



The State Bar *of California*

# Discussion of Organizational Audit Focused on Diversity, Equity and Inclusion

Justin Ewert, Manager, Office of Finance

Audit Committee, November 17, 2022

# Audit Scope

- Blind Recruiting
- Procurement Disparities Study
- Investment Policy Revisions
- DEI Leadership Seal



## Action Items

### **Selected action items must include:**

1. Collect and maintain data on the demographics of attorneys, non-attorney legal staff, management, and the board, where applicable.
2. Create a strategic DEI plan for the organization with specific objectives, metrics, and benchmarks over time.

### **Additionally, choose a minimum of three of the following eight action items:**

3. At least annually calculate staff turnover and promotions by position, tenure, and demographics.
4. Annually compare the demographics of new attorney hires to the demographics of all California attorneys.
5. Create a diversity, equity, and inclusion statement. Post it on your organization's website and include it in job postings.



## Action Items (cont'd)

6. Conduct stay and exit interviews with staff; include questions on organizational culture, sense of inclusion and belonging, and areas for improvement.
7. At least biennially survey staff to gather thoughts and feedback on diversity, equity, and inclusion at your organization. Include questions related to workplace satisfaction, climate, and sense of belonging.
8. Require, for all employees, annual training on the value of diversity, equity, and inclusion and/or reducing implicit bias.
9. Incorporate diversity, equity, and inclusion work into performance evaluations and metrics that impact advancement and compensation decisions.
10. Incorporate DEI responsibilities into leadership team members' formal job duties. For larger organizations, also establish and maintain a senior level DEI professional position.

