

FBA CHAPTER MODEL PLAN FOR DIVERSITY AND INCLUSION

Introduction

The high-level goals of this Model Plan are to actively engage groups that have been historically underrepresented in the legal profession (including racial and ethnic minorities, women, LGBTQ individuals, and persons with disabilities (collectively referred to herein as “diverse lawyers”)), to communicate a welcoming atmosphere to all members of the legal profession, to mentor and retain diverse lawyers in Chapter membership, and to provide clear paths to Chapter leadership for diverse lawyers.

Your Chapter’s success in reaching certain goals may be impacted by your resources, focus (buy-in) and leadership. Each Chapter is different--with unique challenges and opportunities in diversifying its membership and meeting these goals. As such, this document is designed to serve as a template and a roadmap. While we strongly recommend formalizing a Chapter plan using this template, the principal purpose of this Model Plan is to incorporate diversity and inclusion into all activities your Chapter is currently undertaking, using this Model Plan as a guide.

I. MEMBERSHIP

Goal 1: Evaluate Current State of Diversity

The [CHAPTER NAME] is committed to demonstrating diversity at both the membership level and the leadership level. To measure the progress of our upcoming diversity efforts, it is necessary to evaluate our starting point. To do so, the Chapter will review its own membership demographics and initiatives and compare these against external information. Once an analysis has been conducted, the Chapter will identify areas of improvement and create a work plan to achieve short- and long-term diversity goals.

To analyze current Chapter demographics, the Chapter will review its monthly Chapter Membership Reports to identify any diversity trends over the past year, and to serve as a baseline for the upcoming year’s diversity initiatives. This will be completed by [BOARD MEMBER/DIVERSITY COMMITTEE MEMBER¹] by [DATE].

To develop goals, the Chapter will consider [PICK ONE OR SEVERAL: other FBA Chapter Membership Reports; information from the presiding law licensing body; information from local affinity bars; local demographics from census; national benchmarks; surveys to the Chapter;

¹ Large chapters might consider creating a short- or long-term Diversity and Inclusion Committee that can carry the responsibility for implementing this model plan. Other chapters might consider adding a board seat that is specifically dedicated to diversity and inclusion and the goals of this plan or even designating a current member of the board to be responsible for implementing this plan.

