



THE STATE BAR
OF CALIFORNIA

Council on Access & Fairness

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TO: Members Board of Governors Volunteer Involvement Committee

FROM: Craig Holden, Chair, Council on Access & Fairness
Paul Henderson, Diversity Coalition Chair, Council on Access & Fairness
Patricia Lee, Special Assistant for Diversity and Bar Relations

DATE: December 10, 2010

RE: Council on Access & Fairness Appointments Outreach Activities

BACKGROUND:

The State Bar Council on Access & Fairness is charged with

- Identifying and encouraging 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, and
- Studying and reporting on the status of attorneys from diverse backgrounds in the legal profession and in State Bar activities.

To accomplish these goals, a COAF Diversity Coalition Committee was formed for the purposes of conducting outreach and recruitment among attorneys from diverse backgrounds for State Bar appointments, for collaborating with State Bar entities to increase the diversity of the applicant pool and recommended appointments, and to review demographic information for State Bar entities to develop initiatives for increasing statistics for identified entities representing and serving large constituencies and/or focusing on areas of practice that have significance for diverse attorneys and communities.

DIVERSITY COALITION ACTIVITIES:

Appointments Cycle: The following activities will be conducted for the current appointments cycle.

1. Convene Appointments Workshops in Northern and Southern California to coalitions of minorit and diverse attorneys to emphasize the importance and professional and leadershp opoprunities re appointment to State Bar entities; COAF speakers; State Bar Sections; etc
2. Update Tips and Checklist for completion of Application
3. Walk through the application providing Tips and Checklist for completion of the Application (see Attachment 1 and Attachment 2)
4. Compile and provide info re pre requisites for various entities (so applicants will have realistic expectations)
5. Encourage applicants to joint Sections and Section working committees to gain experience re: the Section and leadership experience
6. Draft a short article for circulation to local/minority/diversity bars re the recruitment and appointments process and the benefits of Section membership and participation

State Bar Entity Demographics: The following activities will be conducted by the Committee at the close of the appointments cycle.

1. Review State Bar entity demographics per information provided by the State Bar Appointments Office (note all demographic information remains confidential)
2. Identify entities representing large numbers of constituents and/or entities providing services impacting large numbers of diverse attorneys and/or members of the community
3. Partner with identified entities to develop plans to conduct outreach and recruitment efforts among diverse attorneys
4. Evaluate demographic reports on an ongoing basis to determine trends, improvements, and shortfalls in projected goals.
5. Continue to provide status reports to the Board of Governors Volunteer Involvement Committee