

AGENDA ITEM

July 164

California Aspire Achieve Lead
Pipeline Project

Date: June 26, 2007

TO: The Members of the Board of Governors
The Members of the Board Committee on Stakeholder Relations

FROM: Ruthe Ashley, Member, Board of Governors
Patricia Lee, Director, Office of Legal Services,
Access & Fairness Programs

RE: California Aspire Achieve Lead Pipeline Project (CaAAL)

Executive Summary:

The proposal for the creation of California Aspire Achieve Lead Pipeline Project (CaAAL) seeks to create a collaborative partnership to close the student achievement gap along the pipeline and to generate a competent cadre of individuals ready to ensure the success of California's economic and political future. Initial anticipated partners include the CPUC, CalPERS, and the State Bar of California. The proposal has been presented to the CPUC and to the CalPERS Board and the State Bar is the remaining entity to review the proposal. This item seeks BOG approval for staff to work with the CaAAL founding partners to determine in what ways the State Bar can assist their efforts and define the State Bar's possible role as a "founder" or other appropriate status.

Background:

The proposal for the creation of California Aspire Achieve Lead Pipeline Project (CaAAL) seeks to create a collaborative partnership to close the student achievement gap along the pipeline and to generate a competent cadre of individuals ready to ensure the success of California's economic and political future. Initial anticipated partners include the CPUC, CalPERS, and the State Bar of California. The project will focus on creating the structure and initiatives, as well as providing support to build the pipeline in a different career pathway each year, starting with the Legal Profession in the first year and Financial Institutions in the second year.

The Legal Profession was identified for the first year's focus, due to the extensive work done by the State Bar Diversity Pipeline Task Force and continued work by the Council on Access & Fairness. The diversity pipeline efforts of the State Bar will also serve as the basis for the work done in the other professional areas. Potential founding partners for the CaAAL Pipeline Project are:

California Public Employment Retirement System (CalPERS),
California Public Utilities Commission (CPUC)
California State Teachers' Retirement System (CalSTRS)
California Department of Insurance
State Bar of California

The proposal has been presented to the CPUC and to the CalPERS Board to be founding partners. This item seeks BOG approval for staff to work with the CaAAL founding partners to determine in what ways the State Bar can assist their efforts and define the State Bar's possible role as a "founder" or other appropriate status.

In 2005, the State Bar of California created the Diversity Pipeline Task Force that focused on creating a resource of "best practices" of pipeline programs from preschool to the profession, P-20. These best practices met the standard of Continuity, Sustainability, Impact and Replicability (CSIR). The Bar's pipeline resources are intended to enable any entity to build and replicate pipeline programs in partnership with others and to assist in the creation of pipeline programs nationwide.

The work of the Pipeline Task Force has provided the impetus for other pipeline initiatives. The Task Force Courts Working Group presented the 2006 Judicial Summit, culminating in a collaborative effort between the Judicial Council, Legislature, Governor's Office and State Bar to address judicial diversity and to achieve the passage of SB 56 providing for demographic information related to the judicial appointments process. The Pipeline Task Force information served as the framework for the recent Los Angeles County Bar Association Diversity Summit, convening close to 500 stakeholders with interests along the full continuum of the diversity pipeline. The demographics and other information compiled by the Task Force also provided support for the Santa Clara County Bar President's Blue Ribbon Commission on Diversity in the Profession, as well as the Los Angeles County Superior Court Diversity Summit. The Task Force material has been used on numerous occasions during diversity presentations at State Bar events and at meetings of the ABA, local bar associations and other entities.

Much of the State Bar's work is ready to be implemented. As noted above, California's county bars and judiciary are involved in pipeline work through high level diversity summits and related projects; and the State's law schools are also active along the pipeline. The rich potential for using involved stakeholders and building on current activities makes the legal model a good first foray for CaAAL, as well as the stepping-stone and basis for the creation of similar models in the other identified career pathways.

See the following attachments for further details:

Attachment A: CaAAL Proposal
Attachment B: CPUC News Release.

Recommendation:

It is recommended that given the State Bar's accomplishments and ongoing focus on pipeline activities, and the reliance of CaAAL on the State Bar's pipeline model, methodology and materials, that the State Bar staff work with the CaAAL founding partners to determine in what ways the State Bar can assist with their efforts and to define the State Bar's possible role as a "founder" or other appropriate status, with staff providing status reports and further recommendations to the Board through the Board Stakeholders Committee.

Fiscal Impact: No State Bar funds will be used for this project.

Personnel Impact: No additional staff required.

Board Book: No impact.

Proposed Board Committee Resolution:

Should the committee concur with the recommendation, the following resolution would be appropriate:

RESOLVED, that the Board Committee on Stakeholder Relations recommends that the Board approve the recommendation that the State Bar staff work with the California Aspire Achieve Lead Pipeline Project founding partners to determine in what ways the State Bar can assist with their efforts and to define the State Bar's possible role as a "founder" or other appropriate status, with staff providing further reports and recommendations to the Board through the Board Committee on Stakeholder Relations.

Proposed Board Resolution:

Should the Board concur with the board committee's recommendation, the following resolution would be appropriate:

RESOLVED, upon the recommendation of the Board Committee on Stakeholder Relations, that the Board hereby approves the recommendation that the State Bar staff work with the California Aspire Achieve Lead Pipeline Project founding partners to determine in what ways the State Bar can assist with their efforts and to define the State Bar's possible role as a "founder" or other appropriate status, with staff providing further reports and recommendations to the Board through the Board Committee on Stakeholder Relations.