DIVERSITY PLAN

January 2014
American Bar Association
Health Law Section
Diversity Plan

The Health Law Section of The American Bar Association (the “ABA”) is committed to ensuring that the Section membership reflects the diversity of practice areas, geographic location, ethnicity, veteran status and gender of the health law profession. In particular, the Section supports the ABA's Goal III initiative "to eliminate bias and enhance diversity" and will work to achieve that goal within the Section. The Section recognizes that the continued vitality and success of the Section is dependent on a diverse membership base; therefore, its programs and activities at every level must not only be maintained without regard to race, national origin, religion, sex, disability, or sexual orientation, but also must be proactively inclusive.

The Section has worked continuously to increase the diversity in the Section membership. Recognizing the importance of diversity, the Section included diversity as a core value and a key component of its Strategic Plan. **The Section’s Strategic Plan contains a commitment: “…to have a strong diverse leadership and membership for the Health Law Section…” that “reflects[s] the total diversity of the ABA at large in the Section’s leadership and activities.”**

The goal of diversity can only be achieved with the unequivocal support and participation of the Section’s leadership, its Committees, Interest Groups, and the individual commitment of each active Section member. However, it is recognized that they must be given guidance, encouragement, training, and support to:

- Actively recruit diverse lawyers, ensure their involvement in activities of the Section, and ensure that leadership opportunities are available to them.

- Continually and consistently foster an atmosphere of inclusion and maintain an open, collegial environment that provides both professional and personal satisfaction to participants.
To the extent possible, ensure that the Section’s products, services, programs and activities are sensitive and accessible to the missions, needs and expectations of diverse audiences.

To the extent possible, design products, services, programs, and activities, which include material specifically developed for diverse audiences.

Provide increased leadership opportunities to diverse participants who are qualified to serve in those positions.

Outreach to law schools (and affinity groups in such schools) to draw a diverse population into healthcare law.

With these objectives in mind, the Section has adopted a Diversity Plan to implement its commitment. The Diversity Plan emphasizes the importance of strengthening the Section's efforts to increase diversity in the Section membership, programs, and activities and recognizes that it cannot successfully achieve this goal without a well-developed strategy and an ongoing commitment of the Section. The Plan integrates the concept of diversity into the structural makeup of the Section by focusing on the core activities of the Section, such as leadership, programs, strategies, communication, and mission.

ACHIEVING DIVERSITY IS A LEADERSHIP FUNCTION

➢ The Section Leadership is Responsible and Accountable

Because the Diversity Plan incorporates a strategic goal and is a core value of the Section, the Governing Council has the overall responsibility and accountability for ensuring the dissemination, implementation of and compliance with the Plan.

The Governing Council will obtain the unequivocal support and participation of the Section Officers, Committee Chairs, Interest Group leadership, and Section members in implementing the Diversity Plan.

1. The Diversity Plan will be reviewed at Council, Committee, Interest Group, and other leadership meetings, as appropriate.
2. A Coordinating Committee on Diversity will be appointed to monitor and assess the Section's progress in implementing the Diversity Plan.

3. The Governing Council will regularly communicate the Section’s commitment to diversity and the existence of the Diversity Plan to all members of the Section.

➢ **The Diversity Plan is a Continuing Plan.**

1. Like the Strategic Plan, the Diversity Plan is a dynamic document that the Section will periodically update and regularly evaluate to determine the ongoing vitality of the Plan and whether the Section is meeting the Plan's goals.

2. Provide a copy of the Diversity Plan to each existing and incoming Section officer, Council, and Interest Group leadership.

3. The Council will periodically review the policies and diversity plans of the ABA, other ABA Sections, as well as external organizations, to ensure the vitality of the Sections’ Diversity Plan and policies.

➢ **The Section Will Designate Staff and Leadership to Support and Oversee the Section's Diversity Plan**

1. The Section will assign existing staff, as appropriate, to assist the Section in accomplishing its diversity goals.

2. Committee and Interest Group leadership will include diversity as a consideration in setting their annual programs and agenda.

3. The Section will create such task forces or other groups as necessary to ensure compliance with the Diversity Plan and to increase and strengthen diversity.
4. Committee and Interest Group leadership will report on their progress in meeting diversity objectives during the year.

5. The Governing Council will provide informed guidance to Committee and Interest Group leadership with respect to diversity issues.

6. The Governing Council will establish recognition in the Section for exceptional efforts to achieve the Section’s diversity objectives.

7. The Governing Council will require that the candidates for all Section leadership positions submit plans for maintaining and/or improving diversity in the Section.

THE SECTION’S STRATEGIC PLAN, BYLAWS, AND POLICIES WILL SUPPORT DIVERSITY

➢ As diversity is a core value of the Section, as evidenced in the Strategic Plan, the Section will review and, if appropriate, amend its mission/vision statement, bylaws, and its policies to reflect the importance of diversity.

THE SECTION WILL PROVIDE TRAINING AND RESOURCES TO ITS LEADERSHIP ON DIVERSITY

➢ The Section will provide ongoing diversity training to current and future Section leadership, Committee Chairs, Interest Group leadership and members. The Section will:

1. Work with experienced diversity consultants to conduct periodic diversity training at selected Section leadership meetings.

2. Address diversity issues in the Section's CLE programming.
3. Introduce and distribute diversity materials in leadership orientation materials, including the Section's policies and guidelines relating to diversity and the Diversity Plan.

4. Periodically review and update Section resource materials on diversity.

5. The Section Chair or Chair of the Coordinating Committee on Diversity will: (a) establish a base line to monitor Section diversity efforts, (b) gather results on diversity efforts at all levels in the Section annually, and (c) report annual findings as a Council meeting agenda item at a selected Council meeting on the Section's progress in implementing the Diversity Plan.

THE SECTION COMMITS TO DIVERSIFY ITS MEMBERSHIP

➢ The Section will develop activities and programs to recruit and retain a diverse membership. The Section will:

1. Consider membership inducements and financial assistance to diverse lawyers who otherwise cannot join or participate in the Section for financial reasons.

2. Utilize inducements to attract diversity in attendance to Section annual meetings, including possible registration discounts, pursuant to ABA policy.

3. Personally invite leaders of minority or diverse bar associations, in the host city of Section meetings, to selected programs and social events as Section guest members.

4. Provide information on Section membership and benefits of interest at meetings of national minority or diverse bar associations.

5. Advertise the ABA Health Care Section's programs in publications directed to primarily to minority or diverse bar associations.
6. Actively seek to involve lawyers who are leaders in local and national minority or diverse bar associations in our Section activities.

7. Encourage and participate in joint programming, projects and educational opportunities with minority or diverse bar associations.

8. Develop a speakers bureau that actively seeks and recruits and maintains a database of speakers from minority and diverse bar associations to be used in the development of section educational programs.

9. Collect and publish statistics on diversity recruitment and retention within the Section.

THE SECTION WILL PROMOTE DIVERSITY IN ITS LEADERSHIP POSITIONS

➢ Section leadership will be accountable for creating and developing leadership opportunities that enhance diversity within Section leadership. The Section will:

1. Develop and maintain a database of lawyers, including diverse lawyers, who identify themselves as wanting to be considered by Section leaders as key appointments are made.

2. Access internal ABA resources, e.g., the Commission on Racial and Ethnic Diversity in the Profession, in identifying diverse individuals for Section appointments and leadership positions.

3. Consider diversity in making all leadership appointments in the Section.
4. Appoint diverse individuals to positions of leadership in the Section that permit them to obtain orientation and training, an understanding of the overall operation of the Section, and the opportunity to work with leaders of the Section.

5. Evaluate the appointment process annually to ensure that diversity objectives are met in leadership appointments.

6. Offer diverse candidates for election and appointment to leadership roles.

7. Ensure consideration of diversity in the mentoring of future Section leadership process.

8. The Section recognizes the importance of mentoring as a means of achieving diversity and will develop and implement a mentoring program.

THE SECTION WILL PROMOTE DIVERSITY IN ALL ITS PROGRAMS, PUBLICATIONS AND OTHER ACTIVITIES

> Because of the extensive CLE opportunities provided in the Health Law Section, the Section will continue its policy of expanding the participation of lawyers in all CLE programming sponsored and conducted by the Section. The Section will:

1. Sponsor joint programs with minority or diverse bar associations.

2. Encourage joint programming with the Commission on Racial and Ethnic Diversity in the Profession, and national, state and local ethnic and minority bar associations.

3. Encourage joint programming with other minority or diverse bars with significant ethnic and minority lawyer populations.

4. Co-sponsor programs and activities with law schools in host cities that have significant diverse student bodies.
5. Work with the Speaker’s Bureau.

➢ The Section Will Encourage Diverse Authors and Contents in its Publications. The Section will:

1. Include photos of contributing authors where appropriate and within publishing guidelines to illustrate and encourage participation by diverse lawyers.

2. Encourage and solicit articles on issues related to diversity.

3. Ensure that articles in all Section publications must continue to employ a balanced approach that is sensitive to the depiction of all persons.

4. In the appropriate publications, highlight the work, accomplishments and successes of lawyers evidencing the diversity of the Section, in the ABA and in the profession.

5. Include photos demonstrating the diversity of the Section’s membership in membership materials.

THE SECTION WILL FOSTER A SPIRIT OF INCLUSIVENESS AND OPENNESS IN ALL ITS ACTIVITIES

The Section will:

1. Include “Non-Members Welcome” on signs identifying Committee and Subcommittee meetings outside meeting rooms at the Section Annual and Annual Meetings.

2. Encourage attending non-members to become ABA, Section, and/or Committee members at the conclusion of each of their meetings.
3. Advertise in all Annual meeting materials that non-Committee members are welcome to attend Committee meetings and assist in achieving the goal of Section diversity.

4. Advertise programs in periodicals/newsletters for minority and diverse bar associations and the Young Lawyer Division.

5. Publicize programs and other Section initiatives in the Goal IX newsletter and Perspectives.

6. Whenever possible, publicize in ABA, local, state and national media the work of the Section on its diversity initiatives.

THE SECTION WILL PROMOTE DIVERSITY, GENERALLY, IN THE PROFESSION

- The Section will continue to support ongoing ABA programs or other initiatives that encourage and assist diversity in the profession at large. For instance, the Section will continue to maintain a relationship with the Commission on Racial and Ethnic Diversity in the Profession, and participate in and sponsor joint programming and networking opportunities with the Commission and other ABA groups with significant ethnic and minority lawyer populations or diversity orientations.

HEALTH LAW DIVERSITY OUTREACH & COMMUNITY INVOLVEMENT:
The Section will:

1. Educate diverse members [via seminar, conference, orientation] law student, legal professionals, young lawyers, solo practitioners, etc., to the benefits of the Health Law Section
2. Assist policy makers in understanding and acknowledging the value of culturally competent health care. Media --- convene a media training on issues of Health Law?
3. Establish diversity community health law conference with law students in urban areas.
4. Establish diversity community health law conference with law students in rural areas.