



MULTNOMAH BAR ASSOCIATION

EST 1906

MBA COMMITTEE TO ADVANCE EQUALITY IN THE PROFESSION
July 2010 - June 2011 CHARGE

*The charge reflects the Board's request for committee action
and is developed with the input of the previous year's chair.*

Committee chairs make mid-year oral and year-end written reports on task/charge accomplishments.

Chair: John Connors, Metro Public Defender

MBA Board Liaison: Bonnie Richardson, Folawn Alterman & Richardson

MBA Staff Liaison: Kathy Maloney

1. Promote equality and diversity in the profession through independent activities and by cooperation and coordination with other groups with similar goals.
 - A committee representative will attend and speak at the annual OLIO employment retreat to help minority law students become familiar with the MBA and what participation would mean to them.
 - Continue to develop ways to coordinate with OMLA by attending their first board meeting of the year and working to assist and cooperate in OMLA projects. Support OMLA's annual social and auction.
 - Identify one MBA Equality Committee member to serve on the OSB Diversity Section executive committee.
 - Co-sponsor BOWLIO.
2. Write or obtain a minimum of four profiles or articles to be published in the *Multnomah Lawyer* featuring lawyers or organizations who have demonstrated commitment and excellence in their efforts to enhance diversity in the profession.
3. Continue to make presentations at middle schools, high schools and/or PSU, as appropriate, to encourage students of diverse backgrounds to pursue career opportunities in the law. Identify other school-age audiences that would be appropriate for such presentations and make one presentation to such an audience.
4. Update the Equality Committee page on the MBA web site as appropriate.
5. Work with other MBA Committees:
 - Plan a seminar with the MBA CLE Committee that qualifies for Access to Justice MCLE credit.
 - Follow up with the Managing Partners group with the goal of working with representatives of that group on minority hiring and retention issues in their firms.
 - Explore ways the committee can work with the MBA Young Lawyers Section to promote diversity.
 - Work with the MBA Membership Committee as needed to encourage minority lawyers to join the MBA and participate in MBA activities and committees.
6. Continue to promote the Statement of Diversity Principles and encourage MBA members to sign the statement.
7. Investigate and consider the feasibility of a reverse mentor program.
8. Work with the Convocation on Equality (COE) Committee Steering Committee and MBA staff to plan the awards and recognition portion of the 2011 Convocation on Equality. Recommend specific COE financial sponsorship by October 2010.
9. Encourage committee members to make nominations for the MBA Professionalism Award.
10. Review committee charge and make recommendations for changes as needed.
11. Recruit and recommend potential committee members at the year-end report.