STRUCTURE

The ABA Diversity and Inclusion Center (Diversity Center) shall be comprised of a maximum of 8 members: consisting of a Chair appointed by the ABA President and the presidentially appointed Chairs of the following 7 Goal III entities (Goal III Entities):

- Commission on Racial and Ethnic Diversity in the Profession
- Commission on Women in the Profession
- Commission on Disability Rights
- Commission on Sexual Orientation and Gender Identity
- Council for Diversity in the Educational Pipeline
- Coalition on Racial and Ethnic Justice
- Commission on Hispanic Legal Rights and Responsibilities

See organizational chart on Page 3 for more information.

The Diversity Center shall meet on a quarterly basis, including in person meetings in the Fall and at the ABA Midyear and Annual Meetings; and via telephone conference as needed.

Pursuant to ABA Policy and unless duplicative of reimbursements already provided by the respective Goal III Entities, Diversity Center members are eligible to receive approved limited reimbursement for travel and related expenses for two in person meetings.

MISSION

The Diversity Center’s mission is to promote and advance ABA Goal III\(^1\) throughout the Association, legal profession, and justice system. This includes enhancing collaboration, coordination, and communication between the Goal III Entities, as well as between the Goal III Entities and the members of the ABA Diversity and Inclusion Advisory Council (Advisory Council).

Specifically, the Diversity Center will:

1) Ensure that the programs and initiatives of the Diversity Center and the Goal III Entities are consistent within each entity’s jurisdictional statement, and not duplicative of other programming.

---

\(^1\) Goal III: Eliminate Bias and Enhance Diversity

Objectives:
1. Promote full and equal participation in the Association, our profession, and the justice system by all persons,
2. Eliminate bias in the legal profession and the Justice System
2) Implement, and maintain a strategic plan for the Diversity Center that incorporates short and long-term areas of focus with measurable outcomes to enhance and support the work of the Diversity Center and Goal III Entities.

3) Encourage the Goal III Entities to each develop, implement, provide status reports on, and maintain a strategic plan.

4) Facilitate and encourage open and regular communication regarding the Goal III Entities’ available resources (e.g. monetary, staff etc.) to help maximize and promote collaborative and effective use of ABA general operations funds and resources to advance Goal III.

   **Note:** The Goal III Entities will continue to set and manage their respective budgets.

5) Facilitate and enhance collaboration, coordination, communication, and support among the Goal III Entities on programs, awards, fundraising, and other joint efforts. This includes joint projects being implemented as part of the Pathways to the Profession Initiative.

6) Facilitate and enhance collaboration, coordination, and communication between the Goal III Entities and members of the Advisory Council to promote cross-organizational support and cooperation on their respective ABA diversity and inclusion initiatives to advance Goal III.

7) Determine and incorporate the role for the Goal III Entities or members of the Advisory Council to continue execution of projects previously managed by the Center for Racial and Ethnic Diversity and those created by the ABA Commission on Diversity and Inclusion 360.
STRUCTURE

The ABA Diversity and Inclusion Advisory Council (Advisory Council) shall be comprised of the ABA Diversity and Inclusion Center Chair, representatives from ABA Sections, Divisions, Forums, National Affinity Bar Associations, and ABA Legal Opportunity Scholarship Fund. See organizational chart on Page 5 for more information.

The Advisory Council shall meet on a quarterly basis via telephone conference and, when possible, during the ABA Midyear or Annual Meetings. Meetings and telephone conferences may occur adjacent to or following meetings of the ABA Diversity and Inclusion Center (Diversity Center). Members of the Diversity Center will be invited to participate in Advisory Council telephone conferences and meetings. The Advisory Council will be chaired by the Diversity Center Chair.

The ABA President may appoint a Vice-Chair of the Advisory Council. ABA entities interested in having a representative on the Advisory Council must: (1) have a Diversity Committee or equivalent group; and (2) send a written petition to the Diversity Center Chair.

Advisory Council members are not eligible for reimbursement.

MISSION

The Advisory Council’s mission is to enhance collaboration, coordination, and communication between the ABA Goal III Entities, ABA Sections, Divisions, and Forums, and the National Affinity Bar Associations.

Specifically, the Advisory Council will:

1) Facilitate and enhance collaboration, coordination, communication, and support among the members of the Advisory Council on programs, awards, fundraising, and other joint efforts.

2) Facilitate and enhance collaboration, coordination, and communication between the members of the Advisory Council and the Goal III Entities to promote cross-organizational support and cooperation on their respective ABA diversity and inclusion initiatives to advance Goal III.

3) Provide technical support to administer mechanisms necessary to increase access to relevant diversity and inclusion information and programming within the Association.

4) Provide feedback and collaborative support to the Diversity Center for all diversity and inclusion programming, policies, and initiatives being considered and implemented.

5) Promote and collaborate with the Diversity Center to initiate and maintain relationships with external legal diversity and inclusion organizations.