NYSBA DIVERSITY CHALLENGE II
2012-2013 DIVERSITY PLAN OF THE ELDER LAW SECTION
OCTOBER 19, 2012

The Elder Law Section has expanded on its objectives from last year in developing its 2012-2013 Plan in connection with the President's Diversity Initiative. Our Plan continues to include short and long term initiatives. Our goal is to increase the diversity of the Section by committing to increase (1) the overall membership of attorneys of diverse backgrounds, (2) the leadership role of members of diverse backgrounds in our Section, (3) the number of Program and Committee Chairs as well as speakers of diverse backgrounds, and (4) the participation of law students of diverse backgrounds in Section events.

2012-2013 INITIATIVES

(All references to members of "diverse background" includes gender, sexual orientation and ethnic/racial backgrounds)

1. Increase the number of members of diverse backgrounds in the Section by (a) sponsoring a Diversity Reception in coordination with various minority bar associations and encouraging the invitees to join the Section; and (b) reaching out to those attorneys who have attended prior Section events and identified as being from a diverse background and personally invite them to join the Section (by letter, email and/or telephone call).

2. Increase the number of members of diverse backgrounds in leadership roles in the Section by (a) increasing the participation of speakers of diverse backgrounds in the Section's CLE program, (b) increasing the number of Program Chairs of diverse background by insuring that at least one of the Program Co-Chairs for each program is of a diverse background; and (c) reaching out to those Section members that have identified as being of a diverse background and invite them to join a Section committee.

3. Invite 2-5 law students of diverse background to attend our Annual Meeting and sponsor a Meet and Greet to introduce them to the Section.

4. Coordinate with the Mentoring Committee to offer attorneys of diverse backgrounds and new attorneys mentorship opportunities. Create a subcommittee that offers mentors and a study group for new attorneys who have not been practicing for many years. Inform law school Elder Law Clinics about our Mentoring Program and its opportunities.

5. Continue to encourage attorneys of diverse backgrounds to publish articles in the Section journal as well as publishing articles about diversity issues. Create a section in the Journal which would profile or highlight an event or activity of an attorney of diverse background.