

**Access & Fairness Committees
(sunsetting March 1, 2007)
FY 2007 Report on Completion of Final Projects**

Background: The five Access & Fairness Committees (Committee on Women in the Law, Committee on Sexual Orientation and Gender Identity Discrimination, Ethnic Minorities Relations Committee, Committee on Senior Attorneys, and Committee on Legal Professionals with Disabilities) were sunset by Board of Governors resolution in November 2006. The committees were to be sunset effective March 1, 2007 with the provision that the committees would have until March 1, 2007 to complete ongoing projects approved by the Executive Director

The projects approved for completion included:

Committee on Sexual Orientation and Gender Identity Discrimination

- Best Practices Brochure: “Creating a Model Work Environment for Lesbian, Gay, Bisexual and Transgender Individuals”
- Transgender Brochure: “Understanding Transgender Law and Transgender Clients

Committee on Legal Professionals with Disabilities

- Workplace Accommodations: Brochure: “ Disability Awareness: How To Accommodate Persons with Disabilities”

Committee on Sexual Orientation and Gender Identity Discrimination (CSOGID):

Best Practices Brochure:

This project was initiated by gathering information regarding the policies of law firms, government offices, corporate offices and other entities related to the recruitment and retention of LGBT individuals. This information was compiled and analyzed in order to determine the “best practices” available to employers with the ultimate goal of creating materials that would be disseminated widely throughout the state as resource materials and as the basis for MCLE programming..

Furtherance of Committee Charge: This project furthers the charge by “identifying and encouraging the entry, advancement and equal opportunity of LGBT individuals in the legal profession”, and “producing programs and materials to address the elimination of bias on behalf of LGBT persons in the legal profession and in State bar governance.”

Accomplishments:

- Drafted and distributed a survey to law firms, government agencies and corporations to acquire data on actual model programs and policies
- Completed brochure, which incorporated actual data collected from surveys.

Performance Measures:

- Creation of Best Practices subcommittee (done)
- Creation and circulation of of Best Practices Survey (done)
- Creation of “Best Practices” materials and resources (brochure completed)
- MCLE Curriculum and marketing plan (not completed due to sunseting of committees however the brochure has been distributed by local bars in conjunction with their LGBT programming and MCLE seminars)
- Evaluation of presenting curriculum as a revenue generating project (not completed due to sunseting of committees)
- Outreach has been provided re the availability of the brochure. The brochure has been made available to various local bar associations and has been distributed during the State Bar Annual Meeting.

Changes to Project:

- In developing the initial draft of the brochure, it proved to be a difficult task to identify firms and agencies as “best practice” examples. The committee decided to use the information in the draft brochure to create a survey that would be distributed to various law firms, government agencies, corporate offices and non profit agencies to gather information on the extent to which supportive policies and procedures were in place. The feedback was to be used to develop further resource materials and MCLE curriculum. The brochure was finalized using feedback from the survey and additional research..

Transgender Brochure

This brochure addresses transgender law issues and the representation of transgender clients. The brochure provides information on various aspects such as name change, driver’s licenses, social security numbers, birth certificates, passports, immigration documents, spousal issues, employment and public accommodations.

Furtherance of Committee Charge: This project furthers the charge by “identifying and encouraging the entry, advancement and equal opportunity of LGBT individuals in the legal profession”, and “producing programs and materials to address the elimination of bias on behalf of LGBT persons in the legal profession and in State bar governance.”

Accomplishments:

- Completed brochure which provided basic information on legal issues affecting

transgender clients.

Performance Measures:

- Creation and publication of brochure (done)
- Outreach has been conducted re the availability of the brochure.. The brochure has been made available to various local bar associations and has been distributed at the State Bar Annual Meeting.

Changes to Project: None

Committee on Legal Professionals with Disabilities

Disability Accommodations Brochure

This project focused on creating and completing the brochure on “Disability Awareness: How To Accommodate Persons with Disabilities,” which dealt with a variety of accommodations in the workplace for people with disabilities.

Furtherance of Committee Charge: This project furthered the charge of the committee by “producing on an ongoing basic programs and materials designed to maximize opportunities for individuals with disabilities and chronic medical conditions in the legal profession and in the administration and governance of the State Bar’s programs and activities.”

Accomplishments:

- Completed brochure which provided basic information on accommodating persons with disabilities in the workplace.

Performance Measures:

- Creation and publication of the disabilities accommodation brochure (done)
- Outreach has been conducted re the availability of the brochure. The brochure has been used by local bar associations as resource materials in their disability rights programming. The brochure was also distributed during the State Bar Annual Meeting.

Changes to Project: None