BACKGROUND

A recent survey of Section members participating in the mentoring program included questions that asked participants to identify their race, gender, and sexual orientation. While these statistics provide only a snapshot of the section, the results are telling. In terms of racial diversity, 44% of the law students and 50% of the attorney/economist requesting mentors identified themselves as racially diverse. In terms of sexual orientation, 8% of the law students and 9% of the attorney/economists requesting mentors identified themselves as identifying as a member of the LGBTQ community. Now to compare that with the stats for the mentors, only 14% identified as racially diverse and not a single mentor identified themselves as a member of the LGBTQ community.

As this survey of individuals looking to get more involved in the section demonstrates, the next generation of Section members will be more diverse specifically in terms of race, gender, sexual orientation, and people with disabilities. The DI Initiative will seek to recruit and retain them within the Section.

MISSION STATEMENT

The Diversity Initiative (“DI”) strives to promote three primary goals for the ABA Antitrust Law Section (“Section”): (1) grow the population of diverse attorneys and economists in the Section through recruitment; (2) build community amongst diverse members within the Section; (3) increase visibility of diverse members.

First, to expand the community, we will pursue recruiting efforts for all stages of the legal field. Second, we want to empower individuals with a sense of belonging and kinship with others who have similar stories and experiences as well as provide substantive programming for attorney development. Third, this group will highlight the successes of our members to show future members that there are lawyers who are breaking down barriers and representing our communities in the antitrust legal field all around the country.

PLAN OF ACTION

A. Recruiting
   1. Law Schools
      a. Phi Alpha Delta, Delta Theta Phi
      b. Coordinate with ABA Law School Initiative
      c. “Why Antitrust?” law school sessions
      d. Career fair geared toward law students and younger attorneys
   2. Early and Mid-Career Professionals
      a. Connect and develop partnerships with National Asian Pacific American Bar Association, Hispanic National Bar Association, National Bar Association, National South Asian Bar Association, National LGBT Bar Association, Disability Rights Bar Association

1 The survey included responses from 65 mentors, 22 mentees, and 64 law students.
3. **Senior Professionals**
   a. Identify and contact diverse senior antitrust, privacy, consumer protection professionals to serve as mentors even if they are not actively involved in the Section.

B. **Build Community**

2. **Annual Event**
   a. DI Summit Before Spring Meeting – *We would like to plan a larger event/programming for the day before 2021 Spring Meeting. We would like a budget of ~$10,000 for the 2021 event.*

3. **Semi-Annual Events**
   a. CLE Programming for topics relevant to diverse section members
   b. Programming for topics that promote diversity and inclusion – *We would like a budget of ~$5,000 for speakers’ fees.*

4. **Continuous Events**
   a. Mentorship/Community Connections
      i. Pair members together (horizontally and vertically) for mentorship or community events

5. **Affinity Group E-mail Listservs**
   a. LGBTQ, African American, Hispanic, Asian-Pacific, International, Disability Rights Bar Association, and any other large groups within the section.
   b. Catch-all diversity listserv to ensure smaller affinity groups feel connected.

C. **Increase Visibility**

1. **Creating Opportunities for Members to Be Seen and Heard**
   a. Diversity Dialogues at Spring Meeting
   b. Faces of the Antitrust Section - Spotlighting diverse members in monthly emails. This can roll into a larger campaign to reimagine the status quo of what a Section member looks like
   c. Re-evaluate existing diversity requirements (and compliance with those requirements) for Section programs and newsletters. Make recommendations to improve requirements.
   d. Use *Our Curious Amalgam* as a platform to highlight senior members of the Section who are diverse (or allies) and talk about their journey

2. **Encourage and Promote Speaking Engagements or Writing Opportunities**

3. **Leverage and Coordinate Social Media Resources**
   a. Connect with and feature diverse Section Members on Connect, LinkedIn, Twitter, and Instagram

4. **Diversity Survey and Booth at Spring Meeting**

5. **Collect and Report on Diversity Statistics**