



# Federal Bar Association

*Voice of the Federal Bar and Bench*



## FBA Committee on Diversity & Inclusion FY2021 ANNUAL REPORT

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## DIVERSITY STATEMENT

The Federal Bar Association (FBA) recognizes diversity as a core value that is fundamental to the justice system. It is our responsibility and privilege as judges, practitioners, and law students to ensure that our profession actively includes, provides equal opportunity to, and welcomes participation by all individuals, regardless of sex, race, gender, ethnicity, color, national origin, citizenship status, religion, age, sexual orientation, gender identity and gender expression, disability, military and veteran status, and any other unique attribute. The FBA is committed to fulfilling this responsibility in all aspects of our organization and the greater legal profession.

The Federal Bar Association (FBA) is committed to non-discrimination, anti-racism, and equal treatment under the law. The FBA's success depends on our ability to attract, motivate, and retain its increasingly diverse membership. This commitment to diversity, equity, and inclusion is also part of our unique and collective duty as lawyers to uphold the Rule of Law. This commitment prioritizes equal access to justice and promotes the view that our justice system should be reflective of our diverse society, which in turn strengthens our judicial institutions. Finally, through inclusive programming, events, communications, outreach, and collaboration with other groups committed to diversity, equity, and inclusion, the FBA creates strong bonds between members, stakeholders, and other lawyers that connect us to our local, national, and international communities.

# Membership

*We commit to increasing the diversity of the FBA's membership and the diversity of the federal legal community as a whole.*

## **Launch Model D&I Plan for chapters.**

The Membership Subcommittee has developed a Model Chapter D&I Plan and launched a D&I Chapter Pilot Program. The model plan is a roadmap for each chapter to adapt and evolve to fit its unique needs. The Membership Subcommittee with eleven chapters across the country is refining and strengthening the model plan with best practices learned from the pilot program. The eleven pilot chapters include those with as few as 40 members (such as the Washington State Chapter), those with nearly 600 members (D.C. Chapter), and several in between (such as the Broward County (Florida) Chapter, and the Southern District of New York Chapter with approximately 250). The Membership Subcommittee is working closely with the pilot chapters to support their activities and learn from their experiences about how the model plan can be improved. The Membership Subcommittee expects to launch the Model Chapter D&I Plan updated with input from the pilot chapters to all FBA chapters in 2022.

## **Collect diversity data of current FBA membership and use it to establish and track goals for increasing diversity in the organization.**

The D&I Committee developed a demographic matrix that for the first time allows FBA members to designate their diversity information. FBA members are now encouraged to provide this information when joining the organization or renewing membership. These data points, which are under the “Profile” section of each member’s account, include the options for members to designate their gender, ethnicity, whether they are a person with a disability, whether they identify as transgender, preferred pronouns (e.g., she/her/hers, he/his/him, they/their), and veteran/military status. The Membership Subcommittee will work with FBA staff to prepare a video tutorial promoting this new feature and explaining how to use it and will share the video tutorial on social media and through other FBA platforms. The goal is for the FBA to better understand the demographic makeup of its membership and track the organization’s progress toward its goal of ensuring the membership of the organization reflects the diversity of the federal legal community as a whole.

## **Understand cost barriers to entry in the FBA and develop ways to reduce those barriers through grants, blended dues, or other mechanisms.**

To meaningfully advance diversity, equity, and inclusion in its membership, the FBA must understand the financial barrier to entry that many people face and develop ways to eliminate that barrier. The D&I Committee has been exploring ways to make membership more financially accessible for underrepresented communities. Moving forward, the D&I Committee intends to undertake a more formal study of this issue as part of a larger dues marketplace analysis and make recommendations to the FBA board about concrete steps the organization can take to remove financial barriers to membership.

# Leadership

*We commit to increasing the diversity of the FBA's leadership and the diversity of leadership in the federal legal community as a whole.*

## **Collect diversity data of current FBA leadership and use it to establish and track goals for increasing diversity in the organization.**

Starting with the 2021-22 bar year, the Leadership Subcommittee will ascertain and report to the FBA board on the demographics of its national and chapter leaders, including officers, the board of directors, circuit vice presidents, and chapter presidents, through the use of an anonymous poll at the start of the bar year. This data will be collected year-over-year to track the FBA's progress toward its commitment to ensuring that the FBA's leadership reflects the diversity of the federal legal community as a whole.

## **Implement concrete plan of action for increasing recruitment, training, opportunities, and active engagement of diverse leaders.**

The D&I Committee has worked with the Governance Task Force to understand structural barriers to entry in the leadership of the FBA and recommend changes to remove those barriers. These recommendations, were approved by the FBA National Council in 2021 to extend the eligibility for nomination to the national board to chairs of standing committees, such as the D&I Committee, and create more leadership opportunities by reducing a director term from three to two years. This is a first step to ensuring an inclusive path to leadership in the FBA. The committee now will work with the FBA board to establish concrete and specific actions for the organization to intentionally and actively engage, train, and recruit diverse leaders for the national board and other leadership positions. In 2022, the committee will explore how the FBA can offer a "Leadership Institute" to build and train the next generation of diverse FBA leaders and members.

## **Make personal commitment to active inclusion.**

The D&I Committee has been working with the FBA board to ensure that the organization's commitment to D&I is fully integrated in its leadership function. The committee will ask that each FBA leader make a personal commitment to a specific and ongoing active inclusion and, in turn, ask other FBA members to make a similar commitment. These commitments, and the actions that flow from them, will be shared in various FBA communication platforms. This initiative will be launched in 2022.

## **Institutionalize annual implicit bias and diversity training for all FBA leaders.**

Beginning in 2019, the D&I Committee began integrating implicit bias and diversity training at its midyear meetings for all national and chapter leaders. This training has featured national leaders in the D&I space, including former Magistrate Judge Evelyn Furse, who led an interactive training session on unconscious bias for chapter presidents, and Vicki Clark, a national expert on leadership, development and inclusion, who examined issues of power, culture, and microaggressions in a widely attended session that was open to all members. A special training session for the FBA board is being planned for 2022.

# Infrastructure

*We commit to integrating our commitment to diversity, equity, and inclusion in the way the FBA and the federal legal community operates. For the FBA, this means diversity, equity, and inclusion will be a priority in the operations of every part of the organization.*

## **Launch “D&I Model Plan” for FBA sections and divisions.**

The Infrastructure Subcommittee, has developed a model D&I plan to ensure that FBA sections and divisions actively recruit, engage, and promote lawyers who are members of groups that have been historically underrepresented in the legal profession (including racial and ethnic minorities, women, LGBTQ individuals, and those with disabilities (collectively referred to herein as “diverse lawyers”); to cultivate a welcoming atmosphere for all members of the legal profession in FBA sections and divisions; to mentor and retain diverse lawyers in section and division membership; and to provide clear and accessible paths to section and division leadership for diverse lawyers. Because each section and division within the FBA is unique, this model plan provides a template and roadmap with detailed guidance on best practices in areas such as communication, outreach, membership and leadership recruitment, mentoring, and programming, that each section and division can customize for its specific role and function. As part of implementing the model plan, each section and division will be asked as part of its annual work plan to include reporting on diversity, equity, and inclusion and report on the plan and its progress to the Sections and Divisions Council. This model plan will be presented to the FBA board and launched in 2022.

## **Ensure diversity of presenters at all FBA programs.**

Diversity of presenters and panelists at CLEs and other mainstream programming—not just programming on diversity, equity, and inclusion issues—is vital to the FBA. The FBA now includes a commitment to diversity in the call for presentations for its annual meetings and conventions. Those submitting a proposal are asked to affirm that the program includes members of diverse groups as defined by the FBA’s diversity statement. A key component of this action item will be the reporting structure that allows the FBA board to track the implementation, success, and challenges of this programming initiative.

## **Integrate diversity, equity, and inclusion topics in regular FBA programming.**

The FBA has historically incorporated topics related to diversity, equity, and inclusion in its programming. Moving forward, all programming will be evaluated to determine where and how diversity, equity, and inclusion topics can best be integrated as part of routine programming planning. This action item encompasses both (a) programs focused on substantive areas of law that are not per se diversity related, but where it is appropriate to make note of diversity-related issues and (b) programs that are specifically focused on diversity issues and training. The FBA also will track and report on its programming in this area, which has included the following:

Racial Equity and the Sustainable Development Goals (SDG) of the United Nations Law Student Educational Program: In 2020, FBA board and D&I Committee member Judge Mimi Tsankov, along with an Advisory Committee of fellow members and others presented a three-part virtual educational program for more than 200 law students nationwide featuring a faculty of federal judges and national experts addressing

## Infrastructure Cont.

how lawyers can draw on their problem-solving skills to contribute to civil justice. Importantly, the program also integrated a framework for international human rights as enshrined in the UN Sustainable Development Goals. Students who completed the training received a special certificate from the UN Global Compact.

The D&I Committee also now develops and presents programming at the FBA's meetings and conventions. This programming has included a CLE at the annual meeting in Tampa, titled "The Demand for Diversity in Federal Practice: What We Know, Where To Go, How To Grow," developed by D&I Committee member Bryan Branon and featuring D&I Committee Chair, Tara Norgard, along with a panel of national experts; and at the annual convention in New York, "A Celebration of the Nineteenth Amendment," developed by D&I Committee member Judge Lisa Ridgway and featuring Judge Bernice Donald interviewing Political Reporter, Television Pundit and Author, Eleanor Clift. In addition to this programming, the D&I Committee develops and hosts the annual FBA Affinity Bar Roundtable at the FBA's annual meeting.

The D&I Committee also develops specialty programming to address topical issues. In this arena, D&I Committee member, Kiera Murphy, developed and moderated a three-part CLE series on issues surrounding law enforcement liability. Part one of the program focused on issues in the prosecution of law enforcement, part two focused on issues in defense of law enforcement, and part three focused on is involved in law enforcement and municipal liability arising from encounters with people who have a disability. All three programs featured national leaders on these issues and were attended widely by FBA members and non-members, alike. These programs were the topic of articles by Kiera Murphy and Katherine Earle Yanes featured in the FBA's blog and the Jan/Feb issue of *The Federal Lawyer* ([Reflecting on the Diversity & Inclusion Committee's Police Liability Programs](#)).

Kiera Murphy also organized a civics education event in partnership with Jonathan Lasken, who chairs the FBA Community Service and Outreach Committee, and Rebecca Fanning of Administration Office of the U.S. Courts. The event was held on September 22, 2021, the day before the Annual Convention in Miami. Judges and attorneys visited Miami-Dade area high schools, virtually or in-person, in small groups and hosted a 50-minute program on civil discourse and the U.S. Constitution.

The D&I Committee also partners with other areas of the FBA to develop and offer programming. For example, the committee co-sponsored a webinar presented by the Younger Lawyers Division on October 6, 2021, titled "A Call to Action: Stepping Up to Lead and Effectuate Change in a Time of Crisis," featuring Dr. Artika Tyner, who will discuss tangible ways lawyers can use their legal skills to advocate for change in marginalized communities. The Committee is also collaborating with the Professional Development Committee to develop a program series focused on racial justice in the coming year.

## **Ensure all FBA events and programming venues, including conference centers, hotel rooms, etc., are accessible to people with all disabilities.**

A special working group of the D&I Committee has developed a Manual for Planning Accessible Meetings and Events for the FBA to ensure the organization's programming and activities are accessible to people with disabilities. This manual and related training webinars was launched in October 2021 and is available [here](#). The manual and webinars will be marketed in FBA blog posts, articles, and other social media avenues, as well as to the Affinity Bar partners and others as the seminal resource for associations in order to develop and offer



## **Infrastructure Cont.**

accessible programming, services, and activities to include all members. The manual also will be incorporated into FBA leadership training at the Leadership Summit in 2022. In addition, the FBA executive staff will be trained on and engage in a collaborative interactive process for all requests for reasonable accommodations to ensure accessibility at all national meetings and to serve as a resource for FBA chapters.

### **Incorporate diversity, equity, and inclusion in mentorship programs.**

The FBA Lift Up Leaders mentorship program was launched in January 2022. Focusing on promoting and supporting young lawyers and cultivating the pipeline of diverse leaders for the organization, the FBA's Lift Up Leaders program connects established and newer FBA members and fosters the development of new relationships. Participating members will provide advice, insight, and guidance to mentees concerning careers, internships or clerkships, leadership opportunities, and professional development. Participating mentees may choose mentors based on professional goals, specific topical interests, experiences, location/chapter, or leadership roles. The program allows for the mentorship pair to build a mutually beneficial and positive relationship.

### **Include D&I in budgeting and financial planning.**

The FBA will incorporate D&I into its annual fiscal planning and allocation of resources to further the organization's commitment to diversity, equity, and inclusion. This work has already begun, with funds budgeted and used for a speaker engagement fees for the implicit bias training session held during FBA Leadership Summit.

### **Evaluate and recommend updates to existing FBA policies to systemically integrate the organization's commitment to diversity, equity, and inclusion.**

The FBA will evaluate all policies to ensure that the commitment to a diverse, equitable, and inclusive organization and federal legal community is fully reflected, embraced, and institutionalized in all FBA operations. The policies to be evaluated and updated include, but are not limited to, the following: Policy 6-2 Webinars; Policy 7-1 National Convention; Policy 7-2 Chapter Leadership Training; Policy 7-3 Section and Division Leadership Training; Policy 9-4 Sections and Divisions Policies; Procedures and Guidelines; and Policy 9-8 Law School Student Chapters.

### **Evaluate and recommend updates to FBA bylaws to systemically integrate the organization's commitment to diversity, equity, and inclusion.**

In coordination with the Governance Task Force, the FBA will evaluate its bylaws to determine if any amendments are needed to align with the FBA's commitment to diversity, equity, and inclusion. The first phase of this action item was taken in 2020 when, at the recommendation of the D&I Task Force, the organization amended its bylaws to establish the D&I Committee as a permanent standing committee of the organization. The committee will request that the formal name is amended to the Committee on Diversity, Equity, and Inclusion in FY22.

## Infrastructure Cont.

### **Evaluate further opportunities to strengthen diversity, equity, and inclusion through FBA committees, chapters, sections, and divisions.**

The D&I Committee will evaluate whether existing FBA committees, sections and divisions best serve the needs of our diverse legal community. For example, in-house lawyers and solo practitioners are active participants in federal court and may not feel represented in the FBA's structure. A survey of the membership is contemplated as a part of this action item. That survey may also be used to inquire whether the membership suggests any additional sections, divisions, or groups within the FBA to ensure we are meeting the needs of our entire federal legal community.



# Outreach & Partnership

*We recognize the rich opportunities to learn from and collaborate with Affinity Bar organizations and others who bring unique perspectives and bold and thoughtful leadership to the imperative of diversity, equity, and inclusion. We will seek active partnership and engagement with these organizations to support our mutual work to advance diversity, equity, and inclusion in the FBA and the federal legal community.*

## Create and appoint Affinity Bar liaisons.

Through the Outreach Subcommittee, FBA Affinity Bar Liaisons are appointed each year to continue to cultivate meaningful and engaged relationships with national Affinity Bars and related organizations. The purpose of the Affinity Bar Liaisons is to establish relationships with our colleague Affinity Bars with certain goals in mind: (1) listening and understanding the perspectives of the Affinity Bars; (2) communicating to the FBA about perspectives, priorities, and key events of the Affinity Bars; (3) facilitating introductions and communications between leaders of the Affinity Bars and FBA leadership; (4) connecting contacts in Affinity Bars with relevant FBA sections, divisions, and chapters; (5) assisting in creating a pipeline of diverse attorneys for FBA leadership; and (6) working with Affinity Bars to create a diverse pool of experts in various areas of the law who are interested in presenting and participating in programming throughout the FBA (“Speakers Bureau”). Affinity Bar Liaisons relationships that have been established to date are as follows:

- |   |  |
|---|--|
| 1. Deaf and Hard of Hearing Bar Association | 9. National Association of Muslim Lawyers    |
| 2. Disability Rights Bar Association        | 10. National Association of Women Judges     |
| 3. Federal Judges Association               | 11. National Association of Women Lawyers    |
| 4. Federal Magistrate Judicial Association  | 12. National Bar Association                 |
| 5. Haitian Lawyers Association              | 13. National LGBT Bar Association            |
| 6. Hispanic National Bar Association        | 14. National Native American Bar Association |
| 7. Minority Corporate Counsel Association   | 15. ABA Commission on Disability Rights      |
| 8. National Asian Pacific Bar Association   | 16. ABA Committee D&I Committee              |

Through these liaisons, the Outreach Subcommittee connects with other national organizations that are committed to diversity, equity, and inclusion, shares information regarding FBA initiatives, events, and programs, learns of other organization’s programming and work in these areas, and takes advantage of opportunities for the FBA to partner with these organizations to advance our mutual goals.

## Outreach & Partnership Cont.

Recent partnerships include working with the National Association of Women Judges on the three-part law student program on Racial Equity and the Sustainable Development Goals, which was reported on in the *The Federal Lawyer* [here](#); and co-sponsorship of various National Association of Women Lawyers events, including its recent Mid-Year Meeting, themed “Finding Resilience and Protecting Your Purpose in 2021.” The FBA also is a contributing author in the development of A Resource Guide for the Selection of Diverse Arbitrators and Mediators. This primer is offered to promote the cultivation, inclusion, selection, and sustainability of diverse arbitrators and mediators.

### **Build relationships with other national groups and organizations that impact diversity, equity, and inclusion in the federal legal community.**

Broad and sustained impact within the organization and in the greater community is best achieved when working in concert with others who are equally committed to a diverse and inclusive federal bar. In addition to forging relationships with Affinity Bars, through the D&I Committee, the FBA is building relationships with other organizations that will be additional sources of learning, collaboration, and mutual support in this work.

As part of this action item, a special working group of the D&I Committee convened to study and identify specific actions the FBA can take to advance diversity among federal judicial law clerks (Law Clerk Working Group). First, the working group has joined with staff of the Administrative Office of the U.S. Courts in support of goal 4. 1a of the 2020 *Strategic Plan for the Federal Judiciary*, which is to: “[e]stablish, maintain and expand outreach efforts and procedures to make diverse audiences aware of employment opportunities in the judiciary, including as judicial officers.” In partnership with the AO’s office, this working group has already held “listening sessions” with Affinity Bars and are gathering valuable insights about perspectives, priorities, and barriers that face diverse law students in applying for and attaining federal judicial clerkships. This group will issue a report summarizing their findings and recommending next steps when the listening sessions are complete.

Second, the Law Clerk Working Group has joined with the FBA Federal Law Committee to advance D&I among federal judicial law clerks. Through the leadership of this group, in 2021 the D&I Committee co-developed and sponsored the first in a series of programs geared to promoting clerkship opportunities among diverse law students and providing training for the application process.

### **Commence organization of Speakers Bureau and related activities.**

The FBA has launched its D&I Speakers Bureau as part of the D&I Action Plan. The Speakers Bureau is a resource database designed to connect the FBA and other organizations with people who are interested in serving as speakers and authors on a wide range of issues. Affinity Bars and other partner organizations have been invited and encourage to have their members join the FBA Speakers Bureau, and to use the resulting database as a resource for speaking and publishing opportunities. The link to the FBA Speakers Bureau can be found here: [Diversity and Inclusion Speakers Bureau](#) – Federal Bar Association.

### **Recruit diverse attorneys for FBA leadership roles.**

As part of their role with the D&I Committee, the Affinity Bar Liaisons work to identify leaders and members of their respective Affinity Bars who are interested in pursuing leadership positions within the FBA. The Outreach Subcommittee will continue to develop pathways for recruiting and promoting Affinity Bar leaders in FBA leadership roles.

## **Outreach & Partnership Cont.**

### **Facilitate FBA president's hosting of annual Affinity Bar Leadership Forum.**

The D&I Committee hosted the FBA's first annual Affinity Bar Roundtable leadership event in 2019 in conjunction with the Annual Meeting and Convention in Tampa. Now in its fourth year, this roundtable provides a forum for the FBA to personally engage with leaders of Affinity Bars to understand their goals, concerns, and activities and to explore opportunities to partner in collective work on diversity, equity, and inclusion in the legal community. By engaging directly and personally with other bar leaders, the D&I Committee not only broadens its own understanding on issues impacting diverse communities, but also promotes FBA membership and leadership opportunities to these partner organizations.

# Communications

*We will integrate our commitment to a diverse and inclusive legal community in all internal and external communications.*

## Update FBA Diversity Statement.

The D&I Committee has studied the FBA's existing Diversity Statement and recommended to the board that it be updated, as follows:

### *Current FBA Diversity Statement:*

The Federal Bar Association (FBA) supports the full and equal access to, and participation by, all individuals in the Association, the legal profession, and the justice system regardless of race, gender, ethnicity, national origin, religion, age, sexual orientation, gender identity, disability, or any other unique attribute. The FBA recognizes that achieving diversity in the legal profession requires the Association's continued effort and commitment. The FBA is committed to diversity throughout the Association.

### *Proposed Updated FBA Diversity Statement:*

The Federal Bar Association (FBA) recognizes diversity as a core value that is fundamental to the justice system. It is our responsibility and privilege as judges, practitioners, and law students to ensure that our profession actively includes, provides equal opportunity to, and welcomes participation by all individuals, regardless of sex, race, gender, ethnicity, color, national origin, citizenship status, religion, age, sexual orientation, gender identity and gender expression, disability, military and veteran status, and any other unique attribute. The FBA is committed to fulfilling this responsibility in all aspects of our organization and the greater legal profession.

The board approved the updated Diversity Statement at its September 23, 2021, meeting.

## Communicate D&I Value Proposition.

The Committee has developed a written articulation of the value proposition for a diverse and inclusive FBA ("D&I Value Proposition"), including a concise statement for use in FBA marketing material, agendas, planning documents, and other materials. The D&I Value Proposition is designed to: (1) strategically tie to the FBA's mission, vision and values; (2) be future focused and mindful of younger, newer lawyers; (3) educate members and third parties about the importance of D&I, including through D&I training; and (4) help create an outstanding D&I brand and image for the FBA consistent with our unequivocal commitment to a diverse and inclusive legal community. The D&I Value Proposition is as follows:

The Federal Bar Association (FBA) is committed to non-discrimination, anti-racism, and equal treatment under the law. The FBA's success depends on our ability to attract, motivate, and retain its increasingly diverse membership. This commitment to diversity, equity, and inclusion is also part of our unique and collective duty as lawyers to uphold the Rule of Law. This commitment prioritizes equal access to justice and promotes the view that our justice system should be reflective of our diverse society, which in turn

## Communications Cont.

strengthens our judicial institutions. Finally, through inclusive programming, events, communications, outreach, and collaboration with other groups committed to diversity, equity, and inclusion, the FBA creates strong bonds between members, stakeholders, and other lawyers that connect us to our local, national, and international communities.

### **Publish FBA D&I Action Plan inside and outside of the FBA.**

Through the Communications Subcommittee, the D&I Committee has used the numerous FBA national communication platforms, including *The Federal Lawyer* magazine, the weekly FBA e-newsletter, and various social media accounts, to promote awareness and participation in the D&I Action Plan. The D&I Action Plan also has been promoted with colleague organizations that have similar initiatives. In the coming year, the Communications Subcommittee will work with FBA staff to promote the D&I Action Plan broadly through additional channels, in accordance with the customized marketing plan that has been developed by the staff.

### **Leverage FBA communication platforms to support D&I throughout the organization.**

From the onset of our work, the D&I Committee has utilized the FBA's communications platforms to publicize its work and the FBA's commitment to advancing diversity, equity, and inclusion. One of our first significant steps in this regard was to secure a routine column in *The Federal Lawyer* in 2019. The Communications Subcommittee recruits and works with authors in their submissions. Articles published in 2021 include the following:

July/August- [A 35-Year Blueprint for Diversity, Equity, and Inclusion](#) by Meaghan Goldstein

May/June- [Mendez v. Westminster: The Mexican-American Fight for School Integration and Social Equality Pre-Brown v. Board of Education](#) by Eddie A. Jauregui and Barbara A. Martinez

March/April- [Advancing Racial Equity Through the UN Sustainable Development Goals](#), by Christina Bartholomew

Jan/Feb- [Reflecting on the Diversity & Inclusion Committee's Police Liability Programs](#) by Kiera Murphy and Katherine Earle Yanes

The D&I Committee also regularly publishes [articles](#) related to its work, including pieces about its programming and topical issues in the D&I space. For example, D&I Committee member Bill Goren authored "Why Don't You Have People with Disabilities Working for You and Why Can't You Retain Them?", which was published on the FBA's national platforms and is available here: [Why Don't You Have People with Disabilities Working for You and Why Can't You Retain Them?](#)

In addition, the D&I Committee submits and provides feedback on draft statements the FBA is asked to make. When George Floyd became the most recent Black person to have been killed by law enforcement, the D&I Committee drafted a recommended statement for the board to adopt on racial justice. The final statement of the FBA board, along with the statements issued by the Younger Lawyers Division, New Orleans Chapter, South Florida Chapter, and Minnesota Chapter are here: [Statement on Equal Justice](#).

## Communications Cont.

### Expand and develop D&I web page.

Another of the Committee's early actions was to establish a D&I web page ([Diversity and Inclusion](#) – Federal Bar Association). The page continues to serve as a central point for communication and resources for external and internal audiences. The page currently features: (1) the FBA's Diversity Statement, (2) other information about the organization's commitment to a diverse and inclusive federal legal community; (3) D&I Action Plan, as well as progress reports on this plan, such as this annual report; (4) resources for FBA chapters, sections, and divisions, such as the Chapter Model D&I Plan and the FBA's Speakers Bureau, (4) D&I programming ideas and successes throughout the organization, (5) information about FBA Affinity Bar Liaisons, and (6) information about FBA D&I awards and grants (and winners of each). This year, the subcommittee prepared an outline to update the FBA D&I webpage, which will be launched in 2022.

### Promote existing FBA Awards and nominees among diverse communities and develop new a Diversity Award to highlight, celebrate, and promote people and programs working to cultivate a diverse and inclusive federal legal community.

The FBA provides numerous awards for outstanding leadership and work in support of the FBA's mission: (1) Earl W. Kinnert Award for Distinguished Service, (2) Honorable Sarah T. Hughes Civil Rights Award, (3) Ilene and Michael Shaw Public Service Award, (4) Ilene and Michael Shaw Younger Lawyer Public Service Grant, (5) Elaine R. "Boots" Fisher Award, (6) Robyn J. Spalter Outstanding Achievement Award, (7) Peter J. Mazza Outstanding Federal Lawyer Award, (8) Younger Federal Lawyer Awards, (9) Chapter Activity Awards, (10) Sections/Division Recognition Awards, and (11) Newsletter Recognition Awards. In addition, the FBA Foundation provides grants to further the work of diversity, equity, and inclusion throughout the organization. The D&I Committee actively promotes these awards and grants to diverse members of the organization, and others who advance the FBA's D&I mission, both as nominators and nominees.

In addition, at the September 2021 board meeting, the board approved, upon the recommendation of the D&I Committee, the creation of the Hon. Constance Baker Motley D&I Essay Writing Competition. This is a national writing competition for young practitioners that focuses on strategies to promote, achieve, and sustain diversity, equity, and inclusion in federal practice. The award honors the legacy of Judge Motley (September 14, 1921 – September 28, 2005), the first African American female federal court judge and a key strategist of the African-American civil rights movement, a state senator, and Borough President of Manhattan, New York City. The D&I Committee will launch this competition in 2022 in collaboration with the Younger Lawyers Division of the FBA.

### Publish about diverse FBA members and leaders.

The D&I Committee has published the FBA's first "Profiles in D&I Leadership" interview series, featuring members of its Corporate Counsel Advisory Board. The series is published in the FBA's e-newsletter, promoted through its social media channels, and is posted on the FBA's D&I web page, [Profiles in D&I Leadership](#) – Federal Bar Association. To-date, the following Advisory Board Members have been featured in the series:

- Harvey Anderson, General Counsel, HP
- James L. Chosy, General Counsel, U.S. Bank
- Bethany Drucker, General Counsel, ASG Staffing
- Michelle Fang, General Counsel, Turo
- Mary Frontczak, General Counsel, Compass Minerals
- Renny Hwang, Head of Global Litigation, Google
- Don Liu, General Counsel, Target

## Communications Cont.

The D&I Committee has also published a Centennial Celebration of the 19th Amendment video series titled [“A Woman’s Way to the Federal Bench” Centennial Celebration of the 19th Amendment: “A Woman’s Way to the Federal Bench”](#) – Federal Bar Association. Judges featured in the series include:

- Hon Sharon Louise Gleason, District Judge, United States District Court for the District of Alaska
- Hon. Danielle J. Hunsaker, Circuit Judge, United States Court of Appeals for the Ninth Circuit
- Hon. Louise A. LaMothe, Magistrate Judge, United States District Court for the District of California
- Hon. Patricia A. Whalen, former International Judge, War Crimes Chamber, Court of Bosnia and Herzegovina



# Looking Ahead

With the FBA's D&I Action Plan in its second year of the three-year plan, the D&I Committee is beginning to plan for the next generation of its work. It also is in the preliminary stages of several additional initiatives, including:

- Programming on the Article III and Magistrate Judge nomination/selection process
- Further engagement with judicial associations (Federal Judges Association, Federal Magistrate Judges Association, National Association of Women Judges)
- Further engagement with Judicial and General Counsel Advisory Boards
- Development of a Law Student Advisory Board for the Committee
- Highlight D&I advancements in small and mid-sized firms
- Review of existing FBA written materials and establish policy and protocol for review of all new FBA written materials to ensure consistency in FBA's D&I messaging and that all communications respect and engage diverse communities
- Create a library of FBA's historical and ongoing D&I programming on FBA D&I web page

# Advisory Boards

By learning from and collaborating with leading federal judges and corporate counsel from around the country, our collective effort toward true diversity, equity, and inclusion in the federal legal community is critically strengthened. We are grateful for the support and guidance of these many leaders that bring FBA's initiatives to life, and we look forward to our continued work with them as we move forward.

## Judicial Advisory Board

Judge Michael J. Davis (D. Minn.)\*  
Judge Donovan W. Frank (D. Minn.)\*  
Judge Michael Newman (S.D. Ohio)\*+  
Judge Bernice Donald (6th Cir.)  
Judge Kathleen O'Malley (Fed. Cir.)  
Chief Judge Nannette Jolivet Brown (E.D. La.)+  
Chief Judge Gustavo Gelpi (D. P.R.) Chief  
Judge Patti Saris (D. Mass.)  
Chief Judge Lynn Winmill (D. Utah)  
Judge Gonzalo Curiel (S.D. Calif.)  
Judge Diane Humetewa (D. Arizona)  
Judge Sarah S. Vance (E.D. Louisiana)  
Senior Judge Kathryn Vratil (D. Kansas)  
Senior Judge Claudia Wilken (N.D. Calif.)  
Ret. Judge Ruben Castillo (N.D. Ill.)  
Ret. Judge Tim Lewis (3d Cir.)  
Ret. Judge Shira Scheindlin (S.D.N.Y.)  
Judge Karoline Mehalchick (M.D. Pa.)+  
Judge Delissa Ridgeway (Int'l Trade)+  
Judge Mimi Tsankov (U.S.I.C.)+

## Corporate Counsel Advisory Board

Kim Rivera, General Counsel, HP\*  
Harvey Anderson, General Counsel, HP  
Jim Chosy, General Counsel, US Bank\*  
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Anna Richo, General Counsel, Cargill  
Craig Silliman, General Counsel, Verizon  
Bethany Drucker, General Counsel, ASG Staffing, Inc.

\* Founding member of Advisory Board / + Also a member of FBA Committee

# Acknowledgements

The FBA's Diversity & Inclusion Committee (the "Committee") began as a Special Task Force appointed by past FBA presidents Judge Michael Newman and Kip Bolin, with the support of the national FBA Board of Directors. It built on the work of the 2011 FBA DE&I Task Force, chaired by Judge Donovan W. Frank and Robie A. Beatty,<sup>1</sup> as well as the work that followed based on the recommendations of that group. In March 2020, the FBA amended its bylaws to establish the task force as a standing committee. Below are the task force and committee members whose leadership and commitment have made this D&I Annual Report possible.

Lori Adelson (Member, Standing Committee 2021-22)  
Rachel Alexander (Member, Diversity Task Force 2017-19)  
Lanna Allen (Member, Standing Committee 2020-21; Communications Subcommittee 2020-21)  
Jessica Alley (Member, Task Force 2019-20; Standing Committee 2020-21; Membership Subcommittee 2020-21)  
Andrea Arnold (Member, Standing Committee 2021-22)  
Hon. Dania Ayoubi (Member, Standing Committee 2021-22)  
Chirag Badlani (Member, Task Force 2018-2020)  
Brett Barfield (Member, Task Force 2017-18)  
Brenda Bauges (Member, Standing Committee 2021-22; Federal Judicial Clerkships Working Group 2020-21)  
Sara Benson (Member, Standing Committee 2021-22; Federal Judicial Clerkships Working Group 2020-21)  
Jordan Berger (Member, Standing Committee 2021-22; Accessibility Tool Kit Working Group 2020-21)  
Nadia Bermudez (Member, Task Force 2017-20)  
David Boyles (Member, Task Force 2019-20)  
Bryan Branon (Member, Task Force, 2019-20; Standing Committee 2020-22; Membership Subcommittee 2020-21)  
Hon. Nannette Brown (Member, Task Force 2019-20; Member, Standing Committee 2020-22; Leadership Subcommittee 2020-21)  
Brandie Burris (Member, Task Force 2020-21; Standing Committee 2020-21; Communication Subcommittee 2020-21)  
Chalon Clark (Member, Task Force 2017-19; Infrastructure Subcommittee 2020-21)  
Laura Conover (Member, Standing Committee; Infrastructure Subcommittee 2021-22)  
Kertch Conze (Member, Standing Committee 2020-21; Communication Subcommittee 2020-21)  
Anthony Cox, Jr. (Member, Standing Committee 2021-22; Membership Subcommittee 2020-21)  
Victoria del Campo (Member, Standing Committee 2021-22; Infrastructure Subcommittee 2020-21)  
Christine Dieter (Member, Standing Committee 2020-21; Infrastructure Subcommittee 2020-21)  
Tashwanda Dixon (Member, Standing Committee 2020-21; Leadership Subcommittee 2020-21)  
Bethany Drucker (Member, Standing Committee 2020-21; Corporate Counsel Advisory Board, 2020-21; Accessibility Tool Kit Working Group 2020-21)

Matthew Enriquez (Member, Standing Committee 2020-21; Co-Chair, Communications Subcommittee 2020-21)  
Hon. Robin Feder (Member, Task Force 2018-19; Member, Judiciary Division Advisor 2020-21)  
Elizabeth Fegan (Member, Task Force 2018-19; Co-Chair, Membership Subcommittee 2020-21)  
Monica Garcia (Member, Task Force 2020; Member, Standing Committee, 2020-22; Co-Chair, Membership Subcommittee 2020-21)  
Darrel Gardner (Member, Task Force 2017-18; Member, Standing Committee, CVP Chair 2021-22)  
Anne Gordon (Special Task Force 2017-18; Outreach Subcommittee 2020-21)  
William Goren (Member, Task Force 2017-19; Standing Committee 2019-22; Outreach Subcommittee 2020-21; Accessibility Tool Kit Working Group 2020-21)  
Jonathan Hafen (Member, Task Force 2018-19)  
Kari Hawkins (Member, Standing Committee 2021-22)  
Peter Hyun (Member, Task Force 2017-19; Member, Outreach Subcommittee 2020-21)  
Suzanne Johnson (Member, Standing Committee 2021-22; Federal Judicial Clerkships Working Group 2020-21)  
Suzanne Jones (Member, Standing Committee 2020-22; Outreach Subcommittee 2020-21)  
Christine Jordan (Member, Task Force 2019-20; Standing Committee 2020-21; Outreach Subcommittee 2020-21)  
Dora Kaufman (Member, Task Force 2019-20; Standing Committee 2020-21; Membership Subcommittee 2020-21)  
Brandon King (Member, Task Force 2017-20)  
LaKisha Kinsey-Sallis (Member, Task Force 2017-19; Membership Subcommittee 2020-21)  
Eddie Kirtley (Member, Task Force 2018-19; Standing Committee 2020-21; Membership Subcommittee 2020-21)  
Brandon Kline (Member, Standing Committee 2020-21; Communication Subcommittee 2020-21)  
Lisa Kpor (Member, Task Force 2017-20; Standing Committee 2021-22; Co-Chair, Communications Subcommittee 2020-21; Vice Chair 2021-22)  
Anh Le Kremer (Member, Standing Committee 2020-21; Leadership Subcommittee 2020-21)  
Jason Kurtyka (Member, Standing Committee; Member, Law Clerk Working Group 2020-21)

Markenzy Lapointe (Member, Standing Committee 2020-21; Leadership Subcommittee 2021-22)

Terence Liley (Member, Standing Committee 2020-2022; Co-Chair, Leadership Subcommittee 2020-22)

Scott Lopez (Member, Task Force 2018-19; Standing Committee 2020-21; Co-Chair, Membership Subcommittee 2020-21)

Francesse Lucius (Member, Standing Committee 2020-21; Membership Subcommittee 2020-21)

Tarina Mand (Member, Standing Committee 2021-22; Outreach Subcommittee 2020-21)

TJ McGrath (Member, Task Force 2018-20; Standing Committee 2020-21; Outreach Subcommittee; Public Sector Liaison 2020-21)

Glen McMurry (Member, Task Force 2018-20; Standing Committee 2020-22; Co-Chair, Infrastructure Subcommittee 2020-21)

Olivera Medenica (Member, Task Force 2019-20; Chair, Leadership Subcommittee 2020-21)

Hon. Karoline Mehalchick (Member, Task Force 2019-20; Standing Committee 2020-21; Co-Chair Leadership Subcommittee 2020-21; Judiciary Division Advisor)

Steven Miller (Member, Task Force 2018-20; Standing Committee 2020-21; Senior Lawyers Division Representative 2020-21; Communication Subcommittee 2020-21; Accessibility Tool Kit Working Group 2020-21)

Adine Momoh (Member, Task Force 2019-20; Standing Committee 2020-22; YLD Liason 2020-21; Infrastructure Subcommittee 2020-21)

Matthew Moreland (Member, Task Force 2018-19)

Matthew Moschella (Member, Standing Committee 2020-21)

Kiera Murphy (Member, Task Force 2019-20; Standing Committee 2020-21; Communication Subcommittee 2020-21)

Nandini Nair (Member, Task Force 2019-20; Standing Committee 2020-21; Leadership Subcommittee 2020-21)

Hon. Michael Newman (Member, Task Force 2018-20; Judiciary Advisor Board 2020-21)

Tara Norgard (Member, Task Force 2017-20; Standing Committee 2020-21; Chair 2020, 2021)

Nathan Olin (Member, Task Force 2018-20; Standing Committee 2020-21; Infrastructure Subcommittee 2020-21)

Michelle Otero Valdes (Member, Standing Committee 2020-21; Co-Chair, Infrastructure Subcommittee 2020-21)

Hon. Kelly Pate (Member, Task Force 2019-20; Standing Committee 2020-21)

Aneeba Rehman (Member, Standing Committee 2020-21; Membership Subcommittee 2020-21)

Hon. Delissa Ridgway (Member, Task Force 2017-20; Standing Committee 2021-22; Professional Development Task Force Liaison 2020-21)

Reginald Sainvil (Member, Standing Committee 2020-21; Infrastructure Subcommittee 2020-21; Federal Judicial Clerkship Work Group, 2020-21)

Kelly Scalise (Member, Task Force 2019-20; Standing Committee 2020-21; Outreach Subcommittee 2020-21)

Hon. Andrew Schopler (Member, Standing Committee 2020-21; Outreach Subcommittee 2020-21)

Vildan Teske (Member, Task Force 2009-10; Special Committee 2010-11; Task Force 2019-20)

Patrick Tighe (Co-Chair, Outreach Subcommittee 2020-21)

Hon. Mimi Tsankov (Special Task Force 2017-18; Outreach Subcommittee 2020-21)

Chelsea Walcker (Member, Task Force 2019-20; Standing Committee 2020-21; Outreach Subcommittee 2020-21)

Victoria Weatherford (Member, Task Force 2017-18)

Racheal White Hawk (Member, Standing Committee 2020-21; Federal Judicial Clerkship Work Group 2020-21)

Katherine Earle Yanes (Member, Task Force 2017-20; Standing Committee 2020-21; Co-Chair, Outreach Subcommittee 2020-21)

Rafael Zahralddin (Member, Standing Committee 2021-22)

The committee also would like to extend a special thanks to FBA Executive Director Stacy King, FBA Deputy Director Yvonne Cockram, and FBA Outreach and Foundation Manager Cathy Barrie. They have provided invaluable support for this work.

<sup>1</sup>In addition to co-chairs Judge Frank Beatty, the 2011 Task Force members were FBA Past President Lawrence Baca, Jackie Goff, Rita LaLumia, Kenneth Lawson, Magistrate Judge Michael Newman, Diana Sen, Christopher Sullivan, Vildan Teske, Devinti Williams, and Sharonda Williams.

The mission of the Association is to strengthen the federal legal system and administration of justice by serving the interests and the needs of the Federal practitioner, both public and private, the federal judiciary and the public they serve.



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