

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
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.	<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 "<i>Want to be a Lawyer?</i>" 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. 	<p>Ongoing</p> <p>August 31, 2020</p> <p>December 31, 2021</p>	<p>No</p> <p>No</p> <p>No</p>
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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>

	<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