Environmental Law

1) The Diversity Challenge Plan

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

Jason Kaplan and Robert Stout were the members of the Environmental Law Section's Diversity Challenge Team. They also serve as Co-Chairs of the Section's Membership Committee, as part of an effort to continue to integrate the Section's diversity efforts with its membership initiatives.

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

The evaluation description in Section II below details what goals the Section will continue to strive for each year. Additionally, the Section has committed to reviewing and, as appropriate, updating its Mission Statement, speaker guidelines and Diversity Plan going forward.

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

- The Section set a goal of continuing to implement and re-evaluate its Diversity Plan (adopted in 2004). This had implications for this year as well as future years.
- The Section set a goal of continuing to co-sponsor the Minority Fellowship Program in Environmental Law by co-sponsoring at least two Minority Fellows for the Summer of 2012.
- The Section set a goal of providing diverse speaker panels and ensuring that the planners of any program co-sponsored are supplied with and consult the Section's guidelines for selecting speakers which guidelines include diversity goals.
- The Section set a goal of recruiting young lawyers and law students as part of encouraging age and experience level diversity as well as broader diversity.

2) Evaluation

a. Which goals were accomplished?

- The Section amended its Diversity Plan to specifically identify sexual orientation as a diversity characteristic.
- The Section fulfilled its goal of co-sponsoring at least two Minority Fellows for the summer of 2012. This will be a standing goal of the Section in future years.
- The Section was successful in coordinating with program co-sponsors to ensure that planners of any program co-sponsored by the Section were provided with the Section's guidelines. The Section recognizes that increasing speaker panel diversity is an important area that it needs to

continue working on. To that end, the Section appointed diversity liaisons to the Section's Cabinet, with the intention of continuing to institutionalize the necessary changes.

- The Section was successful in expanding its efforts with respect to law students. The Section provided for at least ten law students to attend its Fall Meeting free of charge and visited several law schools throughout the state. The Section also invited law students to its Environmental Law Update program and cocktail reception following the program on the Thursday evening of the Association's Annual Meeting. Provisions for law students to attend Section meetings will continue to be made in the future on a meeting-by-meeting basis. Law schools will also be targeted on an annual basis.

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

- Yes. On a Section Level, the Diversity Challenge Team had the full support of the Section's Cabinet and Executive Committee, as evidenced by the Cabinet-level appointment of diversity liaisons. On the Association level, it was helpful to see the plans of the other Sections. We encourage this collaboration to continue in the future.

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

- As referenced above, the Section needs to focus on a consistent basis on speaker panel diversity. While there can be time constraints and other challenges, we simply need to do a better job of implementing the goals that are set forth in our Diversity Plan and speaker policy. The Section remains committed to continuing to improve the implementation of these policies.

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

- The Diversity Challenge Team could have worked more closely with committee chairs to assist in the implementation of its goals. This defect will be remedied in the future.

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

- The Section appreciated being able to share its recent successes with the Association, and the ability to look to other sections for quality advice on similar successes. We hope that this spirit of collaboration continues into the future, and we look forward to working with the Committee on Diversity and Inclusion.

3) Looking to the Future

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

Our Section's Membership Committee co-chairs will work more closely with the Section's diversity liaisons to continue to implement and expand the goals that were established this year, with a particular emphasis on working on speaker diversity. The Section will strive to repeat all of the successes it enjoyed this year on an annual basis.

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

The Section would like to coordinate with the Committee on Diversity and Inclusion on a regular basis for advice and assistance in implementing its goals, and would appreciate being kept apprised of other Sections' initiatives that may be useful to us. We look forward to sharing our successes and working on areas that need improvement together.