New York State Bar Association
Environmental Law Section
2012-2013 Diversity Challenge Plan

October 19, 2012

Patricia Wood, Senior Director for Membership
NewYork State Bar Association
One Elk Street
Albany, NY 12207

Dear Patricia:

The Environmental Law Section is proud to be a diversity leader. We appreciate this opportunity to refine and expand our existing programs, and continue to broaden our inclusionary efforts. To that end, our 2012-2013 Diversity Plan includes the following elements:

1) The Section will continue to co-sponsor the Minority Fellowship in Environmental Law program along with the New York City Bar Association Committee on Environmental Law and the American Bar Association's Section of Environment, Energy and Resources. The Fellowship includes a $6,000 stipend for a law student to spend the summer working on legal matters for a government environmental agency or public interest organization in New York State; an invitation to the annual meeting of the Environmental Law Section; participation in monthly dinner meetings of the New York City Bar Association's Committee on Environmental Law and assignment of a mentor from the environmental bar. Minority group members are persons who are African-American, Latino, Native American, Alaska native, Asian or Pacific Islander. The Section's goal is to co-sponsor at least two Minority Fellows for the Summer of 2013.

2) The Section will continue to implement and re-evaluate its Diversity Plan (adopted in 2004). The Diversity Plan states that the Section is committed to having a diverse membership so that those who participate in the Section's activities and the products of the Section's work will be enriched and enhanced by the different perspectives, backgrounds and experiences of its members. Diversity characteristics identified include: race and ethnicity, gender, experience level, disability, public sector employment, not-for-profit sector employment, corporate counsel employment, geography, position within a firm or organization, and practice area within environmental law.

3) The Section believes that speaker selection is one means of reflecting professional diversity and provides guidelines for selecting speakers which include diversity goals. Accordingly, the Section's goal is to present diverse speaker panels at the Section's Fall 2012 and Annual Meeting 2013 programs. In addition, while these

guidelines have been successful as they relate to Section programming, the Section would like to ensure that the planners of any program co-sponsored by the Section are also supplied with and consult the same guidelines. Therefore, Section guidelines will be revisited this year with an eye to creating a mechanism to supply our speaker selection guidelines to program planners from other sections, requesting that the guidelines be consulted and followed for any program the Section co-sponsors.

4) The Section believes that recruiting young lawyers and law students is critical to encouraging not only age diversity within the Section, but broader diversity as well, given demographic trends in the law student population. To that end, the Section has provided for up to ten law students to attend its 2012 Fall Meeting free of charge. This invitation is being coupled with campus visits to all of the law schools within the state which will occur throughout the year. Provisions for law students to attend Section meetings free of charge will be made on a meeting-by-meeting basis.

5) New for 2013, the Section will begin to engage minority law student groups and provide them with information on the benefits of joining the section. The Section believes that recruiting young diverse lawyers is key in developing a diverse membership moving on into the future.

6) The Section has also committed to reviewing and, as appropriate, updating its Mission Statement, speaker guidelines and Diversity Plan.

We look forward to reviewing any feedback you may have, and to amending this plan as additional ideas are generated.

Regards,

Jason L. Kaplan and Robert A. Stout, Jr.
Co-Chairs, Membership and Diversity Committee