NEW YORK STATE BAR ASSOCIATION

President's Section Diversity Challenge II: Reaching for the Next Level

Labor & Employment Law Section's Diversity Plan for 2012-2013

October 19, 2012

The Labor & Employment Law Section ("LEL") is pleased to provide its diversity plan for 2012-2013 in connection with the President's Section Diversity Challenge II. Our Section formed a Diversity Team promptly after the Challenge I was announced and our Team worked diligently to develop and implement a Diversity Plan for 2011-2012. Our Section takes pride in our efforts to implement and foster diversity in the life and leadership of the Section and we are pleased with our accomplishments to date in meeting the goals set forth in our 2011-2012 Plan. Our success was recognized with a first place award in Diversity Challenge I. Our plan for Diversity Challenge II, set forth below, seeks to build on our prior successes by continuing and expanding on several existing initiatives while also meeting the objectives identified for Diversity Challenge II.

GOAL 1: Increase the number of Chairs for our Committees and Subcommittees from diverse communities. This is a continuation of an Objective that we set for Challenge I. As a result of a reorganization of our Section leadership structure, we now have several new and/or open Subcommittee positions. We will look to continue our efforts to fill these roles with qualified members from diverse communities, including former Diversity Fellows (discussed below) from our Section. We will also look for qualified members of diverse communities to fill Committee Chair positions to the extent we have vacancies. We will measure our success by comparing the number of diverse members who hold Committee and Subcommittee Chair roles at the end of Challenge II to the number who held such roles prior since launching this initiative in 2011 and to our Section's demographics.

GOAL 2: Increase the number of Executive Committee members from diverse backgrounds: This is a continuation of an Objective we set for Challenge I and is closely related to Goal 1 of Challenge II. The Executive Committee is in large part comprised of Committee Chairs. By increasing the number of diverse Committee Chairs, we will in turn be able to increase the number of diverse Executive Committee members. We will measure our success by comparing the number of diverse Executive Committee members at the end of Challenge II to the number of such members prior to launching this initiative in 2011 and to our Section's demographics.

GOAL 3: Increase the diversity of speakers at Section CLE programs: This is a continuation of an Objective we set for Challenge I. We will update and expand our existing Diverse Speakers list by asking members of our Diversity, Membership and CLE committees, as well as our Section Committee and Subcommittee Chairs, to help identify additional diverse speaker candidates. In planning for our Annual Meeting in January, the CLE Chairs as well as the Committee and Subcommittee Chairs who are coordinating the plenary and breakout sessions, have all been encouraged to seek out diverse speakers for each session. The CLE

Committee will focus on identifying potential diverse speakers for other CLE programs this year, including stand-alone programs and the fall meeting. Our success will be measured by comparing the number of diverse speakers at Section CLE programs this year to the number of such speakers last year and to our Section's demographics.

GOAL 4: Further develop our existing Diversity Fellowship Program: This is a continuation of an Objective we set for Challenge I. The Diversity Fellowship program is in its fourth year and we now have 11 current or former Fellows. During this upcoming year, we will plan events, including a lunch and/or cocktail reception with Section leadership, and possibly a CLE program, to bring the Fellows together and further integrate them into the Section. A Fellow from the 2011-12 year, Danitra Spencer, has agreed to take on the newly created role on the Diversity Committee as Diversity Fellow Subcommittee Chair. In this role, Danitra, in conjunction with Diversity Committee Chairs, will look for ways to improve our outreach and communications concerning the Fellowship program to broaden the pool of candidates for next year's class of potential Fellows. She will also help identify other initiatives to integrate our current and prior Fellows in the Section. We will also seek to identify leadership opportunities for our current and prior Fellows, including as speakers at CLE programs, and as Committee and Subcommittee Chairs.

GOAL 5: Increase the diversity of the Section membership: This is a continuation of an Objective we set for Challenge I. We will seek to increase the diversity of the Section membership through several initiatives. We will seek to strengthen our Section's connections with law schools through better use of our law school liaisons to identify potential new Section members, including diverse members. Our Membership Chairs, along with our Executive Committee and Committee and Subcommittee Chairs, will be asked to help identify potential new diverse Section members and our Membership Chairs will then develop and implement a plan for outreach to these individuals. Our Membership and Diversity Committee Chairs will explore the potential for alliances with minority bar associations that have committees and/or members that focus on labor and/or employment law. Our success will be measured by the number of new diverse members we attract to the Section in the coming year.

GOAL 6: Incorporate our focus on diversity into our Section Mentoring program: This is a continuation of an Objective we set for Challenge I. Our Mentoring program is soon to start its second year. We will identify diverse mentee candidates to include in this year's class of mentees. Our success will be measured by the number of diverse mentees who have participated in the Mentoring program over the past two years and in relation to our Section's demographics.

Respectfully submitted,

The Labor and Employment Law Section Diversity Challenge Team

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