

The State Bar of California
 FY 2008 Council on Access & Fairness Work Plan

BACKGROUND	
Sub-entity Name:	Council on Access & Fairness (COAF)
Chair:	Hon. Brenda Harbin-Forte
State Bar Staff	Patricia Lee, Director, Office of Legal Services, Access & Fairness Programs
Date:	January 23, 2008
<p>Sub-entity Background:</p> <p>The Council on Access & Fairness was appointed in March 2007 to continue the diversity pipeline work initiated by the former Diversity Pipeline Task Force and engaged in by the former Access & Fairness Committees. It was envisioned that the diversity pipeline focus would be institutionalized within the State Bar through the creation of the Council, which would continue to focus on diversity issues on behalf of the diverse constituencies, on a broad scale, and in a strategic and visionary manner.</p> <p>Council on Access & Fairness Mission and Composition:</p> <p>The Council on Access & Fairness shall be appointed by the Board of Governors to advise the Board on strategies to enhance diversity opportunities and advancement in the legal profession within legal standards. "Opportunities" encompasses leadership development and appointments to State Bar entities, as well as initiatives to educate students about the law and career opportunities in the law, referred to as education "pipeline" initiatives. "Advancement" encompasses recruitment, employment, retention and advancement in the legal profession. The Council will also screen candidates for the Annual Diversity Awards.</p> <p>The Council will be composed of 25 attorney and public members appointed by the Board of Governors. Its membership consists of individuals representing a wide range of stakeholders and constituencies engaged in programs and initiatives focusing on increasing diversity in the legal profession. Members from the Council will be drawn from diverse constituencies, including but not limited to: race, ethnic and national origin constituencies; gender constituencies; age constituencies; sexual orientation and transgender constituencies; disability constituencies; large, small and solo firms; government and public sector practice; domestic corporate and private firm practice; law schools; educational system constituencies (P-12, colleges and universities); and the judiciary; consistent with State Bar appointments policies and diversity criteria. The Council will report to the Board of Governors Committee on Stakeholder Relations.</p> <p>The Council, as with the State Bar's diversity program, is funded by voluntary contributions. No mandatory State Bar licensing fees are used to fund these activities.</p>	

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BACKGROUND

Sub-entity Name: Council on Access & Fairness (COAF)

Council on Access & Fairness Charge:

- A. Advise the Board on strategies to develop collaborative activities and efforts along the diversity pipeline to raise interest in the legal profession.
- B. Serve as liaison between the State Bar and the diverse stakeholders and constituencies in the legal profession.
- C. Identify and encourage individuals from diverse backgrounds to enter the legal profession.
- D. Encourage full and equal opportunity for individuals from diverse backgrounds to remain and advance in the legal profession.
- E. Identify and encourage attorneys from diverse backgrounds to become active participants in the administration and governance of the State Bar and make specific recommendations to the Board of Governors for increasing that participation.
- F. Promote and ensure collaborative efforts to generate and provide support and to increase the numbers of attorneys from diverse backgrounds entering and advancing in the legal profession.
- G. Study and report on the status of attorneys from diverse backgrounds in the legal profession and in State Bar activities.
- H. Produce on an ongoing basis programs and materials designed to maximize opportunities for individuals from diverse backgrounds in the legal profession and in the administration and governance of the State Bar's programs and activities.
- I. Comment, when requested by the Board of Governors or the Executive Director, on barriers directly related to access opportunities within the profession for attorneys from diverse backgrounds.
- J. Screen applicants and make recommendations to the Board of Governors for recipients of the Annual Diversity Awards.
- K. Educate all attorneys of State Bar policy within the authority of this charge.

Council on Access & Fairness Key Strategies:

- Establishing partnerships, collaboration and coordination.
- Developing incentives for institutional change.
- Marketing, communications, framing issues.
- Achieving a paradigm shift along the pipeline.
- Create mechanisms to measure change.

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Proposed Activities	
<u>Activity 1</u>	<u>Status/Time Frame:</u>
<p><u>Data Collection and Distribution</u></p> <p>Judicial Statistics Ongoing collection of data and demographic information related to judicial appointments and sitting judges on the California Bench.</p> <p>Review and analysis of annual judicial statistics reported by the Governor's Office, JNE and Judicial Council per SB 56 and AB 159.</p> <p>Demographics Update of diversity pipeline data and demographics.</p> <p>Diversity Pipeline "Road Show" Panel presentation of diversity pipeline data and power point slide show at various meetings and events and packaging of slide show for presentation throughout the state.</p> <p>Model Diversity Pipeline Programs Updating and promoting listing of diversity pipeline model programs and addition of new programs to online diversity pipeline model program.</p>	<p>Ongoing: Tracking the Governor's judicial appointments and updating statistics throughout the year.</p> <p>By year-end to coincide with release of annual reports.</p> <p>Ongoing as new data brought to the attention of Council and staff.</p> <p>Ongoing presentations as requested. Presentation at State Bar Annual Meeting and at State Bar Section Educational Institute. Ongoing packaging of slide shows for local use as requested.</p> <p>March: Updates to current programs. March/September: New programs added.</p>

Performance Indicators
<ul style="list-style-type: none"> • Judicial data updated to reflect all judicial appointments and departures throughout the year. • SB 56 and AB 159 data analyzed and incorporated into diversity pipeline presentations. • Diversity pipeline data and demographic information to reflect current status of diversity in CA. • Council presentation of Diversity Pipeline "Road Show" at various venues. • Use of Diversity Pipeline Slide Show and presentation by various representatives and associations. • Updates and additions to Diversity Pipeline Model Programs and tracking access on State Bar website.

Proposed Activity Budget
<p>\$700 printing costs for judicial, demographic & road show materials to be distributed \$500 publications & subscriptions for research</p>

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Proposed Activities	
<u>Activity 2</u>	<u>Status/Time Frame:</u>
<p><u>Diversity in the Judiciary</u></p> <p>Mentoring of Judicial Applicants and Legacy Planning Conducting outreach to minority judges and other judges from diverse backgrounds to participate in judicial mentoring programs through minority and other diversity bars and to focus on legacy planning.</p> <p>Online Judicial Application Process Maintain “Tips and Overview” for completing online judicial application. Monitor online application process and communicate with Governor’s Office re challenges to the online process.</p> <p>Judicial Articles on “Why Diversity?” Distribute articles written by prominent judges on the value of diversity to State Bar publications, legal dailies and local media.</p> <p>Transparency in Appointments Process Monitoring process and providing feedback as appropriate re achieving transparency at all stages of the process.</p>	<p>March/August: Outreach to minority and diversity bars. March/August: Outreach to minority and other diverse judges.</p> <p>February: Updates to “Tips and Overview” posted online with ongoing updates as needed. March: Testing and compilation of experiences re: online application June: Review of information and feedback to Governor’s Office.</p> <p>March, June and September: Articles received and distributed.</p> <p>Feedback as needed.</p>

Performance Indicators
<ul style="list-style-type: none"> • Resources to minority bar and other diversity bars re creation and expansion of judicial mentoring programs. • Existing judicial mentoring programs. • Involvement of minority judges and other judges from diverse backgrounds in mentoring programs. • “Tips and Overview” re completion of online Judicial Application. • Testing and findings re use of online Judicial Application. • Feedback re use of online Judicial Application, as needed. • Judicial articles re value of diversity. • Increased transparency in judicial application process.

Proposed Activity Budget
<p>\$300 for printing judicial mentoring resource materials</p>

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Proposed Activities	
<u>Activity 3</u>	<u>Status/Time Frame:</u>
<p><u>Support for Entry and Completion of Law School and Bar Exam Passage</u></p> <p>Mock Trial Programs (CRF, Marshall Brennan) Conduct research re mock trial programs throughout state to identify and distribute information re model programs consistent with diversity pipeline goals. Coordinate with Marshall Brennan Constitutional Literacy Program to encourage California Law School participation.</p> <p>Pre-Law Advisor Focus Groups and Resources Convene focus groups of pre law advisors to identify resources and information needed to ensure information reaching students. Develop resource materials for use by pre law advisors and students.</p> <p>My Law Student Profile Conduct outreach to law students and law schools re subscribing to My Law Student Profile. Use Law Student e-journal for ongoing communication re Council projects and diversity pipeline issues.</p> <p>Judicial Extern Programming Encouraging funding sources to provide stipends for California Judicial externs.</p> <p>Bar Exam Preparation Convene bar exam providers focus groups to identify successful teaching techniques and to create exam preparation resource materials for students from diverse backgrounds to increase bar exam passage.</p>	<p>April: Complete mock trial research and analysis. June: complete and distribute resources materials. June: Initiate discussions with Marshall Brennan staff and plan law school outreach. September: Convene law schools.</p> <p>July: Identify and convene pre law advisor. Year end: Create and distribute resource materials.</p> <p>Ongoing outreach to law schools and students. Ongoing posting of information to monthly Law Student e-journals.</p> <p>March: Coordination with California Bar Foundation and ABA Judicial Intern Opportunity Program.</p> <p>March: Focus groups convened. Year End: Feedback compiled and resource materials developed and distributed.</p>

Performance Indicators
<ul style="list-style-type: none"> • Mock trial research completed and model program resource materials created and distributed. • Marshall Brennan Program information presented and law school involvement. • Convening Pre Law Advisors and completion and distribution of resource materials. • Number of students subscribed to My Law Student Profile and information submitted for posting to law student e-journal. • Collaboration between California Bar Foundation and ABA Judicial Intern Opportunity Program to provide stipends to students selected for California internship placements. • Convening bar exam providers to identify successful bar exam preparation techniques, creation and distribution of bar exam preparation resources, and tracking bar exam results.

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Proposed Activity Budget

Mock Trial Programs (CRF, Marshall Brennan)

CRF research – no additional costs anticipated

Marshall Brennan

Travel	\$3000
Copying/Printing/Design	\$1000
Meeting Costs/Catering	\$1000

Pre-Law Advisor Focus Groups and Resources

Materials	\$200
Travel	\$1950
Copying/Printing/Design	\$1200
Conference Costs/Catering	\$1650

My Law Student Profile – no additional costs anticipated

Bar Exam Preparation

Materials	\$400
Travel	\$3700
Copying/Printing/Design	\$2900
Conference Costs/Catering	\$3000

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Proposed Activities	
<u>Activity 4</u>	<u>Status/Time Frame:</u>
<p><u>Programs and Events</u></p> <p>Law School Admissions Workshops Collaborate with providers to present workshops to undergraduates taking the LSAT and seeking law school admissions. Recording and posting program for access on State Bar website.</p> <p>Diversity Roundtables Developing and presenting panel presentations by diverse attorneys from a variety of practice settings on the importance of diversity in the profession. Recording and posting program for access on State Bar website.</p> <p>Annual Meeting Diversity Summit Developing and presenting diversity pipeline programming at State Bar Annual Meeting.</p> <p>Diversity Pipeline Road Show Present "Road Show" at various State Bar meetings and events and make slide show and statistics available for presentations through bar associations and other entities.</p> <p>Annual Stakeholder Forum Convening diversity pipeline stakeholders in conjunction with regular Council meeting (rotating LA/SF in alternate years) to dialogue with Council on issues, challenges and initiatives to achieve diversity pipeline goals.</p>	<p>March/September: Law School admissions workshops. September: Videotaping and updating programs on State Bar website, as needed.</p> <p>September: Diversity Roundtable program and videotaping and posting on State Bar website by end of September.</p> <p>September: Presentation at State Bar Annual Meeting.</p> <p>Ongoing: "Road Show" presentation as requested. Distribution of "Road Show" slide show and materials as requested.</p> <p>June: Stakeholder forum (Los Angeles). August: Compilation and distribution of feedback.</p>

Performance Indicators
<ul style="list-style-type: none"> • Law School Admissions workshops in March and September, including numbers and feedback from participants. • Diversity Roundtable in September, including numbers and feedback from program participants. Videotaping and posting on State Bar website, monitoring access to programming on website. • Annual Meeting Programming, numbers attending and feedback through participant evaluations. • "Road Show" presentations, numbers attending and feedback through participant evaluations. • Requests and presentation of "Road Show" data and slides by other entities and individuals. • Stakeholder Forum in June and Forum report developed and distributed.

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Proposed Activity Budget

Law School Admissions Workshops

Copying	\$200
Travel (1 LA to SF trip @ \$350)	\$350
Catering	\$400
Videotaping	\$350

Diversity Roundtables

Travel (3 @ \$350 & 5 local @ \$30)	\$1200
Conference/Catering Costs	\$400
Videotaping	\$350

Annual Meeting Diversity Summit

Travel (volunteers will already be traveling for Council meeting on site)	0
Copying	\$200
AV	\$500

Annual Stakeholder Forum

Travel (staff & volunteers will be traveling for Council meeting same day)	0
Printing	\$600
Conference Costs/Catering (no meeting costs in LA)	\$500

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Proposed Activities	
<u>Activity 5</u>	<u>Status/Time Frame:</u>
<u>State Bar Appointments and Leadership Pipeline</u> State Bar Diversity Coalition Coordination with State Bar entities to focus on elimination of bias programming, programs and diversity in State Bar appointments.	March: Initiate contact with State Bar entities to confirm involvement in Diversity Coalition and support for Statement of Diversity Principles. June: collaborate with State Bar entities for co-sponsored elimination of bias programming. September: collaborate with State Bar entities re: strategies for increased diversity in applicant pool and recommendations for appointments.

Performance Indicators
<ul style="list-style-type: none"> • Outreach to State Bar entities re diversity pipeline strategies and initiatives and confirming signatories to Statement of Diversity Principles. • Co-sponsored elimination of bias programming. • Outreach and solicitation for applications from diverse attorneys for State Bar entities. • Increased diverse appointments to State Bar entities.

Proposed Activity Budget
No anticipated additional costs.

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Proposed Activities	
<u>Activity 6</u>	<u>Status/Time Frame:</u>
<p><u>Paradigm Shift along the Diversity Pipeline</u></p> <p>Law School Rankings Research and analysis of law school ranking systems and options for effecting changes to reflect diversity pipeline goals.</p> <p>Legal Employer Focus Groups Initiate “paradigm shift” pilot project, convening focus groups of key Los Angeles County legal employers from all practice settings (law firm/corporate counsel; government/public sector; public interest) to focus on challenges to recruitment, employment, retention and promotion of attorneys from diverse backgrounds and participation by employers in changing criteria and approaches used to expand diversity pipeline.</p> <p>Law School Focus Groups Focus on issues related to educating lawyers for the practice of law and convene focus groups with law school deans to explore issues and develop strategies.</p> <p>Mentoring Resources Develop mentoring resources and workshops for legal employers to assist with attorney retention.</p>	<p>March: initial report and recommendations. June: convene and coordinate with stakeholders re issues and recommendations. Year End: identification of options and implementation of identified strategies.</p> <p>March: Design focus group approach and identify consultant services to facilitate discussions. March: Identify and invite participants April through September: complete and summarize focus groups. Year End: compile and distribute feedback from focus groups. July through September: identify invitees of Silicon Valley focus groups. October through Year End: Convene Silicon Valley focus groups.</p> <p>March: Research re resources on best practices for lawyer training. June: Convene and collaborate with key stakeholders re lawyer training. Year end: report and recommendations re lawyer training and implications for diversity pipeline goals.</p> <p>March: develop and distribute mentoring resources. March: develop and issue “Call to Action” for legal employers to implement and expand mentoring programs. June: develop and present workshops, recruiting additional trainers to present workshops.</p>

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Performance Indicators
<ul style="list-style-type: none"> • Report and recommendations re law school rankings. • Report and recommendations re legal employer focus groups. • Report and recommendations re lawyer training. • Creation and distribution of mentoring resources. • Creation and distribution of mentoring program “call to action”. • Creation and presentation of mentoring workshops.

Proposed Activity Budget								
<p>Law School Rankings</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">Travel</td> <td style="text-align: right;">\$2400</td> </tr> <tr> <td>Catering</td> <td style="text-align: right;">500</td> </tr> <tr> <td>Copying</td> <td style="text-align: right;">500</td> </tr> </table>	Travel	\$2400	Catering	500	Copying	500		
Travel	\$2400							
Catering	500							
Copying	500							
<p>Legal Employer Focus Groups</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">Copying</td> <td style="text-align: right;">\$300</td> </tr> <tr> <td>AV</td> <td style="text-align: right;">\$500</td> </tr> <tr> <td>Conference Costs/Catering</td> <td style="text-align: right;">\$1,500</td> </tr> <tr> <td>Professional Services</td> <td style="text-align: right;">\$3,000</td> </tr> </table>	Copying	\$300	AV	\$500	Conference Costs/Catering	\$1,500	Professional Services	\$3,000
Copying	\$300							
AV	\$500							
Conference Costs/Catering	\$1,500							
Professional Services	\$3,000							
<p>Law School Focus Groups</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">Travel (4 stakeholders; two sites)</td> <td style="text-align: right;">\$1400</td> </tr> <tr> <td>Copying</td> <td style="text-align: right;">\$300</td> </tr> <tr> <td>AV</td> <td style="text-align: right;">\$500</td> </tr> <tr> <td>Catering</td> <td style="text-align: right;">\$500</td> </tr> </table>	Travel (4 stakeholders; two sites)	\$1400	Copying	\$300	AV	\$500	Catering	\$500
Travel (4 stakeholders; two sites)	\$1400							
Copying	\$300							
AV	\$500							
Catering	\$500							
<p>Mentoring Resources</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">Travel - workshops</td> <td style="text-align: right;">\$2,400</td> </tr> <tr> <td>Printing/Copying/Design</td> <td style="text-align: right;">\$1,000</td> </tr> </table>	Travel - workshops	\$2,400	Printing/Copying/Design	\$1,000				
Travel - workshops	\$2,400							
Printing/Copying/Design	\$1,000							

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Proposed Activities	
<u>Activity 7</u>	<u>Status/Time Frame:</u>
<p><u>Council Operations and Strategic Planning</u></p> <p>Council Meetings Three in-person business meetings plus Annual Retreat (see below). Note: June meeting also includes annual Stakeholder forum (described above).</p> <p>Annual Work Plans Develop and submit 2008 and 2009 Work Plans.</p> <p>Year End Assessments Submit 2007 Year End Assessment.</p> <p>Annual Retreat Engage in ongoing planning through annual retreat.</p>	<p>February, June, September (during Annual Meeting)</p> <p>Year-end: Submit by end of January.</p> <p>Year-end: Submit by end of January.</p> <p>November: Annual Retreat in November. Discussion to be reflected in 2010 Work Plan.</p>

Performance Indicators
<ul style="list-style-type: none"> • Submit 2008 and 2009 Work Plans. • Submit 2007 Year-end Assessment. • Annual Council Retreat with summary re: ongoing goals and strategies.

Proposed Activity Budget	
Council Meetings	
January retreat travel/catering (16x\$500)+(3x\$625)+(2x\$175) (4x\$75)	\$10,525
January retreat shipping, copying & materials	\$1,500
March meeting travel (10x\$350)+(6x\$100)+(10x \$30)	\$4,400
March meeting catering	\$700
March meeting HVAC	\$500
June meeting travel (18x\$350)+(8x\$40)	\$6,620
June meeting catering	\$700
Annual meeting travel (10x\$100)+(6x\$150)+(10x\$350)	\$7,200
Annual meeting catering	\$1,200
Copying for all meetings	\$900
Annual Work Plans No anticipated additional expense.	
Year End Assessments No anticipated additional expense.	
Annual Retreat (Note: Retreat originally scheduled for November 2007, postponed to January 2008 to allow for planning time. In the future, the annual retreat will occur in November, beginning November 2008.)	
November retreat travel (20x\$350)+(8x\$50)	\$7,400
November retreat catering/AV	\$1,000
November retreat professional services	\$7,000

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Proposed Activities	
Activity 8	Status/Time Frame:
<p>Recognition</p> <p>Diversity Awards Outreach and solicitation for Diversity Awards nominations. Screening and recommendations to Board of Governors re: recipients.</p> <p>Diversity Reception Provide input for planning of diversity reception programming. Outreach re reception and attendance during Annual Meeting.</p>	<p>March: outreach and invitation for nominations for diversity awards. June: review nominations and submit recommendations to Board of Governors.</p> <p>June: provide input for Annual Meeting Diversity Awards Reception and presentation of awards. September: Annual Meeting Awards Reception and Program.</p>

Performance Indicators
<ul style="list-style-type: none"> • Receipt of diversity awards nominations. • Screening and recommendations for awards recipients. • Participation at Annual Meeting Diversity Awards reception and program.

Proposed Activity Budget
<p>Diversity Awards No anticipated costs.</p> <p>Diversity Reception No anticipated Council costs. Awards reception is budgeted under the Center for Access & Fairness (CAF) budget (17007).</p>

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How Activity Addresses State Bar Strategic Plan

The Council activities address the following strategies in the State Bar Strategic Plan:

Goal 4. The State Bar fulfills its mission through effective and supportive relationships with all stakeholders.

Strategy 4.1: Develop Relationships with Members, Member Groups and other

Stakeholders: Clearly identify roles and responsibilities of all member groups that form the State Bar of California, including committees, commissions, and other stakeholders that interact with the State Bar . . . to develop supportive collaborative relationships to assist all parts of the organization in successfully fulfilling their roles.

Strategy 4.2: Court/Bar Collaboration

Actively encourage and support member participation in bench-bar efforts to improve the administration of justice and access to the legal system for low and moderate income Californians.

Goal 5. The State Bar is recognized and respected as a contributing and accountable leader in improving the administration of justice and ensuring the rule of law in our civil society.

Strategy 5.1: Diversity of Bar Membership

Encourage individuals of diverse populations to seek and qualify for admission to the practice of law in California, and, once admitted, to remain in active practice.

Strategy 5.5: Participation and Leadership Development

Encourage increased participation in State Bar activities and identify opportunities to inspire diversity in leadership in all members of the bar.

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How Activity Addresses Sub-entity Charge

The Council Activities help to advance the Council Charge as follows:

- A. Advise the Board on strategies to develop collaborative activities and efforts along the diversity pipeline to raise interest in the legal profession:** The projects that address this portion of the charge include the Strategic Planning activities, submission of work plans and year end assessments, and annual retreats to assess ongoing and new strategic initiatives designed to further the State Bar diversity goals.
- B. Serve as liaison between the State Bar and the diverse stakeholders and constituencies in the legal profession:** All projects focusing on convening stakeholders to solicit input and engage in dialogue re the diversity pipeline goals and strategies help to further this piece of the charge (e.g. Stakeholder forum, law school outreach re law school rankings and educating lawyers, legal employer focus groups re paradigm shift, pre-law advisors, local and diversity bar outreach, judicial outreach, etc.)
- C. Identify and encourage individuals from diverse backgrounds to enter the legal profession.** All activities related to the educational pipeline (e.g. pre school to college) cover this section of the charge, including mock trials, Marshall Brennan Constitutional Literacy project, pre-law advisors, law school admission workshops, diversity roundtable presentations, law school rankings issues and bar exam preparation.
- D. Encourage full and equal opportunity for individuals from diverse backgrounds to remain and advance in the legal profession:** The Council projects that further this section of the charge include the Judicial Extern activity, diversity roundtables, legal employer focus groups, mentoring project and the judicial diversity initiatives.
- E. Identify and encourage attorneys from diverse backgrounds to become active participants in the administration and governance of the State Bar and make specific recommendations to the Board of Governors for increasing that participation:** Council projects related to the State Bar Diversity Coalition and the focus on increasing diversity in State Bar applications and appointments help to further this aspect of the charge.
- F. Promote and ensure collaborative efforts to generate and provide support and to increase the numbers of attorneys from diverse backgrounds entering and advancing in the legal profession:** Council projects addressing this aspect of the charge include the Mock Trial project, Marshall Brennan program, pre-law advisor focus groups and resources, "My Law Student Profile" and postings, mentoring judicial applicants and legacy planning for minority and other diverse judges, and ongoing tips re: the completion and process for judicial applications.
- G. Study and report on the status of attorneys from diverse backgrounds in the legal profession and in State Bar activities:** All Council activities related to data collection, demographic information and distribution and presentation of materials (e.g. diversity pipeline "road show" and PowerPoint slides, judicial data) help to further this section of the charge.

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How Activity Addresses Sub-entity Charge

- H. Produce on an ongoing basis programs and materials designed to maximize opportunities for individuals from diverse backgrounds in the legal profession and in the administration and governance of the State Bar's programs and activities:** Council educational programming and resource materials apply to this section of the charge and include Annual Meeting and other State Bar presentations, pre-law advisor resources, bar exam preparation materials, online postings of elimination of bias programming, law school admissions workshops, and judicial articles on the value and importance of diversity in the profession.
- I. Comment, when requested by the Board of Governors or the Executive Director, on barriers directly related to access opportunities within the profession for attorneys from diverse backgrounds:** The Council has addressed this section of the charge through presentations and follow up to various diversity pipeline reports submitted to the Board of Governors, including the Diversity Pipeline Task Force Report and Recommendations, Model Diversity Program Listings, Courts Working Group Report and Recommendations, and Diversity Pipeline Program Evaluation Guidelines.
- J. Screen applicants and make recommendations to the Board of Governors for recipients of the Annual Diversity Awards:** The Council addresses this aspect of the charge by soliciting nominations for the State Bar Diversity Awards. The Council also screens nominations and forwards recommendations to the Board of Governors re recipients for the Bar Association, Law Firm and Individual Attorney award categories. The added "law firm" category was the result of a recent Council recommendation to the Board of Governors.
- K. Educate all attorneys of State Bar policy within the authority of this charge:** The Council takes advantage of various forums to conduct outreach regarding the State Bar diversity goals and the mission, charge and activities of the Council, including the State Bar Annual Meeting and Section Education Institute, local bar programs and events, minority bar coalitions, Bench/Bar Coalition, Judicial Council Advisory Committees, and diversity pipeline "road show" presentations.

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Recommended New Strategic Initiatives For Board Consideration

Name of Initiative: *No new strategic initiatives proposed at this time*

Purpose:

Responsible Entity:

Connection to Strategic Plan:

Desired Outcome(s):

Fiscal and Staff Implications:

Proposed Performance Measures:

Are activities within legislative and judicial restrictions imposed on the State Bar (Keller, Hudson, Brosterhous, etc.)?

Yes [] No [] If no, please explain.

Activities are restricted and are funded entirely by voluntary contributions to the Elimination of Bias/Bar Relations Fund.

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PROPOSED BUDGET				
<i>(Combined Proposed Activity Budgets plus Staff Costs)</i>				
Items	2006 Budget	2006 Outlook	2007 Budget	2008 Budget
Estimated Staff Time Required FTE: Temporary Consultant	NA	NA	NA	Staff costs included in the Center for Access & Fairness Budget (Cost Center 17007)
Travel Staff				\$7,875
Travel Volunteer				\$30,700
Travel Others (e.g. Annual Meeting speakers for MCLE presentations)				\$7,000
Meeting Room Rental				\$1,000
Catering				\$14,700
Postage				\$1000
Telephone				\$900
Copier Allocation				\$1,500
Other Professional Services				\$10,000
Outside Printing				\$6,000
Outside Design				\$4,500
In House Printing				\$4,000
Miscellaneous				\$4,350
TOTAL Operating Expense	NA	NA	NA	\$92,525
Revenues: California Bar Foundation Grants				(\$30,000)
NET Operating Expense	NA	NA	NA	\$62,525