Combined Goal III Report
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Introduction

Goal III Background
Diversity and inclusion are core values of the American Bar Association (ABA). Among its most visible initiatives are Goal III (formerly Goal IX)—Eliminate Bias and Enhance Diversity—and its eight diversity entities, which focus on distinct underrepresented groups.

At the 1986 ABA Midyear Meeting, William Neukom, then Secretary of the ABA House of Delegates, presented a report with recommendations to expand the goals of the ABA. He moved that the House approve the Board of Governors’ recommendation to adopt a Ninth Goal, which read:

Be It Resolved, That the American Bar Association adopts a ninth goal … GOAL IX: To Promote Full and Equal Participation in the Profession by Minorities and Women.

The Chairman of the Board of Governors’ Task Force on Minorities, Calvin H. Udall of Arizona, on the floor of the House, commented “Minorities in this recommendation include all minorities, whether they be physically handicapped, Blacks, Hispanics, Mexican Americans, any nationality, regardless of national origin or anything else.”

Although the Association’s Goal IX initial efforts, and those of subsequent commissions (the Commission on Opportunities for Minorities in the Profession—later the Commission on Racial and Ethnic Diversity—formed in 1986; and the Commission on Women in the Profession, formed in 1987) focused on racial and ethnic minorities and women, diversity and inclusion efforts soon expanded to include lawyers with disabilities and later, LGBT lawyers. Specifically, in 1999 the scope of Goal IX was amended to include “persons with disabilities,” and in 2007 to include “persons of differing sexual orientations and gender identities.” In 2007, the ABA Commission on Sexual Orientation and Gender Identity was created. The following year, the House of Delegates voted to revise the Association’s Goals to ensure that the rights of other underrepresented groups could be addressed. The new Goal III aims to “[e]liminate bias and enhance diversity.” Its objectives are to:

- Promote full and equal participation in the association, our profession, and the justice system by all persons.
- Eliminate bias in the legal profession and the justice system.

Goal III Reporting at the ABA
In 1995, nearly 10 years after the ABA established its first diversity commission, the Commission on Opportunities for Minorities in the Profession issued the first Goal III (then Goal IX) report. Up until this year, each of the ABA’s Goal III entities—the Commission on Racial and Ethnic Diversity, the Commission on Disability Rights, the Commission on Women in the Profession, and the Commission on Sexual Orientation and Gender Identity—have published an annual “Goal III Report” to measure the “full and equal participation” in the Association’s leadership by diverse persons. Over the years, the content of the Goal III Reports has expanded, along with the ABAs diversity and inclusion initiatives. The 2008-2009 bar year was the first in which the SOGI Commission participated in the reporting and evaluation, enabling the ABA to assess its development of leadership among its openly LGBT members.

This report is the product of the four Goal III entities working together to produce one streamlined report for 2016-17. It contains diversity data (gender, race and ethnicity, disability, and LGBT) for all ABA entity chairs and chairs-elect, House of Delegates, Board of Governors, and Standing and Special Committees, but not for the membership and committees of the Sections, Divisions, and Forums.
House of Delegates
The House of Delegates ("House") is the policymaking body of the ABA. Action taken by the House on specific issues becomes official ABA policy. Delegates arrive in the House by many different avenues and may wear several different hats over the course of their service. Although the specific composition of the House varies each year, currently there are 598 delegates:

52 State Delegates
257 State Bar Association Delegates
78 Local Bar Association Delegates
27 Affiliated Organization Delegates
75 Section, Division, and Conference Delegates
18 Delegates-at-Large
8 Goal III Members-at-Large
77 Present and Former Officers and Board Members
2 Ex Officio Members
1 American Samoa Bar Association
1 Guam Bar Association
1 Commonwealth of the Northern Mariana Islands Bar Association
2 Virgin Islands Bar Association

House Delegation by State
Delegates to the House are seated and reported by their states of residence, regardless of their electing constituencies. A House delegate may serve in one of nine representative capacities: state delegate, state bar, local bar, affiliated organization, section/division/conference, delegate-at-large, Goal III member-at-large, present officer/member of the Board of Governors, and past officer/member of the Board.

State Delegates to the House
Fifty-two state delegates represent the 50 states, the District of Columbia, and Puerto Rico. The state delegate serves as the chair of the state’s delegate group and as a member of the House Nominating Committee. State delegate positions are filled by open elections in each jurisdiction.

Local Bar Association Delegates
A local bar association with 2,000 or more members is entitled to one delegate to the House; some associations may have more than one delegate.

Delegates-at-Large
There are 18 at-large delegates, six elected each year for three-year terms. Delegates-at-large are selected by an open election process at the ABA Annual Meeting. Association members registered for the Annual Meeting are entitled to vote for six at-large delegates, but the elected delegates must be from different geographical districts.

Goal III Members-at-Large
ABA members who are appointed to the House Nominating Committee as Goal III members-at-large and are not already members of the House become Goal III members-at-large of the House. There are eight Goal III members-at-large: three Goal III minority members-at-large, three Goal III women members-at-large, one Goal III LGBT member-at-large, and one Goal III disability member-at-large.
<table>
<thead>
<tr>
<th>Position in House of Delegates</th>
<th>Women</th>
<th>Race and Ethnicity</th>
<th>Disability</th>
<th>Sexual Orientation and Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Affiliated Organization</td>
<td>7</td>
<td>AA 2, H 2, AP 1, NA 1</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Present BOG Member/Officer</td>
<td>14</td>
<td>AA 3, H 2, AP 4, NA 1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Delegate-at-Large</td>
<td>6</td>
<td>1 AP</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>Former Officer / BOG Member</td>
<td>2</td>
<td>1 AA</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Local Bar Delegate</td>
<td>12</td>
<td>AA 3, AA/NA 1, MR 1, AP 1</td>
<td>5</td>
<td>3</td>
</tr>
<tr>
<td>Local Bar Delegate, Section / Division Delegate</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Goal III Member-at-Large</td>
<td>3</td>
<td>AA 1, H 2</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>Section/Division Delegate</td>
<td>26</td>
<td>AA 7, H 1, AA/H 1, MR 2, AP, W of Color 1</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Section/Division Delegate, Former</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>State Bar Delegate</td>
<td>42</td>
<td>AA 12, AP/H/NA 1, H 7, AP 1, NA 2, MR 1</td>
<td>10</td>
<td>13</td>
</tr>
<tr>
<td>State Delegate, Former Officer/BOG Member</td>
<td>0</td>
<td>1 AA</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

The information reported in the table below is the total numbers for each demographic category by House position. It was collected through a voluntary Qualtrics survey sent to all members of the House.
The Board of Governors oversees the general operation of the Association and develops specific plans of action. When the House of Delegates is not in session, the Board has the authority to act and speak for the ABA, consistent with previous action of the House.

The 2016-2017 Board was comprised of 44 members: 18 geographical district representatives; 18 members-at-large (two selected by the Young Lawyers Division, one an active member of the judiciary, nine representing the sections, one selected by the Law Student Division, one Goal III disability/LGBT member-at-large, two Goal III minority members-at-large, and two Goal III women members-at-large); and eight officers (ABA president, ABA president-elect, chair of the House of Delegates, secretary, secretary-elect, treasurer, treasurer-elect, and immediate past president). Each member of the Board serves a multi-year term, with terms ending on a staggered basis.

### Board of Governors 2016-2017 – Self-Reported Data

<table>
<thead>
<tr>
<th>Position in Board of Governors</th>
<th>Women</th>
<th>Race and Ethnicity</th>
<th>Disability</th>
<th>Sexual Orientation and Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Present BOG Member/Officer</td>
<td>14</td>
<td>10</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td></td>
<td>AA 3</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>H 2</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>AP 4</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>NA 1</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The information reported in the table below is the total numbers for each demographic category by Board position. It was collected through a voluntary Qualtrics survey sent to all members of the Board of Governors, using an “anonymous link,” which means that staff were unable to track identifying information of respondents.
The Association’s standing and special committees and other related groups, such as task forces and commissions, generally have between three and twenty members. These groups focus on specific assignments or issues. Committee members are appointed annually by the ABA president. These appointments provide an opportunity for each ABA president to support Goal III and to make the full participation of diverse members at the highest levels of the Association’s leadership a reality. More than 1,000 ABA members serve on these committees. The number of appointments the president can make varies each year. Standing committee members (e.g., Federal Judiciary, Membership, and Pro Bono and Public Service) serve three-year terms. Members of special committees and commissions (e.g., Coordinating Council for the Center for Professional Responsibility, Center for Human Rights, and Commission on Women in the Profession) serve a one-year term, usually renewable twice, for a total of three years.

All Association members are eligible for presidential appointment. They may nominate themselves or be recommended by others. Nominations may be made online starting in late December and typically are due by late February of the following year. For the 2016-2017 bar year, President Linda A. Klein made 794 appointments, including 93 chair appointments and 61 special advisor appointments.

Presidential Appointments 2016-2017
(Percentages)

<table>
<thead>
<tr>
<th>Women</th>
<th>Minority</th>
<th>Disability</th>
<th>Sexual Orientation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total member appointments –</td>
<td>Total member appointments –</td>
<td>Total member appointments –</td>
<td>Total member appointments –</td>
</tr>
<tr>
<td>397 / 50%</td>
<td>343 / 43.2%</td>
<td>14 / 1.763%</td>
<td>40 / 5.038%</td>
</tr>
<tr>
<td>Chair appointments –</td>
<td>Chair appointments –</td>
<td>Chair appointments –</td>
<td>Chair appointments –</td>
</tr>
<tr>
<td>37 / 46.6%</td>
<td>33 / 41.56%</td>
<td>1 / 0.126%</td>
<td>0</td>
</tr>
<tr>
<td>Special advisor appointments –</td>
<td>Special advisor appointments –</td>
<td>Special advisor appointments –</td>
<td>Special advisor appointments –</td>
</tr>
<tr>
<td>27 / 34.01%</td>
<td>9 / 11.34%</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
Some of the more than 2,200 entities that comprise the ABA focus on specific areas of the law. Currently, the ABA has 21 sections, seven divisions, and six forums. Sections are specialty groups that focus on a unique area of law or business, allowing for more in-depth examination of issues, regulations, and national trends. Divisions help legal professionals with their professional goals, based on their career stage and/or practice setting. Forums explore and monitor new areas of law as they emerge on a national scale.

Sections, Divisions, and Forums (SDFs) offer the Association’s members opportunities for professional development and continuing education in a variety of legal fields, and promote improvement of laws and public education. Many of these groups publish materials dealing with their field of expertise; sponsor conferences and continuing legal education seminars, courses, videotapes, and satellite teleconferences; monitor legislation; conduct studies; and make policy recommendations to the ABA House of Delegates.

SDFs range in size from 2,000 to 53,000 members. Each entity draws its membership from lawyers, judges, academics, and law students who share common substantive legal interests. Each entity has its own officers, committees, programs, and publications. SDFs are the most visible Association entities, and their work shapes the views of many Association members. Accordingly, an entity’s commitment, or lack thereof, to diversity and inclusion has far-reaching effects on both its future and that of the Association. SDF leadership has a direct impact on the representation and status of women, minorities, persons with disabilities, and persons of differing sexual orientations and gender identities within the Association.

The SDF chair serves as the spokesperson for the entity. By the time she/he serves as chair, the chair has had significant responsibility for the composition of the entity’s leadership. The four tables below contain the total demographic numbers from the SDFs Chairs and Chair-elects. The names of the SDFs have been removed to avoid providing certain identifiable personal information. The data was collected from entity staff directors using a voluntary Qualtrics survey.
### Totals 2016-2017

<table>
<thead>
<tr>
<th></th>
<th>Section and Division Chairs</th>
<th>Section and Division Chairs-Elect</th>
<th>Forum Chairs</th>
<th>Forum Chairs-Elect</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>16</td>
<td>18</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>Female</td>
<td>12</td>
<td>9 (1 n/a)</td>
<td>5</td>
<td>3</td>
</tr>
<tr>
<td>African American</td>
<td>1</td>
<td>2</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Asian Pacific</td>
<td>0</td>
<td>2</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Hispanic</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Native American</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Women of Color</td>
<td>1</td>
<td>0</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Caucasian</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Multiracial</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Without Disabilities</td>
<td>22</td>
<td>21</td>
<td>6</td>
<td>5</td>
</tr>
<tr>
<td>With Disabilities</td>
<td>6</td>
<td>7</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Braille</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Accessible Digital Document or Recording</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>ASL; CART et al</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Other</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Lesbian, Gay, or Bisexual</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Transgender</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
Despite extensive efforts and initiatives, diversity and inclusion in the legal profession is marginal at best. The ABA, like many professional organizations, finds itself searching for solutions. Our starting point is collecting the data and then understanding what it means for the Association. This collaborative report is a pilot program aimed at improving data collection throughout the ABA.

The decision to create a combined report was not taken lightly. Many member and staff hours went in to determining if this would work, and if so, what it would look like. The Goal III entities began by identifying the problems that have arisen over the past decade. The biggest problem is that the data collected by most of the Goal III entities is incomplete, non-quantifiable, or simply unreported. ABA entities employ different methods to collect data. This disjointed method of data collection led to inconsistencies with the data and with the data collection process. The Goal III entities have made significant progress over the past year and learned much by working collaboratively.

Over the coming months, the Goal III entities will work with the Sections, Divisions, and Forums to evaluate what methods each entity is currently employing to collect diversity data. Based on this information, the Goal III entities will create best practices for data collection, including a uniform data collection guide that will incorporate proven methods developed by various ABA entities over the years, as well as staff and member trainings. In addition, the Goal III entities will work with in-house staff to explore ways in which we can utilize the forthcoming new ABA website and ABA Connect to better obtain diversity information.

We look forward to the coming months as we strive to reach new heights in the Association’s diversity and inclusion efforts.
Acknowledgments

The Commission is grateful to its chair, Michele Coleman Mayes, and Goal III chair Elaine Johnson James for their review of this year’s Goal III Report.

The Commission acknowledges the Policy Administration Division and the Office of the President for their assistance in preparing this publication. The Commission extends a special thank you to all of the ABA sections, divisions, and forums who worked diligently to provide the statistical information necessary to produce this Report.
2016–2017
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