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  o Commission on Sexual Orientation and Gender Identity
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  o Commission on Women in the Profession

• ABA Diversity and Inclusion Highlights
GOAL III
ELIMINATING BIAS
AND ENHANCING DIVERSITY
ABA Goal III Objectives

1. Promote full and equal participation in the association, our profession, and the justice system by all persons

2. Eliminate bias in the legal profession and the Justice System
ABA Diversity and Inclusion Center is the Association's central hub to promote and advance diversity and inclusion by enhancing collaboration, coordination, and communication between the 7 principal Goal III Entities:

- Commission on Disability Rights
- Coalition on Racial and Ethnic Justice
- Commission on Women in the Profession
- Council for Diversity in the Educational Pipeline
- Commission on Sexual Orientation and Gender Identity
- Commission on Hispanic Legal Rights & Responsibilities
- Commission on Racial and Ethnic Diversity in the Profession

The Diversity Center also engages in other activities to promote Goal III, including managing the ABA Diversity and Inclusion Portal (on left).

Chair: Patricia D. Lee ~ Staff Contact: Pedro J. Windsor Jr.
Visit: [ambar.org/diversitycenter](http://ambar.org/diversitycenter)
ABA Commission on Racial and Ethnic Diversity in the Profession focuses on developing and supporting initiatives and research to increase racial and ethnic diversity and inclusion in all areas of the legal profession.

A few key or recent initiatives include:

- **Model Diversity Survey**: A survey to collect and report diversity data on legal services provided by law firms to over 70 major U.S. corporations

- **Spirit of Excellence Awards**: Annual luncheon honoring lawyer trailblazers that have promoted diversity and inclusion in the legal profession

- **Goal III Report**: Annual report that assesses diversity (race and ethnicity) within ABA leadership

**Chair**: Will A. Gunn ~ **Staff Contact**: Keevin Woods

Visit: [ambar.org/diversitycommission](http://ambar.org/diversitycommission)
ABA Coalition on Racial and Ethnic Justice focuses on developing and supporting initiatives and research to address social justice issues that stem from the intersection of race and ethnicity within the legal system.

A few key or recent initiatives include:

- **Digital Justice Initiative**: A series of Hackathons that convene community, legal, technology, and law enforcement stakeholders to devise technological solutions to conflicts between law enforcement and communities of color and persons with disabilities.

- **Reversing the School-to-Prison Pipeline**: Final Report (on left) outlining issues surrounding and proposed solutions to address the StPP

**Chair**: Leigh-Ann Buchanan  ~  **Staff Contact**: Rachel Patrick

Visit: [ambar.org/corej](http://ambar.org/corej)
ABA Council for Racial and Ethnic Diversity in the Educational Pipeline focuses on developing and supporting initiatives and research to increase diversity in the educational pathway to the profession.

A few key or recent initiatives include:

- **ABA Legal Opportunity Scholarship**: Annual scholarship program providing diverse law students with financial assistance for their law school careers.

- **Judicial Clerkship Program**: Annual program providing law students with tools, training, and networking to increase diversity in clerkships.

**Chair**: Matthew Archer-Beck ~ **Staff Contact**: Sharon Tindall

Visit: [ambar.org/pipelinecouncil](http://ambar.org/pipelinecouncil)
The ABA Commission on Hispanic Legal Rights & Responsibilities focuses on developing and supporting initiatives and research to educate lawyers to serve, promote civic responsibility within, and address the key legal challenges facing the Latino community in America.

A few key or recent initiatives include:

- **Miranda Spanish Translation**: Devised translation and working with ABA Center for Innovation on employing technology to assist law enforcement with delivery of Miranda warnings in Spanish.

- **Five CLEs in Five Cities**: A series of CLEs (March thru May 2018) in 5 major U.S. cities focusing on critical issues facing the law and the Latino community.

**Chair**: Richard Pena ~ **Staff Contact**: Nancy Andrade

Visit: [ambar.org/hispaniccommission](http://ambar.org/hispaniccommission)
The **ABA Commission on Sexual Orientation and Gender Identity** focuses on developing and supporting initiatives and research to secure full and equal participation by LGBTQ persons in the ABA, the legal profession, and society.

A few key or recent initiatives:

- **How to Be an Ally Toolkit**: A resource for legal organizations/actors on how to create customizable LGBTQ Ally training
- **Transgender Name/Gender Marker Videos**: Developing videos to help individuals navigate state specific laws etc. for changes to official documents e.g. driver’s licenses, birth/marriage certificates, social security cards etc.
- **Goal III Report**: Annual report that assesses diversity and inclusion (LGBTQ) within ABA leadership

**Chair**: Mark J. Roberts ~ **Staff Contact**: Skip Harsch

Visit: [ambar.org/sogi](http://ambar.org/sogi)
The **ABA Commission on Disability Rights** focuses on developing and supporting initiatives and research to secure full and equal participation by persons with disabilities in the legal profession.

A few key or recent initiatives:

- **Pledge for Change**: Pledge invites all legal organizations/actors to affirm their commitment to advancing lawyers with disabilities in the profession.

- **Mentor Program**: Lawyers provide career advice, guidance, and support to law students/recent law graduates with disabilities.

- **Goal III Report**: Annual report that assesses diversity and inclusion (disability) within ABA leadership.

**Chair**: Robert T. Gonzales ~ **Staff Contact**: Amy Allbright

Visit: [ambar.org/disability](http://ambar.org/disability)
The **ABA Commission on Women in the Profession** focuses on developing and supporting initiatives and research to secure full and equal participation of women in the ABA, the profession, and the justice system.

A few key or recent initiatives:

- **Resolution 302**: Passed by the ABA House of Delegates at 2018 Midyear Meeting - Urges employers in the legal profession to adopt and enforce policies that prohibit, prevent and redress harassment and retaliation based on sex, gender, gender identity, sexual orientation

- **Margaret Brent Awards**: Annual awards luncheon to recognize women lawyers who have achieved professional excellence and paved the way for others

- **Goal III Report**: Annual report that assesses diversity and inclusion (women) within ABA leadership

**Chair**: Stephanie Scharf  ~  **Staff Contact**: Melissa Wood

Visit: [americanbar.org/women](http://americanbar.org/women)
Past President Paulette Brown’s signature presidential initiative -- ABA Commission on Diversity and Inclusion 360 conducted a one-year examination of diversity and inclusion in the ABA, legal profession, and judicial system. It devised an rich array of tools, policies, and solutions that are captured on the Diversity and Inclusion 360 Commission Website. For more visit: www.ambar.org/360commission

Two notable achievements include:

• Three award-winning implicit bias videos/toolkits for judges, public defenders, and prosecutors

• ABA CLE Diversity Policy passed by the ABA Board of Governors on June 11, 2016 and which took effect on March 1, 2017 -- requires that all CLE sponsored or co-sponsored by the ABA meet the aspirations of Goal III by having the faculty include members of diverse groups as defined by Goal III (race, ethnicity, gender, LGBTQ individuals, persons with disabilities)
On March 2, 2017, the ABA launched a Diverse Speakers Directory.

Open to ABA and Non-ABA Members the Directory allows diverse lawyers to create a free customized speaker profile and market their experience and skillset to more than 3,500 ABA entities seeking speakers from around the country and the world.

The Directory also serves as a resource for ABA entities seeking to identify diverse speakers for their Continuing Legal Education and other programs.
ABA Pathway to the Profession Project

In 2016, the ABA Diversity & Inclusion 360 Commission asked the ABA’s Goal III entities to coalesce around transformative initiatives that would move the needle forward with respect to diversity and inclusion in the legal profession. The result was the *ABA Pathway to the Profession Project*, which includes the following three national projects:

- **National Pre-Law Project**: Three-year pilot pipeline project to develop a new metrics-driven model that colleges and universities nationwide can employ to increase the number of diverse underrepresented students entering law school and ultimately the legal profession.

- **Metrics-Driven Bias Interrupters Project**: Data-driven project to determine the kinds of biases LGBT lawyers and lawyers with disabilities face and to develop strategies and best practices for interrupting these biases to enhance their professional advancement.

- **Digital Justice Project**: Project involving a series of Hackathons that convene community, legal, technology, and law enforcement stakeholders to devise technological solutions to conflicts between law enforcement and communities of color and persons with disabilities.