NEW YORK STATE BAR ASSOCIATION
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The President's Section Diversity Challenge: Working together, everything fits.

Request for Final Report by Sections
(Due Thursday, March 22, 2012)

To the Section and Diversity Challenge Team Leaders:

We are approaching the end of the President Vincent Doyle's Section Diversity Challenge, which officially ends on March 16, 2012. This is the fourth and last piece of the puzzle. We have attached a copy of the brochure for the Challenge so that you can review the overall objectives of the Challenge in completing this report.

But this should not be the end to the efforts to increase diversity. In fact, a number of the diversity plans submitted by Sections envisioned a multi-year diversity effort. To this end, we have asked liaisons from the Committee on Diversity and Inclusion to contact you and to work with you in completing the last section of your report, under the heading *Looking to the Future*.

The March 22nd deadline for this report is important since President Doyle will be recognizing those Sections that have completed the Challenge at the House of Delegates meeting in Buffalo on March 31.

Please complete your final report using the outline below, and submit it to Mark Wilson by March 22, 2012 (mwilson@nysba.org, tel. 518.487.5540). Thank you for all of your efforts to increase diversity in your Section!

Sherry Levin Wallach and Glenn Lau-Kee
Co-chairs, Diversity Challenge Committee

Corporate Counsel

I. The Diversity Challenge Plan

Who are the members of the Section's Diversity Challenge Team (identify leader)?
Anne Atkinson, Greg Hoffman (leader), Tom Reed and Dave Rothenberg.

What specific parts of the Section's diversity challenge plan were to be executed during the Challenge?

These are the portions of the diversity challenge plan to be executed during the Challenge:

- Establish and promote a Restricted Fund within the New York Bar Foundation with an initial contribution of $10,000 from our Section's surplus. The Fund will provide an annual grant to a non-profit organization to fund a law student for a Summer internship with a $6,000 stipend. Raise an additional $10,000 in donations.

- Establish an active alumni the Section's existing Kenneth G. Standard Diversity Internship Program of 32 past interns. For the Program we were to:
  (i) update the contact information of the alumni and establish~~e~~ a central database with the information available to all Section members;
  (ii) recruit a Diversity Internship Alumni Committee to maintain the database and oversee the program;
  (iii) work with the Alumni Committee to interview and/or survey our alumni on how to shape the alumni initiative;
  (iv) establish a program for alumni to act as mentors for 2012 interns (that we will replicate each year);
  (v) establish a program for more senior Section members to mentor alumni;
  (vi) establish a program to provide free Section membership to all alumni for a two-year period to encourage their continued involvement with the Section; and
  (vii) create an alumni liaison position on the Section's Executive Committee.

- Solicitation of feedback on how our Section can better promote diversity by conducting a survey.

- Establish a relationship with at least one other corporate counsel organization focusing on minority attorneys to create an ongoing partnership with networking and CLE opportunities

- Amend our by laws to include a diversity vision statement.

What parts were for future efforts?

- Develop a 5 year plan for the Restricted Fund.
- Implement survey feed back.

- Establish targeted program to promote diversity.

What were the goals that the Section set to be accomplished?

The goals were to (i) promote diversity within the Section through communication about diversity and obtaining feedback and information that we can use in the future; (ii) promote diversity within the Section by bringing in new members; (iii) provide networking opportunities for our members and members of other Associations with the goal of increasing diversity and promoting diversity within the legal profession; and (iv) provide a continued vehicle for reaching out to and working with our existing members on the topic of diversity.

II. Evaluation

a. Which goals were accomplished?
All goals were accomplished except the raising of an additional $10k for the restricted fund; the official roll-out of the senior mentors for the past alumni and the establishment of a relationship with at least one other corporate counsel organization. However, all these three items are well on their way. We anticipate the additional donations of $10k to take the longest to fulfill as we have raised over 10%, but missed the December fund raising season.

b. Did you have sufficient resources? Support? Collaboration?
We had to press internal resources at the Bar at times to meet the goals.

c. In the execution of the plan, what worked and what didn't?
Most of the plan worked, but we came up short on fund raising by the deadline.

d. If you were to do it again, what would you do differently?
Promote the plan to section members and seek assistance from them.

e. What was the best part of the Challenge for your Section?
The appointment of one of our diversity alumni to the executive committee Yamicha Stephenson.

III. Looking to the Future

a. What will be the future diversity efforts of the Section?
Work on the results of the survey.
    - Develop the alumni and mentoring program from the Diversity Program and Restricted Fund.
    - Establish relationships with other diverse corporate counsel organizations. Create targeted programs.

- Establish a permanent Diversity Committee on our Executive Committee

b. How can the Committee on Diversity and Inclusion assist the Section in these future efforts?
   Communicate best practices of sections in a written format. We should make sure each section is not recreating the wheel each time.