FY 2007-08 ENTITY BUSINESS PLAN

Entity Name: LPM/Management Core Group Standing Committee on Diversity
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MISSION OF LPM/MANAGEMENT CORE GROUP STANDING COMMITTEE ON DIVERSITY

To institutionalize the business, ethical, and cultural value associated with diversity in the legal workplace, in LPM, and the ABA, and elsewhere by starting with our own home: LPM.

BUSINESS PLAN

GOAL 1. Raise the profile of diversity as an imperative within the Section and the profession over three years.

STRATEGIES

A. Develop a plan with the Membership Development Committee to increase LPM’s diversity.

i. Survey Section Committee Chairs prior to Midyear meeting regarding diversity efforts and suggestions for improvement.

ii. Identify and communicate with ABA Diversity Center and other Sections with successful diversity efforts and adapt those efforts likely to work at LPM.

iii. Coordinate with Membership Development Committee each Midyear to assess diversity membership and retention efforts of the Section as a whole and revise/refine Diversity Plan as needed
    - Review Goal IX Report
    - Re-evaluate LPM’s performance with that of other Sections’ and LPM’s prior performance.

iv. Place revised Diversity Plan on Sharepoint by Spring meeting and distribute copy to Committee Chairs for implementation of Plan.
B. Develop standards of accountability to diversity with Membership Development Committee.

   i. Set advisory guidelines regarding diversity considerations when staffing publications, programs, committees, etc., so as to demonstrate the value of difference.

      - Inform Ed Board and Tech Show of diversity participation goals and encourage them to build in staffing goals and reporting mechanisms that we can then use for the Goal IX Report

   ii. Re-establish Golden Hammer or other award within LPM to call attention to and reward diversity activities.

      - Funnel all reporting data to Goal IX Report within the Section and aggregate it – use as basis for Golden Hammer Award to entities rather than to individuals

   iii. Follow up with Committee Chairs who have not taken sufficient steps to promote diversity in their Committee’s activities.

GOAL 2. Create a Formalized/Institutionalized Outreach to diversity entities within and external to the ABA.

STRATEGIES

A. “House” the Standing Committee on Diversity within LPM, a non-practice specific Section, which as a result, is in a position to be a resource and champion the values of diversity with stability and longevity to different entities.

B. Develop reliable go-to relationships that build LPM’s credibility vis-à-vis diversity concerns.

C. Appoint a liaison to ABA Standing Committee on Diversity and seek its help with our goals and plans

D. Appoint a liaison to MCCA to seek its help with our goals and plans to joint venture various programs and efforts to promote LPM profile re diversity and our core missions.

E. Develop relationships with other minority bars.

   i. Disseminate information regarding quarterly meeting locations to share venues, programs, and social events.

   ii. Invite local minority bars to quarterly meetings.
GOAL 3. Work more effectively with current resources such as Women Rainmaker, Commission on Women, Commission on Racial and Ethnic Justice, and Diversity Center

STRATEGIES

A. Use the pull of well-developed Section entities (like Pub Board, Magazine, and Webzine) to promote diversity.

B. Hold joint receptions with Women Rainmakers that promote diversity.

C. Host an annual multi-cultural program.

In addition to the above, please identify at least two goals of one or more other LPM entities of which you are aware with goals collateral to yours, and indicate how your entity is committed to helping that entity meet that goal as you understand it:

Other Entity: Various LPM publications such as magazine and webzines

Symbiotic Goal: Develop “Ask Dr. LPM” for advice re minority lawyer recruitment and retention in a regular column
Supporting Action: Design, publicize, and edit column to promote LPM’s bench strength in managing minority hiring and retention issues.

Other Entity: Joint venture with other ABA organizations to generate their diversity issues and use their input in our columns
Symbiotic Goal: Increase external credibility re diversity and promote better working relationships with other parts of the ABA
Supporting Action: Host “guest” editors for the columns from other sections or orgs outside of LPM and even outside the ABA

What other LPM entity could provide assistance to help reach your goals this year and describe the nature of that support?

Other Entity: Women Rainmaker
Goal in Need of Support: #3, i.e., working more effectively with existing resources within LPM
Supporting Action Needed: Meet jointly with Women Rainmakers to brainstorm and agree on action plan; historically, within LPM, these two groups have shared common ground, resources, and many leaders.