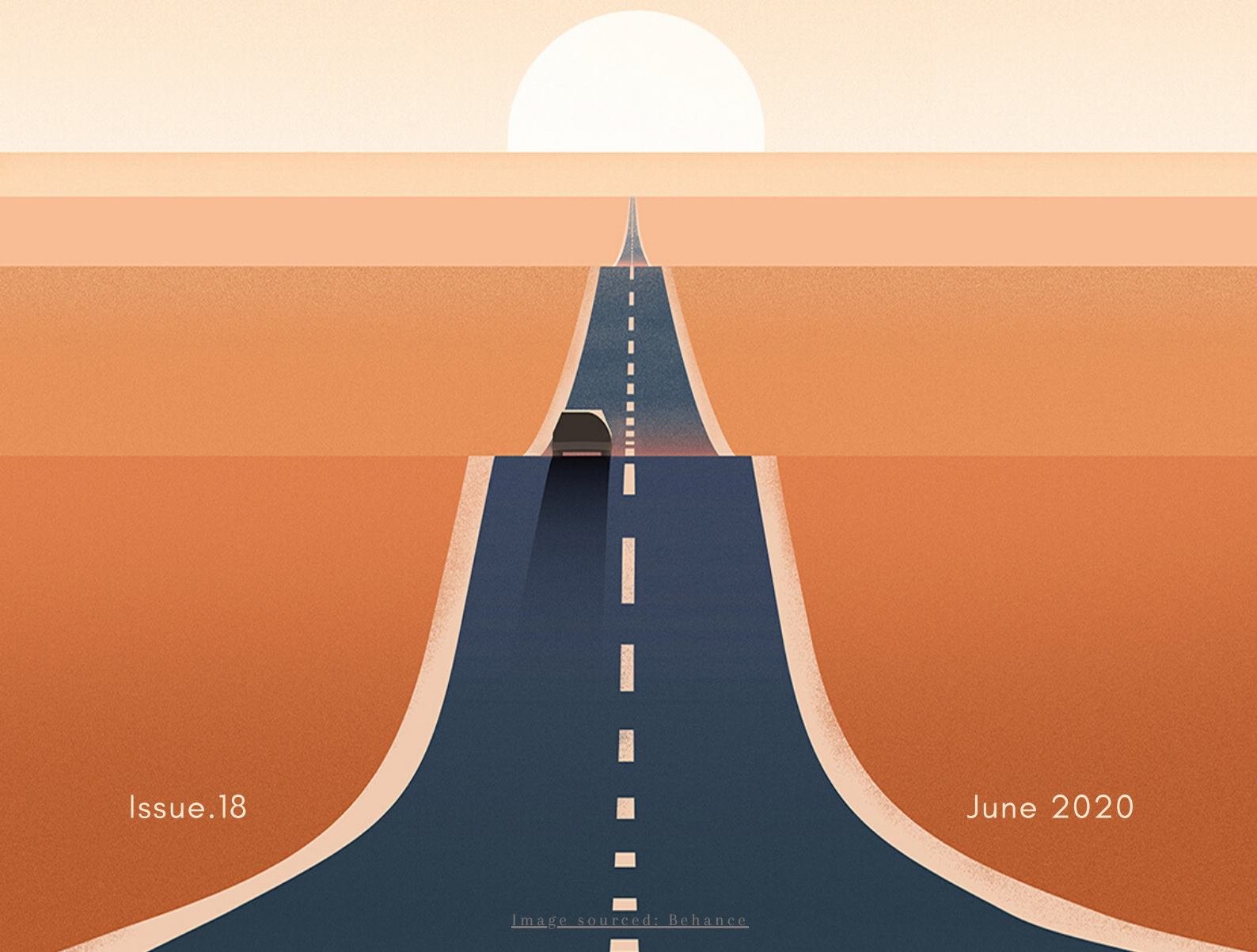


The InHouse



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5 Strategies for Creating an Inclusive Workplace

Pooja Jain-Link | Julia Taylor Kennedy | Trudy Bourgeois

Now, more than ever, any company that wants to realize the full potential of its employees should be taking action to create safe and inclusive workplaces where women of color can achieve their full potential.

Women of color are entering the workforce in greater numbers than ever before, bringing education, ambition, and diverse ideas and experiences with them. As a result, they offer corporations a potent force of insight and innovation that will be increasingly needed to meet the needs of a diverse customer base. Yet, despite the value that women of color represent for companies, they're rarely given leadership positions, not to mention roles in the C-suite.

Read more [here](#).



Brands' support of anti-racism movement balances business benefits against risks

Elizabeth Crawford

Many food and beverage companies are joining the fight against racism in America by temporarily pausing sales, using their voices and positions to raise awareness of systemic racism in the US, donating profits and pulling advertising from platforms that do not support their views.

Its not just about supporting the cause anymore, but re-evaluating the business landscape, partnerships and participatory actions towards making the change. Not just food industry but several other industries in US have started to make changes after evaluating their own efforts and actions.

Read more [here](#).



2021+ Resetting the CSR path forward

American Bar Association Groups

While the COVID-19 pandemic may have temporarily redirected 2019's CSR foundations, the lessons learned will inspire greater momentum toward realizing new goals with diverse stakeholders perhaps sooner than otherwise would have happened.

By the end of 2020's first quarter, the world's economy rapidly shifted from growing to preserving business. Keeping employees safe, rapidly retooling resources toward the global fight against the pandemic, and preserving core operations appropriately captured the full bandwidth of corporate leaders. These priorities will define 2020.

Yet, despite these challenges, CSR will advance in 2020, even if it takes a different course than anticipated. If 2019 was a year of a renewed focus on CSR, 2020 will be a year of redirecting CSR initiatives, with 2021 and beyond resetting the future of CSR. This article takes readers through that transition.

Read more [here](#).



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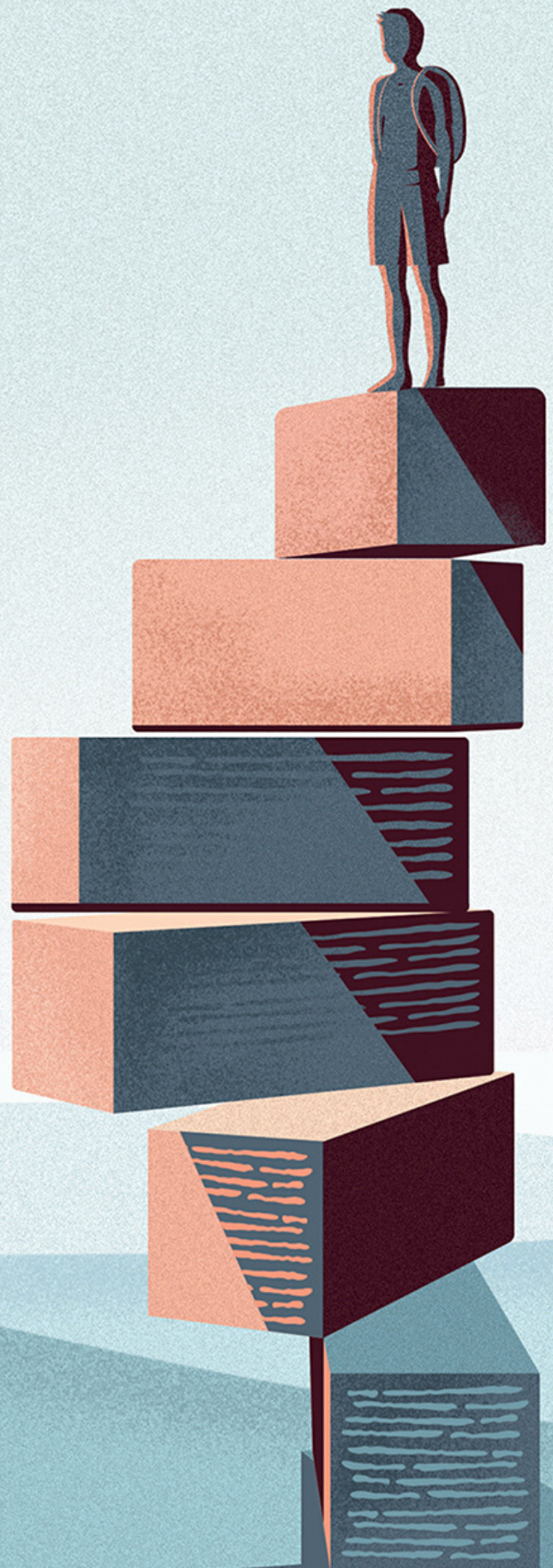
Statista | THE STRAITS TIMES

The Straits Times is preparing, for the first time, a survey on "Singapore's Best Law Firms". The results will be published later this year both in the print edition of The Straits Times as well as on [straitstimes.com](https://www.straitstimes.com).

At the end of the survey, we ask you to provide us with your professional e-mail address, to ensure the quality of the data. Please note that the closing date for the survey on Singapore's Best Law Firms is Monday, 3 August 2020 midnight.

If you are interested in participating, please click on the following link:

Read more [here](#).



Legal Considerations for the Hospitality Industry during COVID-19

Eddee Ng | Alcina Chew | TKQP

The COVID-19 outbreak has been described as “the most serious crisis this country has faced since Independence”. These words ring especially true for the hospitality and tourism industry, which has seen free-falling room occupancy rates, closing hotel floors, shortening service hours, and now, many hotels (save for those which have been engaged to house individuals serving out their Stay Home Notice period) have had to shut their doors.

In this climate, it is particularly apposite for hotels and other players in the hospitality industry to examine their contractual rights and obligations, to see what may be renegotiated or restructured. This may help to alleviate the bleak and grave situation that the industry now finds itself in.

Hotels may be able to obtain relief from their contractual obligations by relying on:

- a force majeure clause in the contract
- the doctrine of frustration
- the COVID-19 (Temporary Measures) Act.

Read more [here](#).



More Room to Breathe: Observations on the New COVID-19 (Temporary Measures) Act

Eddee Ng | Keith Tnee | TKQP

It is not an exaggeration to say that the COVID-19 pandemic has had a major deleterious effect on businesses within and without Singapore. If you are a business owner or in-house counsel, or if you know someone who is one, the new Act may therefore provide much-needed breathing space through the temporary relief it affords.

This is a valuable opening to engage in discussions with creditors and (if possible) reach an amicable outcome with creditors. Even if you are unable to avail yourself to the protections under the new measures, there are still options available under the existing legal regime that may assist your business.

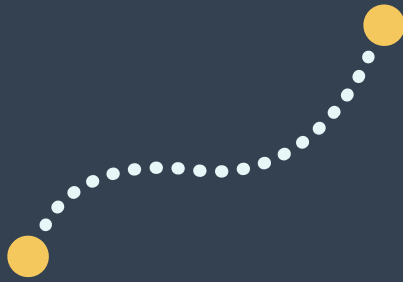
While the prevalent issue on everyone's minds is the control order and its restrictions on our movements, the Act also includes several important financial and business-related provisions.

Read more [here](#).





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Brave New Law: Asking 'Jobs to Be Done' Questions

DWF | Singapore

When approaching a challenging situation, it can be difficult to sort through the multiplicity of issues presented to us. Jobs to be Done is a theory outlined by Clayton Christensen and expanded upon in his 2016 book *Competing Against Luck*, co-written with Karen Dillon, Taddy Hall and David S. Duncan.

What Jobs to Be Done theory (JTBD) presents us with is a framework which tries to focus on the big picture and the ultimate end needs of the client whether that client is internal or external, B2B or B2C.

An interesting application is asking what's my legal team's 'Job to Be Done' in general or in a given situation? It's often not the most obvious and may have nothing to do with 'the legals' but rather outcomes for the wider business.

Read more [here](#).

Next topic [here](#).



" Can your Well-being cope with Bullying and Harassment? "

SCCA Well-Being Chapter Announcement 25 | June

In our last Announcement, we focused on Dignity and Respect and the impact on well-being. In this Announcement SCCA's Well-Being Chapter wants to reflect on the Building Resilience against Bullying and Harassment and provide in house counsel with some hints and tips to approaches and adjustments that we will need to consider/make.

- Have you since being young been taught to handle these issues on your own? To "work it out" or "ignore it"?
- Why is this relevant to legal professionals and their well-being?

Well, recent data gathered by the International Bar Association survey from just under 7,000 legal professional respondents, indicate bullying is rife in the legal workplace and sexual harassment is also commonplace.

Read more [here](#).



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