

AGENDA ITEM

MARCH 54 - 161

DATE: February 18, 2016

TO: Members, Stakeholders and Access to Justice Committee
Members, Board of Trustees

FROM: Robin Pearson, Vice Chair, Council on Access & Fairness
Patricia Lee, Special Assistant for Diversity & Bar Relations

SUBJECT: Council on Access & Fairness (COAF)
2015-2018 Long Range Strategic Plan

EXECUTIVE SUMMARY

Since its inception in 2006, the Council on Access & Fairness (COAF) has engaged in an annual planning process, resulting in the adoption of work plans to guide COAF's ongoing efforts. COAF had presented the work plans to the Stakeholder Relations Committee each year on an informational basis. In 2013, COAF engaged in a formal strategic planning process and created its first Long Range Strategic Plan, for 2014-2017, which was approved by the Board of Trustees. The attached 2015-2018 Long Range Strategic Plan is being presented to the Stakeholder Relations Committee for review and recommendation for approval to the Board of Trustees.

BACKGROUND

Following the initial appointment of the Council on Access & Fairness (COAF) 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 COAF's mission, vision, and strategic goals. In addition, COAF developed annual work plans to guide its diversity efforts. Initially, the creation of work plans was required as part of the State Bar's organizational planning process, with each appointed entity required to create and implement annual work plans to achieve its overall goals. Although this portion of the State Bar planning process was no longer required, COAF continued to create and implement annual work plans. The plans were presented each year to the Stakeholder Relations Committee on an informational basis. In 2013, COAF engaged in a more formal strategic planning process and created its first Long Range Strategic Plan, covering the period from 2014-2017.

Attached A is the summary and Attachment B is the fully updated 2015-2018 Long Range Strategic Plan. The plan describes COAF's strategic goals, initiatives, and action plan for implementation. This plan includes partnering with California Law to promote and support a pipeline of diverse students from high schools, community colleges, four-year institutions, and

law schools so that the legal profession reflects the diverse population of the state of California. 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. Also, the initiatives meet the “**SMART**” planning criteria, which ensure **S**trategic, **M**easureable, **A**chievable, and **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 for approval by the Board of Trustees.

DISCUSSION

None.

FISCAL/PERSONNEL IMPACT

No additional fiscal or personnel impact.

RULE AMENDMENTS

None.

BOARD BOOK IMPACT

None.

BOARD COMMITTEE RECOMMENDATIONS

The Stakeholders and Access to Justice Committee recommends that the Board of Trustees approve the following resolution:

RESOLVED, that the Board of Trustees approve the Council on Access & Fairness 2015-2018 Long Range Strategic Plan; and it is

FURTHER RESOLVED, that the Board of Trustees approve the partnership between the Council on Access & Fairness and California Law to promote and support a pipeline of diverse students from high schools, community colleges, four-year institutions, and law schools so that the legal profession reflects the diverse population of the state of California.

ATTACHMENT(S) LIST

- A.** Summary of Long Range Strategic Plan
- B.** Complete Long Range Strategic Plan