The Judicial Section's 2011-12 Diversity Plan

1. The Section will adopt a policy of incorporating diversity as a factor to be vigilantly included in the nominations for positions on the Executive Committee. Diversity will be defined as including, but not limited to: 1) race; 2) ethnicity; 3) gender; 4) sexual orientation; 5) geographic location; and 6) age.

   This is a short term goal to be implemented at the next meeting of the Executive Committee of the Section and then implemented in the next round of nominations.

2. The Diversity Committee will endeavor to obtain diversity statistics from the Office of Court Administration in order to more strategically target its efforts. After studying these statistics, and comparing them with our section's profile, we will identify which judicial districts represent the best possibilities for increasing the section's diversity. The Diversity Committee will then reach out to the local judiciary and bar associations in an effort to set up jointly sponsored roundtables or forums on the issue of judicial diversity.

   This is both a short term goal (statistical analysis) and long term goal (roundtables or forums).

3. The Section's website will be updated to reflect the Section's commitment to a diverse judiciary and a diverse section membership and a diverse section leadership.

   This is a short term goal.

4. The Executive Committee will encourage the members and will itself commit to attending and participating in the diversity-related events and programs at the January 2012 annual meeting.

   This is a short term goal.

5. The Section will develop a "pipeline" project to work in conjunction with New York State law schools to encourage minority students and women to consider judicial clerkships and, ultimately judicial careers by having judges, whether local or from other nearby jurisdictions, speak at the local school. This program can be carried out with mentoring groups such as PALS (Practicing Attorneys for Law Students Program, Inc.), various judicial associations (e.g., National Association of Women Judges, the Judicial Friends, NYS Association of Lesbian and Gay Judges, Association of Judges of Hispanic Heritage) and with local law school minority and women's student bar groups. The first step is to develop a list of groups which would be interested in hosting a judge or group of judges. A simultaneous first step is to develop a "speakers bureau" of judges willing to speak to law students on this topic. The second step is to correlate the two lists and arrange the speaking engagements.

   This is both a short term goal (creating the lists) and a long term goal (the speaking engagements). Although speaking to law students will not have any immediate effect on increasing the section's diversity, it is important that the section show its commitment to increasing diversity on the bench.