



The State Bar *of California*

Council on Access and Fairness 2019 Work Plan

Charge:

The Council on Access & Fairness is composed of ten members appointed by the Board of Trustees. The charge of the Council is as follows:

- Assist and advise the Board of Trustees in defining and advancing the State Bar's diversity and inclusion strategies and goals.
- Study, recommend, and help devise curricula designed to educate California attorneys on diversity and inclusion principles.
- Promote programs and strategies to improve diversity initiatives impacting the pipeline, particularly at California law schools, for the bar exam and within the legal profession.
- Evaluate the state of diversity and inclusion in the profession annually.
- Identify barriers to entry into, and retention and advancement in the legal profession, and propose solutions to address barriers.
- Explore, promote, encourage, and partner in collaborative efforts to increase diversity and inclusion in the profession and in the judiciary.
- Comment and advise, when requested by the Board of Trustees or the Executive Director, on barriers directly related to access opportunities within the profession for attorneys from diverse backgrounds.
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- Serve as a representative of the State Bar, as requested by the Board of Trustees, on issues of diversity and inclusion.

| STRATEGIC PLAN GOAL & OBJECTIVE | WORK PLAN | DEADLINE | TO BOARD COMMITTEE (Y/N) / DATE |
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| Goal 4, objective h: Identify means of supporting existing law school programs to improve retention by December 31, 2019. | <ul style="list-style-type: none"> • Review and identify promising programs. • Recommend effective programs for broad implementation. • Participate in the Law School Assembly. | 12/31/2019 12/31/2019 May 2019 | No |
| Goal 4, objective i: No later than December 31, 2019, identify ways that diversity and inclusion principles can be institutionalized in Bar exam development and grading analyses and implement these practices no later than December 31, 2020. | <ul style="list-style-type: none"> • Recommend/develop State Bar rule to codify diversity and inclusion principles in bar exam development. • Examine previous bar exam questions. • Work with the Office of Admissions and educate and outreach to affinity bar associations as appropriate to recruit graders and pre-testers. | 12/31/2019 June 2019 Ongoing | Yes / Early 2020 |
| Goal 4, objective j: Assuming positive results from the Productive Mindset Intervention, expand implementation by February 2020. | <ul style="list-style-type: none"> • Provide guidance to State Bar on methods to outreach to law students and bar applicants to participate. • Invite researchers to present to COAF to better understand research. • Develop communications strategy to participate in intervention. | Ongoing 09/2019 Ongoing | No |
| Goal 4, objective l: No later than December 31, 2019, analyze available data to identify the particular obstacles to diverse attorneys' entry into, retention, and advancement in the legal profession. | <ul style="list-style-type: none"> • • Make recommendations for actions the State Bar can take to address issues identified in the findings • Recommend refinements to survey questions • Identify diversity and inclusion programs at law firms and government agencies; develop and disseminate best practices | 12/31/2019 12/31/2019 12/31/2019 | Yes (in 2020 work plan) No No |

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| <p>Goal 4, objective m: By December 31, 2020, modify the Elimination of Bias curriculum contained in the Minimum Continuing Legal Education requirements to consider the creation of sub-topics, and expanding the number of required hours.</p> | <ul style="list-style-type: none"> • Review Elimination of Bias (EOB) Minimum Continuing Legal Education (MCLE) requirements and recommend creation of additional sub-topics. • Invite Robert White, California Minority Counsel Program (CMCP), to make presentation to COAF. • View new attorney EOB training module so COAF can evaluate whether to do a similar mandatory training for all attorneys. • Identify subtopics that could be mandated to advance goals of D&I (e.g. hiring, promotion, cultural competency). | <p>12/31/2019</p> <p>9/2019</p> <p>6/2019</p> <p>12/31/2019</p> | <p>Yes/Mid 2020</p> <p>No</p> <p>No</p> <p>Yes/Mid 2020</p> |
| <p>Goal 4, objective n: Develop and publish an annual report card on the state of the profession by January 31, 2020, and annually thereafter.</p> | <ul style="list-style-type: none"> • Create subcommittee to develop parameters for the annual report card and present to COAF for feedback. • Develop communications and outreach strategy for report card(s), include e.g. possible call to action and live presentation to legislature. • Develop self-study MCLE based on report card findings and recommendations for further action. | <p>06/2019</p> <p>01/31/2020</p> <p>01/31/2020</p> | <p>No</p> <p>No</p> <p>No</p> |
| <p>Goal 4, objective o: Partner with the Judicial Council to complete the Judicial Diversity Toolkit.</p> | <ul style="list-style-type: none"> • Provide assistance and support to the Judicial Council in implementing judicial diversity efforts. • Explore Judicial Council interest in conducting regional workshops / summits / meetings for attorneys interested in exploring judicial positions and support the Judicial Council in delivering such programs | <p>Ongoing</p> <p>6/2019</p> | <p>No</p> |