

IMPLEMENTATION PLAN

- I. Utilizing the "Bully Pulpit" of the President of the State Bar:
 - A. Create Center for Access and Fairness as an Office of the State Bar (Robert A. Hawley, planned for May 2001).
 - 1. Access and Fairness Committees: (Continue ongoing staffing by Office of Program Development).
 - a. Ethnic Minority Relations Committee
 - b. Committee of Women in the Law
 - c. Committee of Legal Professionals with Disabilities
 - d. Committee on Sexual Orientation and Gender Identity Discrimination
 - 2. Formalize Access and Fairness Executive Committee (i.e., four committee chairs meeting regularly to coordinate committee work and reduce duplication of efforts) (Current and ongoing).
 - 3. Increase diversity of applicant pool of all State Bar committees (Current and ongoing).
 - 4. Identify and help coordinate work done by the American Bar Association, Administrative Office of the Courts, California Minority Counsel Program, local minority bars, etc. (June 2001 and thereafter).
 - B. Review State Bar policies to assure effective and equal opportunity for all persons seeking employment and contractual arrangements with the Bar (Executive Director/General Counsel 2001).
 - C. Review access issues relating to State Bar buildings and meeting space for continuous compliance with the ADA. (Executive Director/General Counsel, 2001).
- II Designation of Functions of Center for Access and Fairness.
 - A. Compiling Statistics of Attorneys of Color in the Profession and Bar Examination Applicants.
 - 1. Assemble and maintain a directory of diversity efforts, including materials, resources, events, and conferences related to diversity issues. In California (ongoing).
 - 2. Produce written/electronic materials that address diversity issues (ongoing).
 - 3. Produce educational programs for lawyers on elimination of bias and related issues. (Current and ongoing).
- III Recognition of Outstanding Efforts on Diversity Issues, Similar to President's Pro Bono Service Awards (requires the development of standards, process, approval by BOG) (2002).
- IV Foundation Scholarships to Increase Diversity (Board of Governors, Palmer Madden, Karen Nobumoto, September 2001).

