



The State Bar of California

OFFICE OF ACCESS & INCLUSION

180 Howard Street, San Francisco, CA 94105

calbar.ca.gov

Council on Access and Fairness (COAF) Meeting Summary and Action Items Friday, March 1, 2019

10:00 a.m. – 4:00 p.m.

Video Conference Meeting

State Bar of California

180 Howard Street, Room 4DE, San Francisco, CA 94105

845 South Figueroa Street, Room 2CD, Los Angeles, CA 90017

Members

Judge Holly Fujie
Judge Brenda Harbin-Forte
Connie Broussard
Adeyinka Glover
Esther Kim
Catalina Lozano
Mark Shem
Barry Weissman

Board of Trustees Liaison

Debbie Manning

Members of the Public

Leslie Cunningham
Pat Lee
Chris Punongbayan
Zach Tinker

Staff

Brady Dewar
Donna Hershkowitz
Elizabeth Hom
Hellen Hong
Leah Wilson

I. CHAIR'S REPORT

A. Roll Call

Roll call was taken and a quorum was established.

B. Call for Public Comment

Zach Tinker requested time for public comment to raise issues related to job opportunities for non-ABA law school graduates at the Los Angeles Superior Court. Mr. Tinker was encouraged to contact the Court directly with his concerns.

II. STATE BAR REPORTS

A. Report on Recent Developments for the Office of Access & Inclusion

Director of the Office of Access & Inclusion Hellen Hong introduced herself.

B. Update on Recent Board of Trustee Actions

- i. Governance, Structure, and Composition
- ii. State Bar's Diversity & Inclusion Objective
 1. Pipeline to the Legal Profession

2. Retention and Career Advancement
3. Statewide Leadership
4. Judicial Diversity

Chief of Programs Donna Hershkowitz provided an update on actions that the Board of Trustees (BOT) has taken since COAF last met in September 2018. Under the Appendix I review, the BOT adopted changes regarding governance and oversight of all subentities, including COAF. The BOT adopted global recommendations for all subentities, including a recommendation that the size of all subentities should be seven members, subject to exception based on the needs of particular subentities. The BOT action with regard to COAF was to clarify Board diversity and inclusion strategy to drive the work of COAF, and that the COAF charge would be revised to align with the BOT Strategic Plan. The BOT set COAF membership at 10, understanding that COAF must be large enough to be diverse. The BOT also eliminated all liaison positions of committees. Hellen reached out to COAF liaisons to let them know of this change, and encouraged them to apply for a formal COAF appointment.

Donna further reported that at the November Programs Committee meeting and the January BOT meeting, there were multiple diversity and inclusion panels presented by COAF members and others on the past and future work of COAF. These presentations helped the BOT to identify new objectives for the BOT to adopt in diversity and inclusion arena. At its January meeting, the BOT adopted diversity and inclusion objectives, and a diversity definition.

III. STATE BAR TRAINING FOR SUBENTITY MEMBERS

Brady Dewar from the Office of General Counsel provided a training on applicable legal rules for State Bar subentities including COAF. The training highlighted best practices for compliance with the Bagley-Keene Open Meeting Act and the California Public Records Act. Brady noted that the proposed Conflicts of Interest Policy for subentity volunteers was currently open for public comment.

IV. DISCUSSION AND ACTION ITEMS

- A. Development of 2019 Work Plan for Recommendation to Programs Committee**
- B. Review COAF Committee Structure**
- C. Develop recommendation for new COAF Charge**

Donna noted that the 2019 work plan and revised charge would be presented to the BOT Programs Committee at its March 14 meeting.

There was a discussion about COAF's role in effectuating the Bar's diversity and inclusion objectives. Through this discussion, COAF drafted its 2019 work plan and revised charge.

The Council adopted (Shem moved, Weissman seconded) the 2019 COAF Work Plan as prepared during its March 1, 2019 meeting.

The Council unanimously approved (Shem moved, Weissman seconded) the draft charge as revised during its March 1, 2019 meeting.

Review of COAF Committee structure was tabled for the next meeting.

There being no other business, the meeting was adjourned.