

**MBA EQUITY, DIVERSITY & INCLUSION COMMITTEE**

**July 2018 - June 2019 CHARGE**

Chair: Maya Crawford Peacock, Campaign for Equal Justice

Board Liaison: Valerie Colas, Office of Public Defense Services

Staff Liaison: Kathy Modie

Mission Statement:

To foster and expand diversity, inclusion and equality in the Multnomah Bar Association and Multnomah County legal community and to create and strengthen a relationship of mutual support between the MBA and its diverse lawyers and bar organizations.

*Objective: Promote equality and diversity and foster a culture of inclusion within the Multnomah County legal community. (“Publicity Subcommittee” – 3-4 members)*

 Activities:

* Continue to promote the Statement of Diversity Principles.
* “Moving the Conversation” Column. Solicit articles from the committee and from the broader MBA community for the *Multnomah Lawyer* related to diversity issues, diverse lawyers or bar organizations or the Committee’s work*.*
* Update the Committee’s webpage as appropriate.
* Administer the MBA Diversity Award Nomination and Selection Process.

*Objective: Establish and participate in mutually-supportive relationships with diverse bar organizations and lawyers. (“Ambassador Subcommittee” – 4-6 members)*

 Activities:

* Implement the fellows program. Hold a launch reception, meet-and-greet/match party and an end-of-summer networking party.
* Appoint Committee members to connect with diverse bar organizations to: (1) learn about diverse bar organization objectives; (2) attend diverse bar organization events and to encourage other MBA representatives to attend as well; (3) share information with diverse bar organizations about and encourage diverse lawyers to apply for MBA committees, leadership positions, CLE presentations and the MBA Professionalism Award;and (4) promote MBA membership and events to members of the diverse bar organizations.
* Encourage diversity bar organizations to nominate diverse attorneys for the MBA Professionalism, Diversity, and other awards and coordinate these efforts with the MBA Professionalism Committee.
* Encourage diverse attorneys to apply for judicial vacancies.
* Coordinate attendance at the primary, annual event of each of the diversity bar organizations.
* Invite/sponsor leaders of the diversity bar organizations to the MBA Annual Dinner.
* Collaborate with the MBA Membership and Events committees to invite diverse lawyers and diversity bar leaders to join and become active in the MBA and attend MBA and YLS socials.
* Work with the diversity bar organizations to plan and promote The Tillicum Gathering: Diversity Bar Leadership Social with the goal of bringing together the committee and the leadership of the various diversity/specialty bar organizations in order to build relationships and cooperation in addressing diversity-related issues.
* Appoint a Committee member to serve on the OSB Diversity Section.

*Objective:* *Promote legal careers to diverse students and support diverse law students.*

*(“Pipeline Subcommittee” – 4-6 members)*

 Activities:

* Administer the LSAT scholarship program to help diverse college students prepare for the LSAT exam
* Co-sponsor and collaborate on PSU’s Explore the Law Program for undergraduates and Bridges Program targeting college-bound high school students from traditionally underrepresented groups. Appoint a liaison to serve on the Explore the Law Steering Committee.
* Administer the judicial shadowing program for high school students.
* Co-Sponsor BOWLIO, and encourage diversity bars to attend and sponsor.

*Objective: Raise awareness and educate lawyers. (“Education Subcommittee” – 3-5 members)*

 Activities:

* Plan, conduct and evaluate two or three Access to Justice classes. Consider the topic of positive disability identity for one of the classes.

*Other/Housekeeping:*

* Recruit and recommend potential committee members at the year-end report.

* Encourage committee members to make nominations for MBA Professionalism and Diversity Awards.
* Consider ways to advance employment and scholastic opportunities for diverse lawyers and law students and identify economic assistance programs that assist them.
* Look with a critical eye at the committee's charge and make recommendations about portions that should be changed, sunsetted, added etc.
* Develop a plan within the first few months as to how and when all matters of the charge will be accomplished. In particular, include a plan about how the committee plans to address diversity and membership, if applicable.