ABA GOAL III

One of the American Bar Association's four association-wide goals, which memorializes its longstanding commitment to:

Eliminate Bias and Enhance Diversity

The Goal III Objectives are to:

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.
In 2018, the Center for Diversity and Inclusion in the Profession was created to support ABA Goal III. It is comprised of the following ABA entities:

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

ABA Diversity and Inclusion Center is the central entity responsible for advancing ABA Goal III, including enhancing collaboration, coordination, and communication amongst its constituent Goal III entities.

Diversity Center leadership is comprised of the Chairs of all the Goal III Entities.

Diversity Center engages in a significant number of activities to advance Goal III within and outside the ABA, including providing guidance and support to ABA entities and partnering closely with the National Affinity Bar Associations.

Chair: Hon. Adrienne Nelson
Managing Director: Pedro J. Windsor, Jr.
Associate Director: Safaya Fawzi
Visit: ambar.org/diversitycenter
Twitter: @ABADiversity | FB: ABA Diversity Center | LinkedIn: ABADiversity
ABA Diversity and Inclusion Advisory Council focuses on enhancing communication in support of ABA Goal III across and outside of the Association.

It is comprised of the Center for Diversity in the Profession, ABA Sections, Divisions, Forums, and other ABA entities, and the National Affinity Bar Associations.

It meets quarterly by video conference, when possible during the ABA Midyear and Annual Meetings, and maintains an online listserv to facilitate the sharing of information and discussion of diversity and inclusion issues.

Chair: Hon. Adrienne Nelson
Vice-Chair: David Douglass
Managing Director: Pedro J. Windsor, Jr.
Associate Director: Safaya Fawzi
Visit: ambar.org/diversitycenter
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 highlight of key initiatives include:

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

2. **Reversing the School-to-Prison Pipeline Toolkit**: Model legislation/best practices for states to address the StPP.

Chair: Lillian M. Moy  
Staff Director: Selina Thomas  
Visit: ambar.org/corej  
Twitter: @ABACOREJ
ABA Commission on Disability Rights focuses on developing and supporting initiatives that advance the full and equal participation by persons with disabilities in the legal profession and advocate for the rights of persons with disabilities in all aspects of society. A highlight of key initiatives includes:

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

2. **Mentorship Program:**
   Lawyers provide career advice, guidance, and support to law students and recent law graduates with disabilities.

3. **Internship Program:**
   Partnerships with corporations/law firms to offer summer internships to law students with disabilities.

Chair: Denise R. Avant
Staff Director: Amy Allbright
Visit: ambar.org/disability
Twitter: @ABAdisability
ABA Commission on Hispanic Legal Rights and Responsibilities focuses on developing and supporting initiatives and research to educate lawyers to serve, promote civic responsibility within, and address legal challenges facing the Latino community in America. A highlight of key initiatives includes:

1. **Miranda Spanish Translation**: Devised translation and working with ABA Center for Innovation on technology to assist police with delivery of Miranda warnings in Spanish.

2. **Legal Summit of the Americas**: Convening lawyers from the U.S., Mexico, and Canada to discuss/develop solutions on business trade, environment, and immigration.

Chair: Betty Torres
Staff Director: Skip Harsch
Visit: ambar.org/hispaniccommision
Twitter: @Hispanic_Legal
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 the legal profession. A highlight of key initiatives includes:

1. Model Diversity Survey: A survey to collect and report diversity data on legal services provided by law firms to over 100 major U.S. corporations.

2. Spirit of Excellence Award: Annual luncheon honoring lawyers that have promoted diversity in the legal profession.

3. Collaborative Bar Leadership Academy: ABA/National Affinity Bars annual program to provide training to the next generation of bar association leaders.

Chair: Michelle Behnke
Staff Director: Keevin Woods
Visit: ambar.org/diversitycommission
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 and the legal profession. A highlight of key initiatives includes:

1. How to Be an Ally Toolkit: A resource for legal actors on how to create customizable LGBTQ Ally training.

2. Policy/Advocacy Work: Creates/sponsors resolutions on critical issues eg., Title VII protections, support for the Equality Act, etc.

3. LGBTQ Public Interest Scholarship: Supporting recent LGBTQ law students or graduates studying for the bar exam or who will be working in the LGBTQ interest arena.

Chair: Victor Marquez
Staff Director: Skip Harsch
Visit: ambar.org/sogi
Twitter: @SOGI_Commission
ABA Council for Diversity in the Educational Pipeline focuses on developing and supporting initiatives and research to increase diversity in the educational pathway to the profession. A highlight of key initiatives includes:

1. **ABA Legal Opportunity Scholarship**: Provides diverse law students with financial support for their law school careers.

2. **Judicial Clerkship Program**: Annual training/networking program for law students to increase diversity in clerkships.

3. **Alexander Award**: Annual award to honor people/organizations with great leadership/success in educational pipeline work.

Chair: Cal Gonzales  
Staff Director: Selina Thomas  
Visit: ambar.org/pipelinecouncil
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 and legal profession. A highlight of key initiatives includes:

1. **Walking Out the Door Report**: 2019 report on and how to address why senior women are far more likely than men to leave the practice of law.

2. **Bias Interrupters Report**: 2018 report titled *You Can't Change What You Can't See*, providing data and best practices to reduce the effects of bias in law firms and corporate legal departments.

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

Chair: **Maureen Mulligan**  
Staff Director: **Melissa Wood**  
Visit: ambar.org/women  
Twitter: @ABAWomen