



MBA EQUITY, DIVERSITY & INCLUSION COMMITTEE
July 2017 - June 2018 CHARGE

Chair: Susan Cournoyer, Oregon State Bar
Board Liaison: Marshal Spector, Gevurtz Menashe et al
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 to 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.
 - Procure from the Committee two profiles or articles 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:

- Continue work to implement the fellows program.
- 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 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.
- Co-Sponsor BOWLIO, and encourage diversity bars to attend and sponsor.

Other/Housekeeping:

- Recruit and recommend potential committee members at the year-end report.
- Encourage committee members to make nominations for MBA Professionalism Award.
- 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.