

AGENDA ITEM

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DATE: April 21, 2014

TO: Members, Stakeholder Relations Committee
Members, Board of Trustees

FROM: Hon. Cynthia Loo, Chair, Council on Access & Fairness
Patricia Lee, Special Assistant for Diversity & Bar Relations

SUBJECT: Council on Access and Fairness (COAF)
2014-2016 Long Range Plan

EXECUTIVE SUMMARY

Since its inception, the Council on Access & Fairness (COAF) has engaged in an annual planning process, resulting in the adoption of work plans to guide COAF's efforts. COAF presents the work plan to the Committee on Stakeholder Relations each year on an informational basis. This year, COAF has engaged in a formal strategic planning process and has created the attached 2014-2016 Long Range Strategic Plan. COAF presents the Plan to the Stakeholder Relations Committee for review and recommends its approval to the Board of Trustees.

BACKGROUND

Following the appointment of the Council on Access & Fairness in 2006, COAF convened a retreat to discuss its assigned role as the State Bar's diversity "think tank." During the retreat COAF focused on the assigned COAF Charge and created the COAF mission, vision, and strategic goals. In addition to its mission, vision, and strategic goals, COAF annually engages in the development of work plans to guide COAF's diversity efforts. Initially, the creation of work plans was a required part of the State Bar's organizational planning process, with each entity required to create and implement annual work plans to achieve its overall goals. Although this portion of the State Bar planning process is no longer required, COAF continues to create and implement annual work plans. The plans are presented each year to the Stakeholder Relations Committee on an informational basis. This year, COAF engaged in a more formal strategic planning process and created the attached 2014-2016 Long Range Strategic Plan.

The plan describes COAF's strategic goals, initiatives, and action plan for implementation. As noted in the Plan, some initiatives are ongoing and multi-year activities, while others are new initiatives that address emerging diversity pipeline issues.

Each initiative in the Long Range Plan has been evaluated for alignment with the COAF strategic goals listed in the plan. The initiatives meet the "**SMART**" planning criteria, which stands for **S**trategic, **M**easurable, **A**chievable, **R**elevant/**R**ealistic components to be completed within a specific **T**imeline). The COAF Long Range Strategic Plan is being presented to the Stakeholder Relations Committee for review and recommendation to the Board of Trustees for approval.

FISCAL / PERSONNEL IMPACT: No additional fiscal or personnel impact.

RULE AMENDMENTS: None

BOARD BOOK IMPACT: None

RECOMMENDATION

COAF recommends that the Stakeholder Relations Committee approve COAF's 2014-2016 Long Range Strategic Plan and submit the Plan to the Board of Trustees for approval.

PROPOSED BOARD COMMITTEE RESOLUTION:

Should the Stakeholder Relations Committee agree with the above recommendation, the following resolution would be appropriate:

RESOLVED, that the Stakeholder Relations Committee recommends that the Board accept and approve the Council on Access & Fairness 2014-2016 Long Range Strategic Plan.

PROPOSED BOARD OF TRUSTEES RESOLUTION:

Should the Board concur with the Stakeholder Relations Committee's recommendation, the following resolutions would be in order:

RESOLVED, that upon the recommendation of the Stakeholder Relations Committee, the Board hereby accepts and approves the Council on Access & Fairness 2014-2016 Long Range Strategic Plan.