THE DIVERSITY & INCLUSION SHOWCASE

DIVERSITY in the American Bar Association

DIVERSITY & INCLUSION PROJECTS & INITIATIVES THROUGHOUT THE ABA

2014-2015
THE ABA DIVERSITY SHOWCASE
Diversity & Inclusion Projects & Initiatives Throughout the American Bar Association

Updated May 2015
ABA Goal III: *Eliminate Bias and Enhance Diversity*

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## DIVERSITY AT THE ABA TIMELINE

inside back cover

For the most current edition of this publication, visit the ABA Center for Racial and Ethnic Diversity: [www.ambar.org/diversity](http://www.ambar.org/diversity)
Introduction

It is with great pleasure that the American Bar Association presents the Diversity & Inclusion Showcase, May 15, 2015 update.

Compiled annually, The ABA Diversity & Inclusion Showcase is a comprehensive resource guide to familiarize ABA members and the legal community with the numerous diversity and inclusion initiatives taking place throughout the ABA.

The Showcase begins with a discussion of the ABA Diversity Plan, Goal III, and an overview of the entities charged with ensuring the ABA’s progress toward its Goal III objectives of full and equal participation in the legal profession by persons with disabilities, racially and ethnically diverse individuals, women, and persons of differing sexual orientations and gender identities.

The publication introduces the ABA member groups (Categorized as Sections, Divisions, Forums, Commissions, etc.) and their work to promote diversity & inclusion in the legal profession. With 21 Sections, 7 Divisions, 6 Forums, and a number of influential Centers, Commissions and Committees, the American Bar Association is sure to provide a membership community for your special interests.

Please join us on the journey to diversify the legal profession and explore the Showcase to learn more about diversity and inclusion at the ABA.
DIVERSITY PLAN

I. ABA Commitment to Diversity

The ABA’s Goal III (one of only four Association Goals¹), adopted by the House of Delegates in 2008, provides:

GOAL III: ELIMINATE BIAS AND ENHANCE DIVERSITY

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.

Goal III builds on the earlier Goal IX, which was adopted in 1986. In the last few decades, the ABA has undertaken a wide range of diversity efforts in furtherance of Goal IX and Goal III. Those efforts have principally occurred through the work of four ABA entities: the Center for Racial and Ethnic Diversity (and its constituent entities: Commission on Racial and Ethnic Diversity in the Profession; Coalition on Racial and Ethnic Justice; and Council on Racial and Ethnic Diversity in the Educational Pipeline), the Commission on Women in the Profession, the Commission on Mental and Physical Disability Law, and the Commission on Sexual Orientation and Gender Identity. In addition to these efforts, many of the ABA’s Sections, Divisions, Forums, Committees and Commissions have actively pursued diversity goals, implemented diversity plans or objectives, made diversity a priority and otherwise served the objectives of Goal III. Each year, the Goal III Commissions survey the Sections, Divisions, Forums and other ABA entities for information about their progress towards achieving diversity in leadership, membership, programming activities and other objectives.

¹ The other ABA Goals are: Goal I: Serve Our Members; Goal II: Improve Our Profession; and Goal IV: Advance the Rule of Law.
In April 2010, the ABA President released a major report with recommendations on *Diversity in the Legal Profession: The Next Steps*. The report recommended that the ABA “establish an Association-wide diversity plan and urge each pertinent entity (e.g., Section, Division, or Forum) to have its own functional diversity plan that assigns responsibility for diversity directly to entity leadership.” This Diversity Plan strives to fulfill that recommendation and address several other proposals in the report that are directed to bar associations.

**II. Purposes of the Diversity Plan**

This Diversity Plan is intended to lead the ABA to achievement of Goal III as it applies to the Association itself, and thereby to ensure full and equal participation in the Association by all eligible persons (including attorneys and law students) and the elimination of bias in the ABA. When implemented effectively, the Diversity Plan will foster the recruitment and retention of diverse lawyers and law students in the ABA, and their advancement through its leadership; enhance opportunities for diverse individuals to participate in ABA activities and programs, including the provision of accommodations to persons with disabilities; promote a culture of inclusion that attracts diverse members of the profession to the ABA; educate Association members and leaders about the benefits and importance of diversity; and, by building diversity within the Association, support the ABA’s efforts to promote diversity in academia, the judiciary, and public and private legal workplaces.

For the purposes of this Diversity Plan, the term “diversity” generally represents both diversity and inclusion. In the diversity management field, the distinction between the terms has been characterized as “Diversity is the mix. Inclusion is making the mix work.™” (*Andrés T. Tapia*) Diversity often pertains to the numbers – insuring sufficient numbers of targeted populations are represented. Inclusion addresses how well the diverse individuals are included in all aspects of the organization. Diversity is often associated with recruitment; inclusion plays a pivotal role in retention. In summary, this Diversity Plan is designed to achieve not just diversity – the presence of lawyers and law students from all backgrounds – but inclusion as well – their full and equal participation in the Association.
III. **Objectives of the Diversity Plan**

The Diversity Plan sets forth numerous objectives and broad goals. In addition, certain implementation recommendations are set forth as specific actions the ABA is urged to undertake in the immediate future.

A. Require wide dissemination of the Diversity Plan within the ABA, and public availability of the Diversity Plan, including:
   1. Membership-wide dissemination of the Diversity Plan after adoption, with a cover letter or email from the ABA President.
   2. Continuous availability of the Diversity Plan through pertinent pages on the ABA website.
   3. Distribution of the Diversity Plan, or emailing a link to the Diversity Plan, to all new ABA members.
   4. Reference to the Diversity Plan in member solicitation materials.
   5. Ensuring accessibility of the Diversity Plan to members with visual or other disabilities.

B. Promote and track diversity within the ABA’s leadership, including:
   1. The Association’s Officers (President, President-Elect, etc.).
   2. Board of Governors, including the Committees of the Board of Governors.
   3. Standing Committees, Administrative Committees, Special Committees, Task Forces, Commissions, and other presidentially appointed positions.
      b. Special emphasis on diversity among the Nominating Committee membership (see “C” below).
5. Sections, Divisions, Forums and their components (Officers, Councils, Committee leadership, etc.).

**Implementation Recommendation 1:** That the Association designate the Executive Director or other senior staff person with Chief Diversity Officer responsibilities, principally to include oversight of the implementation of this Diversity Plan. Each year, that person will develop and secure approval of specific annual implementation steps with a corresponding timeline, budget and assessment procedure.

C. Promote and track diversity in the ABA’s and its entities’ leadership nominations and leadership development processes.
   1. Require diversity as an emphasis in all leadership nominations processes, including diversity among the nominations decision-makers.

**Implementation Recommendation 2:** That the ABA review the composition of the House of Delegates and its Nominating Committee, including the number of positions reserved for women, minorities, lesbian, gay, bisexual and transgender individuals, and persons with disabilities, and the manner of selecting the individuals for those positions, to ensure that the purpose of this Diversity Plan is being served in the nominations process.

2. Require diversity as an emphasis in the Presidential appointments process, including diversity among the appointments committee members (such diversity to be measured, at least in part, by consideration of data that indicates the diversity of Association membership).
3. Urge entities to emphasize diversity in leadership training and development programs.
4. Build diversity-related sessions into Section Officers Conference (SOC) leadership training efforts and annual SOC meetings.
D. Urge adoption by Sections, Divisions, Forums, Committees, Commissions and other pertinent ABA entities of entity-specific diversity plans that are consistent with the objectives of this Diversity Plan, or their review and appropriate modification of existing diversity plans.

1. Strongly encourage periodic review and updating of entity diversity plans.
2. Recommend designation of an officer or other entity leader with responsibility for ensuring implementation of diversity plans.
3. Advocate wide dissemination of entity diversity plans, as with the ABA Diversity Plan.
4. Urge the compiling of uniform statistics and information on diversity participation by each entity.

E. Promote diversity in ABA membership.

1. Marketing and membership solicitation materials should be welcoming to diverse populations.
2. The ABA should compile and disseminate uniform statistics and other information on lawyers and law students – both ABA members and non-members – for each of the major diversity categories, and target the non-ABA members for membership solicitations.
3. ABA entities are urged to engage in active marketing, recruitment and outreach efforts to affinity bars and other professional organizations, legal communities, and law schools to promote diversity.
4. ABA entities are urged to have formal or informal liaison relationships with the diversity-focused entities of the ABA (e.g., the Goal III entities), and appoint persons who will be active liaisons.
5. The ABA should continue its discounted joint dues campaigns with affinity and specialty bar associations and explore additional membership campaigns designed to enhance diversity.
F. Promote diversity in CLE and other programming, both live and virtual.
   1. Implement strategic actions to improve diversity among speakers, moderators, and attendees.
   2. Ensure program content appeals to diverse communities, consistent with the sponsoring entities’ subject matter specialties, if any.
   3. Urge ABA entities to explore partnering or co-sponsoring opportunities with affinity bars and other organizations that can contribute to diversity.
   4. Ensure program venues and materials are accessible to participants with disabilities.
   5. Urge ABA entities to use program locations and venues, as well as social media, to enhance opportunities for participation by diverse lawyers and law students (e.g., locations that may minimize cost barriers; venues that may increase diverse community participation, like HBCU law schools, affinity bar association locations; and social networking sites that may increase marketing efforts to diverse communities).

G. Promote diversity in ABA publications (hard copy and electronic).
   1. Implement strategic actions to increase diversity in ABA members responsible for editorial policy and content of publications.
   2. Ensure content of publications appeals to diverse communities, consistent with the sponsoring entities’ subject matter specialties, if any.
   3. Ensure content of publications are accessible to persons with disabilities.
H. Promote diversity in ABA entities’ “marquee” events (e.g., annual awards dinners, luncheons, receptions), including:
   1. Diversity of speakers.
   2. Diversity of award recipients.
   3. Diversity of planning and award nominations committees.

I. Enhance the current tracking and reporting of progress in diversity efforts, including:
   1. Continue the annual Goal III reporting process, but urge more robust participation and tracking by ABA entities; encourage greater promotion of the reporting process by ABA leadership and accountability for entities that require significant improvement in their diversity efforts.
   2. Ensure widespread dissemination of the annual Goal III diversity report among ABA leadership and throughout ABA entities, including in accessible formats for persons with disabilities and through posting on website.

**Implementation Recommendation 5:** That the ABA explore the preparation of a Diversity Impact Statement as recommended in the 2010 ABA Presidential “Next Steps” Report (recommendation E.2. for Bar Associations).

**Implementation Recommendation 6:** That the ABA coordinate a centralized data collection and reporting center for diversity information, combining data from the Goal III reports and national and regional affinity bars, as recommended in the 2010 ABA Presidential “Next Steps” Report (recommendation E.3. for Bar Associations).
J. Urge ABA entities to develop or enhance mentoring programs that target young
lawyers and law students, and are designed to advance diversity within the Association.

K. Promote ABA’s diversity accomplishments, including the following:
   1. Develop and prominently post on the ABA website information about successful
diversity programs and activities of the Association and its Sections, Divisions,
Forums, and other entities.
   2. Invest in a regular presence in pertinent legal and diversity publications to
showcase ABA diversity accomplishments.
   3. Urge ABA members and staff with an expertise in diversity areas to regularly
write and speak on behalf of the ABA.
Center for Racial and Ethnic Diversity (Diversity Center) serves as the leading advocate for racial and ethnic diversity within the ABA. The Center provides the framework for effective utilization of ABA resources committed to diversity and helps to maintain racial and ethnic diversity as a priority issue for the ABA. The Center is comprised of four racial and ethnic diversity entities noted below. Through the efforts of these four entities, the ABA addresses the issue of diversity with a three-pronged approach focusing on racial and ethnic issues in the legal profession, social justice system, and educational pipeline.

The coordinating and collaborative services of the Center and the expertise of its four programmatic entities help the ABA assume a greater leadership role in bringing the legal profession into a new era of diversity, inclusion, and opportunity.

Services provided by the Center include:
• a centralized web-based clearinghouse that serves as a portal to diversity activities within the ABA;
• coordination of collaborative opportunities to achieve diversity within the ABA and the legal profession;
• a joint publishing initiative to develop and promote expanded opportunities for diverse authors and publishing on diversity topics; and,
• collaborating with and advising ABA departments on their diversity activities, including Membership, Human Resources, and the Office of the President.

ABA Diversity Plan– The Diversity Center, in collaboration with the other ABA Goal III entities, coordinated development of the first Association-wide Diversity Plan, which the ABA Board of Governors adopted in June 2011.

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LEGAL PROFESSION
Commission on Racial and Ethnic Diversity in the Profession

Established in 1986, the Commission on Racial and Ethnic Diversity in the Profession provides services for racially and ethnically diverse lawyers, judges, and others who are in the legal profession.

The Commission, through its work and programs, is a catalyst for creating leadership and economic opportunities for racially and ethnically diverse lawyers within the ABA and the legal profession. We inspire the ABA and the profession to value differences, be sensitive to prejudice, and to reflect the society we serve.

Goals and objectives of the Commission include:
• to encourage the recruitment, hiring, and promotion of minority lawyers by law firms, corporations, government agencies and departments, and other businesses;
• to facilitate interaction between minority lawyers across the nation through networking and increased communication;
• to develop long-term plans and strategies to assist minority lawyers in attaining full and equal participation within the legal profession;
• to monitor the progress of minority lawyers as a whole toward full and equal participation in the legal profession and in the ABA;
• to increase minority involvement in bar associations at the national, state, and local levels, and with minority and specialty bar associations;
• to recognize and celebrate the advances made by minority lawyers; and,
• to promote the appointment of minorities to the judiciary and judicial clerkships.

Major projects include:

Goal III Report monitors and assesses the ABA’s progress in achieving its diversity goals within the Association’s membership and leadership.

The History Project captures and disseminates the histories of individuals who have been notable pioneers in the ethnic and racial integration of the legal profession.

The National Forum on Diversity and Inclusion in the profession of Law: In an effort to broaden the appeal, attendance and effectiveness of its traditional CLE and networking spring event, the Commission has rebranded its
Minority Counsel Program (MCP) as the “National Forum on Diversity and Inclusion in the Profession of Law.”

While this event will continue to have diverse attorneys showcasing their talents, programming changes will bring a much more broad audience of legal professionals who are experts in academia, corporate law, public interest law, and governmental agencies. The event also will present best practices and tools to address the ever-changing demographic landscape of our legal profession. The Commission is working closely with the Office of Diversity and Inclusion to maximize the talents and skills available through its staff.

**Spirit of Excellence Award** celebrates the efforts and accomplishments of lawyers who work to promote a more racially and ethnically diverse legal profession. Awards are presented to lawyers who excel in their professional settings; who personify excellence on the national, state, or local level; and who have demonstrated a commitment to racial and ethnic diversity in the legal profession.

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**SOCIAL JUSTICE ISSUES**

**Coalition on Racial and Ethnic Justice (COREJ)**

COREJ was established in 1992 in the aftermath of the Rodney King disturbances. A Report was issued with recommendations by a Blue Ribbon Task Force that established a blueprint for the future work of the Coalition.

**COREJ goals and objectives:**

- implement the recommendations of and develop partnerships among community groups, civil rights organizations, businesses, religious organizations, and bar associations.
- eliminate racial and ethnic bias in the justice system and,
- serve as a catalyst for eliminating racial and ethnic bias in the justice system with a focus on systemic change.
- Implementation of Goals and Objectives:  
  1) Assist partners with the development of educational programs;  
  2) Provide public forums for dialogue between legal institutions and non-legal groups;  
  3) Provide technical assistance and advice on how to implement social justice programs, strategies and partnerships that eliminate racial and ethnic bias.

**Major projects include:**

**ABA National Task Force on Stand Your Ground Laws**  
This Task Force was convened in 2013 to serve as an independent leader on the comprehensive legal analysis and evaluation of the impact of Stand your Ground Laws across the United States and their impact on public safety and the criminal justice system. The Task Force’s investigation went beyond the publicized fatal shooting of Florida teenager Trayvon Martin, and did not focus on any one case. The Task Force analyzed the impact these laws have on an individual’s right of self-defense, as well as a victim’s right to be informed, present, and heard, and a criminal defendant’s right to a fair and just trial.

In December, 2014, the Task Force issued Resolutions with a Report to the ABA House of Delegates. The Report will be presented to the House at the February 2015 Meeting.

The Task Force’s national investigation revealed several **important findings:**

1) based on recent empirical studies, Stand Your Ground states experienced an increase in homicides;  
2) multiple states have attempted to repeal or amend Stand Your Ground laws;  
3) the application of Stand Your Ground laws is unpredictable, uneven, and results in racial disparities;  
4) an individual’s right to self-defense was sufficiently protected prior to Stand Your Ground laws; and
(5) victim’s rights are undermined in states with statutory immunity from criminal prosecution and civil suit related to Stand Your Ground cases.

The resolutions urge applicable legislative bodies to repeal or refrain from enacting Stand Your Ground Laws, which eliminate the duty to retreat before using force in self-defense in public spaces.

In the event that states elect not to repeal Stand Your Ground laws, the resolutions further urge applicable bodies to modify existing or proposed laws to: (1) eliminate the civil immunity provisions, (2) prohibit the use of the Stand Your Ground defense when force is used against a law enforcement officer; (3) develop strategies to combat the apparent racially disparate impact; (4) ensure jury instructions are drafted to enhance clarity of the application and limitations; (5) protect the use of deadly force against a person in retreat; and (6) protect a person who is the initial aggressor in an encounter.

With respect to the law enforcement function, the resolution urges the development of training materials on best practices for investigating Stand Your Ground Laws and the creation of a national database for tracking Stand Your Ground cases.

Finally, the resolution urges the American Bar Association to implement a national educational campaign regarding Stand Your Ground Laws to the general public as well as to undertake efforts to investigate the impacts that gun laws have in Stand Your Ground states. The report is available for review on www.ambar.org/COREJ.

School-to-Prison Pipeline Task Force

The School-to-Prison Pipeline is shorthand for the continuing failures in the education system where students of color disproportionately are incorrectly over-categorized in special education, are disciplined more harshly, achieve at lower levels, and eventually drop or are pushed out of school, often into juvenile justice facilities and prisons.

COREJ in partnership with the ABA Criminal Justice Section and the Council for Racial and Ethnic Diversity in the Educational Pipeline created the Task Force in 2014. These entities bring the Association’s voice and convening power to the issue by hosting a series of national Town Halls. The goal of the Town Halls is to bring together key individuals and organizations, to recognize ongoing research, and to showcase local programmatic interventions.

Eight Town Hall Forums have been held in Chicago, Boston, Houston, Washington, D.C., New Orleans, Miami, Honolulu and Tempe, AZ.

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individual or organization. The award honors those demonstrating success working along the educational pipeline in a collaborative approach involving more than one segment of the continuum from elementary to high school to college to law school to the practice.

**Judicial Clerkship Program** held annually at the ABA Midyear Meeting in collaboration with the Judicial Division. The program brings law students and judges together for panel discussions, research, writing, and networking sessions. These activities introduce students to the benefits of pursuing a judicial clerkship and judges to the value of diverse clerks.

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**HISPANIC LEGAL RIGHTS & RESPONSIBILITIES**  
Commission on Hispanic Legal Rights & Responsibilities (Hispanic Commission)

In 2010, ABA President Stephen N. Zack, the first Hispanic-American president of the ABA, created the Commission on Hispanic Legal Rights & Responsibilities (Hispanic Commission) as one of his four presidential initiatives. The mission of the Commission on Hispanic Legal Rights and Responsibilities is to address the challenges and responsibilities facing Hispanics in and, within the legal system, of the United States.

In August of 2012 the ABA Board of Governors established the Hispanic Commission as an ongoing entity within the Diversity Center, starting with the 2012–2013 bar year.

In August of 2013 the Hispanic Commission released its comprehensive report titled: Latinos in the United States: Overcoming Legal Obstacles, Engaging in Civic Life. The report is a culmination of a year of fact finding and testimony gathered at six regional hearings and private stakeholder meetings across the nation, on the wide-array of legal challenges and opportunities impacting the Hispanic community in America. The report may be downloaded at the Hispanic Commission’s website: www.ambar.org/chlrr

The comprehensive report has provided the Hispanic Commission with the opportunity to expand its programs, projects and tools based on the eight findings of the report which are: Employment, Housing, Education, Health Status and Access to Quality Health Care, Criminal Justice, Voting Rights, Media and Latino Images, and Diversity and Latinos in the Legal Profession.

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Established in 1973, the Commission on Disability Rights’ mission is to promote the ABA’s commitment to justice and the rule of law for persons with mental, physical, and sensory disabilities and to promote their full and equal participation in the legal profession. Mark D. Agrast is the current chair.

The Commission’s major initiatives include:

Pledge for Change: Disability Diversity in the Legal Profession – The Commission’s pledge for legal employers affirms their commitment to diversity, including disability diversity, and recognizes that diversity and inclusion is in the best interest of the legal profession, those the profession serves, as well as the employers making the commitment.

National Mentor Program for Lawyers and Law Students with Disabilities – Since 2000, the Commission has been pairing law students, prospective law students, and recent graduates with disabilities with practicing attorneys, who may or may not have disabilities.

Paul G. Hearne Award – This award is presented annually to an individual who or an organization that has performed exemplary service in furthering the rights, dignity, and access to justice for people with disabilities.

Champions for Disability Inclusion in the Legal Profession Award – The Commission presents this award to a law firm and an in-house corporate counsel that have made measurable progress in the recruitment, hiring, retention, mentoring, and advancement of leadership positions of lawyers with disabilities.

ABA-Prudential Internship for Law Students with Disabilities – The Commission selects a first-year law student with a disability to participate in a summer internship at Prudential Financial with a stipend provided. The intern works directly with experienced lawyers, conducting research, drafting briefs and motions, and observing court proceedings.

ABA-Travelers Internship for Law Students with Disabilities – The Commission partners with Travelers Indemnity Company to select a first-year law student with a disability to participate in a summer internship at Travelers in Hartford, Connecticut, with a stipend provided. The intern works directly with experienced lawyers, conducting research, drafting briefs and motions, and observing court proceedings.

The ADA Amendments Act and the EEOC’s Implementing Regulations – This booklet provides readers with a comprehensive analysis of the ADAAA and the Equal Employment Opportunity Commission’s regulations.

ABA Goal III Report – This annual report reviews the level of participation by lawyers with disabilities in ABA leadership and encourages their full participation.

3D Disability Discussion Docket – The listserv provides a forum for lawyers and law students with disabilities and information regarding disability law and disability rights.

Bar Information for Applicants with Disabilities (BIAD) Directory – This online directory provides information on accommodations, the bar application process, and disability-related character and fitness inquiries from jurisdictions that grant licenses to practice law.

National Law School Disability Programs Directory – This online directory contains the best information collected by the Commission from ABA-accredited law schools concerning their disability-related programming, such as disability support services, disability/disability rights student organizations, and clinical programs.

State and Local Bar Disability Entities Directory – This online directory provides information on bar associations that have diversity, lawyers with disabilities, and/or disability law sections and/or committees.

Policy – The Commission presents resolutions before the House of Delegates addressing the civil rights of persons with disabilities and the full and equal participation of persons with disabilities.

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The Commission on Sexual Orientation and Gender Identity (SOGI) was created in August 2007 by the Association’s Board of Governors. James J. S. Holmes is the current chair of the commission. SOGI is the ABA diversity entity whose mission is to secure equal treatment of lesbian, gay, bisexual, and transgender (LGBT) persons in the ABA, the legal profession and the justice system, and to remove barriers to professional advancement without regard to sexual orientation or gender identity.

Since its creation, the SOGI Commission has conducted programs on the experiences of LGBT persons in the legal profession and the justice system; performed data analysis of constituency participation within the ABA; become a leading advocate on issues concerning sexual orientation and gender identity; collaborated with many other ABA entities and affiliated entities by co-sponsoring events and policy matters on LGBT diversity, inclusion, human and civil rights issues; educated others about LGBT issues; and served as an informational resource for the ABA, members of the legal profession and justice system, and the general public.

Among the SOGI Commission’s ongoing projects and programs are:

**Stonewall Award**–The Stonewall Award recognizes those lawyers, members of the judiciary and legal academia who have effected real change to remove barriers on the basis of sexual orientation, gender identity or gender expression in the legal profession and the world, nation, state and/or locale, and to recognize those who have championed diversity for the LGBT community.

**Advocacy**–the SOGI Commission has worked on a number of policy issues, including marriage equality, the Employment Non-Discrimination Act, and interventions on harassment and discrimination with respect to LGBT youth.

**Education**–the SOGI Commission offers cutting edge CLE on several topics, including hearings on the experiences of LGBT attorneys, marriage equality, global issues in LGBT rights, implicit bias, and LGBT workplace discrimination.

**Resources**–the SOGI Commission publishes an annual Goal III Report on the status of LGBT leadership in the American Bar Association; a SOGI Best Practices Guide for employers in the legal profession, and an Annual Report on the work of the SOGI Commission. The SOGI Commission is currently producing a joint publication with the National LGBT Bar Association entitled; *Out and About: The LGBT Experience in the Legal Profession*.

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**Website:** www.ambar.org/sogi
The Commission on Women in the Profession was created in August 1987 to assess the status of women in the legal profession, identify barriers to advancement, and recommend to the ABA action to address problems identified. Its mission is to secure the full and equal participation of women in the American Bar Association, the profession, and the justice system. Since its creation, the Commission has produced a significant body of work, including publications, programs, research, studies and activities.

Awards:
Margaret Brent Women Lawyers of Achievement Awards
The ABA Commission on Women in the Profession sponsors annually the Margaret Brent Women Lawyers of Achievement Awards. The award was established in 1991 to recognize and celebrate the accomplishments of women lawyers. Each year, this award honors five outstanding women lawyers who have achieved professional excellence within their area of specialty and have actively paved the way to success for other women lawyers. These women demonstrate excellence in a variety of professional settings and personify excellence on either the national, regional, or local level. The Margaret Brent Women Lawyers of Achievement Awards are given out annually at the ABA Annual Meeting.

Publications and Research:
A Current Glance at Women in the Law (annual) - A PDF compilation of current statistics on women’s status in the legal profession is available for downloading at no charge at http://www.americanbar.org/groups/women/resources/statistics.html.

The ABA Toolkit for Gender Equity in Partner Compensation (2013) - This “program in a box” contains everything needed to present a thoughtful and informative program on pay gap issues in law firms. The toolkit is primarily geared towards bar associations and is designed to foster conversation for change to achieve gender pay equity. Also, available separately, or as part of the toolkit, are three publications: Closing the Gap: A Roadmap for Achieving Gender Equity in Law Firm Partner Compensation, which discusses ways compensation policies can enhance the goals that firms have for growth, developing talent, rewarding lawyers playing various roles, eliminating gender bias, and other strategic goals; Power of the Purse: How General Counsel Can Impact Pay Equity for Women Lawyers, a manual that provides best practices about how general counsel can encourage diversity and ensure that their outside counsel are fairly compensated through origination credits and succession planning; and What You Need to Know About Negotiating Compensation, a guide that provides information for women to use to negotiate their own compensation, including strategies and techniques for understanding a firm’s compensation system, how it works, and how best to navigate the system for enhanced compensation. All materials were produced in collaboration with the Task Force on Gender Equity and are available for free download at www.americanbar.org/genderequity.


Fair Measure: Toward Effective Attorney Evaluations, Second Edition (2008) - This manual outlines a step-by-step process for creating and implementing an effective gender-neutral evaluation system. It explains hidden bias and stereotyping, discusses how such bias affects everyday workplace interactions, and demonstrates why the elimination of such bias is a business imperative. This manual includes detailed evaluation forms, checklists, and other practical materials (CD-ROM included) plus a comprehensive review of the psychological literature on stereotyping.

Goal III Report (annual) - The report offers statistics on women's involvement in the American Bar Association and measures progress in attaining leadership positions in sections, divisions, and the ABA as a whole.

The Grit Project - Launched in 2014, the Grit Project educates about the science behind grit and growth mindset – two important traits that many successful women lawyers have in common. Through its online Program Toolkit, the Grit Project provides the resources to assess, teach, and learn these traits. The Toolkit includes all the materials needed to present a successful program on grit, such as program agendas, customizable PowerPoint
slides, a library of relevant scenarios for group exercises including several digital vignettes, and a bibliography. For more information and to download the Grit Project Toolkit, visit www.ambar.org/Grit and click on “View and Download the Toolkit.”

**Learning to Lead: What Really Works for Women in Law (2013)** - This book synthesizes the research and anecdotal evidence on leadership techniques that help women in all fields develop in all aspects of their careers, and condenses and focuses the information into digestible concepts that women lawyers can use.

**Perspectives** (quarterly) - The Commission’s quarterly subscription magazine features unique articles on an array of cutting-edge issues confronting today’s woman lawyer. The magazine also features in-depth interviews with successful women lawyers, offers career advice, includes coverage of Commission activities and events, and provides news from other women’s bar associations from around the country. In addition to the print edition, a set of links to an online version of Perspectives is sent quarterly to ABA women members.

**The Road to Independence: 101 Women’s Journeys to Starting Their Own Law Firms** (2011) - This book is a collection of 101 letters written by women who have founded law practices, whether as a solo, with other women, or with men. Focusing on the experiences, challenges, and opportunities of women-owned law firms, these women, in their personal voices, reiterate key themes: becoming businesswomen, choosing a practice area true to their passions and the high character they bring to the bar, controlling not only their days but their destinies, and ambition in action.

**Women of Color Research Initiative** - While women have made considerable progress toward achieving success in the legal profession, that success has been more difficult for women attorneys of color to attain. This research initiative includes qualitative and quantitative data collection through survey research, nationwide focus groups comprised of women of color from diverse backgrounds, the publication of the findings from these surveys and conversations, and programs presenting the findings of the research. The focus of this research is the career movements and experiences of women of color and the prevalence of factors that support or undermine their retention and advancement. The first report released, *Visible Invisibility: Women of Color in Law Firms* (2006) presented the findings of the survey and focus group research and concluded with specific recommendations for law firms interested in retaining women of color. In 2008, the Commission released a supplemental publication, *From Visible Invisibility to Visibly Successful: Success Strategies for Law Firms and Women of Color in Law Firms*, featuring the insights of 28 women of color who have reached the partnership who have reached the partnership ranks of their law firms despite the barriers standing in their way. A third publication, *Visible Invisibility: Women of Color in Fortune 500 Legal Departments*, discussing the experiences of women of color in corporate legal departments compared to their colleagues, was released at the 2012 ABA Annual Meeting. In 2014, the Commission developed the *Women of Color Research Initiative Program Toolkit*, aimed at bar associations and designed to provide all the necessary tools to conduct a conference on the research and strategies to ensure the success of women of color. For more information on the Commission’s research and to download the Women of Color Research Initiative Toolkit, visit www.ambar.org/WomenOfColor.

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The Section of Administrative Law & Regulatory Practice is a home for lawyers who work for, interact with, or study government entities. Our Section seeks to enhance professional development in rulemaking, agency adjudications, judicial review of rules, and constitutional law related to rulemaking. We provide an opportunity for agency officials, private practice attorneys, judges and academics to come together and have a dialogue about best practices in effective, efficient and fair administration at all levels of government, and to develop proposals for reform. Our educational programs and expert publications are resources for agencies across the United States and our attendees reflect the diversity of our cause - to promote transparency and fairness in the development and impact of rules that affect the daily lives of all Americans.

"Administrative Law - Everybody Does It" is our Section's motto, and we seek to increase awareness of and participation in the process of rulemaking occurring at all federal, local and state government agencies. The opportunities for diverse lawyers in Administrative Law are widespread, and our Section has appointed a new Diversity Officer to help us reach a wide audience. The goals of our Diversity Plan include:

1. Raise awareness about Section diversity and our larger government audience
2. Continue to build upon the diversity of our leadership and grow diversity within our Section membership
3. Increase the number of diverse experts presenting at our conferences
4. Provide educational programs that address specific needs of diverse conference attendees
5. Increased diverse authors in our publications and increased awareness of publishing opportunities
6. Integrate and improve diversity outreach activities throughout the Section

The Section's Membership & Diversity Committees work jointly to reach diverse candidates through the Section newsletter, and invitations to network and interact with seasoned practitioners at quarterly "Mix & Mingle" events, invitations to speak at monthly leadership calls, and invitations to develop panels at CLE conferences or produce lunch and learn programs.

Our Liaison to the ABA Young Lawyers Division and Co-Chairs of the YLD Administrative Law Committee, work together with Section members to produce professional development programs for young lawyers focusing on practice skills as well as programs on identifying and securing jobs in the broad administrative law community. The programs include CLE programs, teleconferences, webinars and brown bag panels.

The Section is committed to building substantive relationships with affinity bar associations and regularly co-sponsors programs with these associations, including the National Bar, the Hispanic National Bar, and the National Asian Pacific American Bar Associations.

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<tr>
<th>Section of Administrative Law &amp; Regulatory Practice at a Glance</th>
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<tbody>
<tr>
<td>Founding Year: 1946</td>
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<tr>
<td>Current Membership 11,080</td>
</tr>
<tr>
<td>Membership Dues: Lawyers $60 Students $0</td>
</tr>
<tr>
<td>Section Leadership: Chair: Anna W. Shavers, NE; Membership /Diversity Committee Chair: Jennifer Smith, DC</td>
</tr>
<tr>
<td>Major Section Publications: (Titles) Administrative &amp; Regulatory Law News (Journal); Administrative Law Review; Developments in Administrative Law (Annual Publication)</td>
</tr>
<tr>
<td>Annual Major Events: Administrative Law Section Spring Meeting; Annual Administrative Law Institute (Spring); Homeland Security Law Institute (Summer); Administrative Law Conference (Fall)</td>
</tr>
<tr>
<td>Section Awards: Mary C. Lawton Award for Outstanding Government Service; Annual Award for Scholarship in Administrative Law; Gelhorn-Sargentich Law Student Essay Award; Fellows and Senior Fellows; Volunteer of the Year.</td>
</tr>
</tbody>
</table>
The **Section of Antitrust Law** is a frequent resource for the government’s antitrust and consumer protection enforcement agencies, particularly the Federal Trade Commission, the U.S. Department of Justice Antitrust Division, and the Consumer Financial Protection Bureau, and is often asked to testify or present positions on proposed legislation and/or procedures involving antitrust enforcement, consumer protection, and privacy initiatives worldwide.

As part of its continued commitment to diversity, the Section of Antitrust Law has adopted the following strategic objectives for diversity and inclusion:

1. Raise awareness that diversity is valued and supported in the Section;
2. Increase diversity in leadership;
3. Increase diversity in membership;
4. Increase diversity in programming and
5. Assess areas where diversity can be improved

The Section has several outreach initiatives for law students, young lawyers, and international associates. The Global Seminar Series was introduced this year to develop and maintain the Section’s involvement with the competition and consumer protection bar across the globe. The Janet D. Steiger Fellowship Project, is a project that exposes first and second year law students to public service and consumer protection law in particular, by providing fellowships to work in the consumer protection and antitrust departments of state and territorial offices of the attorneys general throughout the United States. The Section also introduces law students to the practice of antitrust and consumer protection law through sponsored “Why Antitrust?” and “Why Consumer Protection?” law programs at various law schools in the United States and Canada.

The Membership & Diversity Committee furthers the work of the Section by promoting the recruitment and retention of members and developing initiatives to foster diversity and inclusion. These efforts include partnering with the ABA Young Lawyers Division Antitrust Committee to offer professional development brown bags and networking events that are directed to assist young lawyers in their professional growth and career development. The Committee also offers an annual Mentoring Program to connect new attorneys and law students with seasoned antitrust and consumer protection practitioners. The Section is committed to building substantive relationships with affinity bar associations and regularly seeks to co-sponsor programs with these associations, including the National Bar, the Hispanic National Bar, and the National Asian Pacific American Bar Associations.

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<th><strong>Section of Antitrust Law at a Glance</strong></th>
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<tbody>
<tr>
<td><strong>Founding Year:</strong></td>
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<tr>
<td><strong>Current Membership:</strong></td>
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<tr>
<td><strong>Membership Dues:</strong></td>
</tr>
<tr>
<td>Lawyers $60; Government Lawyers $0</td>
</tr>
<tr>
<td>Students $0</td>
</tr>
<tr>
<td><strong>Section Leadership:</strong></td>
</tr>
<tr>
<td>Chair: Howard Feller, Richmond, VA; Chair-Elect: Roxann E. Henry, Washington, DC; Membership and Diversity Committee—Co-Chair(s), Scott Perlman, DC, April Tabor, DC</td>
</tr>
<tr>
<td><strong>Major Section Publications: (Titles)</strong></td>
</tr>
<tr>
<td><strong>Annual Major Events:</strong></td>
</tr>
<tr>
<td>Antitrust Spring Meeting; Consumer Protection Law Conference; Fall Forum.</td>
</tr>
<tr>
<td><strong>Section Awards:</strong></td>
</tr>
<tr>
<td>Janet D. Steiger Fellowship Project for 1Ls and 2Ls; Retrospective Analysis of Merger Decision Outcome Award; International Scholar-in-Residence; and Law Student Writing Competition.</td>
</tr>
</tbody>
</table>
The Business Law Section understands that through the varying types of diversity, it can better serve the profession and the needs of its constituents, which has representation in all of these groups. The Section encourages diversity by fostering a welcoming environment for all lawyers and promoting full and equal participation by all lawyers, including lawyers of color, women lawyers, LGBT lawyers, lawyers with disabilities, law students and young lawyers.

**Diversity and Inclusion Committee** – The main focus of this Committee is to lead the Section's efforts to recruit and retain lawyers of underrepresented groups for active involvement in the Section. The Diversity Committee is home to 5 subcommittees: Lawyers of Color Involvement, Lawyers with Disabilities Involvement, LGBT Lawyers Involvement, Law Students and Young Lawyers Involvement, and the Women's Business Law Network.

**Diversity Networking Reception** – The Diversity Networking Reception is held at the Section Spring Meeting and ABA Annual Meeting every year. The reception is always successful, with well over 150 attendees, including notable attendance from the minority bar groups that were invited.

**Sweet Endings Dessert Reception** – The Sweet Endings Dessert Reception held at the Section Spring Meeting every year is a focused women’s networking event. Complimentary attendance to this event is extended to the local area bar associations.

**Jean Allard Glass Cutter Award** – This award recognizes the significant contributions women have made to the Section and to the profession. Nomination Deadline: Late January

**Diversity Clerkship Program** – The mission of the program is to expose law students to the practice of business law and to provide them with foundations in business law that will further their careers. Nomination Deadline: January

**Leadership Diversity Outreach Programs** – The Leadership Diversity Outreach Programs are comprised of the Fellows, Ambassadors, Envoys and Diplomats programs. These programs are designed to involve younger lawyers, lawyers of color, LGBT lawyers and lawyers with disabilities in the Section’s substantive work. Application Deadline: May 1, 2015

**Law Student Committee Associate Program** – The Committee Associate Program places selected law students into a leadership position with a Committee for at least three months.

**Insider Insights Program Series** – This program series is an initiative to give law students the opportunity to hear firsthand accounts from a diverse group of panelists on their journeys into business law.

**Young Lawyer Institute** – Held each year at the Section Spring Meeting, the Institute is a track of CLE programming held throughout the course of the meeting. The programming is geared toward young business lawyers at an affordable registration rate.

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### Business Law Section at a Glance

| Founding Year: | 1938 |
| Current Membership: | 50,000 |
| Membership Dues: | Lawyers $55 |
| Section Leadership: | Chair: Paul “Chip” L. Lion III; Chair Elect: William D. Johnston |
| Major Section Publications (Titles) | The Business Lawyer; Business Law Today. |
| Section Publications: (Total) | 2 |
| Section Committees: (Total Number) | 72 |
| Annual Major Events: | 3 |
| Section Awards: | Mendes Hershman Student Writing Contest; Jean Allard Glass Cutter Award; National Public Service Award; Kathryn R. Heidt Memorial Award; Section Chair’s Award. |
The ABA Criminal Justice Section is implementing a Diversity Plan and taking specific measurable steps to increase the diversity of its membership and leadership in accordance with the Section’s Diversity Mission Statement. These steps include actions regarding: appointments, orientations, mentorship, programming, and outreach. Additionally, the Section’s First Vice-Chair acts as the “Diversity Director” and has the primary goal of carrying out the Diversity Plan and promoting Goal III of the ABA.

Awarded Grants for Work on Diversity Focused Multi-Year Projects – In 2012, the ABA Board of Governors awarded an Enterprise Grant to the Criminal Justice Section in support of the Achieving an Impartial Jury Project (AIJ), a project intended to improve jury impartiality by focusing attention on dismantling implicit bias—that is, bias or unconscious preferences that we may hold based on a stereotype or attitude that operates without intention that may influence our actions and decisions. AIJ is working to produce a Toolbox with practical materials that can help courts to increase awareness of implicit bias and to offer effective techniques to lessen the impact of such bias on the jury and its deliberations. AIJ has defined its learning objectives to address the situations of both short-term jurors and longer-term judges and court personnel: “Jurors will be more mindful about considering court participants as individuals (i.e., avoiding or dismantling implicit bias and group dynamics). Judges will understand the basics of implicit bias and debiasing and become more active bringing this learning to their courtrooms.”

Additionally, the Bureau of Justice Assistance awarded the Criminal Justice Section further funding to continue the work of the Racial Justice Improvement Project (RJIP). The RJIP was funded originally in 2010, and selected task forces in Delaware (statewide); St. Louis County, Minnesota; Kings County, New York; and New Orleans to identify and reform policies and practices that produce racial disparities in each local criminal justice system. The project was refunded for an additional two years to support the four additional jurisdictions joining this reform effort, Dane County, Wisconsin; Montgomery County, Pennsylvania; New Orleans Municipal Court, Louisiana; North Carolina (statewide).

Addressing Diversity in the Field of Criminal Law

- **Racial Justice & Diversity Committee** Examines the causes of disproportionate representation of minorities in the criminal justice system and develops proposed solutions; engages in activities concerning the role of minority lawyers and oversees the Section’s efforts to reduce discriminatory conduct affecting racial and ethnic minorities in the criminal justice system.

- **Women in Criminal Justice Committee** Examines contemporary issues faced by women in the criminal justice community, including practitioners, judges, criminal justice professionals, victims, and offenders. Examines the systemic characteristics and needed improvements of the criminal justice system.

- **LGBT & Criminal Justice Committee** Examines issues faced by lesbian, gay, bisexual and transgender individuals in the criminal justice community. Considers hate crimes and other issues such as selective enforcement of the law, “gay panic defense,” juror selection and discrimination, and domestic violence in LGBT Relationships.

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**Website:** www.americanbar.org/crimjust

### Criminal Justice Section at a Glance

| Founding Year: | 1920 |
| Current Membership: | 20,000 |
| Membership Dues: | Lawyers $45, Students Free |
| Section Leadership: | Chair: Mathias H. Heck  
Chair-Elect: Andrew Taslitz |
| Major Section Publications: (Titles) | The State of Criminal Justice, Criminal Justice Magazine |
| Section Publications: (Total) | 10 |
| Section Committees: (Total Number) | 43 |
| Annual Major Events: (Selected) | CJS Annual; Fall Institute on Sentencing; Re-Entry & Juvenile Justice |
| Section Awards | Charles R. English Award; Norm Maleng Minister of Justice Award; Livingston Hall Juvenile Justice Award; William W. Greenhalgh Writing Competition; The National Trial Advocacy Competition |
The **Section of Dispute Resolution** has a longstanding commitment to fostering diversity. This commitment is articulated in the Section’s mission statement and the Section’s leadership and membership work to steward the entity in pursuit of a more diverse alternative dispute resolution field.

The Section’s Spring Conference is the largest gathering of dispute resolution professionals in the world, with over 100 CLE sessions and over 300 presenting faculty. Part of the criteria for selecting the sessions includes a review of the diversity of the proposed panelists. In addition, we offer a strong track of diversity-related programming. The Section has a very active Diversity Committee and a Women in Dispute Resolution Committee. Both of these committees work to increase the representation of women and minorities as dispute resolution professionals.

The Section exhibits at events where it has the opportunity to promote its diversity efforts and recruit diverse members. We participate in the ABA’s joint exhibit program, allowing us to showcase our member benefits and products to a diverse audience.

The Section leadership works to identify diverse faculty for our annual Mediation and Arbitration Institutes. Careful attention is given when recruiting and selecting faculty. Finally, the Section officers work to identify potential committee chairs and vice-chairs of diverse backgrounds, and include such criteria when making their appointments for leadership positions. The Nominations Committee is encouraged to present a diverse slate of candidates for election to the Council and Officer positions.

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**Email:** Gina.Brown@americanbar.org  
**Website:** www.americanbar.org/dispute

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<tr>
<th>Section of Dispute Resolution at a Glance</th>
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<tbody>
<tr>
<td><strong>Founding Year:</strong> 1993</td>
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<tr>
<td><strong>Current Membership:</strong> 16,512</td>
</tr>
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| **Membership Dues:**  
  - Attorneys $55 Associates $45  
  - Students: Free                     |
| **Section Leadership:**  
  - Chair: John Phillips  
  - Chair-Elect: Ruth Glick, Vice-Chair: Geetha Ravindra |
| **Major Division Publications (Titles):**  
  - Stories Mediators Tell; Psychology for Lawyers; Ombudsman Handbook; Planned Early Negotiation. |
| **Section Publications: (Total)** 15     |
| **Section Committees: (Total Number)** 25 |
| **Annual Major Events:**  
  - Annual Spring Conference; Arbitration and Mediation Training Institutes; monthly webinars; Mediation Week. |
| **Section Awards:**  
  - D’Alemberte-Raven Award; Award for Outstanding Scholarly Work; Lawyer as Problem Solver Award; James Boskey ADR Writing Competition; Law Student National Representation in Mediation Competition. |
The Section of Environment, Energy, and Resources (SEER), diversity goal is to increase diversity in section membership, committees, leadership, programs, publications, and further the ABA Goal III, which is to eliminate bias and enhance diversity.

“Diversity” encompasses all aspects in which membership and leadership in SEER have less diversity than the legal profession or the U.S. population. SEER is particularly cognizant of the importance of diversity with respect to race, ethnicity, gender, gender orientation, disabilities, age (i.e. experienced lawyers, young lawyers, and law students), different types of legal practices, and geography. Increasing diversity entails both membership and participation: diversity not only in SEER membership but also in SEER leaders and participants in SEER’s educational, publications, membership, and other activities.

“Diversity” entails both the existence of diversity - the presence of lawyers and law students from all backgrounds – and inclusion – involvement and participation of diverse individuals in SEER activities.

The Membership Diversity Enhancement Program (MDEP) is designed for lawyers who have been under-represented in our Section membership. The program’s goal is to have its programs, publications, and other activities reflect the diverse perspectives and interests of all lawyers who practice in the environmental, energy, and natural resource law areas. The program is open to minority lawyers, women lawyers, lawyers with disabilities, and differing sexual orientation and gender identification that are:

- Young lawyers (lawyers admitted to practice for less than five years or who are under 36 years old),
- Government lawyers,
- Public interest,
- Academia, or
- Solo practitioners

SEER at a Glance

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<tr>
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<th>1926</th>
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<tbody>
<tr>
<td>Current Membership:</td>
<td>9,925</td>
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<td>Membership Dues:</td>
<td>Lawyers $75</td>
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<tr>
<td>Section Leadership:</td>
<td>Chair: Steven T. Miano, PA</td>
</tr>
<tr>
<td>Major Section Publications: (Titles)</td>
<td>Natural Resources and Environment Trends; The Year In Review.</td>
</tr>
<tr>
<td>Section Publications: (Total)</td>
<td>3</td>
</tr>
<tr>
<td>Section Committees: (Total Number)</td>
<td>34</td>
</tr>
<tr>
<td>Annual Major Events:</td>
<td>Fall Conference; Spring Conference; Water Law Conference; Petroleum Marketing Attorneys’ Meeting; Regional Conference.</td>
</tr>
<tr>
<td>Section Awards:</td>
<td>State or Local Bar Environment, Energy, and Resources Program of the Year Award; Environment, Energy, and Resources Dedication to Diversity and Justice Award; Award for Distinguished Achievement in Environmental Law and Policy; Environment, Energy, and Resources Government Attorney of the Year Award; Law Student Environment, Energy, and Resources Program of the Year Award ABA Award for Excellence in Environmental, Energy, and Resources Stewardship; Distinguished Environmental Advocates Award; Committee Recognition Awards.</td>
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</table>

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The Section of Family Law continues its commitment to increase its diversity efforts, in terms of membership in the Section, products geared toward diverse audiences, and to those professionals representing clients of diverse backgrounds. The Section of Family Law continues to provide leadership development opportunities within the Section.

The Section recently implemented a Diversity Fellowship Program which provides fellows with financial assistance to attend Section CLE conferences as well as with individual mentoring.

The Section has developed a bilingual handout for divorce clients. 20+ FAQs about Divorce/20+ Preguntas y Respuestas Sobre su Divorcio consists of English/Spanish answers to common questions about the legal process, property division, custody, taxes, and more. The content, culled from Family Advocate’s Client Handbook “FAQs: Frequently Asked Questions about Divorce,” is available for purchase as an electronic download (pdf). Lawyers may print and disseminate the questions and answers to their clients. This handout not only helps cater to family lawyers who serve Spanish-speaking clients, but also expands the impact the ABA Section of Family Law has on educating the public about family law.

The Section has developed “A White Paper on Same-Sex Marriages and Non-Marital Unions,” and the Winter 2014 issue of Family Law Quarterly focused on “A Review of the Year in Family Law 2012-13: A Banner Year for Same-Sex Couples.” Other publications of interest include The Special Needs Child and Divorce; Assisted Reproductive Technology: A Lawyer’s Guide to Emerging Law and Science; and Confronting Mental Health Evidence.

In furtherance of its efforts to attract members from diverse backgrounds, the Section offers the opportunity to join the Alternative Families Committee, the Assisted Reproductive Technologies (ART) Committee, and the Vulnerable Adults and Special Needs Families Committee. The ART committee developed the Model Act Governing Assisted Reproductive Technology, which includes model provisions that can be considered in whole or in part by legislative bodies. The model addresses many new legal issues that have arisen over recent decades, from the increased use of intrauterine insemination, in vitro fertilization, surrogacy, embryo transfer, and other methods of collaborative reproduction. The Act was approved by the ABA House of Delegates in February 2008.

The Section continues its efforts to promote diversity by recruiting speakers from all backgrounds for its CLE programs, and presently has a very active Diversity Committee.

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<thead>
<tr>
<th>Section of Family Law at a Glance</th>
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<tbody>
<tr>
<td>Founding Year:</td>
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<tr>
<td>Current Membership:</td>
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<tr>
<td>Membership Dues:</td>
</tr>
<tr>
<td>Section Leadership:</td>
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<td>Annual Major Events:</td>
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<td>Section Awards:</td>
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The Health Law Section of the American Bar Association is committed to ensuring that the Section membership reflects the diversity of practice areas, geographic location, ethnicity and gender of the health law profession. In particular, the Section supports the ABA’s Goal III initiative “to eliminate bias and enhance diversity” and will work to achieve that goal within the Section. The Section recognizes that the continued vitality and success of the Section is dependent on a diverse membership base; therefore, its programs and activities at every level must not only be maintained without regard to race, national origin, religion, sex, disability, or sexual orientation, but also must be proactively inclusive. The Section has an 11 Member Diversity Committee, including its Chair that is appointed to monitor and assess the Section’s progress in implementing the Section’s Diversity Plan and to develop programs and activities that increase the diversity in Section membership. During the last bar year, the Section planned and sponsored many programs/panels/CLE, including the following:


Diversity Session
The Impact of Federal Standards for Accessible Medical Diagnostic Equipment on Providers

Speakers:
Mark Faccenda, Norton Rose Fulbright LLP, Washington, DC
Rex J. Pace, Technical Assistance Coordinator, U.S. Access Board, Washington, DC
Moderator: Lisa Genecov, Norton Rose Fulbright LLP, Dallas, TX


Cultural Disparities in Healthcare Outcomes and the Role of Big Data

Speakers:
Geronimo Rodriguez, Seton Healthcare Family, Austin, TX
M. Suzanne Schrandt, Patient-Centered Outcomes Research Institute (PCORI), Washington, DC

c. 2015 Physicians Legal Issues Conference, Chicago, IL, June 10-12, 2015

Addressing Access Issues for Diverse Populations in Health Care Delivery

Speaker: Melissa Michaux, Ph.D., Willamette University, Salem, OR

Diversity Award the Health Law Section is pleased to announce the Champion of Diversity and Inclusion Award. This award honors an ABA Health Law Section member who has made exceptional efforts to provide diversity and inclusion within the Section and/or the legal profession. This inaugural award was presented to David L. Douglass at the ABA Health Law Section Emerging Issues Conference on March 4, 2015 in Orlando, Florida.

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### Health Law Section at a Glance

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<th>Founding Year:</th>
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<td>Current Membership:</td>
<td>10,749</td>
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<td>Joint dues $50; Government Division $60; Joint dues: Judicial Division $60</td>
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<td>Section Awards:</td>
<td>Champion of Diversity and Inclusion Award</td>
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The Individual Rights & Responsibilities Section of the American Bar Association (IRR) was formed in 1966, arising directly from efforts to support the battle for civil rights, which reached a climax during that decade. The work of the Section has produced a relatively significant level of diversity within its membership and leadership.

Civil Rights and Equal Opportunity Committee – develops implements and disseminates policies to promote awareness and understanding of civil rights issues across various subject areas and communities.

Religious Freedom Committee - explores issues related to religious discrimination, as well as other incursions on religious liberty, nationally; and monitors and seeks ways to combat religious persecution and religious discrimination internationally. The Committee is the only entity in the ABA created to address the needs and issues of religious minorities.

Rights of Persons with Disabilities Committee – works to serve the legal concerns of people with disabilities by creating and advocating policy, and works to educate the legal community through seminars and workshops.

Rights of Women Committee – from combating inequities faced in the United States to improving the status of women abroad, the Committee plays an active role within the ABA drafting policy proposals, hosting Continuing Legal Education programs, developing written materials and providing a national forum for women’s rights advocacy.

Sexual Orientation and Gender Identity - works to protect and advance the rights of lesbian, gay, bisexual, and transgender (LGBT) persons by educating the legal profession, by developing, implementing and disseminating policies supporting equal justice under law without regard to one's sexual orientation or gender identity, and by filing amicus curiae briefs. Diversity Committee – leads the Section’s efforts to recruit and retain lawyers of underrepresented groups for active involvement in the work and leadership of the Section and to ensure that the Section is addressing issues of relevance to these constituencies.

The Section also houses the following substantive committees and a number of additional operational committees: Native American Concerns, First Amendment Rights, Rights of Immigrants, Public Education, Economic Justice, Environmental Justice, National Security & Civil Liberties, Fair & Impartial Courts, Privacy & Information Protection, Elder Rights, Criminal Justice, Death Penalty, Health Rights & Bioethics, Bullyproof, and International Human Rights.

The Thurgood Marshall Award- established in 1992, the Thurgood Marshall Award honors U.S. Supreme Court Justice Thurgood Marshall, who epitomized individual commitment, in word and action, to the cause of civil rights in this country. The award recognizes similar long-term contributions by other members of the legal profession to the advancement of civil rights, civil liberties, and human rights in the United States.

The Robert F. Drinan Award for Distinguished Service recognizes individuals whose sustained commitment to the Section has advanced its mission of providing leadership to the legal profession in protecting and advancing human rights, civil liberties, and social justice.

In addition, the Section houses the Center for Human Rights, the AIDS Coordination Project, and Death Penalty Due Process Review Project. Both projects hire law clerks throughout the year.

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The ABA Section of Intellectual Property Law (ABA-IPL) enthusiastically embraces the principle of diversity. It believes that diversity in its membership and leadership brings a variety of unique and valuable skills and perspectives.

The Section has a steadfast commitment to:

- actively recruiting lawyers of color (e.g., African American, Hispanic/Latino(a), Native American, Asian and other such minorities), women lawyers, lawyers with disabilities, and lesbian, gay, bisexual, and transgender (LGBT) lawyers (collectively referred to herein as “diverse lawyers”);
- educating diverse lawyers about the benefits of Section membership, including networking, committee work, the latest developments in intellectual property law, programs, publications, and leadership opportunities;
- fostering an atmosphere of inclusion to facilitate and encourage the recruitment and retention of diverse lawyers as members and leaders of the Section;
- seeking the active participation of diverse speakers and authors in Section programs and publications;
- developing innovative ways to engage and promote participation of diverse lawyers in Section work at every level;
- providing diverse lawyers with opportunities to take on leadership roles in the Section; and
- providing mentoring opportunities to diverse lawyers in the Section.

Diversity Action Group (DAG) – Supports diversity-related initiatives within the IP bar, fostering recruitment into and advancement within the profession of diverse individuals, and reaching out to individuals who represent diversity within the profession concerning the benefits of Section membership. http://ambar.org/IPLawDAG

LGBT Diversity Reception – Hosted by the ABA-IPL Diversity Action Group at the Section’s conferences, this event is open to all—providing a welcome environment for LGBT professionals, students, and friends.

Diversity Reception – Hosted by the ABA-IPL Diversity Action Group at the ABA Annual Meeting, this reception kicks off the first night of the conference and offers the chance to mingle and network with colleagues from diverse backgrounds within the IP profession.

Women in IP Law Breakfast – This event held at the Section’s Annual Intellectual Property Law Conference offers the opportunity for women leaders in the IP law profession and others to gather and network in an informal and relaxed setting.

ABA-IPL Young Lawyer Fellows Program - The Section encourages the participation of women, minorities, persons with disabilities, and/or persons of differing sexual orientations or gender identities.

Judicial Intern Opportunity Program (JIOP) - JIOP internships co-sponsored by the ABA IPL Section pairs students with interest in the IP field with judges who have pending IP-related cases on their dockets.

Landslide® magazine’s March/April 2013 issue was devoted to “Diversity in the IP Profession.”

Sidney B. Williams Jr. Scholarship – The scholarship is for minority law students who demonstrate a commitment to developing a career in intellectual property law.

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Diversity and inclusion lie at the heart of the **Section of International Law**'s mission. The Section’s members and activities reflect our diverse global community. The Section is a place where one will feel welcome regardless of color, ethnicity, gender, age, national origin, sexual orientation, or disability.

Furthermore, it is important to note that one does not need to be a U.S. qualified attorney to join our Section as we have a wide geographical scope. In addition to our amazing substantive and regional committees, you can join constituency focused committees, including: the Law Student, LL.M. & New Lawyer Outreach Committee, Seasoned Lawyers Network Committee (SIN), Sexual Orientation and Gender Identity Issues Network (GIN), the Women's Interest Network (WIN), and the Young Lawyers Network (YIN).

According to the bylaws of the SIL, “there shall be a Diversity Committee that shall be chaired and presided over by the Diversity Officer and shall consist of such other members as the Administration Committee and Diversity Officer shall appoint.” The Chair and Chair-Elect shall be ex officio members of the Diversity Committee. The purposes of the Diversity Committee are as follows: (a) to recommend to the Administration Committee or, between meetings of the Administration Committee or, to the Executive Committee (as proposals on the Section’s diversity plan; (b) to review the Section’s diversity plan; and (c) to coordinate with the appropriate Officers and Section staff members in the fulfillment of the Diversity Committee’s duties.

The quarterly Diversity Newsletter “Diversity Global” that spotlights up and coming Section members and other news of interest with a diversity component.

Additionally there are Pathways to Employment in International Law Programs at Howard Law School and other venues throughout the year.

The Diversity Committee is sponsored several programs at the Section’s Fall Meeting in Buenos Aires, Argentina in October 2014 including:

- Are Quotas for Women on Boards the Answer in Latin America?: Leveraging Best Practices Across Regions
- No Woman, No Peace!: A Scrutiny of UNSCR 1325 & the Role of Gender In Global Peace & Security

The Diversity Committee will also be sponsoring a panel during its 2015 Spring Meeting in Washington D.C. April 28 – May 2, 2015 titled:

Moving Diversity Forward: Developing a diverse pipeline of engaged leaders through collaboration across borders, legal cultures and jurisdictions.

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**Website:** www.americanbar.org/intlaw

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**Section of International Law at a Glance**

| Founding Year: | 1967 |
| Current Membership: | 21,324 |
| Membership Dues: | $55 |
| Section Leadership: | Chair: Marcelo Bombau  
Diversity Officer: Lelia Mooney, DC |
| Major Section Publications (Titles) | *International Law News;  
International Lawyer.* |
| Section Publications: (Total) | 3 Main Publications and 25+ Committee Newsletters |
| Section Committees: (Total Number) | 60+ |
| Annual Major Events: | Spring & Fall Meeting |
| Section Awards | Louis B. Sohn Award;  
Rona R. Mears Writing Competition & Scholarship Award Program. |
The **Section of Labor and Employment Law** enthusiastically embraces the concept of diversity as a strength to the Section. Diversity in our membership brings a variety of unique and valuable skills and perspectives to the Section. The Section seeks to actively recruit, provide opportunities and training to take on leadership roles at both the Committee and Section levels, and foster an atmosphere of inclusion to assist in retaining minority lawyers, women lawyers, lawyers with disabilities, LGBT lawyers and newer lawyers.

**Diversity in the Legal Profession Committee (“DLP”):** The ABA Section of Labor and Employment Law Diversity in the Legal Profession Committee (“DLP”) Committee is committed to ensuring diversity in the ABA and the bar. Our members include liaisons from the Section’s Standing Committees, representing employers/management, employee/plaintiffs, unions, corporations and government agencies. The DLP Committee assists and advises Section Standing Committees in offering substantive programs addressing topics that are useful to diverse members and provide a variety of diverse perspectives as well as networking opportunities and events for diverse members. The DLP Committee recently introduced the Section of Labor and Employment Law’s **Diversity Database**, which serves as a resource to Section members involved in planning and selecting individuals to participate in the Section’s CLE programs, meetings, conferences and publications. In addition, the DLP has developed a Diversity Event Evaluation Form that is used for Section Standing Committee Midwinter Meeting diversity events. This form offers valuable feedback on ways to suggest exceptional diversity events to other committees or how to improve others for future meetings. The DLP Committee continues to develop many other exciting initiatives that will benefit all Section members, including the approval of a diversity consultants to review the Section’s Diversity plan and the implementation of ways to attract and retain diverse members in the Section, ideas for diversity events and outreach, a list of contacts in diverse bar associations and preparing monthly articles to be included in the Section FLASH Newsletter.

**Annual Section Conference Diversity Reception:** The Diversity Reception welcomes all Conference attendees who support the Section’s diversity initiatives. This event attracts more than 500 attendees and is the Section’s largest and most anticipated Diversity Event. Local minority bar associations, including LGBT bar associations, women’s bar associations and disability bar associations, are invited to co-host this reception and are offered a number of complimentary registrations to attend the Annual Section Conference.

**Annual Section Conference Diversity Luncheon:** The Diversity Luncheon features a prominent speaker that focuses on a diversity topic. The luncheon is open to all attendees and attracts over 350 attendees.

**Section Development Fund Fellowship Program:** The purpose of the Section Development Fund Fellowship Program is to increase membership by encouraging participation in Section activities by providing three-year fellowships to individuals who would otherwise be unable from a financial standpoint to participate. The Section reimburses actual reasonable travel, lodging and registration expenses, in the amounts requested up to full reimbursement, for attendance at the Annual Section Conference and attendance at a Section Committee Midwinter Meeting. Individuals applying, and those selected, shall certify each year that they intend to attend one or both of the above meetings, and that absent participation in the program, they would be financially unable to attend the meetings, taking into account their individual financial circumstances and the willingness of their employing firm or organization to pay their expenses.

**Government Fellowship Program:** Our Government Fellowship Program was implemented by the Section to encourage selected government lawyers, who are members of the Section, to participate in the activities of the Section, to attend Midwinter Meetings with financial support from the Section and to increase government lawyer participation in Section matters. The Fellows are invited to participate in Midwinter Meetings of Section committees and are reimbursed for reasonable travel expenses. Fellows are selected through a competitive procedure initiated by government agencies from which the Fellows are selected. All Fellows are required to become members of the ABA and the Section if they are not already members. In addition to the membership requirements, there is a firm expectation that the Fellows participate in committee activities by working on a book chapter, presenting a paper at the midwinter meeting, working in the outreach or law clerk training programs, or acting as an instructor or resource at a CLE program.

**The Young Lawyers Division Fellowship Program** is designed to give young lawyer Section members the opportunity to become familiar with and actively involved in the Section. Each participant in assigned to a Section standing committee and are expected to attend the
midwinter meetings of their assigned committee.

The **Section of Labor and Employment Law** offers a variety of publications including the ABA Journal of Labor & Employment Law, treatises, Section Newsletter and the Section FLASH e-Newsletter.

**ABA Journal of Labor & Employment Law:** The Journal provides balanced discussions of current developments in labor and employment law to meet the practical needs of attorneys, judges, administrators and the public.

**Labor and Employment Law Newsletter:** Published quarterly, the Newsletter contains information on current Section Projects, recent developments and decisions, upcoming educational opportunities, new books, and other news that is of interest to Section members.

**FLASH e-Newsletter:** Every month, Section of Labor and Employment Law members receive a concise update via email about Section activities and developments in our area of practice, which have been prepared by experts.

**Midwinter Meeting Diversity Events:** The Section provides funding to committees for diversity events/programs at their Midwinter Meeting that are pre-approved by the Diversity in the Legal Profession Committee. These events include networking events, diversity programming, networking diversity receptions and town hall meetings.

**Mentoring Toolkit:** The purpose of this project is to provide to the leadership of the Standing Committees all the tools they may need for a mentoring program for their Committees. This toolkit promotes inclusion with the goal of increasing diversity in the Section and Standing Committees. The toolkit includes: process flow, sample emails for mentoring coordinators, mentoring policy guidelines, tips for mentors, tips for mentees and a mentor questionnaire.

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### Section of Labor and Employment Law at a Glance

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<td><strong>Founding Year:</strong></td>
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<td><strong>Current Membership:</strong></td>
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</table>
| **Membership Dues:** | Lawyer and Associates $50  
Student Division Members Free |
| **Section Leadership:** | Chair (FY 2014-15): Joyce Margulies, Memphis, TN  
Diversity in the Legal Profession Co-Chairs: Carmelyn Malalis, New York, NY  
Yolanda Montgomery, Washington, DC  
Raymond Morales, San Juan, PR  
Diane Smason, Chicago, IL |
| **Major Section Publications:** | (Titles)  
ABA Journal of Labor & Employment Law;  
Treatises Labor and Employment Law Newsletter;  
FLASH e-Newsletter. |
| **Section Publications (Total):** | 30 |
| **Section Committees (Total Number):** | 18 |
| **Annual Major Events:** | Annual Section Conference;  
Trial Advocacy Competition;  
Committee Midwinter Meetings. |
| **Section Awards:** | Arvid Anderson Public Sector Labor and Employment Law Attorney of the Year Award;  
Frances Perkins Public Service Award;  
Federal Labor and Employment Attorney of the Year Award;  
Annual Law Student Writing Competition. |
The mission of the Section of Legal Education and Admissions to the Bar is to be a creative national force in providing leadership and services to those responsible for and those who benefit from a sound program of legal education and bar admissions and to provide a fair, effective, and efficient accrediting system for American law schools that promotes legal education and to continue to serve, through its Council, as the nationally recognized accrediting body for American law schools.

The Section has long been in the forefront of encouraging diversity in legal education through the law school accreditation process and through Section-sponsored programs and initiatives. Since the 1970s, the Standards for Approval of Law Schools have contained provisions that have encouraged and promoted diversity among faculty, students and staff at ABA-approved law schools.

**Standard 205: Non-Discrimination and Equality** of Opportunity requires law schools to foster and maintain equality of opportunity in legal education, (with regard to admission policies as well as employment of faculty and staff) without discrimination or segregation on the basis of race, color, religion, national origin, gender, sexual orientation, age or disability.

**Standard 206: Diversity and Inclusion** requires law schools to demonstrate, by concrete action, a commitment to providing full opportunities for the study of law and entry into the profession by members of underrepresented groups, particularly racial and ethnic minorities, and a commitment to having a student body and a faculty that are diverse with respect to gender, race, and ethnicity.

**Standards 205 and 206** have been a significant factor contributing to the increase in minority participation in legal education from less than 5% in 1971 to 29.7% of total J.D. enrollment in fall 2014. Minority faculty now comprises 12.1% of the full-time professoriate. Deans of color account for 16.7% of law school leadership.

Section staff works collaboratively with ABA entities and related organizations on diversity efforts such as:

- Enhancing diversity for law school site team chairs, site teams and committee appointments process.
- Providing information including data and sources in legal education for “Diversity in the Legal Profession: Next Steps” Report.
- Participating in the Renewing the Search for the ‘Faces at the Bottom of the Well’ invitational at the University of California-Irvine, School of Law and moderating a panel on Institutional Change Towards Diversity.
- Serving as the keynote speaker on “Law, Gender and Transformation” during Law Week at the University of Limpopo in South Africa in September 2010.
- Collaborating with ROLI to circulate legal education notices for consultants in Africa.
- Providing Section liaisons to the ABA Pipeline Council for the Council for Racial and Ethnic Diversity in the Educational Pipeline.

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The Section of Litigation is committed to ensuring equal opportunity in the profession, respecting the diversity and individualism of its members, recognizing the intrinsic value of diversity in the profession, and expanding the breadth of its membership.

Minority Trial Lawyer Committee - The Committee’s goals are to serve as a resource for litigation and business development strategies, and as a network for the sharing of experiences and referrals, to support the career success of minority attorneys. The Committee also aims to contribute to minority communities by facilitating discussion of the impact of race on the law, and vice versa, addressing issues of racial bias in the courts and the profession, and promoting programs to prepare minority students—from high school through law school—for careers in the law.

Woman Advocate Committee - The Woman Advocate Committee is open to all members of the American Bar Association’s Section of Litigation. The committee’s leadership is made up of experienced women litigators from all over the country working to provide support and useful information to all women who litigate.

LGBT Committee - Our mission is two-fold. First, we offer publications and programming to inform our members about cutting-edge litigation and other legal developments affecting the LGBT community. Second, we provide a forum for our members to network and to discuss the unique issues that LGBT litigators face within their law practices. We also work with other ABA groups to support policy statements promoting full equality for LGBT persons.

Young Advocates Committee - The Young Advocates Committee (YAC) serves as a resource for young litigators in their practices and the Section of Litigation. Our mission is threefold: (1) to provide continuing education and discussion on issues affecting the profession, and younger litigators in particular, and assist in the development of practice skills; (2) provide networking opportunities with other YAC and Section of Litigation members; and (3) serve as a gateway to other Section of Litigation committees and opportunities, including promoting the involvement of diverse young lawyers who practice in a variety of settings. The YAC recognizes and celebrates the future of the profession and the Section of Litigation: the young litigator.

Diversity Leadership Award - Established in 2008, the Diversity Leadership Award recognizes individuals or entities who have demonstrated a commitment to promoting full and equal participation in the legal profession through the encouragement and inclusion of women, minorities, persons with disabilities, and/or persons of differing sexual orientations and gender identities.

The John Minor Wisdom Public Service & Professionalism Award - is presented in recognition of those individuals or entities who have made outstanding contributions to the quality of justice in their communities, ensuring that the legal system is open and available to all. Application Deadline: November 2015

International Human Rights Award - This award recognizes an individual who has made substantial and long-term contributions in the furtherance of civil rights, civil liberties, and/or human rights outside the United States and is presented at the ABA Annual Meeting at our International Human Rights Award Luncheon. Application Deadline: March, 2015

Diverse Leader Academy – Formerly the Leadership Fellows Program, this program provides opportunities for lawyers in under-represented groups such as racial/ethnically diverse lawyers, persons with disabilities, and lesbian, gay, bisexual and transgender persons, to participate in leadership roles within the Section of Litigation. The primary objectives of the program are to attract, retain and develop talented diverse lawyers, foster a culture of diversity and inclusion, to further demonstrate the Section’s commitment to ensuring equal opportunity in the profession and to create a pipeline of future leaders of the Section.

The Young Lawyer Leadership Program is committed to increasing participation of young lawyers in the Section of Litigation by: (1) involving young lawyers in the work of the Section with the hope that they will develop into future leaders of the Section; and (2) enhancing the image of the Section among young lawyers, including those who are members of the Section and the Young Lawyers Division of the ABA.

The program offers mentorship, committee involvement, engagement in substantive work, and $2,000 per year per individual toward expenses to attend the Section’s leadership meetings.

The Judicial Intern Opportunity Program provides judicial internships to law students who are members of racial and ethnic groups that are traditionally
The program also provides opportunities to students with disabilities, students who are economically disadvantaged and students who identify themselves as LGBT. Launched in 2001 by the ABA Section of Antitrust Law and led since 2003 by the ABA Section of Litigation.

The ABA Section of Litigation’s Task Force on Implicit Bias has launched a landmark website offering critical information and resources for ABA members and other stakeholders. “Our vision is that the web site will serve as 'one stop shopping' -- the 'go-to' repository for anyone who wants to know more about implicit bias in the justice system or in the ranks of the legal profession. Most importantly, it is intended to provide bar associations and other groups the resources they need to duplicate educational sessions for their groups.

The Section’s innovative, landmark Implicit Bias Initiative – is the first (and, to date, the only) project devoted exclusively to educating lawyers, judges, and others about the pervasive implications and effects of implicit bias, which distorts both process and outcomes in civil as well as criminal cases, and inherently precludes “equal justice for all.” (California), http://www.americanbar.org/groups/litigation/initiatives/task-force-implicit-bias/implicit-bias-videos.html.

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The Section of Public Contract Law (“Section”) is recognized as an organization which institutionally promotes and embraces diversity. It recognizes that its strength and success is, in large part, due to the diversity that its membership brings. The Section Leadership and Committee Chairs are committed to:

- emphasize, through its leadership, the benefits of diversity, barriers to Section diversity, and means of overcoming those barriers.
- identify and strive to eliminate barriers, whether institutional, attitudinal or behavioral, to the full and meaningful participation of all lawyers and non-lawyer associates in the Section.
- actively recruit lawyers of color, women lawyers, young lawyers, lawyers with disabilities, gay, lesbian, and transgender lawyers, state and local lawyers, international lawyers, government lawyers and non-lawyer procurement personnel, in-house lawyers and non-lawyer procurement personnel, judges, academics and law students, and other non-lawyer associates.
- foster an environment of inclusion and actively seek participation of lawyers and non-lawyer associates who are underrepresented in the Section, based on individual differences, practice area, or affiliation, in Section events and on programs, task forces, and committees.
- provide lawyers and non-lawyer associates who are underrepresented in the Section, to take on leadership roles at all levels of the Section.

Diversity Committee
The Section’s Diversity Committee encourages and promotes the involvement of individuals of diverse racial, ethnic, and religious backgrounds, women, persons with disabilities and individuals who are gay, lesbian, bisexual or transgender in the active membership and leadership of the Section and promotes greater awareness and appreciation of the Section’s diversity goals.

The Section participates in the ABA’s joint exhibit program for Bars of Color and is an annual contributor to the Commission on Racial and Ethnic Diversity’s Spirit of Excellence Awards Luncheon. The Section also supports diversity initiatives sponsored by other ABA entities.

Diversity Scholarship Program:
Through our Scholarship Program, the Section actively seeks the participation of lawyers who are underrepresented in the Section, with a particular focus on lawyers of color, young lawyers, and federal, state, and local government lawyers. The Section’s Scholarship Program has been very successful in recruiting exceptional lawyers who have become involved members of the Section. The scholarship program provides up to $12,000 annually to three diversity scholarship recipients to enable them to attend Section programs and council meetings. Each scholarship recipient is required to actively participate in at least one committee, with the intent that the recipient will move into a leadership position in that (or another) committee. Each recipient is also asked to present a report at one of the Section’s meetings on a substantive matter and/or on the benefits derived from their attendance at those programs and meetings.

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<table>
<thead>
<tr>
<th>Section of Public Contract Law At-A-Glance</th>
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</thead>
<tbody>
<tr>
<td>Founding Year: 1965</td>
</tr>
<tr>
<td>Current Membership: 8,022</td>
</tr>
<tr>
<td>Membership Dues: Lawyers: $45; Associates: $45; Law Students: Free</td>
</tr>
<tr>
<td>Section Leadership: Stuart B. Nibley, Chair</td>
</tr>
<tr>
<td>David G. Ehrhart, Chair-Elect</td>
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<tr>
<td>Major Section Publications: (Titles) The Procurement Lawyer, Public Contract Law Journal</td>
</tr>
<tr>
<td>Section Publications (Total): 17 active titles</td>
</tr>
<tr>
<td>Section Committees: (Total Number) 43</td>
</tr>
<tr>
<td>Annual Major Events: Fall Meeting, Federal Procurement Institute, Joint Spring Symposium, Annual Meeting</td>
</tr>
<tr>
<td>Section Awards: Fellows’ Spirit of Leadership Award, Donald McL.Davidson Award, Allan J. Joseph Excellence in Leadership Award, Public Contract Law Journal Writing Competition Award</td>
</tr>
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The Section of Public Utility, Communications and Transportation Law is committed to diversity in its membership and leadership. We believe that diversity in our membership brings a variety of unique and valuable skills and perspectives to the Section and to its members.

It is an important goal of the Section to increase the diversity of its membership and leadership and to increase the participation of lawyers of color, women lawyers, younger lawyers, lawyers with disabilities, gay and lesbian lawyers, transgender lawyers and lawyers from diverse ethnic and economic backgrounds in the activities of the Section, its committees and its leadership. The Section Leadership and Committee Chairs are committed to:

- actively recruit lawyers of color, women lawyers, younger lawyers, lawyers with disabilities, gay and lesbian lawyers, transgender lawyers and lawyers from diverse ethnic and economic backgrounds;

- educate lawyers of color, women lawyers, younger lawyers, lawyers with disabilities, gay and lesbian lawyers, transgender lawyers and lawyers from diverse ethnic and economic backgrounds about the benefits of section membership including networking, committee work, improved trial skills, practice management, CLE programs, publications and leadership opportunities;

- foster an atmosphere of inclusion to assist in retaining lawyers of color, women lawyers, younger lawyers, lawyers with disabilities, gay and lesbian lawyers, transgender lawyers and lawyers from diverse ethnic and economic backgrounds once they have become members;

- seek the participation of lawyers of color, women lawyers, younger lawyers, lawyers with disabilities, gay and lesbian lawyers, transgender lawyers and lawyers from diverse ethnic and economic backgrounds as speakers and authors for section programs and publications; and

- provide lawyers of color, women lawyers, younger lawyers, lawyers with disabilities, gay and lesbian lawyers, transgender lawyers and lawyers from diverse ethnic and economic backgrounds with opportunities and training to take on leadership roles at both the Committee and Section levels.

The Section participates in the ABA’s joint exhibit program, allowing us to showcase our member benefits and products to a diverse audience.

Additionally, the Section exhibits at diverse bar associations’ conferences through the ABA Center for Racial and Ethnic Diversity’s Joint Exhibit Project.

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<th><strong>Section of Public Utility, Communications and Transportation Law At-A-Glance</strong></th>
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<td>Founding Year:</td>
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<td>Annual Major Events:</td>
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<td>Section Awards:</td>
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The **Section of Real Property, Trust and Estate Law** (RPTE) is committed to a diverse Section membership recognizing that this diversity brings a variety of unique and valuable skills and perspectives to the Section, and to its lawyer members. The Diversity Committee takes the lead in organizing programs that educate and inspire RPTE members and leaders on all aspects of diversity. Our newly adopted Diversity Plan outlines specific points to achieve the Section’s goal of a diverse membership.

**Diversity Committee** - The Diversity Committee promotes full inclusion of all people while emphasizing historically underrepresented groups such as women, minorities, persons with disabilities, and lesbian, gay, bisexual and transgender persons. Our goal is to maintain a diverse and inclusive Section. Under the guidelines of the Revised Diversity Plan adopted by the RPTE Council, the Diversity Committee seeks to increase diverse attorneys' participation in the Section and in leadership, educate Section members on the importance of diversity in the Section and the legal profession, and to foster an inclusive environment.

**Community Outreach Program and CLEs** - The Diversity Committee conducts Continuing Legal Education seminars that promote diversity in the Section. The Community Outreach Program (“COP”) offers 6-14 week CLE programs on real property & trust and estates to diverse attorneys and students around the country. We recently held programs in Chicago, New Orleans, New York, Philadelphia and Washington. We send follow-up letters to all of the diverse attorneys that attended the COP thanking them for their participation and inviting them to participate in our Diverse Speaker Database.

**Diverse Speaker Database** - The Section created the Diverse Speaker Database that the ABA used as the basis for an Association-wide Diverse Speakers Directory.

**Fellows Program** - Serves to increase the participation of young and diverse lawyers in Section activities. The Section invites members of the YLD, national minority bar associations, and state and local bar associations to apply for fellow positions, providing financial assistance to attend meetings and fast-track opportunities into leadership. At least half of the positions are awarded to diverse candidates and Fellows go on to Section leadership positions once their two-year participation concludes.

**Diversity Committee Webpage** - contains information to assist with promoting diversity in the legal profession. http://apps.americanbar.org/dch/committee.cfm?com=RP014100

**Annual Spring Symposium** - The Section offers free registration to first time minority attorneys at our Annual Spring Symposium. Members of the Diversity Committee serve as liaisons to the ABA Commission on Racial and Ethnic Diversity, the ABA Women’s Caucus, the National Bar Association and the Hispanic National Bar Association. The liaisons to the NBA and the HNBA attended these associations’ annual meetings and the Diversity Committee purchases booths at diverse bar associations' conferences, including the NBA, HNBA, National Asian Pacific American Bar Association and National Native American Bar Association.

Additionally, the Section exhibits at diverse bar associations’ conferences through the ABA Center for Racial and Ethnic Diversity’s Joint Exhibit Project.

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**RPTE at a Glance**

| Founding Year: | 1934 |
| Current Membership: | 21,431 |
| Membership Dues: | $70.00 |
| Section Leadership: | Chair: Gideon Rothschild, NY  
Diversity Co-Chairs: Pat Char, WA and Ira Meislik, Montclair, NJ |
| Major Section Publications: (Titles) | Probate & Property magazine, Real Property, Trust and Estate Law Journal |
| Section Publications (Total): | 46 |
| Section Committees: (Total Number) | 97 |
| Annual Major Events: | Spring Symposia (CLE programs and leadership meetings) |
| Section Awards: | Student Writing Contest |
The Section of Science & Technology Law (SciTech) embraces diversity and inclusion in everything it does. SciTech’s Membership and Diversity (MAD) Committee, with roots going back to 1996, tries to best serve our members and the profession and advance our commitment to diversity and inclusion. Our Diversity Plan (first adopted in 2005) is instrumental to these initiatives. Its overarching three goals drive our efforts.

1. Increase and maintain diversity in Section leadership. SciTech’s commitment to diversity starts at the top, in our leadership, to set an inclusive tone for all members:
   - The officer slate for the 2014-2015 and 2015-2016 bar years includes two women leaders, so that four of the eight voting officers are women.
   - Since 2000, over half (8 of 15) of our Section Chairs have been diverse. Three of those Chairs have also been members of the National Asian Pacific American Bar Association (NAPABA); two have been recipients of the Spirit of Excellence Award from the ABA Commission on Racial and Ethnic Diversity in the Profession.
   - Two of our three appointed Council members in FY 2015 are women.
   - MAD Committee members work with their assigned leadership contacts to identify positions for young lawyers and law students (who are more diverse as a group than more senior lawyers) in over 20 substantive SciTech committees, as part of SciTech’s Stand Out initiative.

2. Increase diversity in Section membership. Recent efforts to achieve this goal include the following:
   - We strive to partner whenever possible with specialty bars, which include diversity bar associations.
   - SciTech invites ABA Goal III entities and local diversity bar association leaders to attend our IP and SciTech Diversity and Inclusion Networking Reception at the ABA Annual Meeting.
   - SciTech is committed to providing access to substantive training on the latest developments in science and technology law for all members, which includes our two free-to-members programs: Transform your Career and Build your Brand with The SciTech Edge (January 8, 2015) and Cloudy with a Chance of Security webinar (May 20, 2015).
     - SciTech’s free career program was also presented at the 2015 ABA Midyear Meeting at South Texas Law School.
     - To expand the reach of our SciTech career and business development tips, an article was written about the career program and shared in our e-newsletter and social media.
   - The Section will continue to present career programs at law schools. The next one is planned in fall 2015 at Chicago Kent Law School.
   - Section events are hosted at sites that are accessible for those with disabilities. Our programs and content are also accessible.

3. Raise awareness that diversity is valued and why.
   - To financially support diversity and inclusion in the profession, SciTech is participating in this year’s ABA Joint Exhibit Project for the National Bars of Color. SciTech incorporates practical steps to achieve our diversity and inclusion goals, such as including photos/testimonials and mentioning diversity/inclusion in our recruitment and retention materials.
   - SciTech also strives annually to support the outstanding diversity and inclusion efforts of the four ABA Goal III diversity commissions, which are focused on racial and ethnic diversity, women, sexual orientation and gender identity, and disability rights. Recent support includes: financial support in the form of tributes in annual event program books of Goal III entities; participation in meetings of both the Women’s Affinity Group and the Women’s Caucus (of the Commission on Women in the Profession); and SciTech leader attendance at other Goal III entity events. SciTech also participated in the ABA’s Legal Career Development Expo presented by the ABA Office of Diversity and Inclusion in Chicago on Thursday, January 15, 2015. We participated again in the ABA Minority Council Program this spring in Chicago.
   - Our Behavioral and Neuroscience Committee continues to address bias in the legal system.
through relevant programming. This committee is presenting the CLE webinar *Overcome Implicit Bias and Other Cognitive Bias to be Better Lawyer* to be on August 25th. All of the ABA Goal III entities and other entities such as the Section of Individual Rights and Responsibilities are invited to co-sponsor our program.

- **Our program and publication committees** stress the importance of diverse speakers and authors to demonstrate SciTech’s commitment to diversity and inclusion and enhance our content. Our flagship magazine, *The SciTech Lawyer*, includes Section communications and a standalone column that reinforce our commitment to diversity and inclusion.

SciTech diversity and inclusion success spells PROUD.

- **P is for Plan:** It all starts with a Diversity Plan.
- **R is for Roles, Responsibilities, Recognition, and Rewards:** To make sure each component of SciTech’s Diversity Plan is implemented; we assign Section leader roles, create lists of responsibilities for each role, and provide recognition. MAD Committee members partner with substantive and administrative committees to achieve and measure diversity and inclusion.
- **O is for Outreach and Openness:** We reach out to national and local minority bar associations, ABA diversity entities, and law schools to co-sponsor programs, share ideas, and recruit new members and leaders; strive to foster an atmosphere of inclusion to reach out to, recruit, and retain diverse lawyers as members; and are open to new ideas to advance diversity.
- **U is for Update:** We update SciTech’s Diversity Plan periodically (as we did in 2010) in light of experience and to seize new opportunities; we also keep Section leaders, members, and the broader ABA updated on our progress. We reviewed it again in the 2014-2015 bar year.
- **D is for Do (and think) Diversity only on the Days ending in “y”:** We strive to make diversity a part of everything we do and a criterion for success in whatever programs, publications, committee work, or other activities we undertake (and we formalize that process in written guidance and sharing of best practices at leadership meetings). SciTech will continue to work with leaders, members, the ABA, and the profession to achieve our goals.

Many who get involved in SciTech say that it is the people and the welcoming atmosphere that keep them coming back. Together, we explore unprecedented scientific and technological changes that raise legal and policy issues. We welcome the opportunity to work with you and share what we call the *SciTech Edge*.  

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**Section of Science & Technology Law at a Glance**

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<th>Category</th>
<th>Details</th>
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<td>Founding Year:</td>
<td>1974</td>
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<td>Current Membership:</td>
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<td>Membership Dues:</td>
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| Section Leadership:                          | Chair: Michael Hawes, TX  
Ruth Hill Bro, Membership and Diversity Committee Chair, IL |
| Major Section Publications: (Titles)         | *The SciTech Lawyer*; *Jurimetrics*; *SciTech e-Merging News* + average two new books a year |
| Section Publications (Total):                | 28                                                                     |
| Section Committees: (Total Number)           | 25 substantive                                                         |
| Annual Major Events:                         | ABA Annual Meeting, ABA Midyear Meeting, RSA Security Conference;; and HIMSS Annual Conference and Exhibition |
| Section Awards:                              | Get the SciTech Edge Membership and Diversity Award; SciTech Chair’s Service Award and Jurimetrics Outstanding Senior Editor Award |
The Section of State and Local Government Law has a leadership committed to substantive diversity and inclusion for any group historically underrepresented in the ABA or the profession, including women, lawyers of color, lawyers of different abilities, and the LGBTQ community. We actively recruit new members from diverse populations and seek to retain all members through fostering an atmosphere of inclusiveness, so that all lawyers feel welcome and find their participation in the Section to be rewarding and free of any barriers.

The Section strives to have significant representation in leaders, members, authors and speakers, to approximate the percentage of minorities in the general population of lawyers.

**Hot Topics in Diversity Law** – During the Midyear Meeting, the Section hosts a three-part CLE session which includes the Hot Topics in Diversity Law. We invite members of the local diversity bar associations to serve as speakers on any diversity hot topic. Through this session, we build a bridge to membership, allowing panelists to experience serving on an ABA panel and interacting with our members. These opportunities often lead to panelists being invited to publish in our Newsletter or Journal or future speaking opportunities, within the Section.

**Diversity Networking Reception** - The Diversity Networking Reception is held during the Midyear Meeting, following the Hot Topics in Diversity Law CLE session. We invite all panelists, attendees, local diversity bar members and ABA leaders to continue conversations from our Midyear programming sessions, to discuss the opportunity to join the Section and to collaborate on future projects.

**Diversity Committee** - The Section’s Diversity Committee actively manages diversity across committees, publications and Continuing Legal Education, aiding committee leaders and content group leaders in meeting diversity goals. In addition, the Diversity Committee suggests opportunities to partner with National Bars of Color and to establish and maintain liaisons between our members. We currently have liaisons to the National Bar Association and the National Native American Bar Association, with plans to expand liaisons to all major bar associations of color.

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### Section of State and Local Government Law at a Glance

<table>
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<td>Current Membership:</td>
<td>9,857</td>
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<tr>
<td>Membership Dues:</td>
<td>$50</td>
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| Section Leadership: | Chair: James C. Hanks, Des Moines, IA  
Chair-Elect: Donna Y. Frazier, Shreveport, LA |
| Major Section Publications: (Titles) | The Urban Lawyer  
State and Local Law News  
Government Law E News |
| Section Publications (Total): | 38 active titles; 2 joint publications |
| Section Committees: (Total Number): | (25) including substantive and non-substantive committees |
| Annual Major Events: | Fall Meeting, Midyear Meeting, Spring Meeting and Annual Meeting |
| Section Awards: | Jefferson B. Fordham Award |
The **Section of Taxation** enthusiastically embraces the concept of diversity and believes that diversity in our membership brings a variety of unique and valuable skills and perspectives to the Section and to its lawyer members.

**Diversity Networking Reception** - The Diversity Networking Reception is held annually at all three of the Section’s domestic meetings (Fall, Midyear and May). The Committee reaches out to the local (city, county and state of the host city) diversity bar associations, and the minority law student organizations of the area’s law schools.

**Diversity Committee** - The Section’s Diversity Committee actively recruits lawyers of color, women lawyers, young lawyers, lawyers with disabilities and lawyers from diverse ethnic backgrounds. The Diversity Committee also provides those lawyers with opportunities to become involved in the ABA Section of Taxation and in the leadership of committees.

**Public Service Fellowship** The Public Service Fellowship program, which began in 2008, reflects the Section’s desire to advance public service efforts in tax law, and to foster a more fair and equitable tax system. Pro bono service has been an integral part of the Section’s activities for many years. The Public Service Fellowship is an opportunity for new attorneys in tax to provide legal services to diverse and underserved communities around the country.

**ABA Legal Opportunity Scholarship Fund (LOSF)** Since the Legal Opportunity Scholarship Fund was created in 1999, the Tax Section has been a steady contributor. In 2010, the Section’s Counsel voted to provide an ongoing contribution to the fund each year at the $5,000 level: the amount funds one LOSF scholarship each year.

**Tax Bridge to Practice** The Section’s Diversity Committee and the National Bar Association Tax Section cosponsor the Tax Bridge to Practice program at the Section’s CLE meetings. The program is designed for law students, young lawyers, general practitioners, and practitioners transitioning to tax, and provides an introduction to tax practice and basic information about general tax issues that a beginning practitioner may encounter. Special focus is given to practitioners from different – and diverse – backgrounds and practice settings.

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### Section of Taxation at a Glance

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<tr>
<td>Membership Dues:</td>
<td>$65</td>
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<tr>
<td>Section Leadership:</td>
<td>Chair: Armando Gomez, DC</td>
</tr>
<tr>
<td>Major Section Publications: (Titles)</td>
<td>The Tax Lawyer, NewsQuarterly, Practical Tax Lawyer (cosponsored with ALI-CLE)</td>
</tr>
<tr>
<td>Section Publications (Total):</td>
<td>10</td>
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<tr>
<td>Section Committees: (Total Number)</td>
<td>(51) including substantive and non-substantive committees</td>
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<tr>
<td>Annual Major Events:</td>
<td>Joint Fall Meeting, Midyear Meeting and May Meeting</td>
</tr>
<tr>
<td>Section Awards:</td>
<td>Nolan Fellows</td>
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</table>
The Tort Trial & Insurance Practice Section (TIPS) is the source of knowledge and leadership on trial practice and critical issues of justice that involve tort and insurance law. TIPS is unique within the ABA and the legal community because of our focus on balance and diversity, bringing together plaintiffs, defense, corporate and in-house counsel to tackle issues confronting our profession.

TIPS Diversity in the Profession Mission Statement – it is the mission of the TIPS Diversity Committee to advance diversity and inclusion at all levels within the Section, regardless of race, ethnicity, age, gender, religion, sexual orientation, gender identity, gender expression, disability, economic status and other diverse backgrounds. The TIPS Diversity Committee will work closely with TIPS leadership to promote the Section’s diversity goals, support the general committees, and promote the value of having diverse professionals and groups included in all Section activities.

TIPS Committee on Diversity in the Profession – The DIP Committee is committed to diversity by promoting equal participation of minorities and women in the legal profession. The Committee strives to help TIPS fulfill its ambitious goals to recruit, involve and retain more diverse members. There are also many opportunities for a diverse lawyer to publish, speak, and network with colleagues from around the world. The committee meets in person 4 times a year and also meets every month via conference call.

With the support of Section leadership, the Committee has participated in programs at many national meetings, such as the National Conference for the Minority Lawyer and the Minority Counsel meeting. TIPS reaches out to all lawyers of any color, race, gender, physical or mental disability and sexual orientation, and the section’s scope mirrors the commitment of the ABA.

TIPS Leadership Academy – This unique program, created for young lawyers with diverse backgrounds, aspires to serve the public by providing participants with the knowledge and skills necessary to develop a vision to lead the legal profession and to improve leadership service in the community as a whole. The TIPS Leadership Academy strives to increase the diversity of leaders within our communities, nurture effective leadership with respect to ethical, professional, and community-service values, build relationships among leaders from across the country and from disciplines within the profession, and raise the level of awareness among lawyers regarding the broad range of issues facing the profession.

Margaret Brent Luncheon and Spirit of Excellence Luncheon Sponsorship – TIPS purchases a table and program brochure space in support of award nominees at the Margaret Brent and Spirit of Excellence Luncheons.

TIPS Liberty Achievement Award – The TIPS Liberty Achievement Award was created to honor those attorneys and judges who take a leadership role in promoting diversity in the profession of law by demonstrating, through choices made in their careers and work done in private and/or public sector positions, that they have actively promoted diversity.

TIPS Committee on Diversity in the Profession Newsletters – The Diversity in the Profession Committee publishes 3-4 newsletters a year, with each issue featuring one of the diversity areas: ethnic and minority, LGBT, disability, and gender. The publications are utilized as a tool to bring about the awareness of diversity objectives and publicize various diversity challenges in the legal profession, in addition to alerting readers about upcoming events that may be of interest to them.

TIPS Education Outreach Project – In a collaborative effort, TIPS offers members the ability to give back via education outreach. Members visit middle schools, high schools and law schools to encourage students to consider a career in the legal industry, as part of the “The Day in the Life of an Attorney” program.

TIPS Committee on Diversity in the Profession Public Service Project Sponsorship – The Diversity in the Profession Committee continues to co-sponsor the section’s 4 annual service projects. Assisting TIPS philanthropic arm, the Law in Public Service Committee, members are encouraged to reach out to the local community via group projects including food donation drives, homeless shelter-clean-ups, legal clinics, etc.
TIPS Now! Initiative – The TIPS Now! is a leadership initiative that is designed to bring diverse young leaders into TIPS. Six Fellows were chosen to fill the TIPS Now! Class of 2015-2016. The Fellows are appointed to funded positions on TIPS standing committees such as Membership and Long-Range Planning. The Fellows help with membership initiatives and also serve on the TIPS Task Force on Outreach to Young Lawyers. TIPS NOW! Fellows are diverse in terms of practice area (plaintiff, defense and corporate counsel), gender, and race, and have demonstrated involvement in bar association and non-bar related activities.

TIPS Connect! Fellowship Opportunity – The TIPS Connect! program is a partnership opportunity with national bar-related organizations and associations that are committed to the advancement of inclusion in the legal profession.

TIPS Scholarship Fund – Scholarships are available for all Section activities courtesy of the TIPS Scholarship Fund, established with the International Risk Management Institute (IRMI) and supported by subscription to the IRMI CGL Reporter. It is intended to increase membership involvement in TIPS activities among minorities, solo and small firm practitioners, government attorneys, women, young lawyers and law students, by providing financial support to those who would otherwise be unable to participate. To request an application or receive additional information, call 312-988-5585.

TIPS Diversity Video – The Diversity Factor: Capturing the Competitive Advantage – Presented by the TIPS Section and the Diversity in the Profession Committee, this one-of-a-kind video presentation explores the growing demand for a culture of diversity within corporations and law firms. Presented in the video is an examination of the compelling diversity practices of the Chubb Group of Insurance Companies and the Microsoft legal team, along with partners from law firms across the country. This presentation focuses on the key competitive advantages gained through a diverse workforce, and provides you with the steps required and the obstacles to overcome in creating a culturally competent legal team. The video is available on the committee website at http://ambar.org/tipsdiversity.

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<td>Major Section Publications: (Titles)</td>
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<td>Annual Major Events:</td>
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The Government and Public Sector Lawyers Division consistently strives for diversity because it makes the Division stronger and more reflective of the overall population of government lawyers. Inclusion of lawyers of color, women lawyers, young lawyers, lawyers with disabilities and LGBT lawyers enriches the Division and keeps it relevant to the multicultural society in which we live.

The Division’s Diversity plan focuses on including, recruiting and providing leadership opportunities for under-represented lawyers including lawyers of color, women lawyers, younger lawyers, law students, lawyers from countries outside of the U.S., lawyers with disabilities, and LGBT lawyers.

Public Lawyer Career Panels – done at various law schools around the country approx. 15-20 times per year for law students. A panel of public sector lawyers discusses their jobs and careers and provides career development advice for those interested in public service.

Diverse Pathways to Success in the Public Sector free audio programs – Public sector lawyers face challenges that differ from those in the private sector. The Division’s Pathways to Success for Women and Minorities in the Public Sector highlights the Division’s commitment to the importance of diversity in the profession. This lively, practical, well-received program, available on our website, features a panel of successful public sector women and minority lawyer leaders who describe their current positions and discuss the obstacles, encouragement, and serendipitous events that helped them achieve prominence. Listeners learn about diverse paths to success in the public sector from a diverse panel of public sector lawyers. Each program is divided into four 20-minute segments, which can be heard separately: Segment 1 – Getting Hired, Segment 2 – Job Performance, Segment 3 – Career Advancement, Segment 4 – Work/Life Balance.

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Website: www.governmentlawyer.org

| Divisions |

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<thead>
<tr>
<th>Government and Public Sector Lawyers Division at a Glance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Founding Year:</td>
</tr>
<tr>
<td>Current Membership:</td>
</tr>
<tr>
<td>Membership Dues:</td>
</tr>
</tbody>
</table>
| Division Leadership: | Chair: Gregory G. Brooker, MN  
Vice-Chair: Joan Burke, NJ |
| Major Division Publications (Titles) | The Public Lawyer  
PASS IT ON  
Reveille (For Military Lawyers Conference members) |
| Division Publications: (Total) | 3 |
| Division Committees: (Total Number) | 10 |
| Annual Major Events: | Division’s Fall Meeting, National Awards Reception at Annual Meeting |
| Awards |  
• Dorsey Award (honors an outstanding public defender or legal aid lawyer)  
• Hodson Award (recognizes sustained outstanding service or a specific extraordinary accomplishment by a government or public sector law office)  
• Nelson Award (recognizes outstanding contributions to the ABA by an individual government or public sector lawyer) |
The Judicial Division (JD) is comprised of six Conferences based on court jurisdiction and specialization. Members select affiliation to one of these Conferences. Each Conference includes its own governance, committees, programs, and publications. For information on eligibility please review each Conference’s bylaws. Additionally, the Conferences frequently work together on collaborative Judicial Division projects. The six Judicial Division Conferences are: Appellate Judges Conference, Lawyers Conference, National Conference of the Administrative Law Judiciary, National Conference of Federal Trial Judges, National Conference of Specialized Court Judges, and National Conference of State Trial Judges.

Tribal Courts Council - The Tribal Courts Council is devoted to educating the public and recognizing the American Indian Tribal courts. The ABA has no similar convening body that brings tribal court lawyers and judges together. The Council works with other organizations to increase the presence of Native Americans within the judiciary.

Outreach Program to Diverse Students — Each year, the Judicial Division’s Standing Committee on Diversity in the Judiciary presents outreach programs to local high school students during the ABA Midyear and Annual Meetings. The outreach programs play a significant role in accomplishing the division’s goal of inspiring young people to further their education and consider a career in the legal profession. The Standing Committee’s member volunteers spend an afternoon speaking with students regarding their career paths and experiences as lawyers and judges of color from across the country.

The Directory of the Minority Judges in the United States, 4th Edition — The Directory is the most comprehensive compendium of minority judges in the United States and contains the names, addresses, telephone, facsimile numbers, and, in many cases, email addresses of colleagues of color.

Judicial Clerkship Program – A collaboration between the Judicial Division and the Council on Racial and Ethnic Diversity in the Educational Pipeline, with the generous support of LexisNexis®. The three day program brings minority law students from around the country together with judges and former law clerks. The group participates in panel discussions, a research and writing exercise, and informal social events. These activities are designed to introduce and reinforce to the students the reasons and values of pursuing a judicial clerkship. Numerous students have obtained clerkships and internships as a result of their participation.

Tribal Courts Council and Standing Committee on Diversity in the Judiciary:

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Website: www.americanbar.org/jd

Judicial Clerkship Program:

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Website: www.americanbar.org/jd

Judicial Division at a Glance

| Founding Year: | 1913 |
| Current Membership: | 4,587 |
| Membership Dues: | $35; Joint Dues for Judges; $60 |
| Division Leadership: | Chair: Hon. David Waxse
Standing Committee of Diversity in the Judiciary Chair: Hon. Andre Davis
Tribal Courts Council Chair: Hon. Beth Gibson |
| Major Division Publications (Titles) | Judicial Division Record
Judges Journal |
| Division Publications: (Total) | 5 |
| Division Committees: (Total Number) | 6 Membership Conferences
22 Committees |
| Annual Major Events: | Judicial Clerkship Program |
| Awards | John Marshall Award |
The Law Practice Division provides practicing lawyers and legal professionals with essential information to build their legal practices and help them in the business of practicing law. LP offers innovative and practical information in the core areas of marketing, management, technology, and finance, and enables legal professionals to better serve clients, attain career goals, and achieve a balance between their personal and professional lives.

Leadership Opportunities – Fellows Program
ABA Law Practice Division (LP) Fellowship is a rare opportunity to set attorneys on a path to leadership in the ABA, get involved in LP activities, and raise their professional profile. They make lasting connections with some of the most prevalent, forward-thinking experts in the business of practicing law.

The Fellowship Program expands LP's commitment to recruiting and developing new and diverse lawyers, including members of the ABA Young Lawyers Division (YLD), into future leaders of LP and increasing the diversity of its members.

LP’s Leadership selects four (4) applicants each year to serve one-year terms. Two (2) of the Fellowships are for diverse attorneys and two (2) are for new attorneys. LP provides fellows with a generous reimbursement so they can attend the LP Fall and Spring Meetings - a requirement of the Program.

Fellows are also encouraged to attend LP leadership meetings. They are appointed to LP Boards and Committees where they have the chance to affect LP’s strategic direction and service its members. Through their participation, Fellows receive the experience and guidance needed to prepare them for positions of leadership with LP and the ABA.

ABA Women Rainmakers – ABA Women Rainmakers is a national forum enabling women to network and develop business opportunities. LP believes that by understanding how to develop business, women can exert greater control over their careers and integrate their personal lives successfully within the practice of law. Every two years, LP presents the ABA Women Rainmakers Mid-Career Workshop, a 3-day event offering programs to address the unique contributions women bring to the rainmaker role. This workshop is intended for experienced women in the legal profession who want to hone their rainmaking skills. The workshop features some of the most dynamic attorneys in the profession leading programs on strategic planning, negotiating skills and the marketing of law firm.

Staff Contact: Joshua Poje
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Website: www.lawpractice.org

<table>
<thead>
<tr>
<th>Law Practice Division at a Glance</th>
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</thead>
<tbody>
<tr>
<td>Founding Year: 1957</td>
</tr>
<tr>
<td>Current Membership: 14,000</td>
</tr>
<tr>
<td>Membership Dues:</td>
</tr>
<tr>
<td>Lawyer and Associate membership: $50/ year</td>
</tr>
<tr>
<td>Law Student membership: Free</td>
</tr>
<tr>
<td>Division Leadership: Chair: Robert A. Young, KY</td>
</tr>
<tr>
<td>Major Division Publications (Titles)</td>
</tr>
<tr>
<td>Law Practice magazine, Law Practice Today webzine, Law Technology Today blog, LP Books</td>
</tr>
<tr>
<td>Division Publications: (Total)</td>
</tr>
<tr>
<td>4 Major Publications</td>
</tr>
<tr>
<td>Over 100 LP Book Titles</td>
</tr>
<tr>
<td>Division Committees: (Total Number)</td>
</tr>
<tr>
<td>7 Boards, 8 Committees, 3 Task Forces, 9 Interest Groups</td>
</tr>
<tr>
<td>27 Boards, Committees, Task Forces, and Interest Groups in Total</td>
</tr>
<tr>
<td>Annual Major Events:</td>
</tr>
<tr>
<td>ABA TECHSHOW, ABA Women Rainmakers Mid-Career Workshop, ABA Lead Law, ABA/LPM Annual Meeting, ABA/LPM Mid-Year Meeting</td>
</tr>
<tr>
<td>Awards</td>
</tr>
<tr>
<td>Samuel S. Smith Award, James I. Keane Award, Golden Hammer Award</td>
</tr>
</tbody>
</table>

47
The Law Student Division is the largest professional student organization in the country and one of the largest dues-paying entities of the Association. The Division, which allows students to participate in the ABA before they are eligible for regular ABA membership, serves as the pipeline to ABA lawyer membership. Naturally, the Law Student Division is concerned with legal education and works closely with the Section of Legal Education on issues pertaining to legal education standards and accreditation. Additionally the Division offers law students practical and professional skills development, career resources, leadership training, public service opportunities, educational programming and competitions.

The Law Student Division is committed to promoting diversity in the profession and ensuring equal opportunities and inclusion of all law students in the membership, leadership, and activities of the ABA Law Student Division regardless of race, religion, disability, sexual orientation or gender.

Diversity Committee - The Division’s Board of Governors Standing Committee on Diversity serves to gather, maintain and disseminate information on issues of concern to special interest groups represented within the Division. The Committee also leads the Division’s Board of Governors in its annual review and discussion of the Division’s Long Range Diversity Plan.

Public Interest Committee - The Division’s Board of Governors Standing Committee on Public Interest is charged with encouraging Student Bar Associations and all law students across the country to become involved in public service activities. Each year this committee coordinates the Division’s Work-A-Day Program, including the development of a tool kit of resources (Diversity Day Toolkit, Mental Health Toolkit, Work-A-Day Toolkit) for use by law school organizations and the marketing of the program to law schools.

Dean Henry J. Ramsey, Jr. Diversity Award - The Division’s Diversity Award is a testament to Dean Henry J. Ramsey, Jr. of Howard University for his lifetime commitment to issues of inclusiveness and his efforts to increase the quality of the practice and study of the law. The Henry J. Ramsey, Jr. Award for Diversity is presented to a student, faculty, administrator, or student group/organization from an ABA-approved law school during the ABA Annual Meeting.

Judy M. Weightman Memorial Public Interest Award - The Law Student Division Public Interest Award serves as a testament to Professor Judy M. Weightman of the William S. Richardson School of Law at the University of Hawaii who, before losing her battle with breast cancer in 1998, demonstrated her passion for justice and tirelessly advocated on behalf of minorities and the poor. This award recognizes law students and law schools who have made outstanding contributions to underrepresented groups or public interest causes outside the law school and/or in public service at the law school. The Judy M. Weightman Memorial Public Interest Award is presented to a law student or law school during the ABA Annual Meeting.

Volunteer Income Tax Assistance (VITA) Award - This award recognizes outstanding rookie and continuing VITA programs for undertaking the cause of assisting individuals in need with their income tax returns. The VITA Award is presented to a VITA program from an ABA-approved law school during the ABA Annual Meeting.

Diversity Webpage - The Division manages a Diversity page on its website to educate visitors about ABA and Division resources and programs designed to enhance their school’s diversity initiatives. The page highlights the Association’s and Division’s commitment to diversity, student-related programs, awards and scholarships, career resources, and other ABA resources. http://ambar.org/lsddiversity

Public Interest, Diversity, Professionalism, and Mental Health Grants - The ABA Law Student Division, through its Grant Program, provides financial and program support to student organizations of ABA-approved law schools to establish first-time programs and other activities that emphasize diversity, ethics, professionalism training, mental health, and public interest/service activities. http://ambar.org/LSDGrant

Volunteer Income Tax Assistance (VITA) Program - In addition to the Grant Program, participation in the ABA Law Student Division VITA Program provides support to law student organizations in developing a public service in their communities. Through the VITA program, law students, law schools, and law school organizations provide free income tax preparation assistance to the elderly, non-English speaking citizens, and low income taxpayers in their communities. http://ambar.org/lsdvita
National Student Director, Mental Health Initiative - The Law Student Division leadership includes a Mental Health Initiative Director to oversee and support the development and implementation of mental health awareness and programming at law schools across the country.

Work-A-Day - The Division encourages and assists ABA-approved law schools in their public service programming efforts by providing program ideas and offering financial assistance for new programs. “Work-A-Day,” a nationwide public service project that usually occurs in early October encourages all ABA-approved law schools to donate one Saturday each year during which students volunteer in the community surrounding their campus. Projects range from working in a soup kitchen to scheduling Legal Service Intake training for future public service volunteer opportunities.

Diversity Day - The ABA Law Student Division has selected March 2 as the official Diversity Day at law schools across the country.

National Mental Health Day - In an effort to create awareness of mental health issues among law students, the Division declared March 27 as the official National Mental Health Day at law schools across the country. Law schools are encouraged to work with their local LAP offices to sponsor educational programs and events that focus on breaking the stigma associated with severe depression and anxiety amongst law students and lawyers.

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Website: www.americanbar.org/lsd

<table>
<thead>
<tr>
<th>Law Student Division at a Glance</th>
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</thead>
<tbody>
<tr>
<td>Founding Year:</td>
</tr>
<tr>
<td>Current Membership:</td>
</tr>
<tr>
<td>Membership Dues:</td>
</tr>
<tr>
<td>Division Leadership:</td>
</tr>
</tbody>
</table>
| Major Division Publications (Titles) | Student Lawyer Magazine  
Monthly E-Newsletter  
Career series Publications |
| Division Publications: (Total) | 3 |
| Division Committees: (Total Number) | 8 |
| Annual Major Events: | Arbitration Competition  
Negotiation Competition  
Client Counseling Competition  
National Appellate Advocacy Competition (NAAC)  
Diversity Day  
Work a Day Public Service Project  
Mental Health Day Week |
| Awards | Arbitration Competition Awards  
National Appellate Advocacy Competition Awards  
Client Counseling Competition Awards  
Negotiation Competition Awards  
Diversity Award  
Public Interest Award  
Volunteer Income Tax Award  
Student Bar Association Award  
Membership & Activity Award  
Law School Newspaper Award |
The Senior Lawyers Division (SLD) strongly supports the policies of the American Bar Association to improve diversity in the profession and in the ranks of the members and leaders of all its entities. The Division is committed to increase the participation of all members (lawyers of color, women, lawyers with disabilities, lesbian, gay, bisexual and LGBT lawyers, international based lawyers, younger lawyers, and law students.

The Diversity Committee has been created in recognition of the value that SLD places on building a Division that is reflective of the diversity of the legal profession and the broader community it serves. In our efforts to build membership, we will consciously reach out to groups that remain under-represented in our Division, such as women, people with disabilities, and racial minorities, and facilitate communication across demographic lines. By diversifying our membership, we will be able to serve all of our members more effectively and help them to represent a wider variety of clients as well. All Division lawyer members are invited to join Division substantive committees.

The Senior Lawyers Division fosters the spirit of inclusiveness in all of the Division’s activities including receptions and social events during its three meetings and annual Trip to the U.S. Supreme Court. State and local bar association members are also invited to meetings.

The John H. Pickering Award recognizes an outstanding lawyer who was involved in a wide variety of pro bono activities and law-related societal issues affecting the elderly. Nominations are accepted through January.

The SLD Leadership Directory is published annually with the names of Division Executive Committee, Council, Committee leadership and Liaisons. The 2014 Directory will be posted online on the Division’s website.

U.S. Supreme Court Trip ABA members are invited to register and participate in this prestigious social trip, and apply for bar admission to the Supreme Court of the United States. Each year a diverse group of ABA members come together and share a common experience of a lifetime – they are admitted in person as a group before the U.S. Supreme Court Justices, attend a court session and meet a Justice at a reception at the Supreme Court of the United States. Many participants form long-term friendships after participating.

The Women Trailblazers Project honors women lawyers who made a difference in the legal profession for other women lawyers and serve as role models of the profession. The WTP webpages are dedicated to these women.

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Website: www.americanbar.org/srlawyers

### SLD at a Glance

<table>
<thead>
<tr>
<th>Founding Year:</th>
<th>1985</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Membership:</td>
<td>4,409</td>
</tr>
<tr>
<td>Membership Dues:</td>
<td>$50</td>
</tr>
<tr>
<td>Division Leadership:</td>
<td>Chair: John M. Vittone, MD</td>
</tr>
<tr>
<td>Major Division Publications (Titles)</td>
<td>Experience magazine</td>
</tr>
<tr>
<td></td>
<td>Voice of Experience newsletter</td>
</tr>
<tr>
<td></td>
<td>elderLaw eNews</td>
</tr>
<tr>
<td>Division Publications:</td>
<td>(Total) 3 periodicals, 15 books</td>
</tr>
<tr>
<td>Division Committees:</td>
<td>(Total Number) 28</td>
</tr>
<tr>
<td>Annual Major Events:</td>
<td>Division Dinner presentation of the 2013 John H. Pickering Award – Annual Meeting, U.S. Supreme Court Trip</td>
</tr>
<tr>
<td>Awards</td>
<td>John H. Pickering Achievement Award, SLD 50-Year Pin</td>
</tr>
</tbody>
</table>
The Solo, Small Firm and General Practice Division (“GP Solo”) of the American Bar Association enthusiastically embraces the concept of diversity as a strength for the Division and the ABA. Diversity in our membership brings a variety of unique and valuable skills and perspectives. GPSolo understands that through the varying types of diversity, it can better serve the profession, the needs of its constituent group and the profession at large.

The Division continues to strengthen its long-standing commitment to diversity through a multitude of efforts including, leadership rank, conferences and programs, publications, committees, and awards recognition. It continues to reach out to underrepresented minority groups including women, attorneys of color, and those with disabilities and persons of differing sexual orientations and gender identities. We strive to maintain diversity in Division officers and council members and increase diversity in Division entity leadership; increase diversity in membership; and raise awareness that diversity is valued and why it is valued by the Division.

Diversity Fellowship Program
• **Purpose:** The Diversity Fellows Program was established to provide Division leadership development opportunities for women, attorneys of color, those with disabilities, and persons of differing sexual orientations and gender identities.

• **Description:** The Diversity Committee will identify and nominate four lawyers of diverse backgrounds and experiences who will be appointed by the Chair-Elect to funded fellowship positions within the Division to be effective during the following bar year. Upon completion of successful active participation in the first scholarship year, these participants will then be appointed to regularly funded positions within the Division the following bar year, giving consideration to the Division’s existing needs and the participants’ preferences based upon the first-year participation.

• **Eligibility:** Any lawyer or judge, who is a member of the Division, with diverse backgrounds and experiences as defined by ABA Goal III, including women, attorneys of color, and those with disabilities and persons of differing sexual orientations and gender identities.

• **Funding:** Fellows receive Division reimbursement (up to $500 airfare and $100 per diem for two days) and the registration to attend the Division’s fall meeting (typically held in October), and spring meeting (typically held in May). Fellows are also expected to show their commitment to the Division by attending the ABA Annual Meeting.

• **Guidelines:** The selection will be based on the individual’s achievement and commitment to the organized bar and Solo, Small Firm and General Practice Division’s mission and goals. Fellows will be required to attend three of the Division’s meetings during their Fellowship. Fellows also agree to remain a member of the Division for a two-year period after their Fellowship concludes and participate in the activities and program of the Division.

The nomination process is typically from January to April.

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**Website:** www.ambar.org/gpsolo

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### GP Solo at a Glance

<table>
<thead>
<tr>
<th>Founding Year:</th>
<th>1962</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Membership:</td>
<td>23,490</td>
</tr>
<tr>
<td>Membership Dues:</td>
<td>$45 Annually</td>
</tr>
<tr>
<td>Division Leadership:</td>
<td></td>
</tr>
</tbody>
</table>
Chair: Amy Lin Meyerson, CT  
Diversity Director: Andrea Van Leesten, CA  
Diversity Board Chair: Terrell Ratliff, NJ |
| Major Division Publications (Titles): | GPSolo Magazine, GPSolo eReport, Newsletter, GPSolo Portfolio |
| Division Publications: (Total) | 100 |
| Division Committees: (Total Number) | 60 |
| Annual Major Events: | GPSolo Fall Meeting and National Solo & Small Firm Conference – October  
GPSolo Spring Leadership Meeting – May |
| Awards | Solo and Small Firm Awards, Difference Makers Awards |
The ABA Young Lawyers Division (YLD) promotes full and equal participation in the Division for a membership inclusive of lawyers of varying gender, national origin, racial and ethnic backgrounds, sexual orientation and gender identity, and of lawyers with disabilities. Our strength and success is due, in large part, to the diversity of our membership and leadership.

The ABA YLD is the home for young lawyers. With over 130,000 members and 300 affiliated groups, the YLD is the largest young lawyer organization in the world. Despite its size, the Division provides a welcoming community to its constituents because it is committed to ensuring that its composition in leadership, membership, and affiliation reflects the profession it serves. The Division consists of two member groups:

1. **Individuals** - ABA members under 36 years old or admitted to practice for five years or less.

2. **Affiliates** - More than 300 young lawyer organizations nationally and internationally.

The ABA YLD educates its constituency about opportunities available throughout the ABA, provides leadership opportunities and provides a forum to discuss issues facing young lawyers.

**ABA YLD Diversity Programs and Initiatives**

**Diversity Plan** - The Plan articulates our goals and commitment to the full and equal participation of all lawyers along with our benchmarks for accountability.

**Educational Programs** - YLD spearheads two programs: 1.) diversity training for ABA YLD, appointed leaders and 2.) ABA Midyear Meeting Diversity Dialogue, which brings diverse law students and young lawyer scholars face-to-face with diverse ABA leaders.

**Next Steps Diversity Challenge** - YLD and the ABA Diversity Center launched The Next Steps Challenge in the 2011-2012 bar year. Using the ABA’s Diversity in the Legal Profession: The Next Steps report and recommendations, Challenge participants identify new or existing projects that expand diversity in the legal profession. The Fall 2014 Conference featured a workshop to assist Affiliates with new and existing initiatives. At the 2015 Spring Conference, the Next Steps Challenge will recognize the nation's best Affiliate project with a subgrant to aid with the continued or expanded implementation.

**Pipeline Project** - Choose Law: A Profession for All is designed to encourage individuals of color to become attorneys. Students learn about the importance of the legal profession, how the law affects all aspects of their lives, and how attorneys of color have played a crucial role in the development of the profession. Choose Law is perfect for career day seminars, guidance counselors, social study classes, and for programs designed to educate students about the practice of law.

**Scholarship Program** - Annually YLD awards a number of scholarships to encourage the participation of minority, solo/small firm, government, private sector, and military service attorneys in the Division. Through partial conference funding and mentoring, the program provides an opportunity for diverse young lawyers to become more involved.

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**Website:** www.americanbar.org/yld

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### YLD at a Glance

<table>
<thead>
<tr>
<th>Founding Year:</th>
<th>1934</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Membership:</td>
<td>138,270 as of November 2014</td>
</tr>
<tr>
<td>Membership Dues:</td>
<td>General $0, Law Students $5.00</td>
</tr>
<tr>
<td>Division Leadership:</td>
<td>Chair: Andrew M. Schpak, OR</td>
</tr>
<tr>
<td>Major Division Publications (Titles):</td>
<td>The Young Lawyer, The Affiliate, E-Bulletin</td>
</tr>
<tr>
<td>Division Publications: (Total):</td>
<td>3</td>
</tr>
<tr>
<td>Division Committees: (Total Number):</td>
<td>36</td>
</tr>
<tr>
<td>Annual Major Events:</td>
<td>YLD Fall and Spring Conferences</td>
</tr>
<tr>
<td>Awards:</td>
<td>Child Advocacy Award, Emerging Leaders Program, National Outstanding Young Lawyers Award, Outstanding Young Military Service Lawyer Award, YLD Scholarship Program, The Next Steps Diversity Challenge</td>
</tr>
</tbody>
</table>
The Division for Bar Services serves as the primary link between the ABA and more than 1,000 state, local, and special-focus bar associations and bar foundations in the United States. The division acts as an information clearinghouse, collecting and providing information on bar association and foundation issues, organization, management, and member and public service programs, as well as ABA activities of interest to bar officials.

ABA Partnership Awards Program – This annual program has expanded its definition of diversity as it salutes bar association projects that seek to increase the participation and advancement of lawyers of color as well as other underrepresented constituents — attorneys with disabilities, women attorneys and those who are lesbian, gay, bisexual, or transgender — and to attract students from these groups to the legal profession. Award-winning projects are showcased at the joint annual meeting of the National Conference of Bar Presidents, the National Association of Bar Executives, and the National Conference of Bar Foundations. This program is co-sponsored by the ABA Standing Committee on Bar Activities and Services, National Native American Bar Association, National Asian Pacific American Bar Association, Hispanic National Bar Association, and the National Bar Association.

National Conference of Bar Presidents (NCBP) Midyear and Annual Meeting Programming – NCBP, an ABA affiliate organization that receives managerial and administrative support from the division, presents diversity-related programming at its Midyear and Annual meetings, held in conjunction with the ABA. Programming includes Friday morning workshops and the Forum on Ethnic and Racial Diversity, a session providing bar leaders interested in issues related to racial and ethnic diversity, and opportunity to network and discuss matters of common concern.

NCBP Diversity Scholarships – NCBP provides need based scholarships, registration fee-waivers and travel stipends, to officers of bar associations for lawyers of color; women attorneys; LGBT lawyers; attorneys with physical challenges, and smaller county associations not currently involved in the NCBP for attendance at the Midyear and Annual meetings.

Bar Leadership Institute Scholarships – The Division awards need-based scholarships to presidents-elect from bar associations whose budgets would not allow attendance at the Bar Leadership Institute, an annual leadership training program held in Chicago each March. Bar leaders of color and bar leaders representing bar associations for lawyers of color are encouraged to apply.

Staff Contact: Karyn Linn Phone: 312/988-5350 • Fax: 312/988-5492 Email: Karyn.Linn@americanbar.org Website: www.ambar.org/barservices

<table>
<thead>
<tr>
<th>Division for Bar Services at a Glance</th>
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</thead>
<tbody>
<tr>
<td>Founding Year: 1976</td>
</tr>
<tr>
<td>Current Membership: N/A</td>
</tr>
<tr>
<td>Membership Dues: N/A</td>
</tr>
<tr>
<td>Division Leadership: Chair: Kathryn Grant Madigan, NY</td>
</tr>
<tr>
<td>Major Division Publications (Titles): Bar Leader, New Bar President and Members of the Board, BoardLink, The Bridge, 2011 Bar Activities and Inventory, 2013 Membership Finance Administration Survey</td>
</tr>
<tr>
<td>Division Publications: (Total) 5</td>
</tr>
<tr>
<td>Division Committees: (Total Number) N/A</td>
</tr>
<tr>
<td>Annual Major Events: ABA Bar Leadership Institute Awards: Partnership Awards</td>
</tr>
</tbody>
</table>
Forums

The Forum on Affordable Housing and Community Development Law believes that our goal and mission is to reflect the community in which we serve and that this service is not limited to any specific group or organization. The work of the Forum and its members must be accessible and fair to all individuals regardless of race, sexual orientation gender or religious beliefs. The Forum further believes that by working with all groups, we will continue to change and strengthen the foundation of our country.

Diversity Committee - The main focus of this Committee is to make recommendations to the Forum’s Governing Committee regarding diversity and inclusion. In addition, the Diversity Committee will continue to update the Forum’s Diversity Plan. The Chair of the Diversity Committee will serve as an ex-officio member of the GC, and he or she will be expected to report to the GC at each meeting regarding the Forum’s diversity efforts and progress on implementation of the Forum Diversity Plan. In addition, he or she will be tasked with working with existing Forum Outreach Committees (Membership, Scholarship, and YLC) to establish and promote equal opportunities to all segments of the membership and legal community. In addition, the Forum’s Diversity Liaison works with the Planning Committee for all CLE programs to ensure the Forum’s compliance with Diversity.

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Email:  Dawn.Holiday@americanbar.org  
www.americanbar.org/groups/affordable_housing.html

<table>
<thead>
<tr>
<th>Forum on Affordable Housing and Community Development Law at a Glance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Founding Year:</td>
</tr>
<tr>
<td>Current Membership:</td>
</tr>
<tr>
<td>Membership Dues:</td>
</tr>
<tr>
<td>Forum Leadership:</td>
</tr>
<tr>
<td>Major Forum Publications (Titles)</td>
</tr>
<tr>
<td>Forum Publications: (Total)</td>
</tr>
<tr>
<td>Forum Committees: (Total Number)</td>
</tr>
</tbody>
</table>
| Annual Major Events: | Boot Camp (Feb)  
Annual Conference (May)  
Mid-Year Meeting (Oct) |
| Forum Awards | Law Student Writing Competition  
Michael Scher Award  
Unsung Hero Award  
Life Time Achievement – New 2016 |
The Forum on Air & Space Law recognizes the need to create an inclusive environment for all members and individuals that are served by these practitioners. This environment would reflect the ever changing landscape of society and does not exclude individual communities or persons based on race, gender, sexual orientation or nationality.

Diversity Committee - The main focus of this Committee is to make recommendations to the Forum’s Executive Committee regarding diversity and inclusion. In addition, the Diversity Committee will continue to update the Forum’s Diversity Plan. The Chair of the Diversity Committee will serve as an ex-officio member of the GC, and he or she will be expected to report to the GC at each meeting regarding the Forum’s diversity efforts and progress on implementation of the Forum Diversity Plan. In addition, he or she will be tasked with working with existing Forum Outreach Committees (Membership, Scholarship, and YLC) to establish and promote equal opportunities to all segments of the membership and legal community.

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www.americanbar.org/groups/air_space.html

<table>
<thead>
<tr>
<th>Forum on Air and Space Law at a Glance</th>
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<tbody>
<tr>
<td>Founding Year:</td>
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<tr>
<td>Current Membership:</td>
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<tr>
<td>Membership Dues:</td>
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<tr>
<td>Forum Leadership:</td>
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<tr>
<td>Major Forum Publications (Titles)</td>
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<td></td>
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<tr>
<td>Forum Publications: (Total)</td>
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<tr>
<td>Forum Committees: (Total Number)</td>
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<tr>
<td>Annual Major Events:</td>
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<tr>
<td>Forum Awards</td>
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The Forum on Communications Law:

- encourages discussion of problems relating to legal counseling and representation of the print media, the telecommunications industry, and the electronic media;
- promotes the exchange of information among practitioners in the field and supports and promotes research, forums, and publications focusing on communications;
- keeps abreast of developments in the law to discuss evolving issues; and
- preserves and develops professional competence and integrity in the practice of law.

The Forum is serious about supporting lawyers with diverse backgrounds and has several programs designed to that end.

Women in Communications Law (WICL) The networking and support group for women attorneys meets regularly at ABA-sponsored events throughout the year to share practice tips, socialize, and assist younger lawyers in building their careers. WICL members also communicate between meetings through the group’s newsletter, which provides legal commentaries, member profiles, and news articles, along with event listings and brief updates on individual members’ professional and personal achievements. The WICL website provides access to past member profiles and updates, as well as a link to sign up for the WICL listserv – which all ABA members are welcome to join.

First Amendment and Media Law Diversity Moot Court Competition The competition is designed primarily to introduce minority law students to the practice of media law and to many of the lawyers who are active in the media law bar. It also offers a unique opportunity for law students to apply their writing and advocacy skills to cutting edge legal issues that are directly relevant to the development of communications law. The four semi-finalists are given full-ride scholarships to attend the annual conference (hotel, airfare, ground transportation and conference registration fees), where the semi-final and final rounds of oral argument are held. Monetary prizes are awarded for “Best Brief” ($1,000 for each member of the team with the highest brief score); “Best Oralist” ($1,500); and “Winning Team” ($750 for each member).

Scholarships to the Forum Annual Conference Each year, the Forum awards up to three full-ride scholarships to law students to attend its annual conference. Hotel, airfare and ground transportation, and registration fees (including meals), for both the Media Advocacy Workshop and the Conference, are included in the scholarship. Of three possible scholarships, one is for a minority student; one is for an international student (a student who is a permanent resident of a country other than the U.S.); and one is open to the general pool of applicants. The scholarships are intended for those who would not otherwise be able to attend the conference.

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www.americanbar.org/groups/communications_law

<table>
<thead>
<tr>
<th>Forum on Communications Law at a Glance</th>
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<tbody>
<tr>
<td>Founding Year: 1979</td>
</tr>
<tr>
<td>Current Membership: 5,411</td>
</tr>
<tr>
<td>Membership Dues: $55</td>
</tr>
<tr>
<td>Forum Leadership: Chair: David J. Bodney, AZ</td>
</tr>
<tr>
<td>Major Forum Publications (Titles)</td>
</tr>
<tr>
<td>Communications Lawyer, Journal of International Media &amp; Entertainment Law, Women in Communications Law newsletter</td>
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<tr>
<td>Forum Publications: (Total) 3</td>
</tr>
<tr>
<td>Forum Committees: (Total Number) 4</td>
</tr>
<tr>
<td>Annual Major Events: 4</td>
</tr>
<tr>
<td>Forum Awards</td>
</tr>
<tr>
<td>Three full-ride scholarships to law students to attend the Forum annual conference:</td>
</tr>
<tr>
<td>1) international student</td>
</tr>
<tr>
<td>2) minority student</td>
</tr>
<tr>
<td>3) Dick Goehler scholarship to a regular student</td>
</tr>
<tr>
<td>Four full-ride scholarships for law student semi-finalists to participate in the semi-final and final rounds of the Diversity Moot Court Competition and attend the Forum annual conference</td>
</tr>
<tr>
<td>Monetary awards for Best Brief, Best Oralist and Winning Team in the Diversity Moot Court competition</td>
</tr>
</tbody>
</table>
The Forum on the Construction Industry serves the industry through a variety of programs and publications. It has been described as a national opportunity for attorneys serving the construction industry to meet others in the construction field, attend educational sessions, exchange views, and become acquainted with others having similar interests.

Over recent years, the Forum’s leadership has initiated a fellowship program for diverse construction lawyers, including minorities, women, those with disabilities, and members of the LGBT community, in the hopes of introducing the Forum to diverse construction lawyers and drawing these lawyers into the ranks of active members. The Forum’s Diversity Fellowship is intended to serve two purposes: to make the benefits of Forum membership available to diverse construction lawyers who would like to sample Forum membership on a “risk-free” basis; and to utilize the marketing of the Fellowship as a means of introducing the Forum to construction lawyers who are members of women’s and minority lawyer’s bar associations and other affinity bar associations and are unaware of the Forum’s existence.

Currently, (3) three-year Fellowships are awarded by the Forum each spring. Fellows receive the following benefits:

- The Forum waives all registration fees for all Forum programs (Fall, Winter, Spring).
- The Forum reimburses the Fellows’ reasonable travel and accommodation expenses to attend the Forum Annual Meeting program held each spring (not to exceed $1,000 annually).
- The Forum waives all Forum dues.
- The Forum pays the Fellows’ ABA dues in the following amounts: 100% in Year 1, 66% in Year 2, and 33% in Year 3.

In addition, Fellows are afforded the opportunity to join the steering committee of one of our 13 divisions, and if desired, the Forum will arrange a mentor for each Fellow, appropriate to that Fellow’s needs (e.g., career advice, guidance on navigating Forum meetings, leadership, committees, etc.).

All three national meetings host the Women in Construction Networking event that provides a networking opportunity for women lawyers in the construction industry.

The Governing Committee has established a Diversity Committee to examine and address diversity issues within the Forum, and to increase the awareness of diversity issues within the construction industry.

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The mission of the **Forum on the Entertainment and Sports Industries** is to educate lawyers in the legal principles and transactional aspects of entertainment and sports law, to provide a platform for the discussion of issues affecting these fields, and to foster excellence in the practice of law in these fields.

Because of the diverse areas covered, the Forum has divisions. Regular members may join the following divisions: Motion Pictures, Television, Cable and Radio; International; Music and Personal Appearances; Sports; Literary Publishing; Interactive Media, Gaming and New Technologies; Licensing, Merchandising and Branding; Arts and Museums; Theater and Performing Arts; Volunteer Lawyers for the Arts; and Litigation.

The Forum sponsors an annual conference every October and features concurrent programs in music, theater, film, sports, licensing and merchandising, litigation, literary publishing, interactive media, gaming and new technologies, international, volunteer lawyers for the arts, and arts and museums.

In addition to the annual conference, the Forum cosponsors several events with external entities such as the National Academy of Recording Arts and Sciences (NARAS), also known as the Grammy Awards, the Sports Lawyers Association and the American Music Association. The Forum has participated in events sponsored by the Sports Lawyers Association and law school events promoting entertainment and sports law.

The Forum offers some scholarships to attend its conferences and symposiums to diverse practitioners and law students. The scholarships are intended for those who would not otherwise be able to attend the conference/symposium.

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**Forum on the Entertainment and Sports Industries at a Glance**

<table>
<thead>
<tr>
<th>Founding Year:</th>
<th>1977</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Membership:</td>
<td>2806</td>
</tr>
<tr>
<td>Membership Dues:</td>
<td>$50</td>
</tr>
<tr>
<td>Forum Leadership:</td>
<td>Chair: Richard J. Idell, CA</td>
</tr>
</tbody>
</table>
| Major Forum Publications (Titles) | Entertainment and Sports Lawyer  
Journal of International Media and Entertainment Law  
The ABA’s Legal Guide to Video Game Development  
Entertainment Law for the General Practitioner  
The ABA Legal Guide to Independent Filmmaking  
Music Law for the General Practitioner  
The ABA Legal Guide to Fashion Design  
Entertainment Careers for Lawyers (3rd Edition)  
How to Play the Game: Lawyers, Liars, and the Art of Storytelling  
The Photography Law Handbook  
Careers in Sports Law  
Taxation of Entertainers, Athletes, and Artists |
| Forum Publications: (Total) | 5 |
| Forum Committees: (Total Number) | 12 |
| Forum Awards | Ed Rubin Award |
The **Forum on Franchising** continues to strengthen its focus on diversity. The Forum’s diversity goals are to (1) increase diversity membership in the Forum, (2) grow diverse representation on our various divisions and committees, and (3) continue to develop a strong base of diverse writers and speakers for the Forum; and (4) create a pool of diverse members ready to assume leadership positions for the Forum, including positions on the Governing Committee.

We also strive to raise awareness of the value of diversity in the profession. The Forum’s Governing Committee approved the formation of a Diversity Caucus within the Forum in October 2010, formulated a mission statement for this Caucus, and appointed a Governing Committee member to head the Diversity Steering Committee, which consists of 6 members who have staggered 3 year terms. The Diversity Caucus prepared its Diversity Plan in 2012, modeling it after the ABA Diversity Plan. The plan was adopted by the Forum’s Governing Committee on February 12, 2013.

The Forum hosts a lunch for its diverse members during the Annual Forum on Franchising Meeting to promote the work of the Diversity Caucus. The Diversity Caucus, along with the Women’s Caucus and the Corporate Counsel Division, plans and executes the community service event at the Annual Forum each year. The Diversity caucus is responsible for organizing and staffing a volunteer table at the Forum each year, with the express purpose of identifying individuals interested in issues unique to the Forum’s diverse population and/or in networking opportunities.

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**Website:** [www.americanbar.org/groups/franchising](http://www.americanbar.org/groups/franchising)

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**Forum on Franchising at a Glance**

<table>
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<tr>
<th>Founding Year:</th>
<th>1977</th>
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<tbody>
<tr>
<td>Current Membership:</td>
<td>2002</td>
</tr>
<tr>
<td>Membership Dues:</td>
<td>$50 for Lawyers and Associates, $10 for Student Associates and Law Students</td>
</tr>
</tbody>
</table>
| Forum Leadership: | Chair: (2013 - 2015) Deborah Coldwell, Dallas TX  
Diversity Officer: Leslie Curran, VA |
| Forum Publications: (Total) | 2 |
| Forum Committees: (Total Number) | Numerous |
| Annual Major Events: | Annual Forum Meeting in October |
| Forum Awards | Lewis Rudnick Award for Substantial Written Work or Presentation  
Future Leader Award  
Explorer’s Award |
The Center for Professional Responsibility’s mission is to provide leadership and guidance to the legal profession and the judiciary by developing and interpreting standards of ethics, professional regulation, professionalism, and client protection.

The Center seeks to foster an environment of inclusion and to identify and remove barriers to the participation of lawyers of color, women lawyers, lawyers with disabilities, and lesbian, gay, bisexual and transgendered (LGBT) lawyers in the achievement of the Center’s mission.

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<table>
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<tr>
<th>Center for Professional Responsibility at a Glance</th>
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<tbody>
<tr>
<td><strong>Founding Year:</strong> 1978</td>
</tr>
<tr>
<td><strong>Current Membership:</strong> 2,000</td>
</tr>
<tr>
<td><strong>Membership Dues:</strong> $100</td>
</tr>
<tr>
<td><strong>Leadership:</strong></td>
</tr>
<tr>
<td>Chair: Wayne J. Positan, NJ</td>
</tr>
<tr>
<td>Diversity Chair: Janet Green Marbley, OH</td>
</tr>
<tr>
<td><strong>Major Publications (Titles):</strong></td>
</tr>
<tr>
<td><strong>Publications: (Total):</strong> Numerous</td>
</tr>
<tr>
<td><strong>Committees: (Total Number):</strong> 13</td>
</tr>
<tr>
<td><strong>Annual Major Events:</strong></td>
</tr>
<tr>
<td>National Forum on Client Protection and the National Conference on Professional Responsibility; Standing Committee on Client Protection UPL School</td>
</tr>
<tr>
<td><strong>Awards:</strong></td>
</tr>
<tr>
<td>Michael Franck Professional Responsibility Award, E. Smythe Gambrell Professionalism Award, Rosner and Rosner Young Lawyers Professionalism Award</td>
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</table>
The mission of the Commission on Lawyer Assistance Programs (CoLAP) is to educate the legal profession about alcoholism, substance abuse, addiction, and mental health issues; and to assist and support lawyer assistance programs and bar associations in the development and maintenance of methods that provide effective solutions for recovery of judges, lawyers, and law students.

CoLAP addresses the health and well-being of minority members of the legal profession through both pervasive and tailored methods.

Each fall, CoLAP sponsors the National Conference for Lawyer Assistance Programs, gathering over 200 people from lawyer assistance programs, bar associations, the judiciary, law schools, and mental health treatment facilities. Frequently, programming at the conference provides a focus on aspects that are particularly relevant to minority lawyers.

As part of its direct services to state lawyer assistance programs, CoLAP forms teams of experienced LAP directors who conduct on-site state evaluations of current and emerging lawyer assistance programs. The evaluations are used to expand and enhance resources available to the lawyers, judges, and law students in the states that are evaluated. The evaluations take into consideration the needs of specific populations, and they explore ways to maximize the assistance that is available through the programs.

For the first time since 2002, CoLAP conducted a comprehensive survey of lawyer assistance programs in 2010. The survey provides current and meaningful data to LAPs around the country and is available as a resource.

The Commission’s website provides information about assistance programs, with a directory and links to each state and local program, hotline contacts, including a confidential hotline for judges and other resources to help judges, lawyers and law students in need of assistance.

CoLAP has a series of committees that address the specific needs of various demographics, including law students and the judiciary. Among these is the Diversity Committee. This Committee focuses on coordination and outreach to minority bar associations.

At the 2010 ABA Annual Meeting, CoLAP’s Diversity Committee sponsored a Diversity Roundtable, bringing together directors of lawyer assistance programs with representatives of minority bar associations and others of interest, for the purpose of exploring ways in which LAPs can improve their outreach and overcome obstacles to serving those in minority communities. Representatives from the National Bar Association, the Hispanic National Bar Association, the National Asian Pacific American Bar Association, and the National Lesbian, Gay, Bisexual, and Transgender Bar Association were instrumental in the success of the Roundtable.

Both through its general work and through the specific efforts of its Diversity Committee, the Commission on Lawyer Assistance Programs looks forward to furthering its relationships with minority communities and meeting the needs for assistance to all those in the legal community who may suffer from alcoholism, substance abuse, or mental health issues.

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<tr>
<th>CoLAP at a Glance</th>
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<tbody>
<tr>
<td>Founding Year: 1988</td>
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<tr>
<td>Current Membership: 10 Commission members 15 Advisory Committee members</td>
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<tr>
<td>Membership Dues: No dues</td>
</tr>
<tr>
<td>Leadership: Chair: Terry L. Harrell, IN</td>
</tr>
<tr>
<td>Major Publications (Titles): Judges Helping Judges, Directory of State &amp; Local Lawyer Assistance Programs</td>
</tr>
<tr>
<td>Publications: (Total) 2</td>
</tr>
<tr>
<td>Committees: (Total Number) 8</td>
</tr>
<tr>
<td>Annual Major Events: National Conference for Lawyer Assistance Programs</td>
</tr>
<tr>
<td>Awards: John W. “Jack” Keegan Award Distinguished Service Award Meritorious Service Award</td>
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</table>
Through its products and services, the ABA Standing Committee on Legal Aid and Indigent Defendants promotes equal justice for all, which often involves advocating for creation of new rights or enforcement of existing rights for groups and individuals which are disproportionately made up of persons of color.

The Committee does not have a specific diversity plan. It is a presidentially-appointed entity, and does not control its membership. It always suggests/nominates persons providing diverse perspectives when suggesting appointments to the incoming president.

The Harrison Tweed Award is given to state and local bar associations annually, honoring those that have developed or significantly expanded projects or programs to increase access to civil legal services or indigent defense services. Nomination deadline is on or about April 1st, with the award bestowed at the Annual Meeting.

Standards for Providers of Civil Legal Aid – encourage diversity in program governance and cultural sensitivity in client service. Standards for Language Access in Courts – encourage provision of language services in courts to assure equal access to all, including those who face cultural or language barriers to obtaining access to justice.

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Website: www.ambar.org/sclaid

| ABA Standing Committee on Legal Aid and Indigent Defendants at a Glance |
| Founding Year: 1920 |
| Current Membership: 11 |
| Membership Dues: None |
| Leadership: Chair: Lisa Wood, MA |
| Major Publications (Titles): Single-title publications as developed |
| Publications: (Total): N/A |
| Committees: (Total Number): N/A |
| Annual Major Events: National Meeting of State Access to Justice Commission Chairs, National Summit on Indigent Defense |
| Awards: The Harrison Tweed Award |
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1973  
Commission on the Mentally Disabled created (later becomes Commission on Mental and Physical Disability Law) to promote the rule of law for persons with mental, physical, and sensory disabilities and their full and equal participation in the legal profession.  Recently renamed the Commission on Disability Rights (CDR).

1981  
ABA President William Reece Smith calls for "a better understanding of the concerns and problems of minority lawyers" to determine constructive and meaningful ways to address these problems.  President Smith convenes National Institute of Minority Lawyers Conference.

1984  
ABA Board of Governors creates the Task Force on Minorities in the Legal Profession (Task Force on Minorities).

1986  
Task Force on Minorities recommends Goal IX—To promote Full and Equal Participation in the Profession by Minorities and Women—and creation of Commission; both adopted by the House of Delegates and; Commission on Opportunities for Minorities in the Profession created (ultimately renamed the Commission on Racial and Ethnic Diversity in the Profession).

1987  
Commission on Women in the Profession created to assess the status of women in the legal profession, and identify barriers to advancement.  Hillary Rodham Clinton was the first chair of the Commission.

1991  
Margaret Brent Women Lawyers of Achievement Award was established to recognize the accomplishments of women lawyers who have excelled in their field and have paved the way to success for other women lawyers.

1992  
President Task Force on Minorities in the Justice System created by President Talbot D'Alemberte; later becomes the Coalition on Racial and Ethnic Justice.

1995  
Spirit of Excellence Award established to recognize individuals who have contributed to the advancement of racial and ethnic diversity in the profession.

2000  
ABA Presidential Advisory Council on Diversity created by President William Paul to focus on improving diversity in the Pipeline to the profession; later becomes the Council for Racial and Ethnic Diversity in the Educational Pipeline.

2000  
ABA Legal Opportunity Scholarship Fund created to encourage racial and ethnic minority students to attend law school and to provide financial assistance to those in need.

2001  
ABA Center for Racial and Ethnic Diversity created by Dennis Archer and Robert Grey, Jr. as coordinating body for diversity efforts throughout the ABA.

2007  
Commission on Sexual Orientation and Gender Identity (SOGI) created to secure equal treatment of lesbian, gay, bisexual and transgender persons in the ABA, the legal profession, and the justice system.

2008  
ABA restructured its Mission & Goals, and identified diversity as one of only four Association priorities.  The new Goal III is to:  
"ELIMINATE BIAS AND ENHANCE DIVERSITY"  
with the following 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.

2009  
ABA President Thomas Wells implemented Presidential Diversity Summit titled “Diversity in the Legal Profession: The Next Steps?”

2009  
Alexander Award was established to recognize an organization or individual who has shown innovation and leadership in educational pipeline diversity programming that involves collaborative partnerships with various segments along the Pipeline.

2010  

2011  
Board of Governors approved the first Association-wide ABA Diversity Plan.