NYSBA, Criminal Justice Section (CJS), Diversity Challenge II
CJS STATUS REPORT
October 19, 2012

Section: Criminal Justice

Section Chair: Marvin Schechter

Individual(s) Completing Form: Guy H. Mitchell and Susan J. Walsh, Co-Chairs

CJS Diversity Committee

Section Diversity Challenge II Action Plan: Please find the below action plan, including objectives the CJS has already accomplished and other objectives that will be pursued before the next report. Under these objectives is a brief description of the initiatives planned, timelines for planning and completion, and the desired results.

The CJS proposed the following five initiatives/action plans to launch the campaign:

1) Establishing a designated Diversity Seat on the Section Executive Committee

2) Hosting a Post Arrest Criminal Justice Section CLE Nuts & Bolts Lecture throughout the state, with the goal of Co-Sponsoring a cocktail party/networking reception with a minority bar organization at each location, aimed at recruiting Section members from diverse backgrounds.

3) Establishing Liaisons to Diverse Minority Bar Associations to Work Collaboratively in Enhancing both Membership and Participation

4) Maintaining that one of the Scholarships offered by the Section for the Young Lawyer's Training Program at Cornell School of Law be designated as a "Diversity Scholarship".

5) Targeting Outreach to Diversity Organizations Populated by 3-L's at New York Law Schools

Each initiative involves various degrees of outreach, funding and follow-up. Each is addressed in the order outlined above. **First,** the committee will draft a by-law amendment proposal to establish a diversity seat on the section executive committee for consideration by the Section. Assuming passage of the by-law and establishment of the position, targeted

recruitment for an appropriate representative for the slot will be conducted. This initiative will not require funding. **Second**, in conjunction with a CLE for Nuts and Bolts Criminal Justice Skills to be established and conducted by the Section Chair, Marvin Schecter and others, the committee would like to co-host with minority bar organizations informal cocktail receptions at each location for attendees aimed at recruiting members from diverse backgrounds. This will require coordination with the local bar associations where the CLE's will be hosted, as well as, establishment of a fund to finance the refreshments. Attendance lists should be maintained and follow-up by mail conducted with attendees. **Third,** the section members should collaborate to assign liaisons of the section who can reach out to particular minority bar associations in the State to recruit members to the committee, which will not require funding. **Fourth**, the Young Lawyer's Scholarship fund should be broadened to include a diversity component and naturally this will require funding, as well. **Fifth**, targeted outreach by mail and phone to diversity committees and organizations in area law schools should be established to urge diverse 3L's to participate in activities sponsored by the section. This initiative will require minimum funding

Resources needed to achieve objectives:
Location/space will be required for the cocktail receptions following the CLE's as well as money to supply refreshments. In addition, money or waivers will be required for the scholarship. Some funds for postage will be required to conduct targeted outreach to specific attendees at events. The CJS will take advantage of the new budget line for Diversity when planning the 2012-2013 budget.

Measurements:
Success will be measured by the Section and reported in Diversity Status Report in terms specific to each initiative/action plan:

STATUS REPORT OF INITIATIVES (IN BOLD LETTERING)

Initiative #1
Will be measured by the passage of an amendment to the bylaws creating a diversity seat along with the efforts made by the Section to fill it.
-This initiative has been completed, a diversity seat has been created and filled by Jason M. Clark of the Section.

Initiative #2

Will be measured by the successful planning of the co-hosted receptions, the number of individuals in attendance and/or the number of new members recruited, and the number of locations where the CLE's are hosted.
-The section has tentatively scheduled a joint 2 or 3 hour CLE with the Metropolitan Black Bar Association in the month of February 2013. This status of this CLE program and others will be measured on the next status report.

Initiative #3
Will be measured by naming the Section Liaisons and by the number of events attended by the named Section liaisons.
-Jason M. Clark, Guy H. Mitchell, Susan J. Walsh Xavier R. Donaldson and Marvin Schechter have been named as Section Liaisons and the number of events to be attended will be listed on the next status report. Representatives of several diverse bar organizations will be invited to meet with the section for the purpose of recruitment for membership and partnering. The results will be measured on the next report.

Initiative #4
Will be measured by the Section's ability to offer the scholarship to the appropriate diverse candidate.
-During the month of March 2012, two diverse candidates received scholarships at the annual NYSBA Trial Academy. The section will offer another scholarship(s) at the annual NYSBA Trial Academy in March of 2013.

Initiative #5
Will be measured by the attendance of a Section Liaison at a number of Diversity events sponsored by the NYSBA, New York Law Schools and by the recruitment of diverse 3L's to participate in events sponsored by the Section.
-Two Section Liaisons, Marvin Schechter and Guy H. Mitchell attended at 2 separate events during the months of June and January 2012 and at two new diverse members have been recruited and became members of the section. All further results will be listed on the next status report.