

AGENDA ITEM

50-1 SEPTEMBER 2015

DATE: September 8, 2015

TO: Members, Board of Trustees

FROM: Joanna Mendoza, Trustee
Ginnie Yee, Office of the Secretary

SUBJECT: Proposed Amendments to Committee Application Form

EXECUTIVE SUMMARY

In July, the Board adopted a series of amendments to the State Bar's application form for appointments to the Bar's standing committees, executive committees, and special boards, commissions and committees, as well as associated changes to the Board Book. Those changes included revisions to the sections of the application and Board Book describing the broad diversity of applicants that the Bar seeks. This item proposes a further amendment to both the application and Board Book to include the additional categories of race, ethnicity and gender in the list of attributes and characteristics in the Bar's diversity policy.

BACKGROUND

In July, the Board adopted a series of amendments to the State Bar's application form for appointments to the Bar's standing committees, executive committees, and special boards, commissions and committees. The Board also adopted associated changes to the Board Book. The changes included revisions to the description of the Bar's diversity policy, which seeks a broad diversity of applicants to State Bar boards and committees. In reviewing the adopted language, staff realized that the comprehensive list of diversity attributes and characteristics that are included in the policy did not include the categories of race, ethnicity and gender.

DISCUSSION

This item proposes a further amendment to the appointments application and related Board Book section to include the categories of race, ethnicity and gender to the comprehensive list of diversity attributes and characteristics that the Bar considers in making appointments.

The relevant section of the appointments application would be changed as follows (added language highlighted):

Participation of Diverse Members: The State Bar of California values diversity and broad-based representation in its appointments. The recruitment and selection of applicants with diverse backgrounds, experiences, outlooks, and ideas and geographical diversity brings

qualities essential to the governance of the legal profession and to the services the State Bar provides to its diverse members and to the public.

The State Bar's Board of Trustees is committed to the active solicitation and encouragement of members with a broad array of backgrounds and life experiences including members with skills or attributes that are underrepresented in the legal profession to submit applications for appointments to all bar sponsored entities.

The Board seeks to recruit and obtain applicants with a breadth and depth of perspective including, but not limited to the following: geographic location, practice area, size of law practice, length of time practicing, volunteer work, specific accomplishments, educational background, **race, ethnicity, gender**, age, sexual orientation, and disability for each of the entities to which the board makes appointments.

The State Bar provides equal access to all applicants and complies with all applicable anti-discrimination laws in its appointment process.

The relevant section of the Board Book (Tab 15, Article 1, Section 4) (added language highlighted):

Section 4 *Encouragement of Participation*

- (a) Participation of Diverse Members: The State Bar of California values diversity and broad-based representation in its appointments. The recruitment and selection of applicants with diverse backgrounds, experiences, outlooks, and ideas and geographical diversity brings qualities essential to the governance of the legal profession and to the services the State Bar provides to its diverse members and to the public.

The State Bar's Board of Trustees is committed to the active solicitation and encouragement of members with a broad array of backgrounds and life experiences including members with skills or attributes that are underrepresented in the legal profession to submit applications for appointments to all bar sponsored entities.

The State Bar provides equal access to all applicants and complies with all applicable anti-discrimination laws in its appointment process.

- (b) Outreach Program: In order to implement the above policy objective, the Board of Trustees hereby encourages:

Each member of the Board and the chair of each entity to recruit and obtain applicants with a breadth and depth of perspective including, but not limited to the following: geographic location, practice area, size and type of law practice, length of time practicing, volunteer work, specific accomplishments, educational background, **race, ethnicity, gender**, age, sexual orientation, and disability for each of the entities to which the Board makes appointments.

FISCAL/PERSONNEL IMPACT

N/A

RULE AMENDMENTS

N/A

BOARD BOOK IMPACT

Tab 17, Article 1, section 4, Page 13 of 19

BOARD RESOLUTION

The Board of Trustees hereby approves the following resolution:

RESOLVED, that the Board of Trustees approve the proposed amendments to the committee application form as well as the associated amendments to the Board Book that appear in this item.

ATTACHMENT(S) LIST

N/A