**Senior Lawyers Division Diversity Plan**

The Senior Lawyers Division 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 has formally adopted as one of its goals (Goal 12):

To increase the participation of lawyers of color, women lawyers, and, lawyers with impairments or disabilities and law students in the membership, on the committees and in the leadership of the Division.

The goal of diversity can only be achieved with the unequivocal support and participation of the Division’s leadership and the individual commitment of each active Division member. However, it is recognized that, in order to achieve our goal, Division leadership and active members must be given guidance. Encouragement and training to:

- actively recruit diverse lawyers and law students;
- foster an atmosphere of inclusion to assist in retaining diverse lawyers and law students once they have become members;
- seek the participation of diverse lawyers and law students on panels, task forces and working groups; and
- provide diverse lawyers and law students with opportunities and training to take on leadership roles at both the Committee and Division levels.

It is with this in mind that the Division has adopted this Diversity Plan. The Plan is a road map to assist and encourage the members and leaders of the Division to ensure full and equal participation for diverse lawyers and law students.

**Division Objectives**

1. To identify diverse ABA members and law students within the Division and to encourage those thus identified to take an active role in the Division so that they can be advanced promptly to leadership positions.

2. To initiate appropriate policy for the American Bar Association through resolutions submitted to the House of Delegates on issues involving diversity and full implementations of ABA Goal III.

3. To involve the Division with other American Bar Association Sections, Divisions and Forums for the purpose of informing their members that all diverse lawyers and law students welcome in the Senior Lawyers Division.

4. To be informed of the activities and goals of the Commission on Racial and Ethnic Diversity in the Profession and the Commission on Women in the Profession for the purpose of enabling the Division to coordinate its efforts with these Commissions.
**Long-Range Goals and Action Plan**

1. Increase diversity in Division Officers, Council Members and Committee Leadership.
   
   a. Obtain unequivocal support and participation of the Division Officers, Council Members and Committee Chairs in implementing the Diversity Plan.
   
   • Provide a copy of the Diversity Plan to each existing and incoming Division Officer, Council Member and Committee Chair and ask him or her to sign it.
   
   • Send a letter from the Chair of the Division stressing the importance of the Plan and the active participation of each Committee in implementing the Plan to each Committee Chair.
   
   b. Encourage the Nominating Committee’s efforts to achieve and maintain diversity in the leadership of the Division.
   
   c. Evaluate annually (after the Annual Meeting each year) the Division’s Diversity Plan.
   
   • Assess which initiatives are working and which are not and determine why they are not working, incorporate new ideas and respond to then existing circumstances.
   
   • Periodically assess the diversity plans of other entities which are associated with the American Bar Association to obtain new diversity ideas.
   
   • Report recommended changes to the Plan to, and seek approval from, the Council each year at the Midyear Meeting.

2. Increase Diversity in Membership.

   a. Obtain unequivocal support and participation of the Division’s Committees in implementing the Diversity Plan.
   
   b. Foster the spirit of inclusiveness in all of the Division’s activities.

   • Ask Council and Committee Chairs to invite non-members to become members of the Division at the conclusion of each of their meetings.

   • Advertise in all materials for the Midyear and Annual Meetings, “Division members are welcome to attend Council and Committee meetings.”

   c. Strongly encourage diverse panels in all Division CLE and Committee programming and diverse participation in all Division publications.

   d. Continue to sponsor outreach events at Midyear and Annual Meetings.

   e. Ensure that first-time meeting registrants feel welcome even prior to the meeting:

   f. Develop recruitment/retention materials with a focus on diverse lawyers and law students.
h. Involve in Division activities diverse lawyers who are already involved in local and national minority bar associations (an emphasis should be placed on involvement with national, specialty and local minority bar associations because the Division is not usually viewed as a competitor of these associations).

- Encourage joint programming with affinity and specialty bar associations.
- Solicit speakers from minority lawyer bar associations located in the host city and notify the Program Chairs early in the process of the mechanism for them to recruit local minority talent.
- Advertise the Division’s diversity programs in periodicals/newsletters directed to ABA affiliated minority lawyer bar associations.
- Send Information on Division membership and benefits to meetings of national minority bar associations.
- Send Midyear and Annual Meetings promotions to affinity and specialty associations.
- Personally invite members and leaders of minority and specialty bar associations in the host city to programs and social events, waive or discount registration fees for the leaders of such associations and appoint Division members to serve as hosts to such attendees.
  i. Coordinate efforts with, and use the resources of, the Commission on Women in the Profession and the Commission on Racial and Ethnic Diversity in the Profession to assist in the recruitment efforts of the Division.
- Sponsor joint promotions and membership drives with the Commission on Women in the Profession and Commission on Racial and Ethnic Diversity in the Profession.


a. Provide diversity training for current and future Division leaders at the Midyear Meeting or at a Committee Chair orientation meeting.

b. Encourage a policy that the Division will co-sponsor programs with other Sections or Divisions only if there are diverse panels.

c. Encourage and recognize contributions by lawyers of color and women in Division’s publications.

- Include photos of contributing authors where appropriate and within publishing guidelines.
- Include photos acknowledging diversity of membership in Division membership materials.
- Include regular reports on achievements in the diversity area in the Voice of Experience newsletter.

d. Communicate the Division’s commitment to diversity to women’s and minority bar associations.
- Encourage joint programming with the Commission on Women in the Profession, the Commission on Racial and Ethnic Diversity in the Profession and national and local minority bar associations.
• Encourage joint programming with state minority bar affiliate groups.

• Solicit minority and women lawyer speakers from bar associations located in the host city.

• Advertise programs in periodicals/newsletters of affinity and specialty bar associations.

• Personally invite members and leaders of minority and women’s bar associations in the host city to programs and social events and where appropriate, waive or discount registration fees for the leaders of such associations and appoint Division members to serve as hosts to such attendees.

**Action Plan: Specific Activities**

1. Nominate deserving women and minorities for the Margaret Brent Award and the Spirit of Excellence Award.

2. Purchase a table and sell tickets at cost for the Spirit of Excellence Awards Luncheon sponsored by the Commission on Racial and Ethnic Diversity in the Profession held during the Midyear Meeting, and purchase a table and sell tickets at cost for the Margaret Brent Awards Luncheon sponsored by the Commission on Women in the Profession held during the Annual Meeting.

3. Encourage women and minorities to submit articles to *Experience* describing their experiences in the profession, the American Bar Association and/or in state and local bar associations.

4. Print articles promoting diversity in the *Voice of Experience* newsletter.

5. Submit recruitment announcements in the newsletters published by the Commission on Racial and Ethnic Diversity in the Profession and the Commission on Women in the Profession.

6. Sponsor networking and social events at Annual Meetings and arrange activities through Division leaders involving women and minorities at Midyear Meetings.

7. Prior to each Annual Meeting, send the Membership Committee Chair and the Division Chair a list of the members who will be attending the Midyear or Annual Meetings for the first time. The Division Membership Chair will encourage other leaders attending the meeting to welcome first-time attendees and encourage Committee Chairs to send to these Committee members a welcoming letter with an invitation to attend Committee activities and social functions taking place at the meeting.