

Diversity, Equity, and Inclusion Calls to Action

Employers

The State Bar encourages employers and attorneys to support access, fairness, and diversity in their workplaces, and in the profession, by taking the actions listed below. These steps were developed from a review of best practices in inclusion and diversity, along with feedback from the Council on Access and Fairness.



Promote Transparency and Accountability



Build an Inclusive Workplace Culture



Retain, Advance, Compensate, and Empower Staff



The State Bar of California

Promote Transparency and Accountability

- Develop policies and strategies to support fairness in recruitment, hiring, promotion, and attrition. Review policies and organizational data yearly to assess progress, identify trends, and update policies and practices accordingly. Staff reviewing policies and data should have a meaningful opportunity to recommend policy changes to the organization's leadership team.
- Create a strategic plan to promote belonging, culture, and engagement for your organization, with specific objectives, metrics, and benchmarks over time. The plan could be described as a diversity, equity, and inclusion (DEI); culture; or engagement plan—regardless of how your organization describes the plan—it is important to detail specific plans that will help advance equity and inclusion, including initiatives to support retention and advancement, plans to regularly report and discuss progress, ways for attorneys and staff to provide feedback, and adequate staffing and resources to support your organization's efforts.
- Ensure new and expanded staffing and resources are available at all levels to prioritize and implement the organization's efforts to support fairness and promote belonging.
- Gather data and information using methods such as regular employee surveys or anonymous feedback channels. Staff reviewing these experiences should have a meaningful opportunity to recommend policy changes to the organization's leadership team.

Build an Inclusive Workplace Culture

- Take intentional steps to develop and maintain an inclusive and engaged culture by improving the workplace experience for all, regardless of years of experience, tenure at the organization, practice area, gender identity, race/ethnicity, sexual orientation, disability status, or veteran status.
- Develop formal policies and procedures that reflect your organization's retention and advancement goals by ensuring assignments are distributed fairly and being mindful of opportunities for skill-building.
- Develop policies and initiatives that promote staff's sense of belonging. This could include providing structured spaces to discuss impartiality in the workplace, such as employee resource groups (ERGs) that are open to all; assessing supervision, evaluation, and advancement practices; and requiring regular training on implicit bias for all staff.
- Encourage all staff to explore and engage in conversations about access, fairness, and diversity issues.
- Review recruiting strategies, hiring criteria, and processes to help ensure fair hiring practices.
- Reduce inconsistencies in the organization by providing team, office, and practice group leaders with standardized resources and guidance.

Retain, Advance, Compensate, and Empower Staff

- Broaden your benefit options by applying lessons learned from remote work and hybrid work models. Think of additional benefits to encourage wellness and self-care, which reinforce the importance of maintaining a sustainable approach to work.
- Review your salary and compensation tables regularly to ensure they are internally equitable and externally keeping pace with the relevant labor market.
- Ensure that organizational support resources and benefits are available to all staff.
- Review advancement and promotion processes to ensure they are fair and transparent.

