NYSBA ANTITRUST SECTION
DIVERSITY GOALS OUTLINE

I. SECTION DEFINITION OF DIVERSITY

A. Parameters

1. Ethnic diversity

2. Social diversity, e.g., age, gender, sexual orientation, physically-challenged

3. Practice diversity, e.g., client, job type, experience level

4. Geographic diversity

B. The section and EC should reflect the region's and antitrust practitioners' diversity.

II. DIVERSITY PROGRAM GOALS

A. Increase the Antitrust Section's profile among diverse attorneys

B. Increase the diversity of speakers at Antitrust Section events

C. Increase the diversity of the Antitrust Section's Executive Committee membership

D. Increase the diversity of the Antitrust Section's membership, including committees

III. INITIATIVES TO REACH GOALS

A. Add at least three diverse candidates to executive committee for 2012

1. Goals targeted

a. A, C

2. Action steps and time frame

a. Request the EC to assist in identifying candidates to increase the diversity on the EC. (Fall 2011)

b. Nomination committee to identify additional candidates (Fall 2011)

c. Add at least 2 minority or LGBT members and at least 1 more female member to the EC

d. Communicate with Corporate Counsel Section leadership to identify in-house counsel EC candidates

e. Nominate and elect new members at annual meeting (January 2012)

3. Resources needed

a. EC members' time

b. Nomination committee time

c. $0

B. <u>Offer Diversity Grants for Section participation</u>

1. Goals targeted

a. A, C, D

2. Action steps and time frame

a. Obtain Finance Committee approval. (October 2011)

b. Apply for additional $1,000 from State Bar, plus budget additional $500 (October 2011)

c. Create Diversity Grant sub-committee (Fall 2011)

d. Market program and identify up to 5 individuals per year (Fall 2011)

e. Offer free attendance to Annual Meeting and dinner (January 2012)

f. Offer free Section membership dues for following year. (January 2012)

g. Maintain follow-up with our scholarship recipients and promote networking among them and other section members. (Quarterly during 2012)

3. Resources needed

a. Sub-committee time

b. $1500 (of which $1000 will be funded by State Bar Diversity Initiative)

C. Sponsor an antitrust diversity internship

1. Goals Targeted

   a. A, C, D

2. Action steps and time frame

   a. Obtain Finance Committee approval. (October 2011)

   b. Budget an amount, not to exceed $6000, for internship at a government antitrust agency, not-for-profit organization, firm or corporate setting (October 2011)

   c. Create Antitrust Diversity Internship sub-committee (Fall 2011)

   d. Identify participating government antitrust agency, not-for-profit organization, firm or corporation (Fall 2011)

   e. Market program and identify one individual (Spring 2012)

   f. Execute internship (Summer 2012)

   g. Bundle internship with free Section membership dues (2012-13)

   h. Maintain follow-up with internship recipients and promote networking among the recipients and section leadership (Fall 2012).

3. Resources required

   a. Sub-committee time

   b. $6000

D. Co-sponsor two events annually with diverse bar groups

1. Goals targeted

   a. A, C and D

2. Action steps and time frame

   a. Identify diverse bar groups, with input from state bar (Fall 2011)

   b. Nominate person on diversity committee as point person, and contact bar group leadership (Fall 2011)

   c. Co-sponsor/Plan events (Winter 2011/Spring 2012

3. Resources needed

   a. Diversity committee time

   b. $2500 ($1250 per event)

E. Bring in three diverse speakers annually

1. Goals targeted

   a. A, B

2. Action steps and time frame

   a. Identify diverse speakers (Fall 2011)

   b. Nominate person on speakers committee to contact them (Fall 2011)

   c. Contact speakers (Fall 2011)

   d. Select meeting at which they will speak (Winter 2011/Spring 2012)

3. Resources needed

   a. One speakers committee member's time

   b. $3000 additional to speakers' budget

F. Market membership directly to State Bar, non-antitrust section members who have self-identified as diverse

1. Goals targeted

   a. A, D

2. Action steps and time frame

   a. Identify members, working with state bar (Fall 2011)

   b. Draft quarterly, targeted communications organized through state bar staff, informing members of Section value and activities (2012)

3. Resources needed

   a. Diversity committee time

G. Participate in NYSBA-wide mentoring program aimed at diversity target groups.

1. Goals targeted

   a. A

2. Action items and time frame

   a. Identify section mentors (Fall 2011)

   b. Coordinate with State Bar (Fall 2011)

3. Resources required

   a. Individual members' time

H. Utilize Section and State Bar resources more effectively

1. Goals Targeted

   a. A, C, D

2. Action steps and time frame

   a. Request an attorney liaison from the Committee on Diversity and Inclusion. (October 2011)

   b. Contact Diversity Committee staff liaison for assistance in implementing diversity programs (October 2011)

   c. Distribute an email message to the entire Section asking for volunteers to participate in diversity initiatives and that members recruit new members to increase our diversity. (Fall 2011)

   d. Make regular use of the Section leaders' resource page on the NYSBA website. (Ongoing)

I. Continue to co-sponsor the "Smooth Moves" program

1. Goals targeted

   a. A

2. Action items and time frame

   a. None – existing program

3. Resources required

   a. Already budgeted in awards and grants line: $500.