

# Attachment A

## Summary -- Council on Access & Fairness

### 2015-2018 Long Range Strategic Plan

#### **Strategic Goal 1: Produce Institutional and Attitudinal Change:**

*Produce institutional and attitudinal changes to create a culture of inclusion within the legal profession and judiciary that fosters diversity.*

*Initiative A: Increase Diversity and Inclusion Within the California State Judiciary*

*Initiative B: Disseminate COAF Legal Employer Focus Group Report and Recommendations*

*Initiative C: Compile and Distribute Demographic Information from California Law Schools*

*Initiative D: Increase Bar Passage Rates Among Students from Diverse Backgrounds*

*Initiative E: Develop an Implicit Bias/Stereotype Threat Curriculum*

#### **Strategic Goal 2: Communicate to Inspire and Engage Diversity:**

*Serve as a catalyst for change by framing and communicating ways to respond to diversity challenges and to inspire and empower potential lawyers from diverse communities*

*Initiative A: Update and Present Master "Road Show" Slides*

*Initiative B: Convene Annual Stakeholder Forum*

*Initiative C: Establish Dialogue with Stakeholders*

*Initiative D: Develop and Present Elimination of Bias MCLE Programs and Articles*

*Initiative E: Develop and Disseminate Quarterly COAF e-newsletter*

#### **Strategic Goal 3: Partner, collaborate and coordinate to achieve diversity:**

*Partner, collaborate and coordinate with existing entities and individuals already working toward the goal of diversity within the justice system to achieve that goal*

*Initiative A: Support California Partnership Law Academies (CPA's)*

*Initiative B: Reduce Truancy Rates and Disciplinary Actions for Students from Diverse Backgrounds in the Early Education Pipeline*

*Initiative C: Presentation of "Know Your Rights" Programming to Partnership Law Academies*

*Initiative D: Promote and Support Community College 2+2+3 Pathway to Law School Initiative*

*Initiative E: Develop Education Pipeline from Law School to Practice*

*Initiative F: Conduct Education and Outreach to Increase Diverse Applicants for Appointment to State Bar and Other Entities*

*Initiative G: Create Pipeline for Leadership Development*

*Initiative H: Partner with Bar Associations and Other Entities to Create and Expand Mentoring Programs for New Lawyers*

*Initiative I: Cultivate Network and Partnerships with ABA and Bar Associations Focusing on Early Education Pipeline Issues/Programs*

*Initiative J: Conduct Outreach to Promote COAF Initiatives and Projects*

#### **Strategic Goal 4: Measure Change:**

*Create mechanisms to measure change in the diversity of the legal profession over time*

*Initiative A: Hold Diversity Metrics Training for COAF to Address Ongoing Application of Metrics to COAF Long Range Plan*

*Initiative B: Raise Additional Funds to Ensure Implementation of Approved Long Range Plan Initiatives and Programs*