Below are Frequently Asked Questions to assist staff with navigating the Diverse Speakers Directory. This FAQ is for ABA Staff who are searching for diverse speakers for CLEs or other presentations.

Please also note that that a related resource (also only accessible to ABA staff through the ABA intranet) is the ABA CLE Diversity Policy, Information, and Guidance packet, which provides important information and guidance regarding administration and compliance with the new ABA CLE Diversity Policy, which took effect on March 1, 2017.

The packet includes the policy passed by the Board of Governors on June 11, 2016; a revised FAQ document for Sections, Divisions, Forums and other entities; Memo from the Office of General Counsel; and a standardized ABA Speaker Diversity Form that entities can use or adapt to engage speakers/panelists on whether they self-identify within one or more of the requisite diversity groups for purposes of compliance with the CLE Diversity Policy.

**What are some general best practices for searching for diverse speakers?**

- Consider the audience, area, and topic of your presentation/CLE/program. Whose voices may not be regularly heard from based off demographics or other experiences? The answer to this question may include the types of topics, experiences, stories, or backgrounds that will be important to include to diversify your event.
- Research affinity bars (bars of color, LGBT or women’s bars, bars for young lawyers, etc.) in your area/region to see if they have recommendations for speakers for your event.
- Consider holding your event in a space that is accessible to lawyers from diverse backgrounds if possible.
- If using local networks and groups to search for speakers is not successful, then utilize the below step by step guide for how to search for diverse speakers. The Diverse Speaker Directory through the ABA is national, so consider filtering information by location, as well as topic and demographics.

**How can I search the Diverse Speakers Directory?**

Only ABA staff have access to and can search the Diverse Speakers Directory using the following URL: [https://connect.americanbar.org/network/speakersearch](https://connect.americanbar.org/network/speakersearch). You can search the Directory on behalf of your membership to identify diverse speakers for your CLE and other programs. Step by step directions are below.
The Diverse Speakers Directory is searchable in different ways, as detailed below.

1. **Search by Name**
   In this setting, there are three fields that staff can use to search for a speaker. They are:
   - Expert Location (i.e. Select Countries / States)
   - Topics of Expertise, Presentations or Bio (general search terms*)
   - First or Last Name

   *NOTE: Topics CAN include listing a particular demographic category.

   For example, if you’re seeking a diverse speaker that has expertise or an area of concentration in Criminal Law you would type in a diversity category (i.e. female, LGBT, African American) followed by a comma, then the area of law. Your search would look like:

   *African American, Criminal Law*

   *** Please note, it may take multiple searches to identify a speaker. If your multi-term searches are not working, try searching just the area of expertise. From the speakers listed it is easy to locate a speaker from a given demographic background.

2. **Search by Demographics**
In this setting, there are multiple demographic categories by which a staff person can search.

- Gender (Do not wish to answer, Female, Male, and Other)
- Ethnicity (African American, American Indian or Alaska Native, Asian, Caucasian, Do not wish to answer, Latino, Native Hawaiian or Other Pacific Islander, Other, Unknown)
- Disability? (Do not wish to answer, No, Yes)
- Sexual Orientation (Do not wish to answer, Bisexual, Gay, Heterosexual, Lesbian)

How do I find the contact information for a speaker on the Diverse Speakers Directory?

Under their Expert Profile you can send them a direct message or download their vCard which will contain their email and/or telephone number.
What if I Need Immediate Assistance Identifying a Diverse Speaker for a CLE?

As we work to quickly populate the Directory please don’t hesitate to reach out to any of the following ABA diversity and inclusion entities for assistance in identifying diverse speakers for your CLE Programs:

- **Commission on Sexual Orientation and Gender Identity**  
  [Commission on Hispanic Legal Rights & Responsibilities]  
  Contact: **Skip Harsch**, Director

- **Commission on Disability Rights**  
  Contact: **Amy L. Allbright**, Director

- **Commission on Women in the Profession**  
  Contact: **Melissa Wood**, Director

- **Commission on Racial and Ethnic Diversity in the Profession**  
  Contact: **Keevin Woods**, Director

- **Coalition on Racial & Ethnic Justice**  
  [Council on Diversity in the Educational Pipeline]  
  Contact: **Selina Thomas**, Director

- General Questions about the [Diversity & Inclusion Center] and/or Affinity Bar Leadership  
  Contact: Safaya Fawzi, Associate Director