



The State Bar of California

**OPEN SESSION
AGENDA ITEM
701 MAY 2020**

DATE: May 14, 2020

TO: Members, Board of Trustees

FROM: Donna S. Hershkowitz, Interim Executive Director
Elizabeth A. Hom, Acting Program Manager, Office of Access & Inclusion

SUBJECT: Council on Access and Fairness (COAF) - Approval of Scope of Work and Revised Workplan

EXECUTIVE SUMMARY

In 2019, the Board of Trustees adopted objectives for its diversity and inclusion mission where the State Bar could have the greatest impact and leverage its unique position as a statewide regulatory agency, including: examining the disproportionate attrition rate of diverse students in law school; eliminating unintended bias in the Bar Exam; collecting and analyzing statewide data to identify systemic issues that need to be addressed, and developing programs to address them; and supporting judicial diversity.

The Council on Access and Fairness (COAF) requests that eight activities related to pre-law school pipeline efforts and judicial diversity be added to their 2020 work plan. These efforts include liaising with diversity and inclusion committees of the California Lawyers Association, California LAW, and the Judicial Council; outreach efforts and supporting educational presentations to high school and college aged students; convening an annual meeting on early pipeline issues; and if requested, participation in planning the 2021 Judicial Diversity Summit.

BACKGROUND

In January 2019, the Board of Trustees adopted amendments to the State Bar's 2017–2022 Strategic Plan to include concrete objectives advancing the diversity and inclusion components of the State Bar mission. Based on input from leaders in the field and a variety of stakeholders the objectives focus the work where the State Bar is uniquely situated to make the most impact. Many organizations and entities provide direct programming to improve diversity through education, mentorship, and other specific forms of expertise. However, because none

have the unique regulatory role of the State Bar with regard to the legal profession, the Board shifted its focus to systemic and institutional impact, rather than delivering direct programming. Pursuant to its Strategic Plan objectives, the State Bar intends to:

- serve as a data repository, research institution, and technical assistance provider on topics such as trends in attorney demographics, cross-sector employment data, and meta-analysis of diversity and inclusion studies;
- convene stakeholders to discuss emerging issues, best practices, and data collection; and
- recommend, incubate and/or pilot promising programs that are based on data and have the potential to scale throughout the state.

The Council on Access and Fairness (COAF) is a 10-member subentity that supports the State Bar to effectuate these diversity and inclusion goals and objectives. In March 2019, the Board approved an updated charge and workplan for COAF, which included activities to support the Strategic Plan objectives related to the pipeline to the legal profession, retention and career advancement, and judicial diversity. The Board directed the focus of COAF's diversity pipeline activities to be on pipeline issues within law school, such that COAF's activities would be aligned with the Strategic Plan goals and objectives.

At its September 25, 2019 meeting, COAF unanimously passed a motion to recommend that the Board amend COAF's mission statement as follows: (1) to include advancement of programs and initiatives at both the high school and college levels; (2) to permit COAF to engage with and support California LAW efforts; (3) to permit COAF to appoint a COAF member to serve as liaison to California LAW; (4) to permit COAF to serve as a resource for Law Partnership Academies' Advisory Council volunteers; and (5) to permit COAF to organize presentations to underrepresented high school and college students on the path to becoming an attorney. In a letter dated November 12, 2019, COAF's request to expand its scope was communicated to the Programs Committee liaisons and Diversity Liaison.

At its March 12, 2020 meeting, the Board Executive Committee approved COAF's workplan excluding items related to early education pipeline and judicial diversity. COAF Chair Judge Brenda Harbin-Forte appeared before the Board, and after a robust discussion about this important topic, the Board concluded it did not have enough information to approve the expansion at that time and requested that Judge Harbin-Forte return with specific proposed activities and fiscal impact related to those activities. Judge Harbin-Forte's memorandum, dated May 7, 2020, appears at Attachment A and describes the additional activities that COAF wishes to add to its workplan. Staff provides additional information including staff resources and the fiscal impact of those activities below.

DISCUSSION

COAF proposes revising its workplan to include eight additional activities. As indicated in Judge Harbin-Forte's memo, these activities will be in addition to the core activities already approved by the Board in COAF's 2020 workplan, which include pipeline efforts in law school, institutionalizing diversity and inclusion principles in bar exam question development and grading analyses, and retention and career advancement within the profession. Judge Harbin-Forte's memo goes into extensive detail about each of these proposals; this section supplements the information provided by Judge Harbin-Forte only where necessary.

1. Invite Researchers and Other Experts in Early Pipeline Issues to Make Presentations to COAF to Identify Issues in the Pipeline Beginning at High School

COAF proposes to include in its workplan the opportunity to invite researchers or other experts to make presentations and to share data and information to assist COAF in identifying issues in the pipeline to the profession beginning in high school so that COAF may make recommendations to the Board in this area. Historically, COAF was one of few entities that prioritized pipeline to the legal profession and other diversity and inclusion efforts. That has changed in recent years as the Judicial Council, California Lawyers Association, ChangeLawyers (formerly the California Bar Foundation), California Leadership Access Workforce (California LAW,) and other organizations and affinity bar associations have taken leadership roles in pipeline to the profession activities, including outreach, mentorship, and educational programs targeting high school and college-aged students.

Staff does not anticipate substantial costs associated with this item and believes this can be accommodated within the existing budget.

2. Explore Feasibility of Video Campaign with Diverse General Counsels to Reflect Diverse Attorneys

COAF believes that a targeted video campaign featuring diverse attorneys will encourage diverse high school and college aged students to consider the legal profession and view it as a viable career option. To that end, COAF requests permission to explore the feasibility of a video campaign for this purpose. In recent communications with California Lawyers Association (CLA), staff has learned that CLA is engaging in a similar video campaign focusing on diverse attorneys that will be posted on CLA's YouTube channel, although COAF's initial outreach likely puts them farther along in the development of this proposal.

This request is limited to exploring the feasibility of such a campaign, and thus will not at this time require the commitment of any State Bar resources. However, should COAF recommend moving forward after the exploration, staff recommends permitting the project to move forward if there is no material fiscal or staff resource impact. Any material budgetary change to support this project would return to the Board for approval.

3. Reciprocal Liaison Role to the Diversity Outreach Committee of California Lawyers Association and to California LAW

COAF requests liaison roles be established with the Diversity Outreach Committee of California Lawyers Association (CLA) and California LAW to share information and ensure nonduplication of efforts. COAF suggests that its Vice-Chair or other designee serve as this liaison role. Additionally, COAF requests that the State Bar request that CLA and California Law also designate liaisons to COAF.

Liaison roles may be effective means of sharing information about pipeline and other diversity and inclusion efforts. The resource implications will be nominal.

4. Support Presentations to Underrepresented High School, Community College, and University Students on Becoming a Lawyer at Programs Convened by Nonprofits and Other Appropriate Entities.

In an effort to outreach to underrepresented high school, community college, and college students, COAF requests the opportunity to support presentations on how to become a lawyer at events convened by nonprofits and other entities through development of materials like the “Want to be a Lawyer?” brochure described below. Other materials might include PowerPoint slides with State Bar branding that can be pre-approved for presentations. COAF also requests that the State Bar provide relevant demographic data and relevant information to supplement these presentations.

In developing its diversity and inclusion goals and objectives, the Board recognized the State Bar’s role in serving as a data repository for attorney census data and the importance of sharing the data in such publications as the annual Diversity Report Card. Further, many organizations including CLA, California LAW, and local and affinity bar associations partner with nonprofits and other entities regularly hold events where there opportunities to share this information with underrepresented youth and other stakeholders.

Staff believe this work can be achieved within existing budgets and allocated staff resources. Any material change in that respect would return to the Board for approval.

5. Update and Distribute “Want to be a Lawyer?” Brochure to Support Outreach Activities

COAF requests that the “Want to be a Lawyer?” brochure be updated to be distributed to students following presentations described above. This printed brochure was last updated in 2006 and will require significant editing and graphic design in order to be updated as an engaging tool for high school and college aged students. Staff has learned that CLA is launching a communications campaign geared towards this particular demographic that will include comic books and other media. COAF’s brochure will complement CLA’s campaign.

Staff anticipates that this activity will require roughly \$2,000 in consultant expenses on graphic design, and approximately 40 hours of staff time prior to printing. These costs can be absorbed within the existing approved budget.

6. Convene an Annual Meeting with Key Stakeholders to Obtain Program Updates Related to Pipeline into and through the Legal Profession

In furtherance of the liaison activities discussed above, an annual meeting with key stakeholders involved in pipeline work could create an opportunity to share information and best practices, coordinate programming, and ensure that necessary work is being coordinated for all appropriate pieces of the pipeline. This activity supports the State Bar's intention to convene stakeholders to discuss emerging issues, best practices, and data collection.

Staff anticipates staff resource and fiscal impact for planning and hosting the event in State Bar facilities will be modest in 2020 and can be absorbed within the already approved budget.

7. Consultation and Planning Assistance for the 2021 Judicial Diversity Summit

In furtherance of supporting diversity and inclusion in the judiciary, COAF proposes that, if requested by the Judicial Council, COAF members be allowed to provide consultation and support in the planning of the 2021 Judicial Diversity Summit, which is being planned by the Judicial Council, the California Judges Association, and CLA. COAF leadership has been involved in the planning of the Judicial Diversity Summits in the past and could lend historical expertise.

Staff anticipates minimal staff and fiscal impact for this activity.

8. Liaison Role with the Judicial Council's Committee on Providing Access and Fairness

COAF requests that a liaison from the Judicial Council's Committee on Providing Access and Fairness be appointed to COAF to ensure information sharing to support efforts on judicial diversity. COAF believes that the Judicial Council would similarly support the addition of a COAF liaison to the Judicial Council's committee.

Staff anticipates minimal staff and fiscal impact for this activity.

FISCAL/PERSONNEL IMPACT

The additional activities would have an overall modest staff resource and fiscal impact on the existing approved budget.

AMENDMENTS TO RULES OF THE STATE BAR

None

AMENDMENTS TO BOARD OF TRUSTEES POLICY MANUAL

None

STRATEGIC PLAN GOALS & OBJECTIVES

Goal: 4. Support access to legal services for low- and moderate-income Californians and promote policies and programs to eliminate bias and promote an inclusive environment in the legal system and for the public it serves, and strive to achieve a statewide attorney population that reflects the rich demographics of the state's population.

Objective: l. No later than December 31, 2019, analyze available data to identify the particular obstacles to diverse attorneys' entry into, retention, and advancement in the legal profession.

Objective: o. Partner with the Judicial Council to complete the Judicial Diversity Toolkit.

RECOMMENDATIONS

Should the Board of Trustees concur, passage of the following resolution is recommended.

RESOLVED, that the Board of Trustees approves the additional workplan activities requested by the Council on Access and Fairness and as described in the accompanying revised draft workplan and authorizes staff to maintain the workplan, and make technical edits and corrections to it as needed.

FURTHER RESOLVED, that the Board of Trustees delegates further evaluation and approval of next steps for any of the approved items to the Board's Diversity Liaisons.

ATTACHMENT(S) LIST

- A. Memorandum from Judge Brenda Harbin-Forte to BOT, dated May 7, 2020

DATE: May 7, 2020

TO: Members, Board of Trustees

FROM: Hon. Brenda Harbin-Forte, Chair, Council on Access and Fairness

SUBJECT: Council on Access and Fairness – Follow up Discussion and Approval of Scope of Work and Revised Work Plan

BACKGROUND

Currently, COAF's scope of pipeline work is limited to initiatives at the law school level and beyond. COAF seeks to expand the scope of its work to include educational interventions *prior* to law school.

The requested expansion was introduced initially in COAF's November 7, 2019 letter to Trustees Chen, Delen, and Stallings, after the proposed expansion had been approved unanimously by the members of COAF at its September 25, 2019 meeting. COAF's request was originally on the Board's January agenda, but the item was not addressed due to time constraints, the absence of COAF's Board Liaison Hailyn Chen, who was to have presented the agenda item, and COAF's request to put the item over to the March meeting.

At its March 12 meeting, the Executive Committee approved COAF's 2020 work plan with three exceptions, with decisions on those items deferred until the full Board meeting where a full discussion of COAF's scope was scheduled. The items fell into two categories. The first category consisted of two proposals, both of which related to COAF's previous request to expand the scope of its work on diversification of the profession to include educational interventions *prior* to law school. These proposals were to: (1) "Identify issues in the development of the pipeline to the profession and make recommendations on how to address pipeline to the profession issues," and (2) Develop and engage in communications and marketing strategy to highlight diverse legal professionals in non-traditional legal roles." The Executive Committee deferred this category of requests because they were dependent on whether the Board would grant COAF's request to expand its scope of work.

The second category of deferred items consisted of COAF's proposal to: "Partner with California Lawyers Association, Judicial Council, and California Judges Association on 2021 Judicial Diversity Summit." Staff recommended that this item be deferred out of concern that it was beyond the scope of the support activities related to judicial diversity approved by the Board in 2019. Staff stated in its board memorandum that there was concern the request was inconsistent with the Board direction at that time for staff to inquire if the California Lawyers

Association would be willing to participate with the Judicial Council and California Judges Association in the judicial diversity summit.

After an extensive discussion, the Board did not approve the three deferred items at the March meeting, because it did not have sufficient details regarding COAF's anticipated activities, and did not have information about the potential fiscal and resource impact since some of the specific activities were unknown. The Chair of COAF was requested to return to the Board with more specific information and a budget analysis so the Board could better assess the full impact of granting COAF's request to expand its responsibilities on pipeline issues.

By its proposed amended work plan, COAF seeks to submit such specifics and a fiscal impact analysis for each specific proposal.

DISCUSSION

There are four attachments to this memorandum: (A) COAF's Proposed Amended Work Plan; (B) a publication titled *Highlights from Before the JD: Undergraduate Views on Law School*; (C) a brochure titled "Want to be a Lawyer?;" and (4) a summary of the history of the California Leadership Access Workforce (California LAW).

The proposed amended work plan summarizes the specific work that COAF proposes to undertake, the Strategic Goal (and where applicable, strategic objective) that the work supports, the deadline by which the work should be completed, and whether COAF plans to return to either the Board or a Board Committee with a report on the work.

COAF has eight proposed additions to its work plan. Six of the eight would be within COAF's expanded scope of pipeline work if the Board approves such expansion. The seventh and eighth proposals are related to the 2021 Judicial Summit, and a possible liaison relationship with the Judicial Council's Committee on Providing Access and Fairness. COAF believes that both requests are consistent with prior activities the Board has approved that have permitted COAF to lend its expertise and assistance to the Judicial Council whenever the Judicial Council seeks such expertise and assistance in carrying out its judicial diversity initiatives. The eight new initiatives are highlighted in yellow on Attachment A.

PROGRESS REPORT ON PREVIOUSLY APPROVED COAF INITIATIVES

COAF understands that the proposed initiatives will be in addition to the work the Board has already approved. COAF is on track to complete all of its current initiatives in a timely manner, with the exception of the plan to hold three diversity summits by sector (private, government, and nonprofit). At the recommendation of staff, COAF's planning for these summits has been put on hold because of the statewide prohibitions on large gatherings as a result of the COVID-19 pandemic. COAF leadership and staff are planning to explore the feasibility of holding the

summits via Zoom or other virtual technology. If the COVID-19 virus returns in the fall, as some medical experts are predicting, it is unlikely that COAF will be able to hold all three summits by the end of the year, the current deadline.

COAF'S SPECIFIC REQUESTED AMENDMENTS

Although COAF understands that in re-evaluating the role of subentities the Board determined that the best use of volunteer subentities was to engage in policy making and not programming, COAF does not believe that any of its proposals will result in having to engage in exhaustive “boots on the ground” endeavors that are inconsistent with that direction. In fact, some of the initiatives, such as proposed liaison positions, will better enable COAF to engage in the kind of broad policy work that the Board desires.

- 1. Invite researchers or other experts to make presentations to COAF, at minimal cost to the State Bar, to assist COAF in identifying issues in the development of the pipeline to the profession starting at the high school level, and make recommendations on how to address pipeline to the profession issues**

This addition to the work plan essentially restates COAF's current charge. As can be seen in the bullet points on the first page of the work plan, COAF's charge reflects eight components, including:

- Promote programs and strategies to improve diversity initiatives impacting the pipeline;
- Identify barriers to entry into . . . the legal profession and propose solutions to address barriers; and
- Explore, promote, encourage, and partner in collaborative efforts to increase diversity and inclusion in the profession and in the judiciary.

This addition is requested to clarify that the pipeline is not limited to law school. It would expressly give COAF permission to identify barriers to entry into the legal profession and make proposals relating to developing a stronger pipeline to the legal profession, and in particular that portion of the pipeline that covers high school, community colleges, universities, and law schools. COAF would also be able to collaborate with other State Bar subentities, such as the Legal Services Trust Fund Commission, to see if they have identified barriers to entry into the profession that need to be addressed.

COAF believes that such an expanded focus is consistent with express legislative intent, as stated in B&P Code section 6001.3, that the State Bar maintain its commitment to and support of *effective* policies and activities to enhance diversity in the legal profession. It is also consistent with the Legislature's findings and declarations that diversity and inclusion are an integral part of the State Bar's public protection mission to *build*, retain, and maintain a diverse legal profession. COAF asks the Board to consider that only the State Bar, and not bar

associations or other entities, has a statutory mandate to diversify the legal profession. Such a legislatively mandated responsibility cannot be delegated to other entities. This is particularly true because the State Bar has not, and probably cannot, put in place any oversight or enforcement mechanisms to monitor the work of the California Lawyers Association and other bar associations to hold them accountable if they fail to engage in sufficient activities to satisfy the Legislature's concern with public protection.

This addition to the work plan will also reflect the current thinking among experts in the diversity, equity, and inclusion field that initiatives focused on the high school and college levels are likely to yield better outcomes for achieving diversity in the legal profession than those focusing only on law schools will yield. More than 20 years ago the focus on diversity in the legal profession was on law schools. However experts and employers recognized that a focus on law schools was too late in the game to achieve diversity in the legal profession. Law schools had to be diverse themselves in order for the profession to be diverse.

Work on expanding the pipeline below law school started with research on the "achievement gap" that was manifesting itself by fourth grade. The pipeline concept was developed at the American Bar Association in or around 2000, when its "Presidential Advisory Committee on Diversity" was created and began to look beyond law school to college. The first national pipeline conference was held in 2005 at Rice University in Houston, where national diversity experts and champions met to develop structure for pipeline work. Research indicated that teaching critical thinking skills at an earlier age, and long *before* law school, increased factors for success through high school, college, and law school. The ABA's goal now is to reach as low as possible in the pipeline, down into middle school, to introduce diverse students to law-related careers.

Many of the diverse individuals entering law school are ill-prepared to succeed in that milieu because of a recognized achievement gap. It is no surprise then, that the attrition rate for law students of color is so high. Limiting the work of COAF to initiatives focused on getting students through law school will not be sufficient to ensure a diverse legal profession, and will not likely help the State Bar achieve its mandated responsibility to diversify the legal profession.

COAF believes that the State Bar's delay in focusing on diversity initiatives starting at the high school level will have a negative impact on diversity that won't be felt for many years to come. While the State Bar is focused only on getting diverse students out of law schools, there will be fewer students getting *into* law schools, and the profession will revert to where it was more than 20 years ago. When current law students graduate, we will have a dearth of diverse law students able to become lawyers because the State Bar would not have made efforts to identify and address needs other than those of current law students. COAF believes that the State Bar can ill-afford to lose a generation or more of diverse lawyers.

Further underscoring the critical need for the State Bar's support of diversity initiatives beginning at the high school level is the 2019 publication *Before the JD: Undergraduate Views on Law School*. The publication documented a landmark nationwide survey of undergraduates and law students, conducted by Gallup for the Association of American Law Schools (ALS). The survey produced responses from 22,189 undergraduates, and 2,727 first year law students at 44 different law schools. A summary of the findings has been published in *Highlights from Before the JD: Undergraduate Views on Law School*, a copy of which can be found at Attachment B.

The responses showed that many law students started thinking about going to law school as early as high school. Incredibly, the study revealed that 55% -- more than half of the law students! -- first considered law school before they ever reached college. No data such as this existed previously, so it was not available to the State Bar when it made the decision to focus its diversity efforts on law school and beyond. Now that the data is out there, the Board should reconsider its previous limitations on COAF's work.

On the diversity front, it is notable that 49% of Black law students considered law school even before high school. It is also noteworthy that as for the reasons students gave for pursuing a law degree, public-spirited motivations top the list. This data point ties in to the justice gap study that the State Bar recently completed, which explored the implications of there being fewer lawyers willing or able to work in the legal services area. This would be another reason for COAF to collaborate with the Legal Services Trust Fund Commission.

COAF believes that the State Bar should be a leader in capitalizing on the interests of these diverse groups of aspiring lawyers while they are in high school, and get them into programs and on a path to succeed in law school.

- 2. Explore the feasibility of partnering with diverse General Counsels for professional sports teams (e.g. Golden State Warriors), the entertainment industry, or similar groups, to jointly produce YouTube videos, at minimal cost to the State Bar, reflecting diverse lawyers in nontraditional legal roles, with a view toward posting links to those videos on the State Bar website, and report back to the State Bar on any recommended next steps.**

The African American General Counsel for the Golden State Warriors, David Kelly, used to be a rapper before he finally went to law school. The intersection of his background in the music industry and his current job as an attorney for a national basketball team will resonate with many diverse students as they contemplate the kinds of exciting opportunities a law degree might afford them. In mid-April COAF's Chair, Judge Harbin-Forte, contacted Mr. Kelly to inquire if the Warriors, through him, might be interested in working on a project with the State Bar to highlight diverse general counsels in fields that would resonate with high school and college students, to encourage them to start thinking of becoming a lawyer at an early age. His

response was: “This sounds like an extremely worthwhile project that is right up my alley.” During a telephone call and exchange of emails on April 21, Judge Harbin-Forte and Mr. Kelly further explored the possible collaboration. At the end of that day, after Mr. Kelly had conferred with his Public Affairs office, he confirmed that the Warriors are on board with our proposed joint project. He also stated that the Warriors have their own studio and video team, so the video would be done in-house, and that the Warriors will not seek any funds from the State Bar for video production costs. Finally, he also stated that we would need to put together a license agreement for use of the GSW marks. Judge Harbin-Forte advised Mr. Kelly that she would present this information to the Board, and would be back in touch after the May Board meeting.

One COAF member, Heather Anderson, is in-house at The Walt Disney Company. COAF Vice Chair Judge Esther Kim has reached out to her to explore a collaboration with Disney. Another COAF member, Ryan Harrison, has been in contact with Matt Galvez, an Associate General Counsel with the San Francisco Giants, who expressed interest in working with the State Bar.

At this juncture, COAF seeks only permission to explore the feasibility of such an initiative. COAF is not seeking permission to establish a communications strategy or otherwise engage in communications efforts. As discussions with various general counsels continue, a potential fiscal and staff impact analysis will be developed, along with a communications strategy, and COAF will return to the Board to request permission to take any next steps. COAF hopes that the organizations the general counsels are employed by will be able to absorb most if not all video production costs.

The Board should also note that, to the extent that the California Lawyers Association, California LAW, California Change Lawyers, or other entities have similar YouTube video diversity initiatives, COAF may conclude that seeking to have the State Bar pursue this initiative on its own may be duplicative, and COAF may recommend that the State Bar partner with or ultimately defer to these other entities.

3. Each COAF Vice Chair or their designee will serve as the State Bar’s liaison to (i) the Diversity Outreach Committee of the California Lawyers Association; and (ii) the California Leadership Access Workforce (California LAW), and the State Bar will request that California Lawyers and California Law designate liaisons to COAF

The purpose of this amendment is to ensure coordination, and thus no duplication, of outreach efforts with high schools, community colleges, universities, and law schools aimed at encouraging diverse students to pursue legal careers and to complete law school after admission.

The Diversity Outreach Committee of the California Lawyers Association (DOC) creates opportunities for CLA Members to volunteer to advance diversity, equity and inclusion projects and other priorities identified by the CLA or the California Lawyers Foundation (CLF). The DOC strives to increase the diversity pipeline in California by collaborating on diversity, equity, and inclusion projects with organizations that include the State Bar, California LAW, American Bar Association Diversity Center, as well as other appropriate law-related organizations. These efforts will be designed to inspire and encourage more underrepresented high school and college students to consider law as a career early on, and to provide mentoring and support for law students to assist them in successfully completing their legal studies.

COAF's liaison to the DOC will be expected to apprise the DOC of COAF pipeline projects, and will receive reports from the DOC regarding its pipeline initiatives, to ensure that COAF projects don't duplicate DOC projects, and vice versa.

The COAF liaison will attend three or four telephone meetings per year, and one in-person meeting in conjunction with CLA's Annual meeting. If the COAF liaison serves on a subcommittee, she or he will also participate in three or four subcommittee telephone meetings. State Bar staff will not be expected to perform any substantial tasks in connection with this liaison role.

The California Leadership Access Workforce (California LAW) has at its mission to establish a pipeline of diverse students from high schools, community colleges, four-year institutions, and law schools into law or law-related careers so that the legal profession reflects the diverse population of the State of California. California LAW's creation arose out of the State Bar's COAF initiatives over the years, and COAF would like to maintain a liaison relationship with this entity.

California LAW's signature programs are its twenty-one High School Law Academies, and its Community College Pathway to Law School initiative, which includes twenty-six community colleges around the state. Its work impacts approximately 5,000 students annually. A summary of the history of California LAW can be found in Attachment D, and more detailed information on the organization can be found on its website at www.californialawinc.com.

The COAF liaison to California LAW would be expected to attend three or four telephone meetings per year, give oral updates on COAF's projects, receive updates on diversity work done by California LAW, and perhaps serve as a presenter at the annual Pathway to Law Summit. State Bar staff would not be expected to perform any substantial tasks related solely to the liaison role.

By having reciprocal liaisons, the State bar and these entities will be able to participate in discussions about pipeline issues and the development of future initiatives and resources to address emerging challenges, so that COAF will be better positioned to identify for the Board

obstacles to diverse attorneys' entry into, retention, and advancement in the legal profession. The COAF liaison's participation may facilitate solutions to be undertaken by these entities and the State Bar separately, or by identifying potential partnerships with each other or with other entities. In addition, the liaisons will be able to report back to the State Bar on the efforts being undertaken by these entities so the State Bar can ensure that the efforts will assist the State Bar in carrying out its statutory mandate to diversify the legal profession.

To the extent that these liaison roles generate future initiatives that align with COAF's charge, those initiatives and costs related thereto will be addressed in future work plans presented to the Board for approval.

4. Support presentations to underrepresented high school, community college, and university students on how to prepare for becoming a lawyer at programs convened by non-profits and other appropriate entities

COAF members already on their own time give talks to high school, community college, university and law students on how to become a lawyer. Many but not all of such presentations are made to students in educational institutions that partner with the California Leadership Access Workforce (California LAW or CalLAW), but not all are. In addition, COAF members may also give talks in conjunction with events put on by non-profits such as Boys and Girls Clubs or similar organizations.

This amendment would permit COAF members to provide State Bar-approved data on attorney demographics or other relevant information, such as a State Bar brochure, that would assist the non-profit in encouraging diverse and underrepresented high school, community college, and university students to pursue a law career. State Bar staff involvement will be minimal.

5. Update and distribute the State Bar's "Want to be a Lawyer?" brochure for COAF's use when its members make presentations to high school, community college, and college students, and for use by California LAW in connection with its various pathway to law school initiatives, unless the State Bar decides to release its copyright to the California Lawyers Association or to California LAW

A copy of the most recent brochure (2006) is found at Attachment C. The brochure was designed so that it would be appealing to younger students. COAF proposes to update the text as needed and to substitute the six attorneys currently featured for more contemporary lawyers from diverse backgrounds and in a variety of practice settings, ensuring that one or more of those featured took a non-traditional pathway to becoming a lawyer. David Kelly, General Counsel for the Golden State Warriors, has already agreed to be one of the lawyers featured. Youths receiving the brochure would gain increased knowledge and understanding of the legal system and possible legal careers and better understand that there is more than one path to becoming a lawyer.

This brochure was produced in-house, and COAF anticipates that the updated brochure would again be produced in-house. In-house printing gives the State Bar flexibility to do specific runs as requested. COAF anticipates that 2,000 brochures would be needed each year, and would be on a request basis. The brochures would be used when COAF members make presentations on how to become a lawyer and at resource fairs, and also used by California LAW in connection with its various pathway to law school initiatives, which are discussed in more detail in Section 6 below.

COAF strongly believes that this brochure would complement COAF member presentations and should continue to be a State Bar publication, and notes that the State Bar's ability to use the existence of this brochure in its reports to the Legislature would reflect well on the State Bar.

However, if the State Bar declines COAF's proposal, COAF's alternative request is that the State Bar release its copyright or other proprietary rights to the California Lawyers Association or to California LAW so that one of these entities can update and publish this brochure for distribution. COAF understands that the State Bar has already released its rights in other publications so that the California Lawyers Association can update and print those publications, so there is established precedent for COAF's alternative request.

6. Convene a one-day Pipeline Summit to obtain a status report on the state of diversity in the legal profession

COAF believes that a Pipeline Summit that would provide a status report on the level of diversity in the legal professions would provide an opportunity to bring all stakeholders together to be find out what each is doing to further diversity along the entire pipeline from high school to the judiciary. The invitees would be the Judicial Council, the California Lawyers Association, California LAW, ethnic and specialty judges associations, the California Judges Association, minority, women, ethnic, and specialty bar associations, and law schools. With all stakeholders in the same room, barriers to diversifying the profession all along the pipeline could be identified, which could result in a comprehensive plan of action that would lead to a much more diverse legal profession.

A summit will involve substantial work by staff, and the planning will take at least a year. COAF believes that the summit can be patterned after the judicial diversity summits or the diversity summits that the State Bar has convened in the past.

7. If requested by the Judicial Council, provide consultation and planning assistance to the Judicial Council for the 2021 Judicial Diversity Summit being held with the California Lawyers Association and the California Judges Association

COAF's charge includes a responsibility to "explore, promote, encourage and partner in collaborative efforts to increase diversity and inclusion in the profession and in the judiciary."

COAF was previously given permission to provide assistance and support to the Judicial Council in implementing judicial diversity efforts. The State Bar led the charge to convene California's first judicial diversity summit in 2006, and the State Bar also convened the second and third summits, in 2011 and 2016 respectively. Although the fourth summit in 2021 will be spearheaded by the California Lawyers Association, along with the Judicial Council and the California Judges Association, COAF anticipates that the Judicial Council may want COAF's leadership to serve on a judicial summit planning subcommittee or perform other tasks related to the Judicial Council's role in the 2021 summit.

COAF does not believe that this request is inconsistent with Board direction, because COAF's current work plan imposes on COAF an ongoing obligation to "Provide assistance and support to the Judicial Council in implementing judicial diversity efforts." COAF anticipates that its role will be similar to the role COAF leadership played in 2019 when the COAF Chair and Vice Chair assisted the Judicial Council in updating its Judicial Diversity Toolkit, and when COAF leadership served as a panelist for Judicial Council workshops on the judicial appointments process.

8. If approved by the Judicial Council, (i) each COAF Vice Chair or their designee will serve as the State Bar's liaison to the Judicial Council's Committee on Providing Access and Fairness, and (ii) the Judicial Council will designate a liaison to COAF.

When the Board refocused COAF's work in 2018, it reduced COAF's role in the judicial diversity arena, and now the Judicial Council has taken over judicial diversity efforts. The Judicial Council's Committee on Providing Access and Fairness is the committee charged with taking the lead on judicial diversity initiatives, including presenting programs on judicial diversity and using the State Bar's attorney demographics in making these presentations.

By seeking permission from the Judicial Council to establish reciprocal liaisons, the State Bar will be better informed about steps the Judicial Council is taking to diversify its part of the pipeline, and the Judicial Council will be better informed about the level of diversity in the pipeline to the judiciary.

Charge: The Council on Access & Fairness is composed of ten members appointed by the Board of Trustees. The charge of the Council is as follows:

- Assist and advise the Board of Trustees in defining and advancing the State Bar's diversity and inclusion strategies and goals.
- Study, recommend, and help devise curricula designed to educate California attorneys on diversity and inclusion principles.
- Promote programs and strategies to improve diversity initiatives impacting the pipeline, particularly at California law schools, for the bar exam and within the legal profession.
- Evaluate the state of diversity and inclusion in the profession annually.
- Identify barriers to entry into, and retention and advancement in the legal profession, and propose solutions to address barriers.
- Explore, promote, encourage, and partner in collaborative efforts to increase diversity and inclusion in the profession and in the judiciary.
- Comment and advise, when requested by the Board of Trustees or the Executive Director, on barriers directly related to access opportunities within the profession for attorneys from diverse backgrounds.
- Serve as a representative of the State Bar, as requested by the Board of Trustees, on issues of diversity and inclusion.

STRATEGIC PLAN GOAL & OBJECTIVE	WORK PLAN	DEADLINE	TO BOARD COMMITTEE (Y/N) / DATE
Goal 4, objective h: Identify means of supporting existing law school programs to improve retention by December 31, 2020.	<ul style="list-style-type: none"> Review and identify promising programs. Recommend effective programs for broad implementation. 	12/31/2020	No
	<ul style="list-style-type: none"> Participate in the Law School Assembly 	12/31/2020	No
	<ul style="list-style-type: none"> Review data provided by the CALS and registered law schools in Fall 2020 to determine next steps based on attrition data reported. 	January 2021	No
	<ul style="list-style-type: none"> Track law school attrition data for California ABA schools to identify trends 	Ongoing	No
	<ul style="list-style-type: none"> Develop a Best Practices Guide or resource and distribute and promote the guide or resource to the public. 	December 2021	No

STRATEGIC PLAN GOAL & OBJECTIVE	WORK PLAN	DEADLINE	TO BOARD COMMITTEE (Y/N) / DATE
<p>Goal 4, objective i: No later than March 31, 2020, identify ways that diversity and inclusion principles can be institutionalized in Bar exam development and grading analyses and implement these practices no later than December 31, 2020.</p>	<ul style="list-style-type: none"> • Recommend/develop State Bar rule to codify diversity and inclusion principles in bar exam development. • Examine previous bar exam questions analyses that had identified differences in performance and develop relevant procedures for exam development. • Work with the Office of Admissions to broaden education and outreach to the legal community, including affinity bar associations, as appropriate to widen recruitment of graders and pre-testers. • Recommend the State Bar require implicit bias training to State Bar admissions staff, proctors, graders, and EDG team and monitor progress. 	<p>12/31/2020</p> <p>12/31/2020</p> <p>Ongoing</p> <p>03/20/2020</p>	<p>Yes / Early 2021</p> <p>No</p> <p>No</p> <p>Yes</p>
<p>Goal 4, objective j: Assuming positive results from the California Bar Exam Strategies and Stories Program (formerly called Productive Mindset Intervention,) expand implementation by February 2020.</p>	<ul style="list-style-type: none"> • Review researcher’s summary of findings from July 2018 and July 2019 intervention and study. • Invite researchers to present to COAF findings from 2018 and 2019 study to better understand research. • Develop communications strategy to outreach to law students and bar applicants to participate in intervention. 	<p>8/28/2020</p> <p>8/28/2020</p> <p>8/28/2020</p>	<p>No</p> <p>No</p> <p>No</p>

STRATEGIC PLAN GOAL & OBJECTIVE	WORK PLAN	DEADLINE	TO BOARD COMMITTEE (Y/N) / DATE
<p>Goal 4, objective I: No later than December 31, 2019, analyze available data to identify the particular obstacles to diverse attorneys' entry into, retention, and advancement in the legal profession.</p>	<ul style="list-style-type: none"> • Make recommendations for actions the State Bar can take to address issues identified in the findings 	12/31/2019	Yes
	<ul style="list-style-type: none"> • Identify diversity and inclusion programs at law firms and government agencies; develop and disseminate best practices 	12/31/2019	No
	<ul style="list-style-type: none"> • Plan and participate in Diversity Summits by sector (private, government, and nonprofit) 	12/31/2020	No
	<ul style="list-style-type: none"> • Invite researchers or other experts to make presentations to COAF, at minimal cost to the State Bar, to assist COAF in identifying issues in the development of the pipeline to the profession starting at the high school level, and make recommendations on how to address pipeline to the profession issues 	12/31/2020	No
	<ul style="list-style-type: none"> • Provide input and feedback on the State Bar efforts to ensure an effective and fair attorney discipline system 	Ongoing	No
	<ul style="list-style-type: none"> • Provide input and feedback on loan repayment assistance programs 	Ongoing	No
	<ul style="list-style-type: none"> • Explore the feasibility of partnering with diverse General Counsels for professional sports team (e.g., the Golden State Warriors), the entertainment industry, or similar groups, to jointly produce YouTube videos, at minimal cost to the State Bar, reflecting diverse lawyers in nontraditional legal roles, with a view toward posting links to those videos on the State Bar website, and report back to the State Bar on any recommended next steps 	9/15/2020	Yes
	<ul style="list-style-type: none"> • Each COAF Vice Chair or their designee will serve as the State Bar's liaison to (i) the Diversity Outreach Committee of the California Lawyers Association and (ii) the California Leadership Access Workforce (California LAW), and the State Bar will request that CLA and California LAW designate liaisons to COAF 	Ongoing	No

	<ul style="list-style-type: none">• Support presentations to underrepresented high school, community college, and university students on how to prepare for becoming a lawyer at programs convened by non-profits and other appropriate entities presentations• Update the State Bar's "Want to be a Lawyer?" brochure for distribution at presentations and other events to high school, community college, and college students• Convene a one-day Pipeline Summit to obtain a status report on the state of diversity in the legal profession.	Ongoing August 31, 2020 December 31, 2021	No No No
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STRATEGIC PLAN GOAL & OBJECTIVE	WORK PLAN	DEADLINE	TO BOARD COMMITTEE (Y/N) / DATE
<p>Goal 4, objective m: By December 31, 2020, modify the Elimination of Bias curriculum contained in the Minimum Continuing Legal Education requirements to consider the creation of subtopics, and expanding the number of required hours.</p>	<ul style="list-style-type: none"> Request that the BOT release the proposed rules for public comment After public comment period for proposed rules, review comments and provide feedback if necessary. Research and invite experts on bias to propose a curriculum for the one-hour online training for delivery on the State Bar e-learning portal; assist in the development of the training Formulate and recommend some learning outcomes for the online implicit bias course 	<p>3/30/2020</p> <p>8/30/2020</p> <p>8/30/2020</p> <p>12/31/2020</p>	<p>Yes / March 2020</p> <p>No</p> <p>No</p> <p>No</p>
<p>Goal 4, objective n: Develop and publish an annual report card on the state of the profession by January 31, 2020, and annually thereafter.</p>	<ul style="list-style-type: none"> Develop communications and outreach strategy for diversity and inclusion report card. 	<p>06/2019</p>	<p>No</p>
<p>Goal 4, objective o: Partner with the Judicial Council to complete the Judicial Diversity Toolkit.</p>	<ul style="list-style-type: none"> Provide assistance and support to the Judicial Council in implementing judicial diversity efforts. Support Judicial Council in conducting regional workshops summits / meetings for attorneys interested in exploring judicial positions and assist the Judicial Council in delivering such programs Finalize 2016 Judicial Diversity Summit Report If requested by the Judicial Council, provide consultation and assistance to the Judicial Council for the 2021 Judicial Diversity Summit being held with the California Lawyers Association and the California Judges Association 	<p>Ongoing</p> <p>Ongoing</p> <p>5/31/2020</p> <p>12/31/2021</p>	<p>No</p> <p>No</p> <p>Yes</p> <p>No</p>

ATTACHMENT A

	<ul style="list-style-type: none">• If approved by the Judicial Council, (i) Each COAF Vice Chair or their designee will serve as the State Bar's liaison to the Judicial Council's Committee on Providing Access and Fairness, and (ii) the Judicial Council will designate a liaison to COAF	Ongoing	No
General	<ul style="list-style-type: none">• Training for COAF members on Proposition 209	5/29/2020	No

Highlights from *Before the JD:* *Undergraduate Views* *on Law School*



We knew little about why students consider law school...until now

From 2010 to 2015, law schools experienced a sharp decline in applications and enrollment, while many other graduate and professional programs stayed flat or experienced a modest increase in both. Journalists, lawyers, and legal education experts offered theories on why law schools experienced such a dramatic drop, but little research was available about how undergraduate students make decisions—about post-graduate education generally or legal education specifically. This lack of research is a marked contrast to the volume of studies on how high school students make decisions about college.

The nation needs diverse, talented, and well-educated lawyers and judges if it is to continue to strengthen and benefit from the rule of law. Understanding of the factors that lead to the decision to attend law school will enable colleges and universities to provide better information to prospective students. It will also guide schools in developing courses and programs that better match the goals of incoming law students. *Before the JD* is the first known survey in more than 50 years aimed at gathering first-hand undergraduate views on graduate and professional school in general and law school in particular.

About *Before the JD*

Before the JD is a study based on a national survey conducted by Gallup for the Association of American Law Schools (AALS) to understand student views on law school. The project was sponsored by the ABA Section on Legal Education and Admissions to the Bar, the AccessLex Institute, the American Bar Foundation, the Law School Admission Council (LSAC), and the National Association for Law Placement (NALP). Fourteen major law firms and four corporate counsel offices provided additional support. The survey produced responses from 22,189 undergraduates at 25 four-year institutions whose students are likely to go on to graduate and professional schools, and from 2,727 first-year students at 44 AALS member law schools.

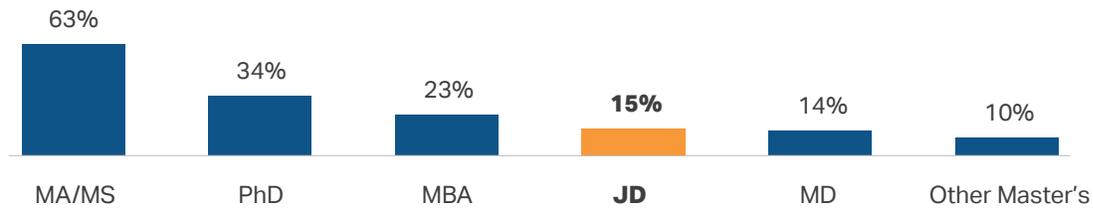
Which Advanced Degrees Are Undergraduates Considering?

63% of undergraduates likely to pursue an advanced degree are considering an MA or MS.

34% are considering a PhD.

23% are considering an MBA.

15% are considering a JD.



Who is Considering a Law or Other Advanced Degree?

One-third of undergraduate students nationwide are first-generation college students.

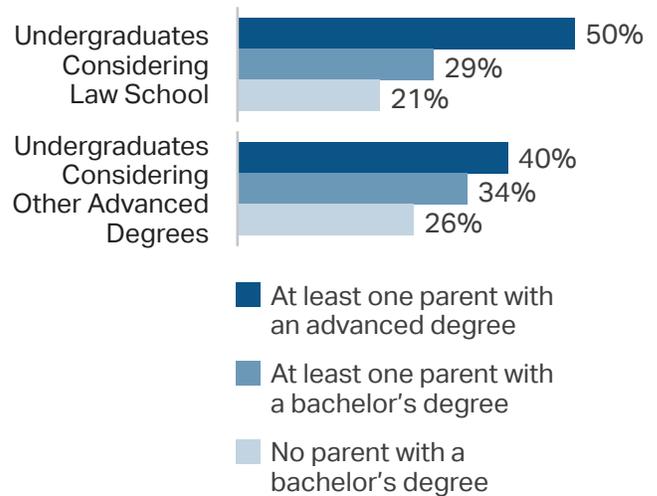
One-quarter of undergraduates considering other advanced degrees are first-generation college students.

One-fifth of undergraduates considering JDs are first-generation college students.

Of undergraduates considering law school, **half have at least one parent with an advanced degree.**

In comparison, about 12% of individuals age 45 to 65 (typical age range of parents of college students) have an advanced degree.

50%
of undergraduates considering law school have at least one parent with an advanced degree.



When Did Law Students First Consider a JD?

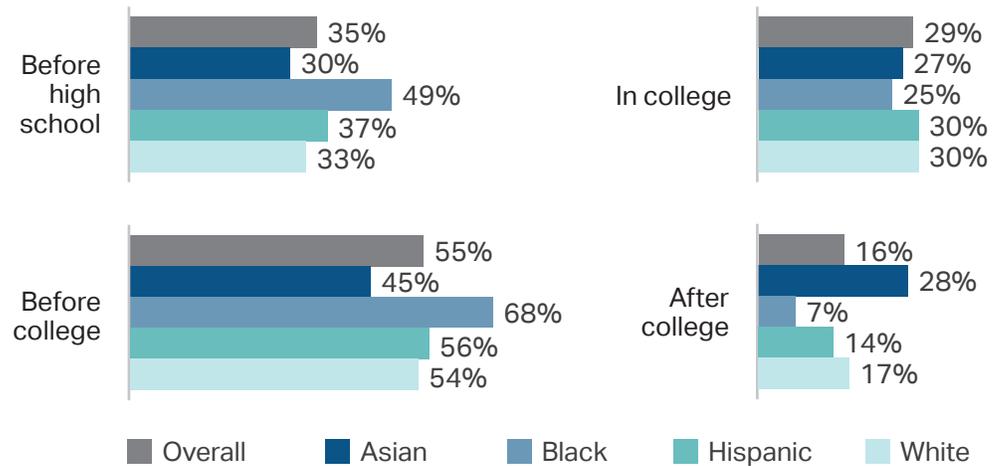
55%

of law students first considered law school before they reached college.

More than half of law students report they first considered going to law school **before they reached college**. Slightly more than one-third of the students first thought about it before high school. Women were more likely to first consider a JD before high school than men.

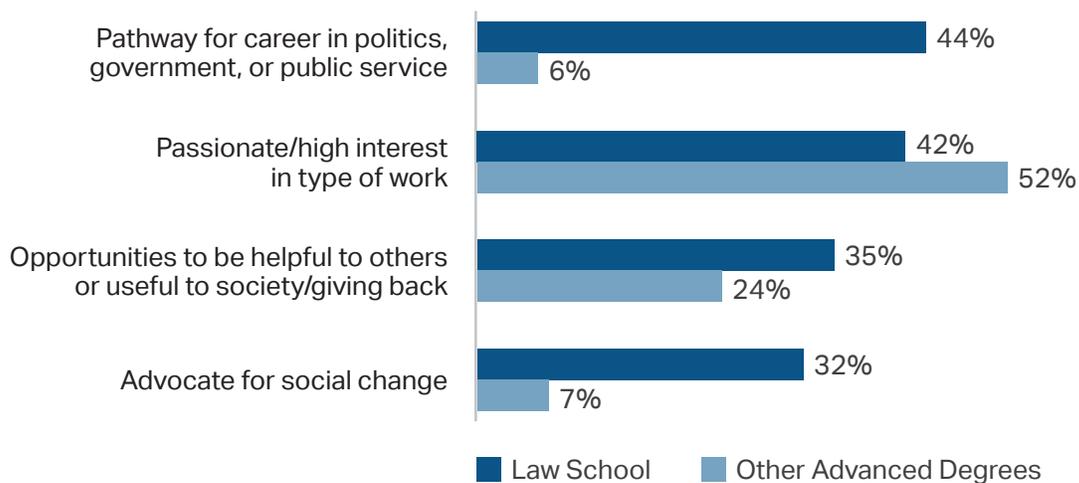
Black law students were the most likely to have considered a JD early—before high school and before college.

Asian law students were the most likely to have considered a JD later, after college graduation.

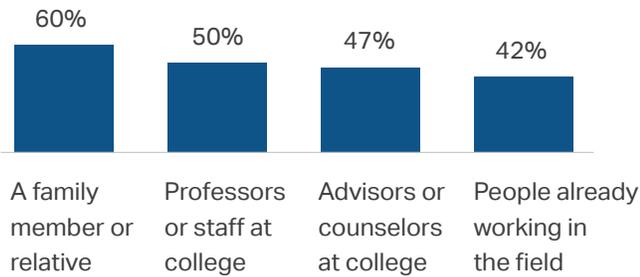


Why Do Undergraduates Aspire to Go to Law School?

Aspiring undergraduates report **public-spirited motivations** as the top reasons for considering a JD, including seeing it as a pathway to a career in public service, being helpful to others, and advocating for social change.



Who are the Most Important Sources of Advice About Graduate or Professional School?



A family member or relative is the most important source of advice for undergraduates considering law school.

Professors or staff, and advisors/counselors at college are also reported to be important sources of advice.



About AALS

The Association of American Law Schools (AALS), founded in 1900, is a nonprofit association of 179 member and 18 fee-paid law schools. Its members enroll most of the nation's law students and produce the majority of the country's lawyers and judges, as well as many of its lawmakers. The mission of AALS is to uphold and advance excellence in legal education. In support of this mission, AALS promotes the core values of excellence in teaching and scholarship, academic freedom, and diversity, including diversity of backgrounds and viewpoints, while seeking to improve the legal profession, to foster justice, and to serve our many communities—local, national and international.

About Gallup

Gallup delivers analytics and advice to help leaders and organizations solve their most pressing problems. Combining more than 80 years of experience with its global reach, Gallup knows more about the attitudes and behaviors of employees, customers, students and citizens than any other organization in the world.

Order Your Copy of *Before the JD Today*

Copies of the full report can be ordered at aals.org/research/



Beyond the Bachelor's: Undergraduate Perspectives on Graduate and Professional Degrees

Beyond the Bachelor's, a companion report to *Before the JD*, prepared jointly by AALS, the Law School Admission Council (LSAC), and Gallup, highlights factors contributing to the decision to pursue a graduate or professional degree in general. More information can be found at aals.org/research/

Association of American Law Schools

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*Advancing Excellence
in Legal Education*



Meet Some Lawyers



Sheila Kuehl was born in Tulsa, Oklahoma. She was an actress throughout her childhood, but quit the profession to go to college at UCLA, then to law school at Harvard University. She co-founded the California Women's Law Center, where she drafted laws related to children, families, women, and domestic violence. In 1992, she was the first openly gay or lesbian person to be elected to the California State Assembly, and she was elected to the California State Senate in 2000.



Dale Minami received a B.A. in Political Science from the University of Southern California and received his J.D. in 1971 from UC Berkeley Boalt Hall School of Law. He co-founded the Asian Law Caucus and the Asian American Bar Association of the Bay Area. He has been involved in significant litigation involving the civil rights of Asian Pacific Americans and other minorities, including *Korematsu v. United States*, a lawsuit that overturned a 40 year old conviction for refusal to obey exclusion orders aimed at Japanese Americans during WWII.



Cruz Reynoso, the son of farm workers, was born in Brea, California. He graduated from Pomona College and UC Berkeley Boalt Hall School of Law. After serving as the director of California Rural Legal Assistance, helping low-income individuals, he became the first Latino appointed to the Supreme Court of California. Former Associate Justice Reynoso is now a professor at UC Davis School of Law. In 2000, President Clinton honored him with the Presidential Medal of Freedom, the highest civilian honor.



Renee Carter was born in the inner city of New York. Her involvement in youth activities and interest in juvenile criminal justice led her to the field of law. Ms. Carter obtained her Bachelor's degree from UC Davis and her J.D. from the University of San Francisco School of Law. She is a former Deputy District Attorney and former President of the Wiley W. Manuel Bar Association, the Sacramento affiliate chapter of the National Bar Association, the nation's oldest and

largest organization of attorneys of African descent in the United States and throughout the world. Ms. Carter graduated from the charter class of the State Bar's Leadership Academy.



K. Luan Tran, a former refugee from Vietnam, is known for his business litigation skills and pro bono work with the Vietnamese-American community. He holds three law degrees, including one from Harvard Law School. He was recently recognized as among the "Top 20 under 40" attorneys in California and graduated from the charter class of the State Bar's Leadership Academy. Mr. Tran is currently in private practice in the firm of Lee & Tran in Los Angeles.



Eric Brooks, a native of Bloomington, Indiana, received his Bachelor's degree from Indiana University in 1992 and his J.D. degree from UC Berkeley Boalt Hall School of Law in 2000, where he was awarded a Moot Court Advocacy Award and the Charles Houston Bar Association Student Achievement Scholarship. Mr. Brooks is an associate at Morrison & Foerster in San Francisco and his practice focuses on representing public companies and their officers and directors

in securities class actions, SEC investigations, and derivative suits. Mr. Brooks graduated from the charter class of the State Bar's Leadership Academy, and is the former chair of the State Bar's Ethnic Minority Relations Committee.

Who Can Become A Lawyer?

- You don't need to be a straight "A" student to become a lawyer.
- You don't need to be born in the United States to be a lawyer.
- You can become a lawyer at any age over twenty-one.
- You don't have to agree with the law to be a lawyer.
- You can have a disability and become a lawyer.
- You can be of any racial or ethnic background and be a lawyer.
- You can be of any sexual orientation to be a lawyer.
- You don't need to be rich to become a lawyer.

Where Can I Learn More About The Law?

California Courts – Self Help Center
<http://www.courtinfo.ca.gov/selfhelp/>

The State Bar of California – When You Become 18
<http://calbar.ca.gov/calbar/pdfs/publications/Becoming-18.pdf>

FindLaw.com - links
<http://stu.findlaw.com/prelaw/>

Picturing Justice: Law and Popular Culture
<http://www.usfca.edu/pj/index.html>

Civil Rights Law and History
<http://www.usdoj.gov/kidspage/crt/crtmenu.htm>

American Bar Association
<http://www.abanet.org/careercounsel/students.html>

Where Can I Learn More About Becoming A Lawyer?

American Bar Association
<http://www.abanet.org/careercounsel/legalcareers.html>

Law School Admissions Council
<http://lsac.org/LSAC.asp?url=lsac/getting-started.asp>

The State Bar of California – Homepage
http://calbar.ca.gov/state/calbar/calbar_home.jsp

United States Department of Justice Kids and Youth
<http://www.usdoj.gov/kidspage/index.html>

Princeton Review
<http://www.princetonreview.com/law/research/>

Want to be a LAWYER?

ATTACHMENT A

Who are they?

What do they do?

How do I become one?



What Do Lawyers Do?

- Lawyers fight for people’s Constitutional rights like the right to free speech, freedom from unreasonable search and seizure, and equal protection.
- Lawyers defend and prosecute people accused of crimes.
- Lawyers represent people in divorce and child custody disputes.
- Lawyers fight to protect the environment.
- Lawyers help people become United States citizens.
- Lawyers negotiate and draft contracts for businesses.
- Lawyers help people get public assistance and other benefits to which they are entitled.
- Lawyers sue companies for people injured by products and other lawyers defend those companies.
- Lawyers fight for renters’ rights and low-income housing.
- Lawyers fight for workers’ rights to unionize.
- Lawyers help people establish businesses.
- Lawyers prepare wills and trusts to guard people’s belongings.
- Lawyers negotiate and draft agreements for the sale and development of land.
- Lawyers draft patents to protect people’s inventions.
- Lawyers sue individuals and companies for people who believe others have stolen their inventions.
- Lawyers help businesses and people who declare bankruptcy.
- Lawyers represent musicians, writers, actors, and athletes when they negotiate contracts.
- Lawyers sue companies when people are wrongfully fired and other lawyers defend those companies.
- Lawyers become judges, lobbyists, professors, politicians, and business people.

These are only a few examples of what lawyers do. There are many, many more career paths a lawyer can follow!



The Traditional Path To Becoming A Lawyer



Preparing for College

- Keep your grades up
- Score high on the SAT
- Be active in extra-curricular activities
- Ask your school counselor about pre-college assistance programs, scholarships and grants
 - Attend college fairs

Selecting the College That Is Best For You

- Location
- Curriculum and class offering
 - Class size
 - Affordability
- Opportunities to excel
 - Diversity

Preparing for Law School

- Take classes in logic, analytical and critical thinking, written and oral communication, political science and other challenging subjects
- Know your learning style and maintain good study habits
 - Keep your grades up
 - Score high on the LSAT
- Gain exposure to the legal profession such as visiting a law school, interning at a law office or legal aid organization, attending a court proceeding

Excelling in Law School

- Respect the learning process
- Maintain a balance between studying and personal life
- Network within the school and the profession



Different Paths To Becoming A Lawyer

People follow many different paths to become a lawyer. The most traditional path is to work hard in high school, attend the best college you can and excel there, score high on the Law School Admissions Test (LSAT) and then attend the best law school possible. You can also become a lawyer through a combination of education and experience.

There are other ways to become a lawyer. First, there are many different law schools. When selecting students, some law schools do not focus on grades and LSAT scores as much as legal interests and life/work experiences. Most law schools require a college degree, but some may only ask for equivalent course work. In California, the law permits qualified applicants to take the California Bar Exam without ever going to law school. It is important to be aware of these different paths to becoming a lawyer, because if you have the dream to become a lawyer, you can do it!

Benefits Of A College Degree

By going to college, there will be more opportunities and choices for you. Going to college takes planning and preparation, but the benefits you can gain in the long run are worthwhile. Here are a few benefits:

- Having more and better jobs to choose from
- Earning more money
- Meeting diverse people
- Making lifelong connections
- Gaining greater confidence and independence
- Increasing your skills and knowledge base
- Broadening your perspective
- Preparing for law school and a career as a lawyer

For more information about planning for college, see:

California Colleges
<http://www.californiacolleges.edu>

California Independent Colleges
<http://www.aiccu.edu>

CollegeBoard.com
<http://www.collegeboard.com/plan/>

OfftoCollege.com
<http://www.offtocollege.com/>



ATTACHMENT D

**SUMMARY OF THE HISTORY OF CALIFORNIA LEADERSHIP ACCESS WORKFORCE
(CALIFORNIA LAW)**

The mission of California LAW (Leadership Access Workforce) is to establish a pipeline of diverse students from high schools, community colleges, four-year institutions, and law schools into law or law-related careers so that the legal profession reflects the diverse population of the State of California. (Detailed information on California LAW can be found on its website at www.californialawinc.com). As a liaison to CalLAW, the Vice Chair would be expected to attend three or four telephone meetings per year, give oral updates on COAF's projects, and perhaps serve as a presenter at the annual Pathway to Law Summit. State Bar staff would not be expected to perform any tasks related solely to the liaison role.

COAF's request to have a liaison role with California LAW can best be understood in historical context. California LAW's genesis is in the State Bar. In 2005, California State Bar President Jim Heiting created the Diversity Pipeline Task Force to review "best practices" of existing diversity pipeline programs from pre-school to the legal profession. Chaired by board member Ruthe Ashley, the Task Force brought together over 100 lawyers, judges and law professors to examine barriers to diversity in four different categories: law firms, the judicial system, government lawyers, and law schools. This Task Force led to the first judicial diversity summit in 2006, which was chaired by Task Force Member and COAF's current Chair, Retired Judge Brenda Harbin-Forte. The judicial diversity summit revealed a stunning lack of gender and ethnic diversity in California's judiciary. The work of the Task Force also revealed the failure of the legal profession to diversify, and the growing achievement gap among California's diverse students. This information prompted the State Bar's Executive Director Judy Johnson to create a Special Assistant for Diversity position, filled by Patricia Lee.

In 2007, after the Task Force published its findings, the State Bar's Council on Access and Fairness was launched to institutionalize the work of the Task Force. The first chair of COAF was its current Chair, Judge Harbin-Forte. COAF became the "think tank" for the State Bar on diversity issues and had a strategic plan to tackle barriers to diversifying the profession that were apparent all along the pipeline. From its formation, the State Bar through COAF's work became a national leader in launching projects that were "boots on the ground" programs for diversity in the legal profession.

In 2010 COAF's work led to the creation of a unique partnership between the State Bar and the California Department of Education to establish the first six High School Law Academies under the California Partnership Academy model. Created by the California

Legislature in 1986, this model required that students in these classrooms be at least 50% at risk and be in high schools of 350+ students. These requirements led to classrooms that reflected the population of California in its diversity, with some of them being 60-80% students of color. High school students receive a daily law class starting in the 10th grade and continuing every day for three years. The dream of becoming a lawyer became a reality for the first time for many of these students, many of whom were considered disadvantaged. Chief Justice Tani Cantil-Sakauye was the keynote speaker at the inauguration of the High School Law Academies. The law academies are supported by a volunteer group of lawyers, judges, bar associations and others, collectively known as the California Law Academy Support Council (CLAS). More than 1200 legal professionals give of their time, energy and funds to work with these students.

In 2014, the State Bar through COAF rolled out the Community College Pathway to Law School Initiative (originally known as the 2+2+3 program: 2 years at a community college; 2 years at a four-year college or university, and 3 years in law school). Both the High School Law Academies and the 2+2+3 program had the State Bar as its partners with the California Department of Education and the Community College Chancellors Office. The Community College Pathway to Law School Initiative was launched when twenty-four California Community Colleges, six undergraduate institutions and six law schools all signed a Memorandum of Understanding as the inaugural class of the Community College Pathway to Law School initiative.

It should be noted that our community college system has the most diverse student population of the three public systems in California. Community colleges provide opportunities for everyone who aspires to obtain a college education, including students from the least affluent communities in California, first generation college students, students of color, students with disabilities, veterans, and those who have work and family responsibilities. Thousands of talented and promising students leak out of the education pipeline from community college to law school every year because of a lack of support, mentoring, financial resources, and information about what is needed to gain admission to and success in law school.

The Pathway to Law School Initiative provides a clear pathway from community college to law school, with the purpose of diversifying the legal profession. It requires the completion of courses that are based on a defined set of “success factors” that help make effective lawyers. The initiative aligns criteria from the “success factors” with California Community College courses already approved in corresponding Intersegmental General Education Transfer Curriculum (IGETC) areas in order to prepare students for law school and the legal profession prior to transfer to a four-year college and entry into law school. Support for the students includes mentoring, pre-law counseling, and professional development activities provided by volunteers and faculty members. The initiative has received national attention through various news outlets such as the Los Angeles Times,

National Public Radio, San Francisco Chronicle, San Jose Mercury News, Fresno Bee, American Bar Association Journal, and the Community College Daily.

In 2015, California LAW was created with a grant from the Law School Admission Council. It is an independent entity operated under the auspices of the Foundation for California Community Colleges (FCCC). California LAW is the umbrella organization formed to support the entire law pathway from 10th grade to the end of law school. The term California Law Pathway was coined in 2016 to reflect the merger of the High School Law Academies and the Community College initiative, instead of referring to the two separately. Thus, California LAW is the umbrella organization with a focus on merging the entire pipeline, and the phrase California Law Pathway refers to the work of California LAW. Today, California LAW is staffed and supported by the FCCC in place of having its own Executive Director.

The work of CalLAW impacts approximately 5,000 students annually. Today, the High School Law Academies have grown from the original six to twenty-one high schools. The Community College Pathway to Law School Initiative includes twenty-six community colleges around the state.