

[Insert Section Name Here]

Diversity and Inclusion Plan

By: [Insert Section Officers Here]

[Insert Section Diversity Sub-Committee Names Here]

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**Mission Statement**

***Purpose***

The mission of The Connecticut Bar Association (the “CBA”) is to promote the public interest through the advancement of justice and the protection of liberty. The CBA achieves its mission, in part, by working to eliminate bias and enhance diversity and inclusion. The CBA has adopted a Diversity Policy on October 5, 2015, as set forth below:

*The Connecticut Bar Association is committed to diversity in its membership, officers, staff, House of Delegates, Board of Governors, executive committee, sections and committees, and their respective leaders. Diversity is an inclusive concept encompassing gender, gender identity, race, color, ethnic origin, national origin, religion, sexual orientation, age, and disability.*

*We are a richer and more effective association because of diversity, as it increases our association’s strengths, capabilities, and adaptability. Through increased diversity, our organization can more effectively address member and societal needs with the varied perspectives, experiences, knowledge, information, and understanding inherent in a diverse relationship.*

The \_\_\_\_\_\_\_\_\_\_\_\_ Section adopts and reiterates the foregoing policy in this statement of purpose.

***Diversity***

By “diversity,” we mean lawyers from varying backgrounds, orientations, and viewpoints, and specifically, we seek to be inclusive of lawyers regardless of:

* Race
* Gender
* Ethnicity
* Religion
* Sexual orientation
	+ Often characterized as lesbian, gay, bisexual, transgender, questioning (LGBTQ)
* Disabilities
	+ Physical, developmental, cognitive, intellectual
* Mental health conditions
	+ Including, by way of illustration, bipolar disorder, depression, anxiety, substance–related and addictive disorders and other mental health disorders generally as identified in the Diagnostic and Statistical Manual of Mental Disorders, Fifth Edition.
* Age

***Inclusiveness***

The \_\_\_\_\_\_\_\_ Section seeks to implement the following goals to achieve inclusivity of lawyers of diverse backgrounds in the following areas:

* Membership;

[Insert Goal(s) Here]

* Leadership;

[Insert Goal(s) Here]

* Speaking;

[Insert Goal(s) Here]

* Publishing; and

[Insert Goal(s) Here]

* Developing a Pipeline (encouraging young individuals from diverse backgrounds to become lawyers in Section’s area of practice/interest).

[Insert Goal(s) Here]

**Organization**

The Section Chair shall form a Diversity Committee (the “Section DC”), and appoint a Diversity Coordinator (the “Coordinator”). The Section DC shall formulate the Section’s diversity plan to be approved by the Section Chair. The Coordinator shall oversee implementation of the plan, reporting to the Section Chair and the Section’s Executive Committee periodically. The Section Chair shall report annually to a designated CBA leader with respect to Section achievement.

[Insert Chair’s name here]

[Insert Coordinator’s name here]

[Insert CBA leader to report to here]

[Insert date by which Section shall report to leader]

**Goals & Action Item Options**

**1. Raise Awareness That Diversity and Inclusion is Critical to Section Success**

***Action Item Options (Select Three)***

**●** Involve members of all levels in Section committees, speaking roles at Section meetings including moderator and speaker introduction roles at Section meetings.

● Hold Section meetings in various counties, and at various locations so long as the venue is confirmed to be handicapped accessible (coordinate through CBA staff).

● Amend Section bylaws to include a commitment to diversity.

● Offer ‘diversity and the law’ statistics at Section meetings.[[1]](#footnote-1)

● Ensure that the Section’s diversity plan is visible on the CBA website under your Section’s group page.

● Section officers to attend one annual diversity based seminar, and provide a summary report to the Section on same.

**2. Increase and Maintain Diversity in Section Leadership**

***Action Item Options (Select Two)***

**●** Include diverse nominations for Section officer positions.

● Ensure that the Section Executive Committee and other Section committees’ are well balanced in diverse categories.

● Section diversity Coordinator to confer with a member of the CBA’s Diversity Committee twice a year and report back to the Section with updates on diversity based events hosted by and sponsored by the CBA.[[2]](#footnote-2)

● Section Coordinator to provide diversity materials to Chair.

**3. Increase and Maintain Diverse Participation In Section Activities**

***Action Item Options (Select Three)***

**●** Form a diverse Section programming committee that evaluates the proposed programming critically for diversity.

**●** Section meeting speakers must be diverse from one another and from meeting to meeting.

**●** Allow newer and less involved members to help organize programs and have public roles such as introducing meeting speakers.

**●** Implement a policy that Section will only co-sponsor events with other Sections if there is a diverse panel.

**●** Strengthen the flow of information between the Section and YLS through a YLS liaison.

**●** Send information on Section membership and events to affinity bar association leaders.[[3]](#footnote-3)

**●** Co-sponsor a Section event with an affinity bar association (coordinate with CBA staff in advance).

**4. Increase and Maintain Diversity in Section Membership**

***Action Item Options (Select Two)***

**●** Designate one Section member to welcome new members at Section meetings and invite non-members that attend meetings to become members**.**

**●** Hold optional periodic roundtable lunches/breakfasts or happy hours in varying geographic regions for Section members to attend and discuss new cases or issues affecting the members, and allow different members to plan each one.

**●** Coordinator to review member list to cold call diverse non-members to join the Section, or to encourage inactive, diverse members to become more active.

**●** Establish Section mentor/mentee program.

**●** Form a women’s sub-committee.

**5. Develop and Maintain Outreach Aimed at Promoting Diversity**

***Action Item Options (Select Two)***

**●** Advertise the Section’s programs in periodicals/newsletters directed to affinity bar associations.

**●** Invite affinity bar leaders to Section meetings.

**●** Provide Section membership materials to the law schools to solicit law school students interest.

**●** Invite speaker to Section meeting to discuss a diversity based topic, such as implicit bias or the business case for diversity.

**●** Sponsor law school programs/seminars funded by the Section and hosted by Section members who are professors at law schools.

**●** Section to fund academic scholarships for diverse candidates.

**●** Section to sponsor diversity based events.

**Finalizing Section Plan**

The Section Chair shall distribute a first draft of the Plan to all Section Executive Committee members for review and comment. The Plan shall be revised accordingly. The intention is for this to be an interactive and iterative process, with a series of drafts contemplated with modifications from time to time.[[4]](#footnote-4)

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1. Set a google alert for “diversity and law” on your computer; there are numerous and frequent articles on this topic. [↑](#footnote-ref-1)
2. Annexed hereto, as Exhibit A, is full roster of the CBA’s Diversity Committee with email addresses. [↑](#footnote-ref-2)
3. Annexed hereto, as Exhibit B, is a list of the affinity bars in Connecticut and a contact person for each. [↑](#footnote-ref-3)
4. Annexed hereto, as Exhibit C, is a resource list for links to sample diversity plans for additional ideas and thoughts. [↑](#footnote-ref-4)