Developing a Model Diversity Plan

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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
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
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
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- 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
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- #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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