



The State Bar of California

OPEN SESSION AGENDA ITEM MARCH 2024 BOARD EXECUTIVE COMMITTEE III.A

DATE: March 21, 2024

TO: Members, Board Executive Committee

FROM: Louisa Ayrapetyan, Board Secretary, Office of the Executive Director

SUBJECT: Approval of 2024 Work Plans for the Committee of Bar Examiners, Council on Access and Fairness, and the California Board of Legal Specialization

EXECUTIVE SUMMARY

This agenda item presents the 2024 work plans of the Committee of Bar Examiners, the Council on Access and Fairness, and the California Board of Legal Specialization.

BACKGROUND

In recent years, the Board Executive Committee has been asked to approve work plans for some subentities although this requirement is not specifically outlined in the Board Policy Manual. While staff is trying to determine the basis for and history of committee approval of some subentity work plans, the committee is asked to continue the practice at this time. Staff will bring forward an analysis of this issue and related recommendations as part of the subentity review that is currently underway.

DISCUSSION

Historically the Board Executive Committee has received work plans of the Committee of Bar Examiners, Council on Access and Fairness, and the California Board of Legal Specialization in March of each year to ensure alignment of the subentity's planned activities for the year with the State Bar strategic plan, and to provide guidance and accountability for subentity work. Today, the Board Executive Committee is asked to approve the work plans for the subentities as presented in Attachments A-C.

FISCAL/PERSONNEL IMPACT

The work plans necessarily have a personnel impact, identifying and directing key areas of effort for staff of the relevant offices. To the extent implementation of any of the individual items impose a significant cost to the State Bar not already accounted for in the State Bar budget or otherwise previously approved by the Board, such items will be brought individually to the Board.

AMENDMENTS TO RULES

None

AMENDMENTS TO BOARD OF TRUSTEES POLICY MANUAL

None

STRATEGIC PLAN GOALS & IMPLEMENTATION STEPS

Goal 4. Protect the Public by Engaging Partners

- b. 1. Create and sustain partnerships with other organizations, entities, and stakeholder groups.

RECOMMENDATIONS

Should the Board Executive Committee concur in the proposed action, passage of the following resolution is recommended:

RESOLVED, that the Board Executive Committee approves the work plans adopted by the California Board of Legal Specialization, Committee of Bar Examiners, and Council on Access and Fairness and authorizes staff to maintain the work plans and make technical edits and corrections to them as needed.

ATTACHMENTS LIST

- A. 2024 Work Plan for the California Board of Legal Specialization
- B. 2024 Work Plan for the Committee of Bar Examiners
- C. 2024 Work Plan for the Council on Access and Fairness



The State Bar of California

CALIFORNIA BOARD OF LEGAL SPECIALIZATION 2024 WORK PLAN

ATTACHMENT A

The California Board of Legal Specialization (CBLS) is composed of seven members appointed by the Board of Trustees. The charge of the CBLS is as follows:

- Establish a program to encourage attorney competence by certifying as legal specialists attorneys who have demonstrated proficiency in specified areas of law.
- Develop testing and legal education criteria for specialists.
- Recommend program rules and provide policies and guidelines for certification of specialists.
- Recommend approval of additional areas of legal specialization and their related certification standards.
- Recommend other entities to grant certification.

Strategic Plan Goal	Strategy	Implementation Step	Work Plan	Deadline	To Board (Y/N) / Date
Goal 2: Protect the public by enhancing access to and inclusion in the legal system.	Effectiveness: Increase representation through the State Bar's existing regulatory and oversight authority including special admissions and pro bono practice programs.		<ul style="list-style-type: none">• Regarding the Consulting Group on the Establishment of a Legal Specialization in Privacy Law (Privacy Law Group):<ol style="list-style-type: none">1. Review research and recommendation of the Privacy Law Group.2. Present findings to the Board of Trustees, as appropriate.	Ongoing through 2024	Y/Q4 2024

Goal 3: Protect the public by regulating the legal profession.	Policy and Systems Change: Explore and implement regulations to address and deter actions that pose significant risks of public harm.		<ul style="list-style-type: none"> Continue working with Office of Chief Trial Counsel to share information and ensure consistent enforcement and communications. Draft updated Standards to include enforcement and consequence for failure to appropriately remove designation/references to specialization. 	Sep 2024	Y/Nov 2024
Goal 2: Protect the public by enhancing access to and inclusion in the legal system.	Consumer Focus: Increase public education, outreach, and awareness to close the knowledge gap and connect consumers to relevant legal resources.	Make the State Bar a leader in connecting the public to legal representation by enhancing public awareness of the resources available and continually enhancing those resources.	Explore outreach opportunities to: <ol style="list-style-type: none"> provide information to/educate the public to increase awareness and the importance of the certified specialists prospective licensees (new admittees and current licensees) to become certified specialists current specialists, providing: <ol style="list-style-type: none"> information about the benefits of legal specialization certification a method to communicate and engage with each other 	Ongoing	N
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Goal 4: Protect the public by engaging partners.	Effectiveness: Increase public trust and consumer awareness by demonstrating competence, consistency, and transparency.	Ensure that licensees are aware of the work of the State Bar and how the bar supports competent and ethical practice.			
Goal 4: Protect the public by engaging partners.	Consumer Focus: Establish collaborative relationships with		Evaluate Legal Specialization processes to ensure those processes are supported by Subject Matter Experts (SMEs)	Ongoing	N

	community and consumer facing organizations and engage partners in collaborative workgroups.		<ul style="list-style-type: none"> Explore opportunities to procure and retain diverse groups of SMEs to provide expertise and input specific to each legal specialization area (working groups and developers/graders) 		
None – core business operations.			Begin planning and prioritization of Legal Specialist Examination Rules and Policies to review in 2025.	September 2024	Y, Q2 2025



Charge:

The Committee of Bar Examiners is comprised of 19 members:

- Three public members appointed by the Speaker of the Assembly;
- Three public members appointed by the Senate Rules Committee;
- Three public members appointed by the Governor; and
- Ten members appointed the California Supreme Court, including one judge and nine attorneys (one of whom must have been admitted to practice law within three years of their appointment).

The charge of the committee is as follows:

- Examine all applicants for admission to practice law.
- Administer the requirements for admission to practice law.
- Certify to the Supreme Court for admission those applicants who fulfill the requirements.
- Determine the pre-legal and legal education eligibility of applicants.
- Determine whether an applicant possesses the requisite good moral character to practice law.
- Accredite law schools and register unaccredited and correspondence law schools, in accordance with the State Bar Rules, in California.

STRATEGIC PLAN GOAL	STRATEGY	IMPLEMENTATION STEP	WORK PLAN	DEADLINE	TO BOARD COMMITTEE (Y/N) / DATE	PRIORITY
Goal 2: Protect the Public by Enhancing Access to and Inclusion in the Legal System			Review and revisions of Admissions Rules relevant to Exam Administration <ul style="list-style-type: none"> • Recommend rule revisions to the Board to circulate for public comment • Review public comment, make revisions as appropriate and recommend appropriate further action (adoption or circulation for further public comment) 	October 2023	Y/ July 2024	
Goal 2. Protect the Public by Enhancing Access to and Inclusion in the Legal System	Policy and Systems Change	Collaborate with stakeholders and law schools to improve the law school accreditation process.	Pursue mandatory accreditation and/or initiatives to improve outcomes for unaccredited (registered) law schools in accordance with the Rules and Guidelines approved by the Committee of Bar Examiners and the Board of Trustees	Added October 2023; Further discuss after reviewing data in January 2024	Y/TBD	X
None – Core business operations			Consider draft reports to the Supreme Court of California on the July 2023 and February 2024 California Bar Examinations.	January 2024 December 2024	N	

STRATEGIC PLAN GOAL	STRATEGY	IMPLEMENTATION STEP	WORK PLAN	DEADLINE	TO BOARD COMMITTEE (Y/N) / DATE	PRIORITY
Goal 2. Protect the Public by Enhancing Access to and Inclusion in the Legal System	Policy & Systems Change	Collaborate with stakeholders and law schools to improve the law school accreditation process.	Review Unaccredited Law School Rules	Further discuss after reviewing data in January 2024	Y/TBD	X
Goal 2. Protect the Public by Enhancing Access to and Inclusion in the Legal System	Policy and Systems Change		Provide input on report on performance of accredited and unaccredited law schools; review measures to be included in future reports. <ol style="list-style-type: none"> 1. Law School Performance Report <ol style="list-style-type: none"> a. Completed August 2023 b. CSBARS review completed October and December 2023 2. Law School Profile Report <ol style="list-style-type: none"> a. CBE review in Jan 2024 	January 2024	N	
Goal 2: Protect the Public by Enhancing Access to and Inclusion in the Legal System			Practical Training of Law Students (PTLS) Rules Revisions: review possible changes to authorize Law Office Study (LOS) applicants to participate in PTLS Program <ul style="list-style-type: none"> • Review further revisions to the rules and recirculate for a second round of public comment 	January 2024	Y / March 2024	X

STRATEGIC PLAN GOAL	STRATEGY	IMPLEMENTATION STEP	WORK PLAN	DEADLINE	TO BOARD COMMITTEE (Y/N) / DATE	PRIORITY
			<ul style="list-style-type: none"> Review public comment for further action (recommendation of adoption or further public comment) 	June 2024	July 2024	
None – Core business operations			Moral Character Rules Revisions <ul style="list-style-type: none"> Review further revisions to the rules and recirculate for a second round of public comment Review public comment for further action (recommendation of adoption or further public comment) 	January 2024 June 2024	Y /March 2024 July 2024	X
Goal 2. Protect the Public by Enhancing Access to and Inclusion in the Legal System	Policy and Systems Change		Evaluate CBE role in non-JD programs.	March 2024	N	
Goal 2: Protect the Public by Enhancing Access to and Inclusion in the Legal System	Policy and Systems Change		Consider conducting a standard-setting study to determine whether the passing score for the First-Year Law Students' Examination should be raised or lowered	March 2024	N	X

STRATEGIC PLAN GOAL	STRATEGY	IMPLEMENTATION STEP	WORK PLAN	DEADLINE	TO BOARD COMMITTEE (Y/N) / DATE	PRIORITY
None – Core business operation			Law Office Study (LOS) Rules Revisions <ul style="list-style-type: none"> Review further revisions to the rules and recirculate for a second round of public comment Review public comment for further action (recommendation of adoption or further public comment) 	March 2024	Y /March 2024	X
				June 2024	July 2024	
Goal 2: Protect the Public by Enhancing Access to and Inclusion in the Legal System	Effectiveness	Increase the number of attorneys admitted through special admissions programs	Revise rules to eliminate unnecessary hurdles for all special admissions programs following the Board’s approval and circulation of public comment: review public comment, make revisions as appropriate and recommend appropriate further action (adoption or circulation for further public comment)	June 2024	Y/March 2024	X
None – Core business operations			Review Minimum, Cumulative Five-Year Bar Pass Rate statistics from accredited law schools for compliance.	August 2024		

STRATEGIC PLAN GOAL	STRATEGY	IMPLEMENTATION STEP	WORK PLAN	DEADLINE	TO BOARD COMMITTEE (Y/N) / DATE	PRIORITY
None – Core business operations			Trainings and Presentations <ul style="list-style-type: none"> Rehabilitation related to a Moral Character Determination and Lawyer Assistance Program 	Tentative Schedule: August 2024	N	
None – Core business operations			Trainings and Presentations: Presentation from institutional accreditor	October 2024	N	

Goal 2: Protect the Public by Enhancing Access to and Inclusion in the Legal System			Review revisions of Admissions Rules relevant to Eligibility Following the Board’s approval and circulation of public comment: review public comment, make revisions as appropriate, and recommend further action (adoption or circulation for further public comment)	October 2024	Y / July 2024	
Goal 2: Protect the Public by Enhancing Access to, and Inclusion in, the Legal System	Diversity, Equity, and Inclusion	Increase the number of diverse attorneys in the legal profession through diversity pipeline programs that support aspiring attorneys in graduation from law school and passing the bar exam	Testing Accommodation Rules Revisions <ul style="list-style-type: none"> Analyze impact of new rules, forms, and processes and produce tracking metrics 	December 2024	N	

Goal 4. Protect the Public by Engaging Partners	Policy and Systems Change	Serve as an incubator for innovation, share successes and best practices, and support implementation efforts in other organizations.	Explore requirements for California-accredited law schools to require courses regarding the competent use of generative AI; and regulations or rules related to the bar exam and generative AI.	December 2024		
None – Core business operations	Effectiveness	Revise the bar admissions requirements to be more relevant to the practice of law, in alignment with the recommendations of the Blue Ribbon Commission on the Future of the Bar Exam	Develop recommendations regarding certain components of bar exam delivery: remote v. in person; open book v. closed book; time limit on questions; (informed by the AccessLex Study)	CBE- 2024, at completion of AccessLex Grant	Y/ late 2024 or early 2025	X
None – Core business operations			Conduct landscape analysis of trends in licensing across the 50 states and Canada, to include assessment of bar exams and alternative pathways to licensure			
None – Core business operation			Review of current MPRE cut score			
None – Core business operation			If the Court accepts the BRC recommendation that California develop its own bar examination based on the CAPA recommendations related to knowledge, skills and abilities, embark on the development of a new CA bar examination designed with the guiding principles adopted by the Blue Ribbon Commission in mind, including crafting an exam that is fair, equitable, and minimizes disparate performance impacts based on race, gender, ethnicity, disability, and other immutable characteristics.			X

None – Core business operation			If the Court accepts the State Bar recommendation that California conduct a pilot of a portfolio bar exam as a pathway to licensure, staff will begin to develop and implement this program, with guidance from the CBE.			X
None – Core business operations			Evaluate whether to phase out handwriting options for non-TA applicants on bar exam.			
Goal 2: Protect the Public by Enhancing Access to, and Inclusion in, the Legal System			Develop detailed recommendations related to reciprocity to assist the Supreme Court in responding to the likely recommendation of the BRC			
None – Core business operations			Maintain and enhance law school engagement by conducting meetings with the Committee of State Bar Accredited and Registered Schools (CSBARS) and the Law School Council (LSC), publishing the quarterly Law School Deans' eNewsletter.	Ongoing		
None – Core business operations			Review petitions for registration, accreditation, and jointly accredited status as well as existing registered and accredited law schools' petitions for changes.	Ongoing		

None – Core business operations			Review progress reports and waivers submitted with Annual Compliance Reports.	Ongoing		
Goal 2. Protect the Public by Enhancing Access to, and Inclusion in, the Legal System	Effectiveness	Revise admissions requirements to be more relevant to the practice of law in alignment with the recommendations of the Blue Ribbon Commission on the Future of the Bar Exam.	Monitor admissions and licensure requirements to ensure that law school rules require appropriate coursework for licensure.	Ongoing	N	
None – Core business operations			Consider petitions seeking waivers of the Committee’s examinations-related policies, procedures, and rules.	Ongoing	N	
None – Core business operations			Review testing accommodations requests for review from applicants	Ongoing	N	
None – Core business operations			Conduct administrative reviews of adverse moral character determinations and make final determinations with respect to Applications for Determinations of Moral Character.	Ongoing	N	
Goal 2: Protect the Public by Enhancing Access to, and Inclusion in, the Legal System	Diversity, Equity, and Inclusion		Provide input on strategies for identifying methods to diversify grader and exam developer pool.	Ongoing	N	

None – Core business operations			<p>Trainings and Presentations</p> <ul style="list-style-type: none"> • Presentation on Substantive Issues in Evaluating TA Requests • Presentation from the Examination Development and Grading (EDG) Team on the Basics of Essay Question Development <p>Presentation from Performance Test (PT) Drafting Team Member on the Basics of PT Development</p>	<p>Ongoing Tentative Schedule:</p> <ul style="list-style-type: none"> • March 2024 • March 2024 <p>June 2024</p>	N	
None – Core business operations			Edit and approve final versions of the essay questions and select performance test questions for administration on California Bar Examinations.	Ongoing	N	
None- Core business operations			Review reports on administrations of the California First-Year Law Students' and California Bar Examinations.	Ongoing	N	



The State Bar *of California*

COUNCIL ON ACCESS AND FAIRNESS 2024 WORK PLAN

ATTACHMENT C

Charge: The Council on Access and 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.
- Facilitate communication and coordination on diversity and inclusion efforts by providing reciprocal liaisons to California Lawyers Association (CLA) Diversity Outreach Committee and California Leadership Access Workforce (LAW), and with a liaison from the Judicial Council of California Advisory Committee on Providing Access and Fairness
- Serve as a representative of the State Bar, as requested by the Board of Trustees, on issues of diversity and inclusion.

Strategic Plan Goal	Strategy	Implementation Step	Work Plan	Deadline	To BOT (y/n)/date
Goal 1: Protect the public by Strengthening the Attorney Discipline System	Diversity, Equity, and Inclusion: Continue to address any racial or other disparities in the attorney discipline system	Identify and implement strategies to address other disparities in discipline rates and outcomes, including those related to solo and small firm practitioners.	Review State Bar outreach and education data related to appointed counsel including attorneys served and outcomes; identify areas for improvements and make recommendations.	12/31/2024	No
Goal 1: Protect the public by strengthening the attorney discipline system	Diversity, Equity, and Inclusion: Continue to address any racial or other disparities in the attorney discipline system.	Identify and implement strategies to address other disparities in discipline rates and outcomes, including those related to solo and small firm practitioners.	Review data annually on violations of Rule 8.3 and Rule 8.4.1, and based on review, make recommendations of potential interventions or actions to BOT.	12/31/2024	No
Goal 1: Protect the public by Strengthening the Attorney Discipline System	Diversity, Equity, and Inclusion: Continue to address any racial or other disparities in the attorney discipline system	Conduct a follow up study of racial disparities in attorney discipline, identify areas for improvement, and implement recommendations.	Provide input on the follow up study of racial disparities in the attorney discipline system, including identifying areas for improvement and potential recommendations.	12/31/2024	No
Goal 2: Protect the public by enhancing access to and inclusion in the legal system	Effectiveness: Increase representation through the State Bar's existing regulatory and oversight authority including special admissions and pro bono practice programs.	Revise admissions requirements to be more relevant to the practice of law in alignment with the recommendations of the Blue Ribbon Commission on the Future of the Bar Exam.	Provide input and feedback on the development of new bar exam and/or the portfolio bar exam, including questions, modality, and equitable testing practices.	12/31/2024	No
Goal 2: Protect the	Diversity, Equity,	Publish an annual report card	Continue to review Attorney Census data.	Ongoing	No

Strategic Plan Goal	Strategy	Implementation Step	Work Plan	Deadline	To BOT (y/n)/date
public by enhancing access to and inclusion in the legal system	and Inclusion: Support the law school to profession pipeline to foster a diverse legal profession representative of California's communities, particularly as related to race, ethnicity, and socio-economic status.	on workforce diversity and retention trends in the legal profession.	Review data collected in My State Bar Profile and in the attorney census survey and make recommendations to include collection of data related to tribal communities.	12/31/2024	No
			Review inactive attorney survey report and provide feedback and recommendations as appropriate.	12/31/2024	No
Goal 2: Protect the public by enhancing access to and inclusion in the legal system	Diversity, Equity, and Inclusion: Support the law school to profession pipeline to foster a diverse legal profession representative of California's communities, particularly as related to race, ethnicity, and socio-economic status.	Increase the numbers of diverse attorneys in the legal profession through diversity pipeline programs that support aspiring attorneys in graduating from law school and passing the exam.	Recommend to Office of Admissions ongoing review and comparison of bar examinations to gauge impact of the Guiding Principles in Examination Development to Minimize Potential Bias in Bar Exam Questions, if appropriate; review data, identify any issues, and make recommendations to the Office of Admissions, as appropriate.	12/31/2025	No

Strategic Plan Goal	Strategy	Implementation Step	Work Plan	Deadline	To BOT (y/n)/date
Goal 2: Protect the public by enhancing access to and inclusion in the legal system	Diversity, Equity, and Inclusion: Support the law school to profession pipeline to foster a diverse legal profession representative of California's communities, particularly as related to race, ethnicity, and socio-economic status.	Increase the numbers of diverse attorneys in the legal profession through diversity pipeline programs that support aspiring attorneys in graduating from law school and passing the bar exam.	<p>Invite researchers or other experts to make presentations to COAF, at minimal cost to the State Bar, to assist COAF in identifying issues in the pipeline to the profession and make recommendations on how to address pipeline to the profession issues</p> <p>Support presentations to underrepresented high school, community college, and university students on how to prepare for becoming a lawyer at programs convened by non-profits and other appropriate entities</p> <p>Discuss partnering with CLA on one-day Pipeline Summit to obtain a status report on the state of diversity in the legal profession.</p>	Ongoing	No

Strategic Plan Goal	Strategy	Implementation Step	Work Plan	Deadline	To BOT (y/n)/date
			Continue to partner with diverse General Counsels for professional sports team (e.g., the Golden State Warriors), the entertainment industry, or similar groups, to jointly produce engaging content, at minimal cost to the State Bar, reflecting diverse lawyers in nontraditional legal roles, with a view toward posting links to those videos on the State Bar website, and report back to the State Bar on any recommended next steps	12/31/2024	No
			Distribute and publicize via social media and other outlets the State Bar's "Be a Lawyer: Make a Difference" brochure; review "Be a Lawyer: Make a Difference" brochure for potential updates and revisions	12/31/2024	No
Goal 2: Protect the public by enhancing access to and inclusion in the legal system	Diversity, Equity, and Inclusion: Support the law school to profession pipeline to foster a diverse legal	Identify data-supported practices that promote retention and advancement of a diverse and inclusive legal profession and share those practices	Participate in the Law School Assembly Review <i>Profile of California Law Schools: Student Diversity, Attrition, Degrees Awarded, and California Bar Exam Performance</i> , and provide feedback and	Ongoing 12/31/2024	No No

	profession representative of California's communities, particularly as related to race, ethnicity, and socio-economic status.	through toolkits and other resources.	recommendations as appropriate		
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Goal 2: Protect the public by enhancing access to and inclusion in the legal system	Diversity, Equity, and Inclusion: Support the law school to profession pipeline to foster a diverse legal profession representative of California's communities, particularly as related to race, ethnicity, and socio-economic status.	<ul style="list-style-type: none"> o Identify data-supported practices that promote retention and advancement of a diverse and inclusive legal profession and share those practices through toolkits and other resources. o Engage DEI leaders and other stakeholders to encourage legal employers to set and publicly commit to measurable diversity, equity, and inclusion goals through the State Bar Diversity Leadership Seal Program. 	Monitor Leadership Seal program participation. Identify and suggest adjustments to action items for future program iterations.		No
			Identify and study innovative DEI practices in other industries that may be adaptable to the legal profession.	Ongoing	No
			Plan and participate in State Bar Diversity Summits	12/31/2024	No
				12/31/2024	

Strategic Plan Goal	Strategy	Implementation Step	Work Plan	Deadline	To BOT (y/n)/date
Goal 2: Protect the public by enhancing access to and inclusion in the legal system	Diversity, Equity, and Inclusion: Support the law school to profession pipeline to foster a diverse legal profession representative of California's communities, particularly as related to race, ethnicity, and socio-economic status.	Continue the Mindsets in Legal Education Initiative and evaluate the merits of expanding the program.	Continue to monitor Mindsets in Legal Education Initiative and review findings.	12/31/2024	No
Goal 2: Protect the public by enhancing access to and inclusion in the legal system	Policy and Systems Change: Identify and advocate for innovative policy and regulatory reforms needed to increase access to legal services, particularly by disenfranchised, underserved, and rural communities.	Collaborate with legislative and other stakeholders to establish a law school student loan forgiveness program to make legal aid an attractive and sustainable career goal.	Provide input and feedback on recruitment and retention initiatives, including monitoring loan repayment assistance programs	12/31/2024	No

Strategic Plan Goal	Strategy	Implementation Step	Work Plan	Deadline	To BOT (y/n)/date
Goal 2: Protect the public by enhancing access to and inclusion in the legal system	Policy and Systems Change: Identify and advocate for innovative policy and regulatory reforms needed to increase access to legal services, particularly by disenfranchised, underserved, and rural communities.	Collaborate with stakeholders and law schools to improve the law school accreditation process.	Work with the Office of Admissions to provide feedback on the law school accreditation process.	12/31/2024	No
Goal 3: Protect the public by regulating the legal profession	Diversity, Equity, and Inclusion: Support retention, development, and advancement of a diverse legal profession, with a focus on preventative measures to address disproportionate complaint and discipline rates.	<ul style="list-style-type: none"> • Provide effective support for attorneys experiencing practice management and other challenges that affect competency. • Support attorneys from disenfranchised and underserved communities who may experience unique practice management and other challenges. 	Review feedback on the <i>Disrupting Implicit Bias</i> online module and consider additional online EOB training modules to develop (e.g. discuss the possibility of incorporating anti-racism component into EOB curriculum, microaggressions, objective performance evaluation, imposter syndrome, moving beyond EOB training)	3/30/2025	No