American Bar Association
Center for Professional Responsibility

DIVERSITY PLAN

www.americanbar.org/groups/professional_responsibility.html
2012-2013 CPR Diversity Plan Drafting Committee

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EXECUTIVE SUMMARY

The mission of the American Bar Association is to defend liberty and pursue justice. The ABA achieves its mission, in part, by working to eliminate bias and enhance diversity (Goal III.)

The ABA Center for Professional Responsibility (“the Center”) wholeheartedly supports Goal III and has developed this plan to accomplish the objectives of full and equal access to and participation in the Center. The purpose of this Diversity Plan is to serve as a guide for efforts to eliminate bias and enhance diversity, consistent with Goal III of the Association.

MISSION STATEMENT

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.

GOALS AND ANNUAL ACTIVITIES

Goal 1: Increase and Maintain Diversity in Center Leadership

Initiatives/Action Items-

- Seek diverse appointments by the ABA President-Elect to the ABA Standing Committees, Commissions, and Task Forces housed under the Center for Professional Responsibility umbrella. Seek advocacy assistance from the ABA Diversity Center to help bring visibility to diverse candidates for appointments. Responsible: ABA Standing Committee/entity Chairs, Center Director, Staff Counsel.

- Seek diverse appointments by the Chair of the Center Coordinating Council to internal entities including the Center’s Diversity Committee, Publications Board, CLE Committee, Conference Planning Committee, Policy Implementation Committee and other groups as established by the Coordinating Council. Responsible: Coordinating Council Chair, Center Director, Staff Counsel.
• Seek annual appointment of a liaison from the ABA Diversity Center to the Center’s Coordinating Council for participation in leadership discussions, initiatives and ongoing diversity planning efforts. 
  Responsible: Coordinating Council Chair, Center Director, Staff Counsel

Goal 2: Increase and Maintain Diverse Participation in Center Educational Programs, Publications, and Other initiatives

Initiatives/Action Items-

• Utilize the ABA Diversity Center Speaker and Author Databases and all other available resources to identify diverse experts in areas of ethics, professional regulation, client protection, and professionalism for participation as speakers at Center conferences, Webinars, and other educational programs as well as authors for Center publications such as The Professional Lawyer and the ABA/BNA Lawyers’ Manual on Professional Conduct. Responsible: Center Conference Planning Committee, Publications Board, CLE Committee, Staff Counsel
  o Actively encourage diverse Center speakers/authors not already listed in the ABA Diversity Center Speaker and Author Databases to submit their information for inclusion in those resources for other ABA entities seeking experts in this field.

• Offer Communication Access Realtime Translation (CART) transcription for CPR Webinars to serve the needs of lawyers with visual impairments and learning disorders. Responsible: Center CLE Committee, staff

• Support the ABA Standing Committee on Professional Discipline in its ongoing efforts to develop programs that will help young lawyers, minority lawyers and solo and small firm practitioners to respond to ethical and professional responsibility challenges. Responsible: Standing Committee on Professional Discipline, Center Director, Staff Counsel.

Goal 3: Increase and Maintain Diversity in Center Membership

Initiatives/Action Items-

• Include diversity and inclusion statements on all membership recruitment and retention efforts and on membership-information Web pages. Responsible: Center Membership and Marketing Staff
• Develop complimentary membership program for representatives of national bars of color or LGBT bar associations to showcase member benefits. **Responsible: Center Membership and Marketing Staff**

• Develop Center membership recruitment campaigns to reach out to diverse ABA membership groups. **Responsible: CPR Membership and Marketing Staff**

**Goal 4: Raise Awareness That Diversity is Critical to the Effectiveness of the Center**

**Initiatives/Action Items**-

• Ensure Center representation at ABA-sponsored diversity planning events and initiatives including the ABA *Convocation on Diversity* meetings and teleconferences. **Responsible: Center Diversity Committee and Staff**

• Ensure Center participation (as budget is available) in the “ABA Joint Exhibit Project” at the expo of the four national conventions of the bars of color: National Asian Pacific American Bar Assn. (NAPABA), National Native American Bar Assn., National Bar Assn., and Hispanic National Bar Assn. **Responsible: Center Membership and Marketing Staff**

• Ensure Center staff participation at ABA staff diversity programs and events including the “Staff Diversity Coordinating Group” meetings. Share opportunities ongoing with the Center Diversity Committee. **Responsible: Center Diversity Committee Staff**

• Ensure diversity and inclusion statements and plan are visible on the the Center’s Website. **Responsible: Center Diversity Committee Staff**

• Sponsor (as budget is available) the annual ABA *Spirit of Excellence Awards*, especially if an award recipient is a member of the Center or otherwise well-known in the area of professional responsibility law. **Responsible: Center Director**

**Goal 5: Develop and Maintain Outreach and Activities Aimed at Promoting Diversity**

**Initiatives/ Action Items**-

• Reach out to local diverse bar association chapters in cities where the annual National Conference on Professional Responsibility and National Forum on Client Protection are being held. Invite a leadership representative to attend the conference and/or forum as our guest and, if appropriate, join the Center Coordinating Council meeting to discuss
ethics and professional responsibility issues/initiatives and how the Center can assist. **Responsibility: Center Diversity Committee and staff**

- Collaborate with other ABA entities to develop and maintain new outreach activities aimed at promoting diversity. **Responsibility: Center Diversity Committee and staff**

**Goal 6: Conduct Ongoing Review/Assessment of Progress**

**Initiatives/ Action Items-**

- Regularly update the Center Coordinating Council on diversity initiatives at Council meetings. **Responsibility: Chair, Center Diversity Committee.**

- Review and update the Diversity Plan annually and make revisions as appropriate. Present to Coordinating Council for adoption. **Responsibility: Center Diversity Committee and staff**

- Ensure Center staff is knowledgeable and participates in the plan as it relates to their own committee initiatives. Discuss plan initiatives and updates at each staff meeting and solicit input. **Responsible: Center Director**

*Adopted by the Center for Professional Responsibility Coordinating Council on May 30, 2013.*