

# *2007 Diversity Plan*

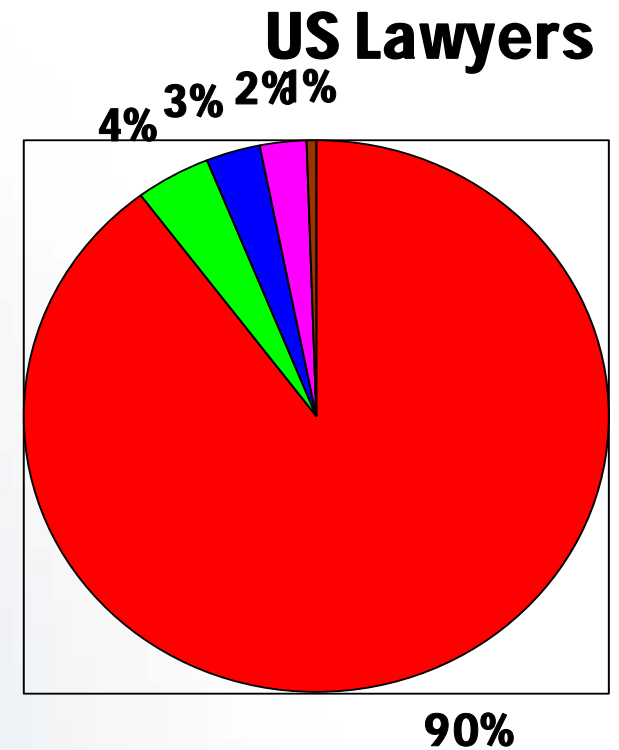
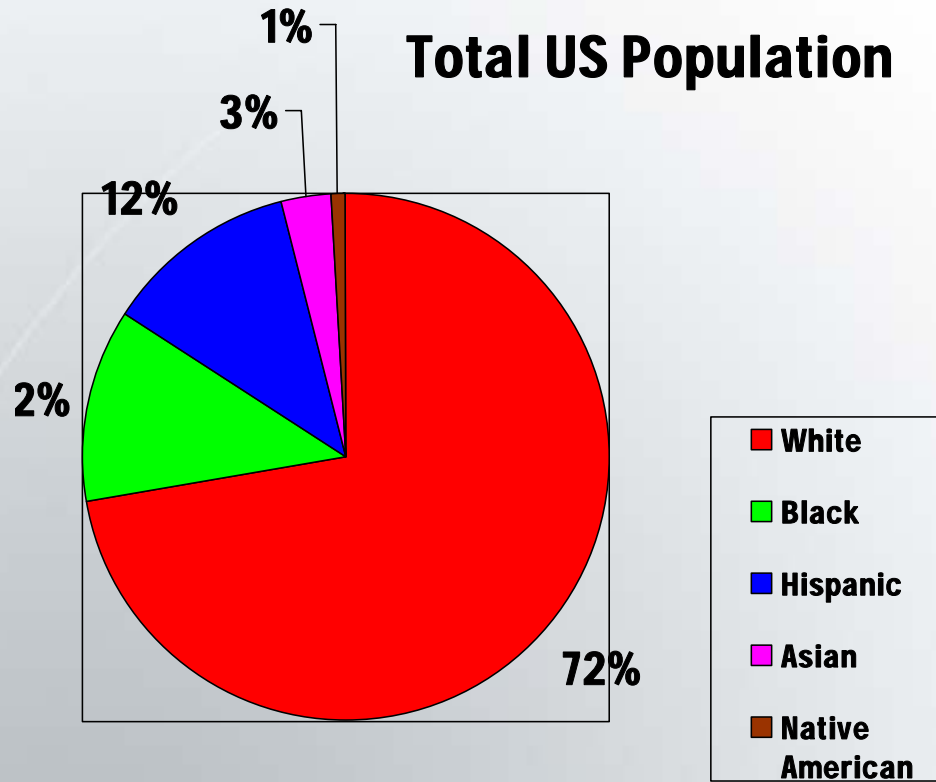
**Dinita James**  
**Paulette Brown**

Presentation for Fall 2007 Leadership Meeting

# *Overview*

- Diversity in the Profession
- History of Diversity in the ABA
- History of Diversity in the Section of Litigation
- Implementation of 2007 Diversity Plan

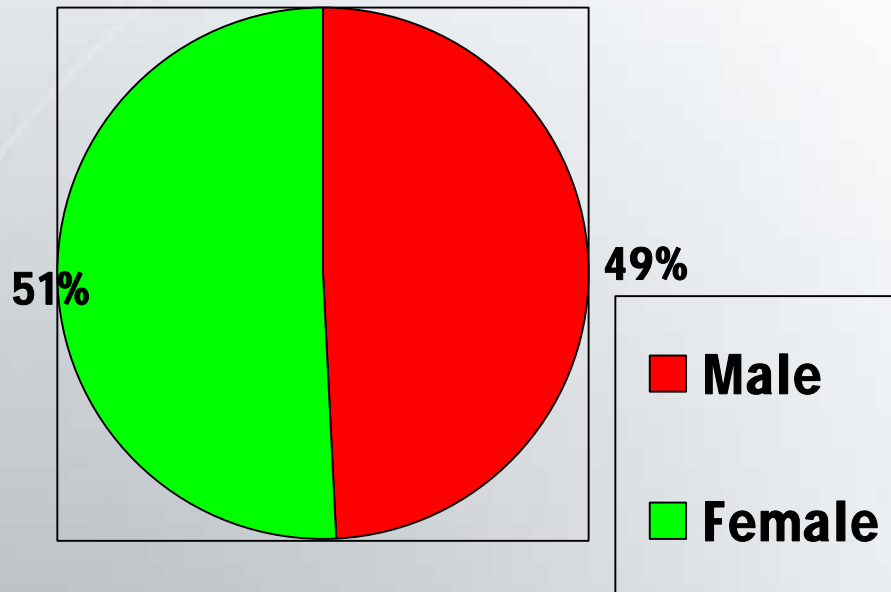
# Diversity in the Profession 2000 Census Data



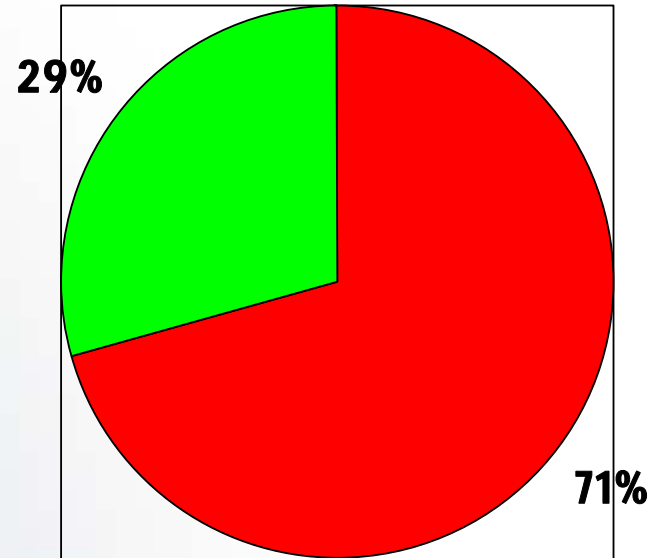
# *Diversity in the Profession*

## *2000 Census Data*

### Total US Population

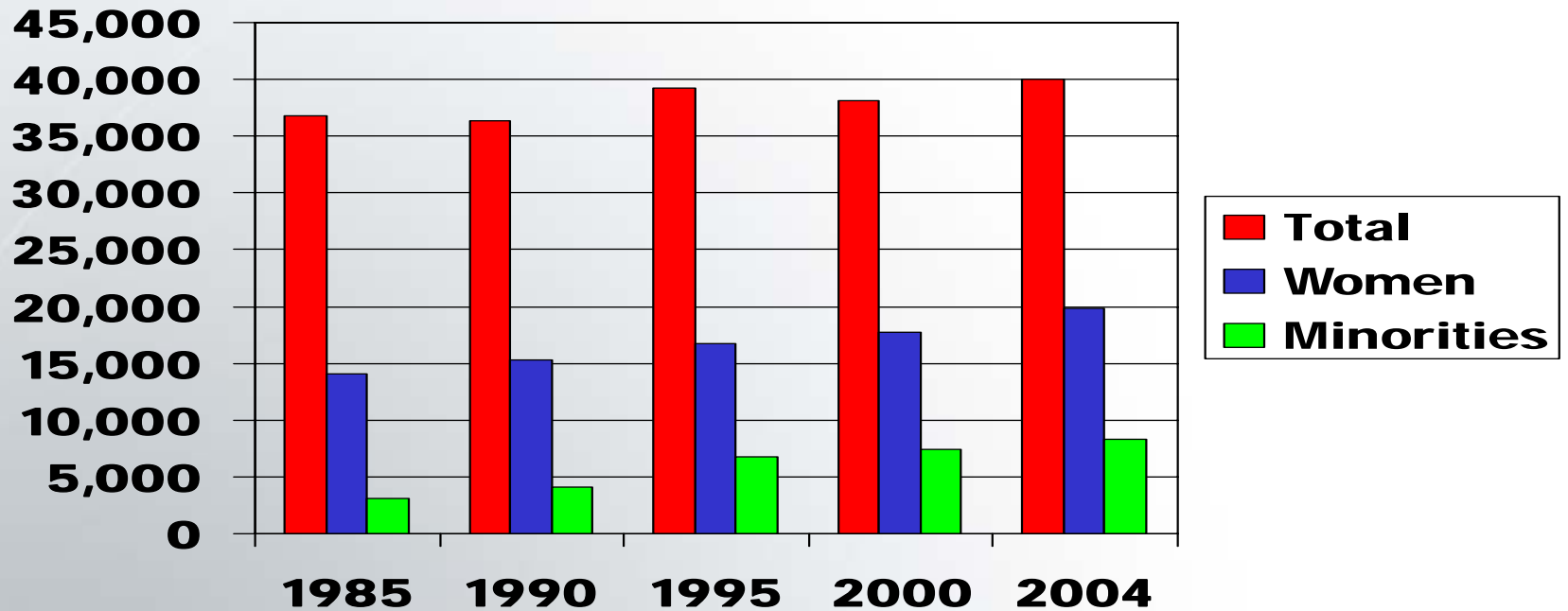


### US Lawyers



# *Diversity in the Profession*

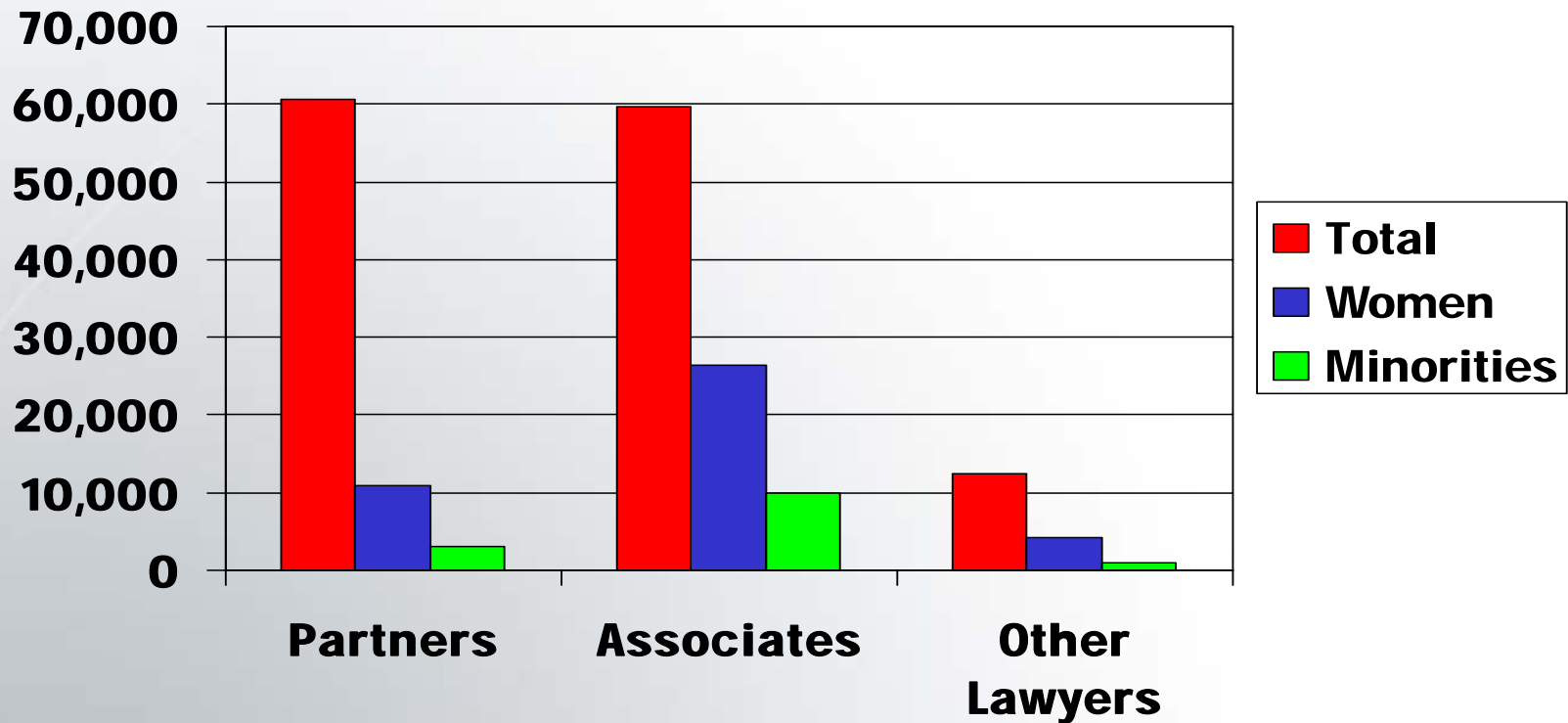
## *JD Degrees Awarded*



Source: ABA Legal Education Section

# *Diversity in the Profession*

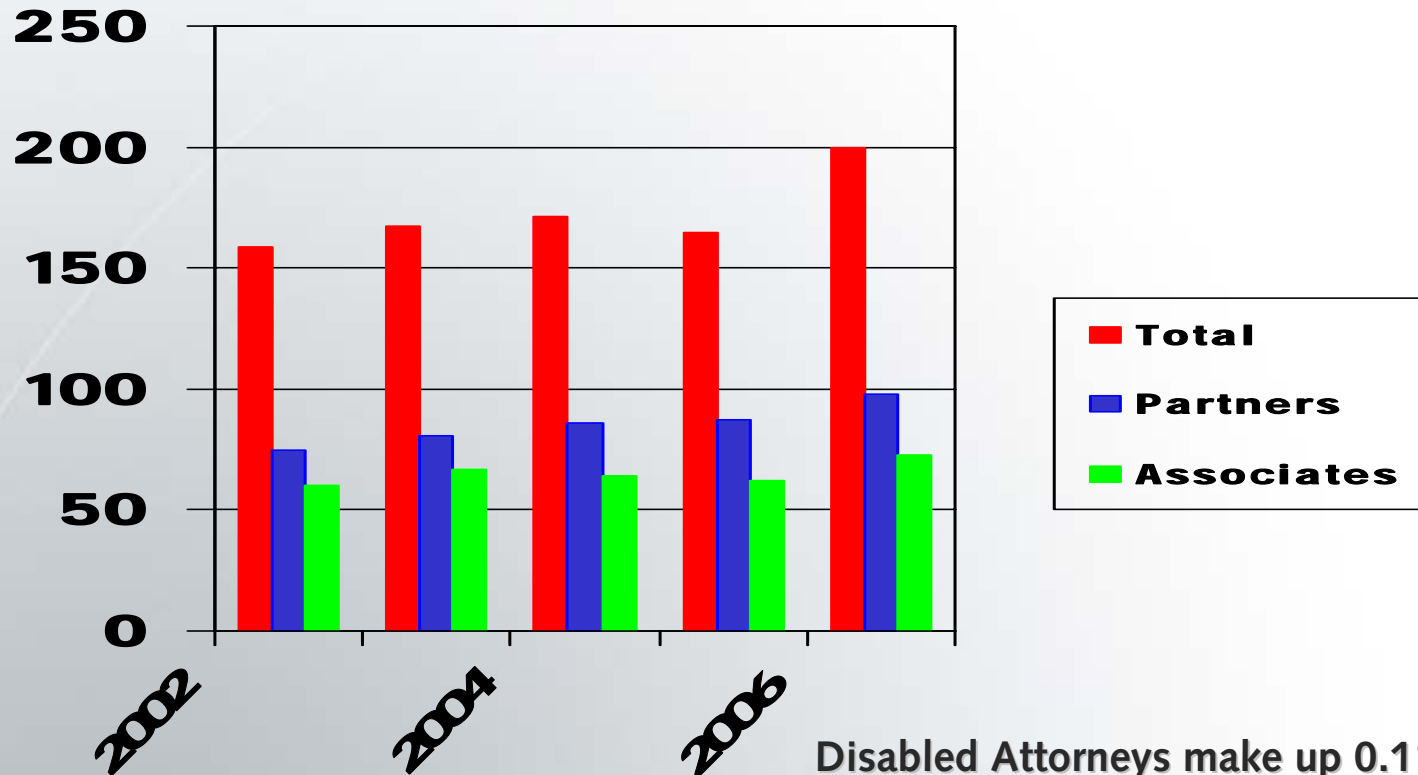
## *Large Law Firms*



Source: 2006 NALP Directory of Legal Employers

# *Diversity in the Profession*

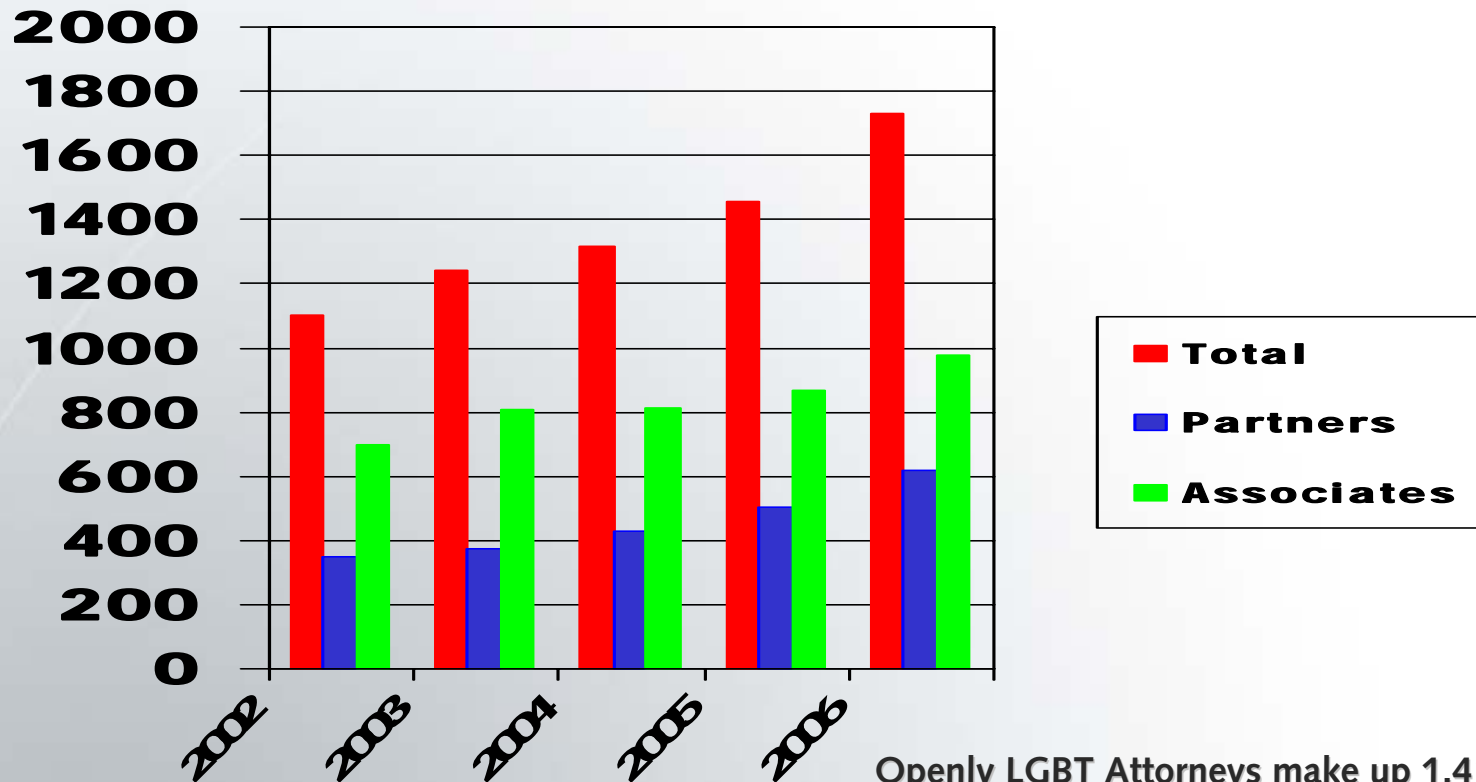
## *Disabled Attorneys*



Disabled Attorneys make up 0.1% of all attorneys  
Source: NALP Directory of Legal Employers

# *Diversity in the Profession*

## *Openly LGBT Attorneys*



Openly LGBT Attorneys make up 1.4% of all attorneys  
Source: NALP Directory of Legal Employers



# *History of Diversity in the ABA*

- ABA founded as whites-only bar association on August 21, 1878 in Saratoga Springs, NY
  - ABA mistakenly admitted three African American members in 1912
  - Memberships later rescinded when “mistake” was discovered
- National Bar Association founded in 1925 in Des Moines, Iowa
- First African Americans knowingly admitted to membership in 1950

## *Diversity in the ABA*

### *Goal IX*

*“To promote the full and equal participation in the legal profession by women, minorities, persons with disabilities, and persons of differing sexual orientations and gender identities”*

# *Diversity in the ABA*

## *Goal IX*

- 1986: Adopted; encompassed minority lawyers only
  - Commission on Opportunities for Minorities in Profession created at same time
    - Now Commission on Racial and Ethnic Diversity
    - Dennis Archer was first Chair
- 1987: Amended to include women lawyers
  - Commission on Women in the Profession created at same time
    - Hillary Clinton was first Chair of Commission

# *Diversity in the ABA*

## *Goal IX*

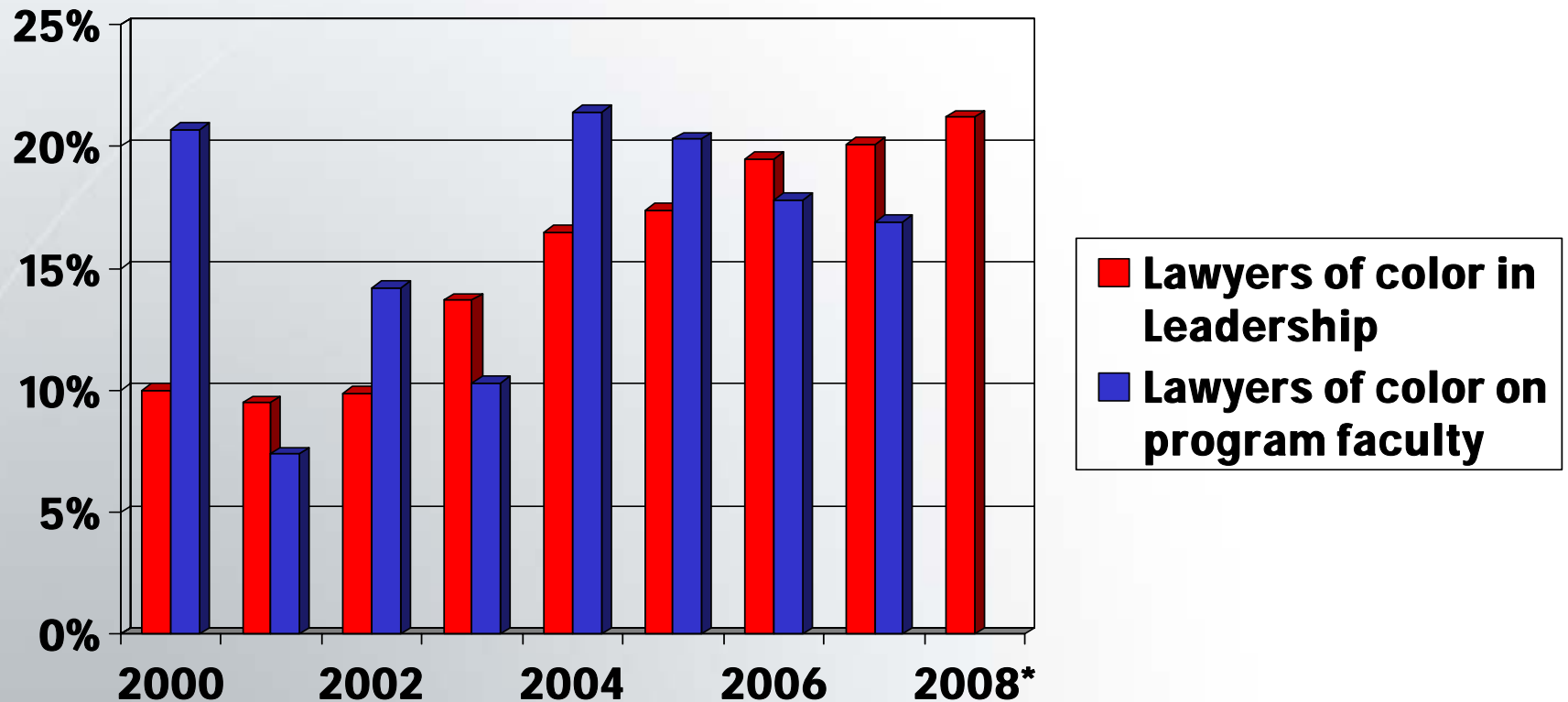
- February 1999: Amended to include disabled lawyers
  - Commission on Mental and Physical Disability Law predated amendment
- February 2007: Amended to include lawyers of differing sexual orientations and gender identities
  - New Commission being created to implement

# *History of Diversity in the Section of Litigation*

- 1994: Strategic Plan
  - Established core tenet: *“The legal profession will be open and hospitable to all.”*
  - Adopted explicit goal: *“Diversify Section membership and leadership and promote diversity in the legal profession.”*
- 2001: First Diversity Implementation Plan
  - Strategic focus on lawyers of color

# *History of Diversity in the Section of Litigation*

## *Performance under 2001 Diversity Plan*

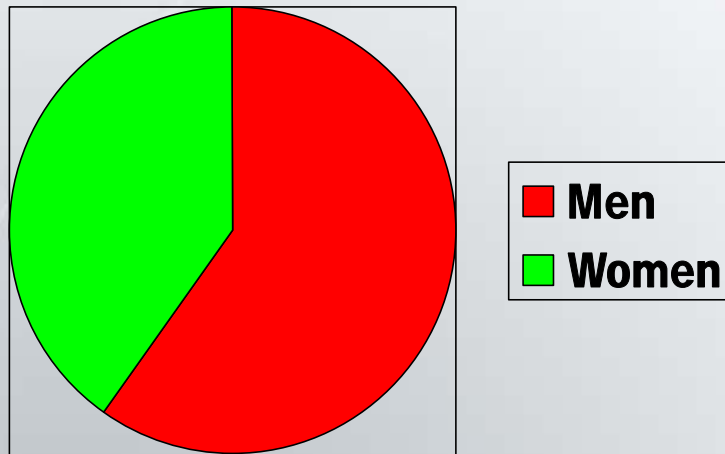


# *History of Diversity in the Section of Litigation*

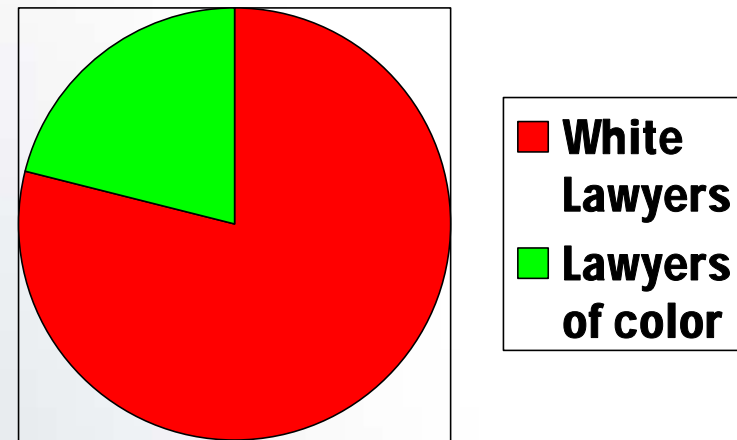
- 2005: Diversity Committee became a standing committee of the Council
- 2005-07: Extensive study by Diversity Committee
  - Effectiveness of 2001 Plan
  - Analysis of plans and initiatives undertaken by other ABA entities to identify best practices
  - Whether to expand focus to all Goal IX characteristics
- August 2007: Council adopted revised Diversity Plan

# *Diversity in the Section of Litigation*

**All Leadership**



**All Leadership**

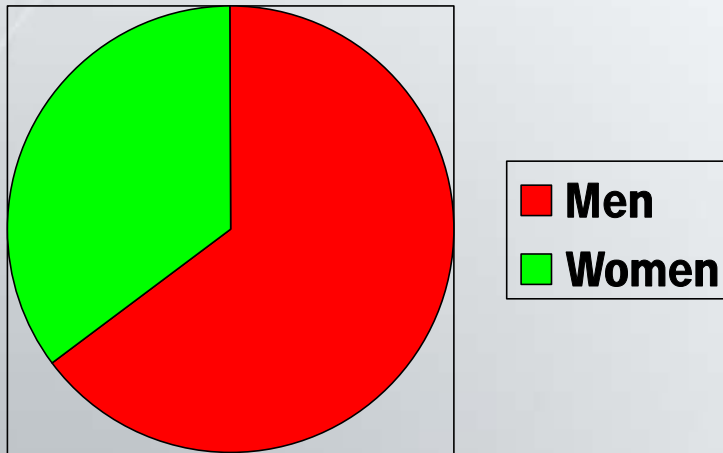


Note that good data on Section as a whole is not available because it is based solely on self-identification and most members choose not to self-identify.

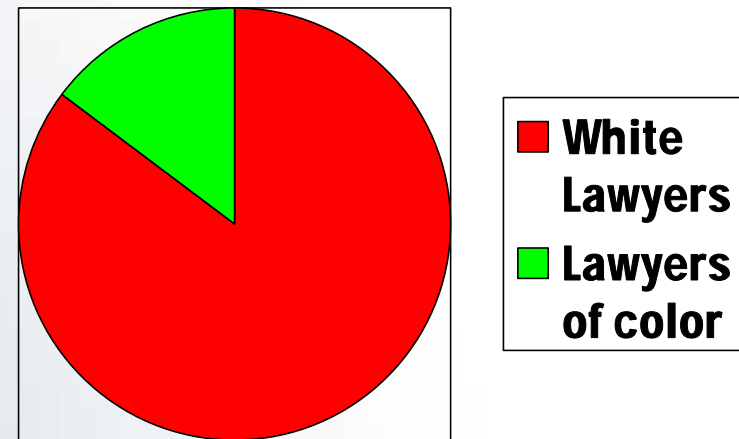


# *Diversity in the Section of Litigation*

## Officers and Council



## Officers and Council



# *Implementation of 2007 Diversity Plan*

- Key Features of 2007 Diversity Plan
  - Five accountability grids
  - One for all Goal IX characteristics
  - One for each of the four Goal IX characteristics
    - Lawyers of Color
    - Women Lawyers
    - Disabled Lawyers
    - Lawyers of differing sexual orientations and gender identities (LGBT Lawyers)

# *Implementation of 2007 Diversity Plan*

- Key Features of 2007 Diversity Plan
  - Tasks divided into six broad categories
    - Leadership commitment
    - Accountability
    - Communications and Training
    - Programs and Publications
    - Membership
    - Outreach

# *Implementation of 2007 Diversity Plan*

- Key Features of 2007 Diversity Plan
  - Every Leader is assigned specific duties under the plan
    - Each Leader was sent an email on September 25 with his or her individual duties
    - Contact Sharyne Tu if you did not receive your list of duties
  - Each task has a specific time for completion and methods for monitoring
  - Monitoring duties up the chain of command to ensure full participation

# *Key Features of 2007 Diversity Plan*

- Continuous Improvement
  - Internal mechanisms for review and refinement of diversity efforts
  - Periodic analysis of diversity efforts of other ABA entities
- Requirement of diversity
  - In annual plans and progress reports
  - In appointment process
  - In program faculty and editorial boards
  - In co-sponsored events
- Applied with Rule of Reason

# *Implementation of 2007 Diversity Plan*

- Explore Innovative Ideas
  - Joint memberships with diverse bar associations
  - Leadership Mentoring Program
  - Audio Books on CD for CLE written materials
  - Simultaneous signing of CLE programs
  - LGBT Working Group

# *LGBT Working Group*

- Mission
  - To investigate and make recommendations regarding the integration lawyers of differing sexual orientations and gender identities into the Section
  - To explore and create programming regarding LGBT legal issues
  - To report to Diversity Committee recommendations for changes and additions to Diversity Plan
- Any Leader welcome to participate in Working Group

# *Implementation of 2007 Diversity Plan*

- Outreach to Diverse Bar Groups
  - National leaders of diverse bar groups
  - Local leaders in host cities of Section events
  - Within ABA itself
    - Commission on Racial and Ethnic Diversity
    - Presidential Advisory Council on Diversity in the Profession
    - Center for Racial and Ethnic Diversity
    - Commission on Women in the Profession
    - Commission on Mental and Physical Disability Law



# *Implementation of 2007 Diversity Plan*

- Continue Support for Section Entities That Promote Diversity
  - Minority Trial Lawyer Committee
  - Woman Advocate Committee
  - Judicial Intern Opportunity Program
  - Young Lawyers Leadership Program
- Feature Diversity-Related Content in Section Programs and Publications

# *Implementation of 2007 Diversity Plan*

- Use Technology to Promote Diversity
  - Diversity Web Page
  - “Click here to get more information about diversity”
  - Online “community meeting space” for lawyers with disabilities
  - Explore making all Section web sites accessible and user-friendly for disabled lawyers
  - Link to LGBT Working Group

# *Implementation of 2007 Diversity Plan*

- Ensure Section Events Are Accessible
  - ADA Compliance as baseline
  - Seek user-friendly accommodations for meetings, social events
    - Seated areas at social events
    - Distances between events
    - Accessible restroom facilities close to meeting and event rooms
  - Staff monitors accessibility for ABA Annual Meeting, Section Annual Conference, Leadership Meetings, and CLE Seminars
  - Leaders must monitor accessibility for Regional CLE Meetings and Events

# *Diversity Committee*

*Contact us with your questions and concerns*

- Dinita James, Chair
- Paulette Brown
- Jim Reeder
- Geoffrey Vitt
- Sharyne Tu, Committees and Diversity Initiatives Manager