An Annual Report on the Participation of Persons with Disabilities in ABA Leadership Positions
Goal III Report

The views expressed herein have not been approved by the House of Delegates or the Board of Governors of the American Bar Association and, accordingly, should not be construed as representing the policy of the American Bar Association.

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“Only when we eliminate bias and fully include people with disabilities in our profession will our job be complete.”

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I. Executive Summary

For the 2011-12 bar year, the Commission on Disability Rights (CDR) reports:

- The number of lawyers with disabilities who hold leadership positions in Sections, Divisions, and Forums (SDFs) increased significantly from 23 to 70 in the past year.
- The percentage of SDFs reporting having attorneys with disabilities in leadership positions held steady at 44%.
- Two lawyers with a disability held a primary leadership position; two Chairs-Elect were identified as having a disability; and no Chairs were identified as having a disability.
- 41 lawyers with disabilities from 8 entities held Committee or Forum Division Chair positions.
- Eight of the 34 ABA entities with members track the disability status of their members.
- Thirteen of 732 ABA Presidential Appointments went to lawyers with disabilities.
- 297 of 6,391 members surveyed (4.65%) identified themselves as having a disability.
- 5 of 561 members of the House of Delegates report having a disability.
- 1 of the 38 members of the Board of Governors report having a disability.
- The number of presenters and faculty with disabilities for ABA continuing legal education programs (CLEs) increased more than three-fold from 11 (2011-12) to 37 (2012-13).
- Entities are not aware of the resources available for making their websites, publications, and events accessible.
- The Business Law Section achieved the highest honors on CDR’s “Honor Roll,” demonstrating in unique ways its commitment to bringing lawyers with disabilities into membership and leadership.
II. RECOMMENDATIONS

In light of these survey findings, CDR recommends that entities:

- Track the number of lawyers with disabilities in their membership
- Set measurable goals to meet over a three-year period to increase disability diversity in membership, leadership, programming, speakers and authors, and outreach efforts
- Reach out to CDR staff for strategies on how to effectively collect disability data
- Encourage ABA members to self-disclose non-visible disabilities
- Identify and nominate lawyers with disabilities for ABA Presidential Appointments
- Actively recruit and promote lawyers with disabilities for leadership and membership positions in SDFs
- Work with the appropriate ABA staff to ensure that all CLEs and other programs, websites, publications/materials, and events are accessible to persons with disabilities
- Offer Communication Access Realtime Translation (CART) for all webinars for persons who are deaf and hard of hearing, providing realtime captions
- Solicit speakers and authors with disabilities for CLEs and other programs, events, and publications
- Raise disability awareness by, for instance, featuring articles about disability diversity in publications, holding elimination of bias CLEs, and/or hosting panels on disability diversity
- Identify a liaison to serve on CDR
- Implement the strategies of this year’s Honor Roll recipients to enhance the recruitment and advancement of members with disabilities throughout the ABA
- Ensure that ABA leadership receive as part of their orientation information about Goal III and the ways that entities can contribute to the achievement of Goal III’s objectives
III. Introduction

The American Bar Association (ABA), founded in 1878 by 100 lawyers from 21 states, is the largest voluntary professional association in the world. Its primary mission is “[t]o serve equally our members, our profession and the public by defending liberty and delivering justice as the national representative of the legal profession.” Stemming from its long history of promoting reform of the justice system, the ABA established in 1973 the Commission on the Mentally Disabled to focus on the advocacy needs of people with mental disabilities. Following the enactment of the Americans with Disabilities Act of 1990, the Commission broadened its mission to serve all people with disabilities, and therefore changed its name to the Commission on Mental and Physical Disability Law. In 2011, the name was changed to the Commission on Disability Rights (CDR) to better reflect its two-prong mission: to “promote the ABA’s commitment to justice and the rule of law for persons with mental, physical, and sensory disabilities and their full and equal participation in the legal profession.” Of particular note, CDR is the only entity within the ABA—and the legal profession—that addresses the needs of, as well as the challenges faced by, lawyers and law students with disabilities on a national level.

To help carry out its mission, the ABA established Goal III in 2008: “[t]o eliminate bias and enhance diversity.” It has two objectives: to “[p]romote full and equal participation in the association, our profession, and the justice system by all persons” and “eliminate bias in the legal profession and the justice system.” The tenets of Goal III were drawn from its predecessor, ABA Goal IX, the aim of which was “to promote full and equal participation in the legal profession by minorities, women, persons with disabilities, and persons of differing sexual orientations and gender identities.”

Each year, ABA staff conduct the Goal III survey, collecting data from the ABA’s Sections, Divisions, and Forums (SDFs) on the participation within the ABA of persons with disabilities, as well as women, racial minorities, and persons who are lesbian, gay, bisexual, or transgender (LGBT). CDR’s 2013 Report lists those ABA entities that the CDR has chosen for “Honor Roll” status, based on their demonstrated commitment to the inclusion of lawyers with disabilities in the ABA. The Report then discusses the survey findings with respect to the participation of lawyers with disabilities in ABA leadership.
IV. ENTITY HONOR ROLL

Each year, CDR names those SDFs that have demonstrated a commitment to the inclusion of lawyers with disabilities to its Honor Roll. Selection is based on four criteria: (1) leadership, i.e., entities that have a significant percentage of their leadership and committees populated by lawyers with disabilities; (2) outreach/promotion, i.e., entities that actively recruit individuals with disabilities and involve members with disabilities in their programs and events; (3) accessibility, i.e., entities that ensure that their CLEs, websites, publications, and events are accessible to persons with disabilities; and (4) CLEs, i.e., entities that select a faculty who have disabilities and/or cover disability-related topics. There are four levels of recognition: platinum, gold, silver, and honorable mention.

A. Platinum

**Business Law Section**
(Martin E. Lybecker, Chair)

This Section has demonstrated a platinum level commitment to the full participation of lawyers with disabilities both within the Section and the broader ABA. Its mission is: “To encourage diversity in the Section by fostering a welcoming environment for all lawyers and promoting full and equal participation by all lawyers, including lawyers of color, women lawyers, gay and lesbian lawyers, and lawyers with disabilities.” The Section has a Committee on Diversity, the mission of which is “to lead the Section’s efforts to recruit and retain lawyers of color, women lawyers, lawyers with disabilities, gay, lesbian, bisexual and transgender lawyers, young lawyers, and law students (“Diverse Lawyers”) for active involvement in the work and leadership of the Section.” Within the Committee is The Lawyers with Disabilities Involvement Subcommittee, the goals of which are “greater participation of lawyers with disabilities in the Section’s activities, along with the broader ABA,” and “more lawyers with disabilities in leadership positions within the Section, along with the broader ABA.”

Through its Business Law Diplomat Program, the Section actively recruits ABA members with disabilities to fully participate in its activities for a two-year term. The program’s intent is to maximize the opportunities for participation and professional development within the Section and to develop future Section leaders. Further, in an effort to address the disproportionately low numbers of diverse judicial clerks, the Section has created a Diversity Clerkship Program. Up to 9 first- and second-year law students, who must be members of both the ABA and the Section, are selected for summer business law clerkships and receive a stipend.

Significantly, the Section had the highest number of leaders with disabilities in 2012: 21. It hosted a CLE program at the 2012 Annual Meeting titled “Strength in Diversity: Empowering All Lawyers to Thrive in the Workplace,” which included a panelist with a disability. The Section also appoints a liaison to CDR, Margaret M. Foran.

Particularly noteworthy, the Section, prior to its meetings, sends all speakers a letter that includes the following language:

The Section has a strong commitment to diversity and is interested in recruiting and retaining lawyers of color, women lawyers, lawyers with disabilities, gay, lesbian, bi-sexual and transgender lawyers, young lawyers and law students for active involvement in the Section. You should avoid the use of language that, even if unintentional, disparages an individual based on his or her race, gender, ethnicity, religion, disability or sexual orientation. If the Meetings Committee determines that your program is not diverse, your program will be canceled.

B. Gold

**Tort Trial and Insurance Practice Section**
(Dick A. Semerdjian, Chair)

This Section has demonstrated a gold level commitment to eliminating bias and enhancing diversity. Four of its leaders identify as having a disability. Its Standing Committee on Diversity in the Profession promotes the recruitment, involvement, and retention of
diverse attorneys in the Section’s membership and leadership, as well as greater awareness and appreciation of the Section’s diversity goals. It does so through its publications, CLEs, networking receptions, assistance to the Section’s General Committees, and outreach programs on the local and national levels.

Working with CDR, the Committee commemorated October as National Disability Employment Awareness Month in its fall ABA TIPS Diversity Committee Newsletter. It included the following articles: “Breaking Down Barriers For Prospective Law Students With Disabilities: A Blueprint For National Access,” and “Building An Inclusive Workplace: Disability Etiquette 101.” Also, the theme of the newsletter’s summer issue was disability and featured an article by CDR liaison Alan S. Rachlin titled “Disability: A Personal Perspective,” as well as an article discussing the programs, initiatives, and activities of CDR.

At the 2012 Annual Meeting, the Section hosted a panel on the impact disabilities have on the law, “Law and Disabilities—the Often Overlooked,” that included a faculty member with a disability. The Committee continues to work on a diverse speakers’ database to assist its General Committees in finding diverse speakers for its CLEs and to reach out to the Affinity Bar Associations to find ways to collaborate and discuss common issues and goals.

The Section has numerous programs, awards, and initiatives aimed at diversity in to: increasing diversity in the Section membership and leadership; ensuring that its programs, publications, and activities reflect diversity; providing training and education on the importance and value of diversity; and forming strategic alliances to promote diversity with diverse bar associations and other groups charged with advancing diversity. The Section elects a Chief Diversity Officer, who is responsible for monitoring the Section’s efforts to grow a diverse membership and leadership. In addition, the Section’s Leadership Academy strives to inspire young diverse lawyers to think about ways to broaden the view of diversity both in the practice of law and within the Section. Also, the Section’s Liberty Achievement Award honors attorneys and judges who take a leadership role in promoting diversity in the legal profession.

C. Silver
Law Student Division
(Adena Leibman, Chair)

This Division has earned silver status for its commitment to ensuring accessibility of its events and websites for persons with disabilities. In both its print and online event materials, the Division references its accommodations policy. Also, the Division’s website content is accessible, including accessible PDFs. Furthermore, in 2012, 2 of the Division’s leaders identified as having a disability.

In addition, the Division featured an article entitled “Disabled Law Students See Largest Hurdles at Entrance, Exit” in its April 2012 e-newsletter. The article focused, among other things, on accommodations for law students with disabilities on the law school admissions test and the bar exam, as well as during law school. And, to commemorate October as National Disability Employment Awareness Month, the Division’s liaison to CDR, Michael K. Morton, wrote an article for Tort Trial and Insurance Practice’s ABA TIPS Diversity Committee Newsletter entitled “Breaking Down Barriers For Prospective Law Students With Disabilities: A Blueprint for National Access.” Furthermore, the Division cosponsored CDR’s 2012 Annual Meeting CLE ethics program, “Your Ethical Obligations When Representing Clients with Mental Impairments.”

The Division has numerous initiatives aimed at diversity in general. Each year on March 2, the Division hosts Diversity Day, inviting law schools to sponsor programs and events that teach and foster respect for others. Also, each year on March 27, the Division hosts National Mental Health Day, encouraging law schools across the country to sponsor programs and events that teach and foster breaking the stigma associated with severe depression and anxiety amongst law students and lawyers. The Division has created tool kits for law schools to use in planning for each day. The Division also has the Dean Henry J. Ramsey, Jr. Diversity Award, which recognizes a student, faculty, administrator, or student association from an ABA-approved law school.
for excellence in activities contributing to the achievement and advancement of women, minorities, persons with disabilities, and LGBT legal professionals and students.

D. **Honorable Mentions**

**Section of Administrative Law and Regulatory Practice**  
*James W. Conrad, Jr., Chair*

This Section reported having 14 lawyers with disabilities in its leadership positions, working with 4 CLE faculty who identified as having a disability, and adopting a new diversity plan in 2012 that includes disability.

**Section of Labor and Employment Law**  
*Stewart S. Manela, Chair*

This Section’s Equal Employment Opportunity Committee and Employment Rights & Responsibilities Committee are specifically acknowledged for their programming on disability employment law. The following 6 programs were presented during 2012 Meetings: “How the ADAAA Regulations Are Impacting Disability Discrimination Claims” (March); “Advanced Topics in Complex Leave of Absence Issues” (March); “ADAA Final Regulations: A Year of Judicial Review” (March); “Disability Discrimination, Accommodation, and Related Issues in Federal Employment” (April); “Diversity Networking Luncheon/Federal Government Best Practices and Rights of Federal Employees with Disabilities” (April); and “Recent Developments in the Use of Technology for Workplace Accommodations” (April). Seven faculty identified as having a disability. Particularly noteworthy, the Section offers Communication Access Realtime Translation (CART) for its webinars. Finally, the Section has appointed a liaison to CDR (Max G. Brittain, Jr.).

**Section of Law Practice Management**  
*Joan R. Bullock, Chair*

This Section ensures that its publications are accessible to persons with disabilities. In particular, it offers both print and online versions of its *Law Practice Magazine*, accessible PDFs, email and browser access to its *Law Practice Today* webzine, and e-books and books with audio features. Furthermore, the Section’s Diversity Leadership Program provides diverse lawyers who are already members of the ABA and/or state, local bar or special interest bar associations an opportunity to become involved in the substantive work of the Section for a year. Its goal is to develop future Section leaders. Also, the Section devotes an entire page on its website to diversity and inclusion resources for attorneys and law firms. And, the Section has appointed a liaison to the CDR (Randi B. Whitehead). Finally, the Section offers CART for its webinars.
In a 2012 ABA member survey, 297 of 6,391 (4.65%) who answered the query, “Do you have a disability,” responded “yes”—slightly up from 4.56% in 2011, but down from 6.87% in 2010. In 2012, the ABA’s Market Research Department collected relevant statistics on lawyers with disabilities for its National Lawyer Population Survey and found that only two jurisdictions—Oregon and Washington—collect information on lawyers with disabilities. This lack of data constitutes a major barrier to measuring progress regarding disability diversity in the legal profession, as recognized by the National Association for Law Placement (NALP). In its press release for its 2012-2013 NALP Directory of Legal Employers, NALP states: “The directory . . . collects information about lawyers with disabilities, though this information is much less widely reported than information on race/ethnicity and gender, making it much harder to say anything definitive about the representation of lawyers with disabilities.”

CDR acknowledges the inherent difficulties associated with collecting data on the numbers of ABA members with disabilities. Many types of disabilities may be hidden or non-apparent, such as mental and cognitive impairments. Also, members may not want to self-identify due to concerns about confidentiality, stereotyping, bias, prejudice, and misuse of the information. Others may not consider themselves to be disabled due to the ameliorative effect of corrective measures such as medications, mobility devices, and other auxiliary aids. However, information about disability is a key component to the ABA’s ability to measure its progress under Goal III—one of the only four association goals.

To emphasize the importance of collecting Goal III data and highlight the unique challenges with respect to disability and LGBT, Denise R. Avant of CDR and Mark Wojcik of the Commission on Sexual Orientation and Gender Identity (SOGI) spoke at the September 2012 meeting of the ABA Section Officers Conference (SOC). This group facilitates effective communication between and among ABA entities and SDFs. Wojcik drew attention to the difficulties that SOGI and CDR encounter in collecting LGBT and disability data from SDFs for their Goal III Reports. He explained that the lack of data is due in part to concerns about confidentiality, stereotyping, bias, prejudice, and misuse of the information. In closing, Wojcik called on the SOC to encourage SDFs to continue in their efforts to collect this data from their members and leaders.

VI. Survey Methodology

In fall of 2012, CDR surveyed SDFs as to the number of their members with disabilities in 11 categories: Membership; Additional Committee Leadership; Chair; Chair-Elect; Committee Chairs of Forum Division Chairs; Council or Forum Governing Committee; House of Delegates; Nominating Committee; Nominating Committee Chair; Primary Leadership Officers; and CLE Programming Faculty. Commissions and Committees were also surveyed, but only as to one category: CLE Programming Faculty. In addition to these quantitative questions, CDR asked SDFs and Commissions and Committees qualitative questions regarding: the accessibility of their websites, publications, events, and resources to persons with disabilities; the inclusion of disability within their diversity statements; accommodations policies and complaints; and outreach efforts.

The ABA entities used varying methods for collecting the data. Some solicited their members or leaders directly, while others used the ABA census data collected as it particularly pertained to their membership. Nine entities surveyed their entire membership, usually via a Qualtrix survey: Tort Trial and Insurance Practice Section, Young Lawyers Division, Section of Intellectual Property Law, Health Law Section, Section of Science & Technology Law, Section of Environment, Energy and Resources, Business Law Section, and the Judicial Division.

For purposes of this year’s survey of leadership, entities were asked to view a “person with a disability” broadly to include:

(a) anyone who has identified him- or herself as having a disability;
(b) anyone who has requested an accommodation due to a disability;
(c) anyone who you can confirm from your observation or other objective evidence clearly has a disability.

Typical conditions that can result in disability include: Any mental, sensory, or physical impairment or condition, such as: epilepsy; muscular dystrophy; multiple sclerosis; fibromyalgia; paraplegia; quadriplegia; amputations; psychiatric disabilities including depression, anxiety, schizophrenia, post-traumatic stress disorder, and bipolar disorder; dementia; learning disabilities; AIDS or HIV status; cancer; diabetes; heart disease; stroke; blindness and other visual impairments; deafness and other hearing impairments; alcoholism or drug abuse; and age-related impairments.

The ABA's 22 Sections, 6 Divisions, and 6 Forums focus on specific areas of law or career stage, facilitating more in-depth examination of issues, regulations, and trends. Sections draw their membership from lawyers or judges with common professional interests, and operate much like independent bar associations with their own officers, dues, committees, and programming. They typically represent a substantive area of the law through their more than 3,700 committees and various publications. Sections, with officers and council members as leaders, contribute to policymaking, both in their particular subject areas and association-wide.

There are two kinds of Divisions: specialized groups for members and internal ABA departments. The specialized groups are solo, small firm, and general practice; government and public sector; judicial; law students; and young and senior lawyers. The internal departments are bar, legal, and public services; public education; and communications and media relations. Divisions differ from Sections in that they usually have boards of governors.

ABA Forums explore and monitor new areas of the law as they develop. The topics covered are affordable housing and community development, air and space, and communication law, as well as franchising and the construction, entertainment, and sports industries. Forums are open to membership, as long as one is a member of an ABA Section or Division.

Other ABA entities, including Commissions, Special Committees, Standing Committees, and Task Forces, advise and implement policy for specific areas and causes related to the legal profession.
A. ABA LEADERSHIP

Since 2004, the ABA President’s Office ensures that applications for Presidential Appointments include a question regarding disability status. For 2012-13, 13 of 732 (1.8%) Presidential Appointments went to persons identified as having a disability, marking a continued decline from the three previous years—15 of 751 in 2011-12 (2%), 17 of 750 (2.3%) in 2010-11, and 18 of 760 (2.4%) in 2009-10. The highest number of Presidential Appointments that went to persons identified as having a disability was 46 of 693 (6.6%) in 2008-09 (see Figure 1). In an effort to increase diversity, this year the ABA formed the SOC Diversity Working Group, which will request from ABA Sections the names of their diverse members who should be considered for Presidential Appointments.

Figure 1: ABA Presidential Appointees with Disabilities

- William H. Neukom (2007-08): 1.8%
- H. Thomas Wells, Jr. (2008-09): 6.6%
- Carolyn B. Lamm (2009-10): 2.4%
- Stephen N. Zack (2010-11): 2.3%
- Wm. T. (Bill) Robinson (2011-12): 2%
- Laurel G. Bellows (2012-13): 1.8%
Currently, 561 ABA members serve in the House of Delegates, the ABA’s policy-making body, and 5 identify as having a disability. This is the first year that disability data was collected.

Of the 38 ABA members who serve on the Board of Governors—the executive arm of the ABA—1 reported having a disability, compared to none in 2011-12, 2010-11, 2009-10.

B. ABA ENTITY LEADERSHIP

For 2012-13, 70 of the ABA’s entity leadership positions were held by lawyers identified as having disabilities—a significant jump from 2011-12 (23), and the previous years beginning in 1998-99 (see Figure 2). Prior to 2012-13, the highest number was 34 in both 2004-05 and 2010-11.

Figure 2: ABA Entity Leadership Positions Held by Lawyers with Disabilities

![Figure 2: ABA Entity Leadership Positions Held by Lawyers with Disabilities]
The percentage of ABA entities that had attorneys with disabilities on their leadership teams remained steady at 44% from 2011-12 to 2012-13, a rise from 41% in 2010-11, but the same percentage as in 2009-10 (see Figure 3). Those entities were: Section of Administrative Law and Regulatory Practice; Business Law Section; Section of Environment, Energy, and Resources; Health Law Section; Section of Litigation; Section of Public Contract Law; Section of Real Property, Trust and Estate Law; Section of Science & Technology Law; Section of Taxation; Tort Trial and Insurance Practice Section; Government and Public Sector Lawyers Division; Judicial Division; Law Student Division; and Young Lawyers Division. The highest percentage was 47% in 2004-05.

**Figure 3: Percentage of Responding Entities with Lawyers with Disabilities in Leadership Positions**
Primary leadership positions (Section Officers or Forum Chairs, Chairs-Elect, immediate-past Chairs, and appointed leadership) are considered the most influential within SDFs (see Figure 4). For 2012-13, only 2 lawyers with a disability held primary leadership positions—the same number as in 2011-12 and 2010-11. The highest number held was 20 in 2003-04, followed by 15 in 2000-01, 14 in 2005-06, 13 in 2002-03 and 2004-05, and 10 in 1999-2000 and 2001-02. These numbers dropped to the single digits beginning in 2006-07 and has continued through 2012-13. Just as for 2011-12, no Chairs for any of the 34 ABA entities reported having a disability in 2012-13, and only 2 entities identified that their Chairs-Elect for 2012-13 have a disability: the Section of Science & Technology Law and the Government and Public Sector Lawyers Division.

Figure 4: Primary Leadership Positions Held by Lawyers with Disabilities
Forty-one lawyers with disabilities (from 9 entities) held Committee or Forum Division Chair positions within their entities in 2012-13 (see Figure 5), a significant increase from 13 in 2011-12. These entities were: Section of Administrative Law and Regulatory Practice; Business Law Section; Health Law Section; Section of Litigation; Section of Public Contract Law; Section of Real Property, Trust and Estate Law; Section of Science & Technology Law; Tort Trial and Insurance Practice Section; and Young Lawyers Division. The entities that made this year’s “Honor Roll” (see supra) employ strategies that may be attracting and helping with the advancement of lawyers with disabilities in ABA leadership.

Figure 5: Number of ABA Leadership Positions Held by Lawyers with Disabilities, 2012-13
Furthermore, 8 of the 34 eligible entities reported having Committee positions held by lawyers with disabilities, 4 less than last year: Section of Administrative Law and Regulatory Practice; Business Law Section; Section of Real Property, Trust and Estate Law; Section of Science & Technology Law; Section of Taxation; Judicial Division; Law Student Division; and Young Lawyers Division. Based on the survey results, CDR concludes that most leaders with disabilities in the ABA continue to be found at the Committee level, as opposed to the primary leadership positions, and that initiatives to specifically increase disability diversity in membership must continue so that members with disabilities can climb the ranks and assume a greater role in leadership in the coming years.

C. CLE PROGRAMMING & FACULTY

Each ABA entity chooses the faculty for its CLE programs. For 2012, 37 presenters at ABA CLE programs were identified as having a disability, a sizable increase from the 11 identified in 2011.

D. WEBSITES, PUBLICATIONS & EVENTS ACCESSIBILITY

All SDFs were asked if their websites, publications, and events are accessible to persons with disabilities, and to describe their policies for providing accommodations. Most entities responded that their websites were accessible to the extent that the ABA website and templates are accessible. Eleven entities stated that their websites currently or will soon comply with version 2.0 of the Web Content Accessibility Guidelines: Section of Administrative Law and Regulatory Practice; Section of Antitrust Law; Section of Individual Rights and Responsibilities; Section of Intellectual Property Law; Section of Labor and Employment Law; Section of Science & Technology Law; Section of State and Local Government Law; Tort Trial and Insurance Practice Section; Judicial Division; Solo, Small Firm and General Practice Division; and the Young Lawyers Division. Regarding publications, most entities responded that they offer alternative formats to the extent that ABA Publishing does.

CDR recommends that staff receive training and support in using web and publication accessibility tools and resources, as survey responses indicate widespread lack of understanding regarding staff’s ability to independently create accessible web and publication content. Resources can be found on CDR’s webpage,\(^2\) and CDR staff are available to assist.

Regarding events, 29 entities responded that they publicize the availability of accommodations upon request in their registration materials, brochures, and/or websites. No entities indicated a formal policy for providing accommodations, or reported receiving any complaints about lack of accommodations. All entities are encouraged to continue to include information about the availability of accommodations on their websites and in their printed materials, and to train staff on how to use the accessibility checklists included in the ABA’s Meetings & Travel Accessibility Toolkit, as drafted by CDR and the Section of Individual Rights and Responsibilities.

E. DIVERSITY PLANS

Entities were asked if their diversity statements include disability. Twenty-five currently include lawyers with disabilities. All entities are encouraged to support the ABA’s Goal III by having a diversity plan that includes disability, and, most importantly, to implement activities to specifically achieve greater disability diversity and inclusion in membership and leadership.

F. PLEDGE FOR CHANGE

In 2009, the ABA, through the CDR, rolled out the Pledge for Change: Disability Diversity in the Legal Profession. To date, a total of 147 legal employers have signed the Pledge, which is a one-page document that legal employers are asked to sign to demonstrate their commitment to the employment of persons with disabilities. The following 10 ABA entities have also joined in this commitment: Center for Racial and Ethnic Diversity; Forum Committee on Communications Law; Solo, Small Firm and General Practice Division; Section of Individual Rights and Responsibilities; Section of Dispute Resolution; Section of Family Law; Section of Legal Education and Admissions to the Bar; Section of Litigation; Section of Science & Technology Law; and the Section of State and Local Government Law. All ABA entities and the organizations its members represent are encouraged to sign the Pledge.\(^3\)

\(^2\)http://www.americanbar.org/groups/disabilityrights/resources/access_info.html.

\(^3\)http://www.americanbar.org/groups/disabilityrights/initiatives_awards/pledge_for_change.html.
2013 DISABILITY HONOR ROLL

PLATINUM
BUSINESS LAW SECTION
MARTIN E. LYBECKER, CHAIR

GOLD
TORT TRIAL AND INSURANCE PRACTICE SECTION
DICK A. SEMERDJIAN, CHAIR

SILVER
LAW STUDENT DIVISION
ADENA LEIBMAN, CHAIR

HONORABLE MENTIONS
SECTION OF ADMINISTRATIVE LAW AND REGULATORY PRACTICE
JAMES W. CONRAD, JR., CHAIR
SECTION OF LABOR AND EMPLOYMENT LAW
STEWARD S. MANELA, CHAIR
SECTION OF LAW PRACTICE MANAGEMENT
JOAN R. BULLOCK, CHAIR