The President's Section Diversity Challenge: Working together, everything fits.

Final Diversity Challenge Report of The Criminal Justice Section

I. The Diversity Challenge Plan of the Criminal Justice Section ("CJS)

a. Who are the members of the Section's Diversity Challenge Team (identify leader)?

Guy H. Mitchell and Susan Walsh are the CJS Executive Committee Co-Chairs

b. What specific parts of the Section's diversity challenge plan were to be executed during the Challenge? What parts were for future efforts?

To be Executed during the Challenge:
-Establishment of Diversity Seat on the Section Exec Committee
-Hosting CLE with co-sponsorship by a Minority Bar Associations
-Establishing Liaisons to Minority Bar Associations
-Maintaining that one of the Scholarships offered by the Section be designated a Diversity Scholarship
-Targeting Outreach to Diversity Organizations populated by 3-L's

(None of the above Challenge was designated for future efforts)

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

The CJS amended the bylaws to establish the diversity seat on our executive committee and filled the seat with a diversity representative. In addition, we hosted a CLE and conducted both formal and informal outreach to minority bars and law schools. We not only maintained one scholarship for the Young Lawyer's Training Program at Cornell School of Law but expanded the program to award 3 scholarships – two of which were awarded to diversity candidates.

II. Evaluation

a. Which goals were accomplished?

See above, all goals were accomplished.

b. Did you have sufficient resources? Support? Collaboration?

Financial resources are always a burden, however, we were able to shift resources to support the initiatives.

c. In the execution of the plan, what worked and what didn't?

Concrete goals and programs that were executed in small interim steps worked whereas lofty plans do not materialize.

d. If you were to do it again, what would you do differently?

Make the goals long-term (beyond one year); develop a leadership training program to foster leadership among our diversity members.

e. What was the best part of the Challenge for your Section?

Raising awareness of the lack of diversity and the need to enrich the membership.

III. Looking to the Future

a. What will be the future diversity efforts of the Section?

Continue to foster awareness of the need to recruit diverse members to the CJS Executive Committee, maintain a Diversity Seat on the CJS Executive Committee, continue the scholarship and foster outreach to BLSA and LALSA groups and foster a better relationship diverse law graduates.

b. How can the Committee on Diversity and Inclusion assist the Section in these future efforts?

Notify the CJS of events around the state which present the opportunity to recruit members – particularly diverse members.