

**Diversity & Inclusion Objectives**  
Adopted by the BOT, January 2019

The BOT adopted the following diversity and inclusion objectives:

**Pipeline**

*Law School Retention*

- a) Work with the California Accredited Law Schools and registered schools to develop enhanced demographic reporting requirements by December 31, 2019.
- b) Identify means of supporting existing law school programs to improve retention by December 31, 2019.

**Bar Passage**

- a) No later than December 31, 2019, identify ways that diversity and inclusion principles can be institutionalized in bar exam development and grading analyses including
  - i. Exam and essay question development
  - ii. Item analysis and grading

Institutionalize these practices no later than December 31, 2020.

- b) Assuming positive final results, expand implementation of the Productive Mindset Intervention by February 2020.

**Retention and Career Advancement**

- a) No later than December 31, 2019, analyze available data to identify the particular obstacles to diverse attorneys' entry into and retention and advancement in the legal profession.
- b) Continue development and implementation of initiative to collect demographic data about licensed attorneys through all stages of their career through 2019.

**Statewide Leadership**

- a) By December 31, 2020, modify the EOB ("competency") MCLE requirement to consider the creation of sub-topics, and expanding the number of required hours.
- b) Develop and publish an annual report card on the state of the profession (based on demographic data on licensed attorneys through State Bar) by January 31, 2020, and annually thereafter.

**Judicial Diversity**

- a) Partner with the Judicial Council to complete the Judicial Diversity Toolkit and transition leadership on judicial diversity efforts to the Council.

The Board adopted the as its definition of diversity the reporting categories found in Government Code section 12011.5(n): race, ethnicity, gender, gender identity, disability, sexual orientation, and veteran status.