



Developing a Model Diversity Plan

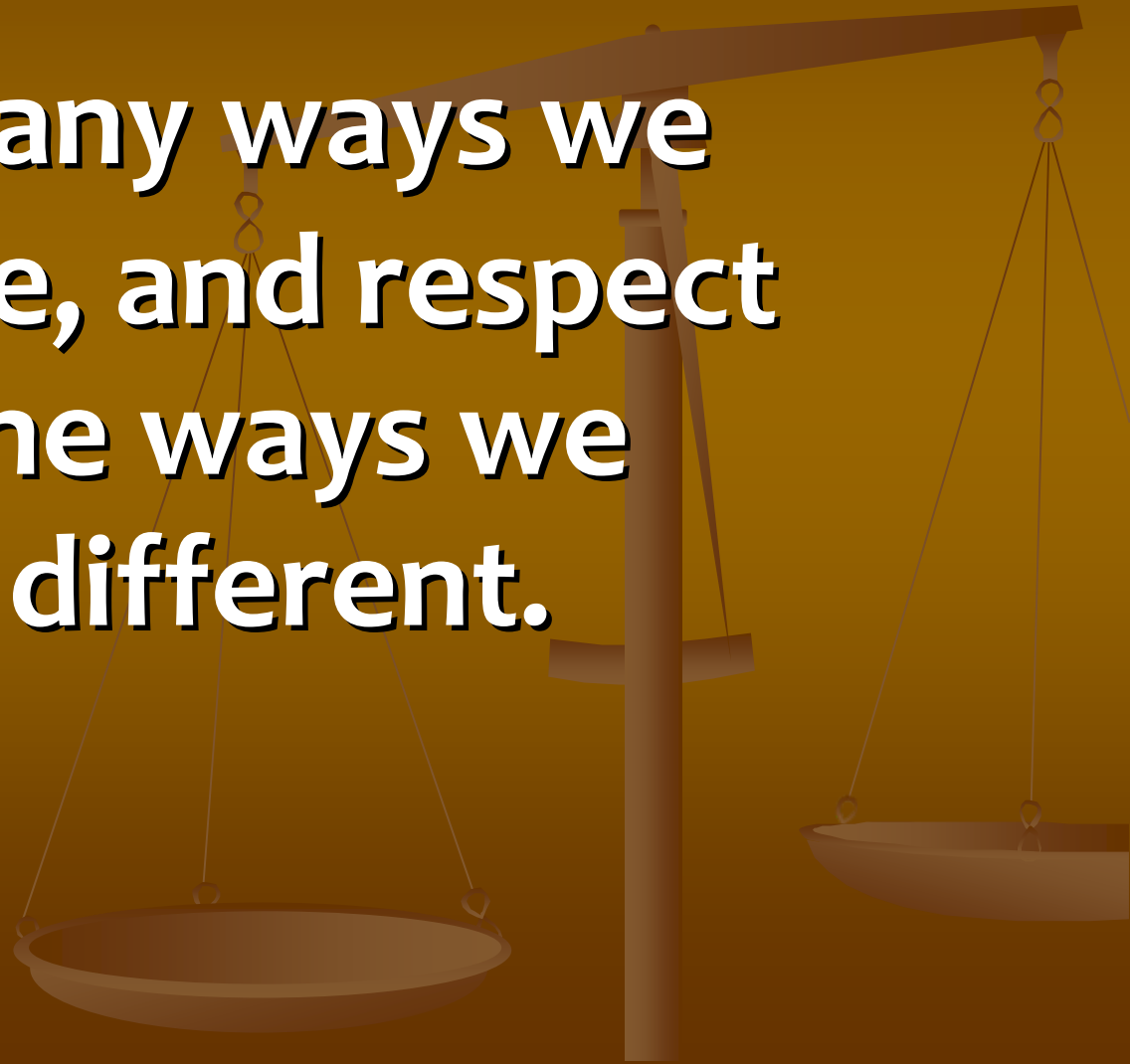
presented by:

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ABA YLD Fall Conference
Charlotte, North Carolina

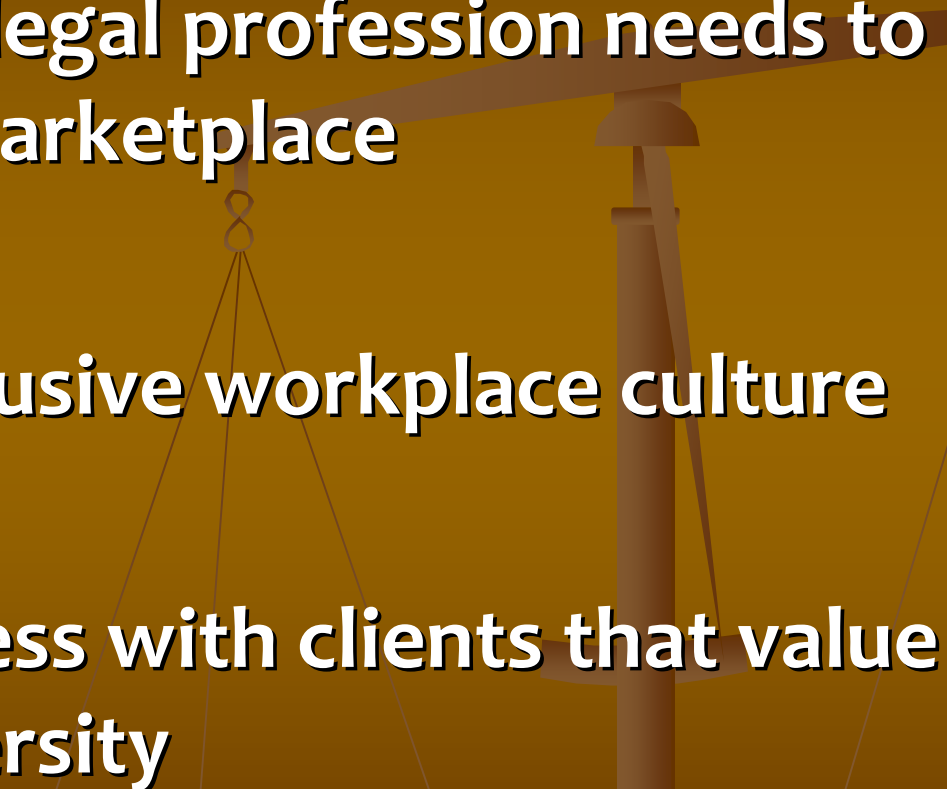
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What is Diversity?

**The many ways we
are alike, and respect
for the ways we
are different.**



The Value of Diversity

- Reality Check -- legal profession needs to represent the marketplace
 - Nurtures an inclusive workplace culture
 - Increases business with clients that value and reward diversity
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ABA YLD: How we define Diversity



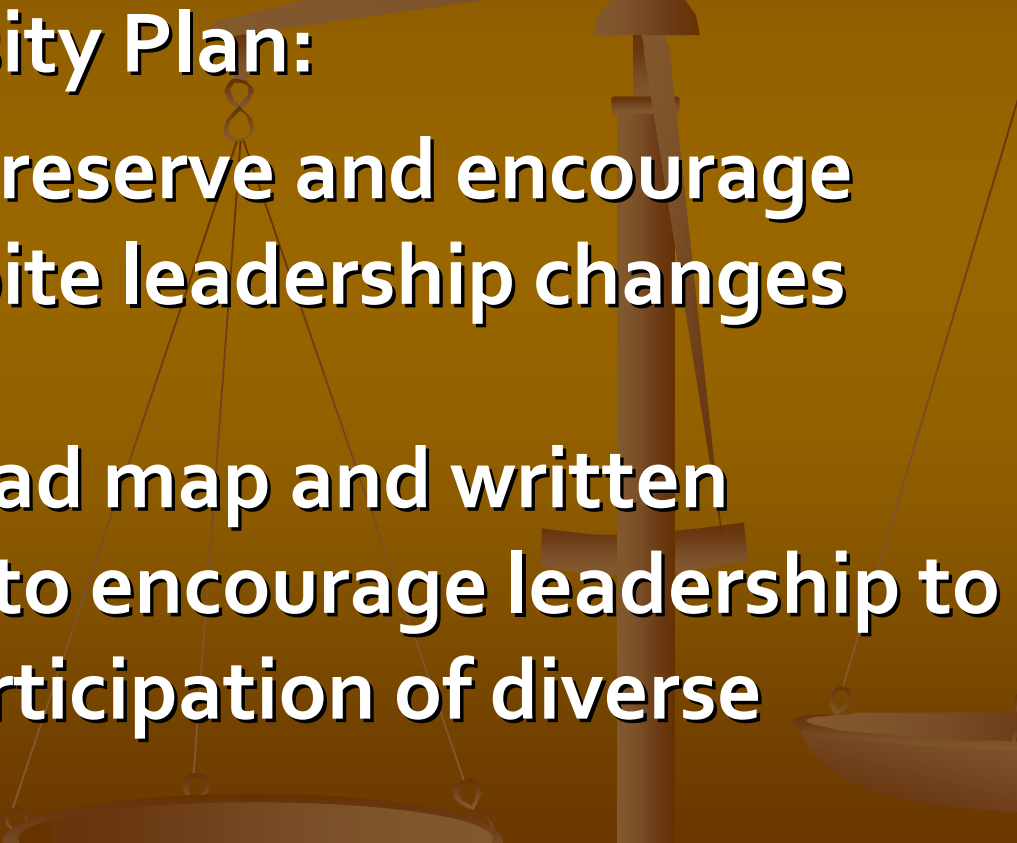
- **Mission: To promote full and equal participation in the legal profession of:**
 - **Minorities (racial and ethnic)**
 - **Women**
 - **Persons with disabilities**
 - **Persons of differing sexual orientations and gender identities**

ABA YLD: Overview of our Diversity Plan



- Made in conjunction with Goal IX of ABA Goals
- Goal IX: “To create full and equal participation in the legal profession by minorities, women, persons with disabilities, and persons of differing sexual orientations and gender identities”.

ABA YLD: Overview of our Diversity Plan

- **ABA YLD Diversity Plan:**
 - **Designed to preserve and encourage diversity despite leadership changes**
 - **Serves as a road map and written commitment to encourage leadership to ensure full participation of diverse attorneys**
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ABA YLD: Overview of our Diversity Plan



- **ABA YLD Diversity Plan (cont)...:**
 - **Provides for diversity training**
 - **Outreach efforts to :**
 - **National Bar Association**
 - **National Asian Pacific American Bar Association**
 - **National Lesbian and Gay Law Association**
 - **Hispanic National Bar Association**

ABA YLD: Overview of our Diversity Plan



- ABA YLD Diversity Plan (cont...):
 - Appoints a Diversity Team to ensure implementation of Diversity Plan
 - Encourages the use of diverse attorneys
 - In programming
 - In leadership appointments
 - In written publications

Local Affiliates: How to Develop Your Diversity Plan



- In order for your Diversity plan to be successful, you must have the following components:
 - Measurability
 - Accountability

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■ Measurability

- How will your organization track its progress relating to diversity initiatives?
- What are your benchmarks for success?

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■ Accountability

- How will your organization evaluate how well your Diversity Plan is implemented?
- Who in your organization is accountable for ensuring that diversity goals are being met?

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- **#1. Conduct a Needs Assessment**
 - It is important to determine the needs of your organization
 - Why do you need a Diversity Plan?
 - What do you plan to accomplish by implementing your Diversity Plan?

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- #2. Develop a Mission Statement:
 - State the purpose of your Diversity Plan.
 - State the goals of your Diversity Plan.
 - State how do you plan to implement the goals of your Diversity Plan.

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- **#3. Create a Diversity Team or Council**
 - Limit membership to 10 – 15 members
 - Find a way for willing people to participate
 - Make sure your team understands the importance of diversity

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■ #4. Write your Diversity Plan

■ Your plan should include:

- Executive Summary / Background
- Mission Statement
- Composition of your Diversity Team/Council
- Diversity Goals and Objectives
- Length for Implementation

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- #5. Identify Roles and Tasks
 - Organization members need to understand their specific role in the success of your Diversity Plan
 - There should be specific roles and tasks for each level of leadership

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- #6. Provide Diversity Training and Education
 - Educate your members on the importance of diversity within your organization
 - Explain how your members can help to implement the goals in your Diversity Plan

Local Affiliates: How to Develop Your Diversity Plan



- **#7. Maintain Leadership Commitment and Support**
 - If leadership is not committed, your Diversity Plan will not successfully implemented.
 - Leaders must recognize that addressing diversity issues is not a short-term process

Question & Answer Session



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