DIVERSITY AND INCLUSION

Three Year Plan
August 2015-August 2018

2015 Diversity Committee
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INTRODUCTION

The Center for Professional Responsibility (“the Center”) embraces diverse participation in our committees, membership, publications, conferences, programs and other initiatives. In support of ABA Goal III to eliminate bias and enhance diversity, the Center’s Coordinating Council adopted its first Diversity Plan in 2013 and established a Diversity Committee to oversee the plan’s progress. Based on the successes and challenges of implementation of that plan, revisions have been made and a three-year strategy developed to enhance our diversity objectives and meet our goals. Support and consulting from the ABA Office of Diversity and Inclusion was greatly appreciated throughout the review and revision project.

The goals and strategies of this Plan can only be achieved with the support, commitment and active participation of every Center entity and all staff to actively recruit minorities, women, lawyers with disabilities, and lesbian, gay, bisexual and transgender lawyers (“LGBT”) to participate in Center initiatives and to foster an atmosphere of inclusion. New ideas and opportunities to meet the goals of this plan are encouraged and welcomed ongoing.

ENTITIES OF THE CENTER FOR PROFESSIONAL RESPONSIBILITY

ABA Standing Committee on Client Protection
ABA Standing Committee on Ethics and Professional Responsibility
ABA Standing Committee on Professional Discipline
ABA Standing Committee on Professionalism
ABA Standing Committee on Specialization
ABA/BNA Lawyers’ Manual on Professional Conduct Editorial Board
CLE Committee
Conference Planning Committee
Coordinating Council
Diversity Committee
Policy Implementation Committee
Publications Board
GOALS

1. Raise Awareness that *ABA Goal III: Eliminate Bias and Enhance Diversity* is Critical to the Effectiveness of the Center

2. Increase and Maintain Diversity in Center Leadership and Membership

3. Increase and Maintain Diverse Participation in Center Educational Programs, Publications, and Other Initiatives

STRATEGIES

Goal 1: Raise Awareness that *ABA Goal III: Eliminate Bias and Enhance Diversity* is Critical to the Effectiveness of the Center

Strategies:

- Obtain support and participation by all Center entities and staff in implementation of the Diversity Plan. Ensure each Chair and staff member has a copy of the plan, knows his/her role, and provide updates at Coordinating Council and staff meetings. **Responsible: Center Diversity Committee**

- Develop an annual Report Card to track implementation efforts, assess successes and challenges, and identify new ideas to meet goals. **Responsible: Center Diversity Committee**

- Ensure diversity and inclusion statements and the Diversity Plan are visible on the Center’s Website and in all membership and marketing materials. **Responsible: Staff**

- Maintain a dedicated area on the Center’s Website to post the Diversity Plan and other resources of interest. **Responsible: Staff**

- Participate in ABA diversity planning meetings to develop synergies and share ideas with other ABA entities including the ABA *Convocation on Diversity* or other programs held in conjunction with the ABA Midyear or Annual Meetings, Section Officers Conference events, *Staff Diversity Coordinating Group* meetings, ABA Section/Division Diversity Committees, and other diversity-related meetings and events. **Responsible: Diversity Committee and Staff**
• Recognize diverse leaders in professional responsibility law who have worked to promote a more diverse and inclusive legal profession by nominating them for the annual ABA Spirit of Excellence Awards. Responsible: Center Coordinating Council and Diversity Committee

• Continue the Jeanne P. Gray Diversity Scholarship Program to offer the “CPR Experience” to a representative of a national diverse bar association and to explore opportunities to develop outreach and/or programmatic opportunities with the bar. Responsible: Diversity Committee

• Invite local diverse bar association chapters in cities where the annual National Conference on Professional Responsibility is being held to become “Friends of the Center” sponsors to promote the conference to local diverse lawyers. Responsible: Diversity Committee and Staff

• Engage national diverse bar association leadership to develop synergies, liaison relationships, and joint programming opportunities. Responsible: Diversity Committee

Goal 2: Increase and Maintain Diversity in Center Leadership and Membership

Strategies:

• Compile list of diverse candidates for appointment to committees. Seek suggestions from internal and external resources such as the ABA Office of Diversity and Inclusion, Center members, committee members, affiliated organizations, and diverse bars. Advocate for appointments and seek assistance from the ABA Office of Diversity and Inclusion for ABA presidentially-appointed entities. Develop a tracking mechanism and include in Annual Report Card. Responsible: Coordinating Council and Staff Counsel

• Provide Center membership and resource information for distribution at the ABA Joint Exhibit Project, ABA Career Expo, ABA Collaborative Bar Leadership Academy, ABA Minority Counsel Program and other opportunities as ongoing. Track participation and include in Annual Report Card. Responsible: Staff
Goal 3: Increase and Maintain Diverse Participation in Center Educational Programs, Publications, and Other Initiatives

Strategies:

- Actively seek diverse substantive experts for participation as speakers at Center conferences, webinars, and other educational programs and authors for Center publications. Responsible: Committee Chairs and Staff Counsel

- Ensure diverse panel compositions for all educational programs and conferences. Responsible: Committee Chairs

- Promote the CPR Professional Responsibility Speakers Bureau to grow the number of diverse speaker/author participants and the utilization of the service via outreach to diverse bar associations, ABA diversity committees and entities. Encourage Center entities to utilize the service for programs and publications. Responsible: Staff

- Produce diversity-related programming focusing on issues such as access-to-justice and the ethical and professional responsibility challenges of young and solo/small firm diverse lawyers. Responsible: Committee Chairs and Staff Counsel.

- Identify opportunities for joint programming with ABA Diversity Committees, national and local minority bar associations and other diverse entities. Responsible: Committee Chairs and Staff Counsel.

- Ensure program venues and materials are accessible to participants requesting accessibility accommodations at in-person events, and provide Communication Access Realtime Translation (CART) transcription for CLE webinars. Responsible: Staff

Adopted by the Center for Professional Responsibility Coordinating Council July 31, 2015.