A Five Year Diversity Plan
2009 – 2014
Fiscal Years

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Executive Summary

The American Bar Association Section of International Law embraces diversity as a core principal that is integral to its future. The Section recognizes the invaluable skills, talent, and experiences inherent to a diverse, inclusive membership. Achieving true diversity requires the focus of our entire membership, especially at the highest levels of leadership. To this end, the Section will recruit, retain, and promote to leadership positions racial and ethnic minorities, women, persons with disabilities and

As the home of international law, our growing membership of non-US lawyers, and the blurring geographic boundaries in the legal profession, the Section's diversity goals expand beyond those espoused by the larger ABA. For the Section to have the global influence it strives for, it is vital that we attract and keep members from multi-cultural backgrounds, from geographic regions that are not currently well represented, and members admitted to various jurisdictions. Consequently, it is the express intent of the Section to:

1) Increase national diversity by making Section membership more appealing to minorities, women, and other underrepresented groups, including the gay, lesbian, and transgender community, and lawyers with disabilities.
2) Increase international diversity. This objective should be divided into two areas of focus:
   a) Lawyers from under-represented non-US jurisdictions, e.g. Africa, Southeast Asia, and Eastern Europe.
   b) Minority lawyers from traditionally represented non-US jurisdictions, e.g. German lawyers of Turkish descent, UK lawyers of Pakistani descent.

Diversity can only be achieved with the support and participation of the Section’s leadership and its Committees, as well as with the individual commitment of each Section member. In order to achieve our goals, the Section will:

- expand outreach to lawyers from racial and ethnic minority groups
- expand outreach to lawyers from under-represented non-US jurisdictions
- develop partnerships with minority bar associations in the US and to highlight the benefits of membership in the Section
- recruit lawyers from diverse backgrounds and with diverse interests
- provide lawyers from diverse backgrounds with opportunities and training to take on leadership roles at both the Committee and Section levels
- foster an atmosphere of inclusion to assist in retaining lawyers from diverse backgrounds, once they have become members

It is with these goals in mind that the Section has adopted this Diversity Plan. The Plan is a road map to assist and encourage members and leaders of the Section to ensure full and equal participation for lawyers from diverse backgrounds and interests.
ACTION PLAN

I. The Section Chair Shall appoint a Diversity Officer
   a. The Diversity Officer shall be responsible for the development and effective implementation, and periodic revision of a diversity plan for the Section.
   b. The Diversity Officer shall oversee the Section’s compliance with the Association’s diversity programs and goals.
   c. The Diversity Officer shall act to increase the number of lawyers of color, women lawyers, younger lawyers, lawyers with disabilities, lawyers with non-traditional sexual orientations and gender identifications, and lawyers with minority status in non-U.S. jurisdictions, in the Section, and particularly in leadership roles and positions in the Section.
   d. The Diversity Officer shall coordinate with and provide input to other Officers so that all appointments, programs, and Section activities are consistent with the Section’s diversity goals.
   e. The Diversity Officer shall report to the Administration Committee at the time as may be expressly fixed by the Administration Committee, and shall, at the end of each Association year, present a report to the Administration Committee on the Section’s diversity status.
   f. The Diversity Officer shall also liaise with minority bar associations to encourage their involvement in Section activities and their members’ participation in Section leadership.
   g. The Diversity Officer shall also liaise with other Association entities to further the Association’s diversity goals. Each year, the Diversity Officer shall review and comment on that part the Section’s proposed budget that will affect such Officer’s area of responsibility.

II. Diversity Committee
   a. The Diversity Officer, in consultation with the other members of the Administration Committee, shall form a Diversity Committee, whose mission will be to carry out the objectives of this Diversity Plan. The Diversity Committee will meet on a regular basis and be chaired by the Diversity Officer.

III. Identify and Promote Diverse Candidates to Leadership Positions within the Section
   a. The Chair, Chair-Elect and Diversity Officer will ensure that diversity is considered in making appointments to Section and committee leadership positions. For example, by seeking input from the Section’s Diversity Committee members and Liaisons to the Specialty Bars for such appointments.

IV. Diversity in Programming
   a. Strongly encourage diverse panels in all CLE and committee programming and support diverse participation in all Section publications and programming.
i. The Diversity Officer or designee(s) will be responsible for following up with those program planning committees whose programs do not reflect diverse participation.

ii. The Diversity Officer or designee(s) will be responsible for following up with those editorial committees whose publications do not adequately reflect diverse participation.

b. Co-sponsor programs with other Sections or Divisions only if there are good faith efforts to achieve diversity in the programs.

V. Coordinate with relevant ABA Commissions and Divisions to foster an atmosphere of inclusion.

a. In order to accomplish, the Section will appoint Section Liaisons to:
   i. the Commission on Racial and Ethnic Diversity in the Profession,
   ii. Commission on Women in the Profession,
   iii. the Commission on Mental and Physical Disability Law,
   iv. the Sexual Orientation & Gender Identity Commission,
   v. the Young Lawyers Division, and
   vi. the Law Students Division

b. These Section Liaisons, in addition to other duties performed for the Section, will be members of the Diversity Committee and will be responsible for identifying joint programming and membership drive opportunities with the above-mentioned Commissions and Divisions.

VI. Conduct Outreach with U.S. Minority Bar Associations

a. Through Section appointed liaisons where possible, the Diversity Committee will reach out to the leadership of US minority Bar associations and specialty Bar associations to involve them in the Section’s activities by:
   i. Inviting the leadership and generally encouraging participation of the membership of the aforementioned bar associations in the Section’s Spring and Fall Meetings,
   ii. Encouraging joint programming,
   iii. Soliciting speakers from these bar associations in the host city for Section programs, and notifying the program chairs early in the process the mechanism for them to recruit local speakers,
   iv. Marketing the Section’s programs on websites, periodicals/newsletters directed to bar associations for lawyers from diverse groups, and
   v. Co-sponsoring meetings.

VII. Conduct Outreach with non-U.S. Minority Bar Associations

a. Through Section appointed liaisons where possible, the Diversity Committee will reach out to the leadership of non-US Bar associations (minority focused where possible) and specialty Bar associations to involve them in the Section’s activities by:
   i. Inviting the leadership and generally encouraging participation of the membership of the aforementioned bar associations in the Section’s Spring and Fall Meetings,
ii. Encouraging joint programming,

iii. Soliciting speakers from these bar associations in the host city for Section programs, and notifying the program chairs early in the process the mechanism for them to recruit local speakers,

iv. Marketing the Section's programs on websites, periodicals/newsletters directed to bar associations for lawyers from diverse groups, and

v. Co-sponsoring meetings.

VIII. Conduct Outreach U.S. and international and law schools as a means of encouraging new membership and diversity.

a. The Section Chair will encourage Section leaders and members generally working in academia to speak to students of diverse backgrounds regarding the benefits of membership in the International Law Section.

b. The Diversity Committee will encourage on-campus programming at law schools, through for example, the Pathways to Employment in International Law Program.

IX. Make Diversity the responsibility of all Section Members

a. The Section Chair will ensure that all Section leaders are familiar with and committed to the Diversity Plan by providing a copy of the Plan and encouraging its implementation throughout the Section’s activities.

b. The Diversity Committee will strive to obtain support and participation of Section officers, Administration Committee members, and committee Chairs/co-Chairs in implementing the Diversity Plan.

c. The Diversity Committee will provide guidance to committee leaders with respect to diversity related issues. For example:

   i. Maintain a Diversity Committee webpage with information regarding upcoming Section programs related to diversity, diversity programming of other entities, other relevant resources and links.

   ii. Include diversity related materials in committee co-chairs orientation manuals, including, among other things, the Section’s policies and guidelines relating to diversity, a list of resources providing information for diversity on panels and publications, such as the ABA Center for Racial and Ethnic Diversity.

X. Develop other means of recruiting new members and demonstrating our commitment to diversity.

a. The Programs Officer will coordinate the development of programming designed to attract lawyers from diverse backgrounds and with diverse interests.

b. The Publications Officer will encourage and recognize contributions by lawyers with diverse interests:

   i. include photos of contributing authors where appropriate and within publishing guidelines.

   ii. Include photos acknowledging diversity of membership in membership materials.

   iii. Include regular reports on achievements in the diversity area in the Section eUpdate and International Law News.
c. Whenever possible, the Section Chair will publicize in ABA, international, local and national media, the efforts of the Section on its diversity initiatives.

XI. The Diversity Committee will develop mechanisms for implementing the Diversity Plan, and monitoring its progress.

a. The Committee will promote accountability by developing a Diversity Report to reflect the efforts and progress of the Section’s committees in implementation of the Diversity Plan. For example:
   i. Establish a base line to monitor individual committee efforts.
   ii. Report findings as an Admin Committee meeting agenda item.
   iii. Establish a Chair’s List for exceptional efforts to diversify at the committee level.
   iv. Provide all incoming committee co-chairs the results from the last Diversity Report for their committee so that they can follow up.
   v. Circulate the Diversity Report and gather results on an annual basis.

b. The Committee will develop a proposal for providing diversity training for current and future Section leaders, including Section committee co-chairs.

c. The Committee will evaluate annually the Section’s Diversity Plan, to among other things:
   i. Assess the success rate of its diversity initiatives and the reasons therefore; incorporate new ideas; and respond to existing circumstances.
   ii. Circulate this Diversity Plan to the ABA Director of Diversity for his/her input and assistance in implementation.
   iii. Periodically assess the diversity plans of other ABA entities to obtain new ideas.
   iv. Report recommended changes to the Plan, and seek approval from, the Administration Committee each year.

d. The Diversity Committee will work with the Membership Committee to support global diversity initiatives in development:
   i. Low Income Pilot Program (LIPP) - which attempts to recruit members to the Section and the larger ABA from Africa and Asia, identified as “low income countries” by the World Bank; and
   ii. International Associate Student Category Program (IASC) - whose aim is to recruit foreign law students attending non-ABA accredited law schools to attract potential members from non-US jurisdictions.