HEALTH LAW SECTION

DIVERSITY CHALLENGE ACTION PLAN

FINAL QUESTIONNAIRE

The Diversity Challenge Plan

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

Diversity Challenge Health Law Team	Name	Office	Email
	Frank Serboli	Chairperson, Health Law Section	serbolif@gtlaw.com
	Kathy Gallinari	Chairperson, Membership	kgallina@montefiore.com
	Lisa D. Hayes,	Attorney, Chairperson - Diversity	Lisahayes5r@yahoo.com
	Rachel Jones	Attorney	Rache_76@yahoo.com
	Emily Jordon	NYS Office of the Medicaid Inspector General	Emily.jordn@omig.ny.gov
	Mary Beth Morrisey	Fordham Ravazzin Center on Aging	mamorrisey@fordham.edu
	Hermes Fernandez	Bond, Schoeneck and King	hfernandez@bsk.com
	Wayne McNulty	NYC Health and Hospitals Corp.	Mcnulty.wayne@nychhc.org
	Raul A. Tabora	Ruffo, Tabora, Mainello and McKay, PC	rtabora@rufftabora.com
	Sandy C. Maliszewski	The NuHealth System	smalisze@numc.edu
	Kelvin Ziegler		kelziegler@msn.com

b. What specific parts of the Section's diversity challenge plan were to be executed during the Challenge? What parts were for future efforts?
It was anticipated that most of the entire program would be implemented by 2012. The Minority Attorney Leadership Program was one of a few ideas that was planned for the future.

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

GOALS / OBJECTIVES
COLLABORATION
To contact 7 (seven) minority bar associations by December 31, 2011
To develop a collaborative educational program with the Public Health Network for April 21, 2012
Collaborate with Public Health Journal and write an article for spring issue – by March 15, 2011
LAW SCHOOL PROGRAM
To develop a Diversity Health Law Program Internship for the Summer 2012 by March 15, 2012. Primary Contacts : Sandy Maliszewski and Emily Jordan
To collaborate with PALS to develop students programs to encourage students to seek health care as a career choice.
OUTREACH
Develop marketing materials for the Health Law Section Diversity Action Plan by September 30, 2011 These materials can be included in collaboration letters to diversity bar associations.

GOALS / OBJECTIVES
Encourage NYSBA sections to have more diverse speakers at bar association programs.
Identify a Team to develop a Minority Attorney Leadership Program by March 15, 2012 for implementation in 2013

II. Evaluation

a. Which goals were accomplished?

GOALS / OBJECTIVES	ACTION STEPS	ACCOMPLISHMENTS
	COLLABORATION	
To contact 7 (seven) minority bar associations by December 31, 2011	Send letters to the following associations by October 21, 2012 Make direct contact and attend the associations' health meeting. 1. Metropolitan Black Bar Ass. 2. Asian-American 3. Hispanic Bar Assoc. 4. Assoc. of Black Women Attorneys 5. Puerto-Rican Bar 6. Women's Bar 7. Lesbian-Gay Law of Greater New York	**COMPLETED** Letter of invitation have been sent to all the associations listed. We are still awaiting the associations to recommend a health law contact.
To develop a collaborative educational program with the Public Health Network for April 21, 2012	Opportunity to conduct program in collaboration with Fordham University School of Social Work April 21st, 2011 Title: "Implementation of the Affordable Care Act: A Focus on Health Disparities and Environmental and Economic Influences on the Public Health"	Outreach to the Minority Bars by letter did not produce interest in participation in the program planning process. The Minority Bars will, nonetheless, be invited to attend the program. The program topic has been refined to mirror a special public health edition of the Section journal
Collaborate with Public Health Journal and write an article for spring issue – by March 15, 2011	Finalize topic re: Affordable Care Act and Health Disparities	COMPLETED
	LAW SCHOOL PROGRAM	
To develop a Diversity Health Law Program Internship for the Summer 2012 by March 15, 2012. Primary Contacts : Sandy Maliszewski and Emily Jordan	1. Identify institutions to place interns 2. Identify sponsors 3. Identify schools with health law program[1] 4. Develop guidelines for internship 5. Send out notices 6. Conduct selection process	The budget has been approved. Guidelines, notices and applications have been developed. Program has been on hold until the entire $10,000 is secured as required by the Bar Foundation.
To collaborate with PALS (Practicing Attorneys for Law Students) to develop students programs to encourage students to seek health care as a career choice.	1. Attend PALS meeting to network with mentors and students on September 21, 2011 2. Develop a Health Law Career Panel Discussion for students by March 15, 2012	1. COMPLETED 2. ONGOING. The schedule for PALS had already been developed. Efforts will be made to be part of the 2012 -13 PALS schedule.
	OUTREACH	

[1] Include: Queens (Paula Berg), Pace, Seton Hall, SUNY Buffalo (Ellen Weissman)

GOALS / OBJECTIVES	ACTION STEPS	ACCOMPLISHMENTS
Develop marketing materials for the Health Law Section Diversity Action Plan by September 30, 2011 These materials can be included in collaboration letters to diversity bar associations.	1. Need to develop a mission statement and quick statement of meaning or phrase that expresses our goals. 2. Prepare a flyer/marketing card with basic information and reference to web resources. 3. Develop an on-line permanent presence via page in Health Section part of NYSBA site and unique sites on LinkedIn, Facebook and Google+. 4. Use Health Section list-serve to convey information on diversity plans, benefits and goals. 5. Establish a brand for Diversity Action Program	1. COMPLETED 2. COMPLETED 3. ONGOING 4. ONGOING 5. ONGOING
Encourage NYSBA sections to have more diverse speakers at bar association programs.	1. Identify best approach to support Bar's efforts in this regard. 2. Consider suggesting request to each section for specific suggestions by an appropriate deadline.	ADDRESS WITH BAR WIDE DIVERSITY COMMITTEE
Identify a Team to develop a Minority Attorney Leadership Program by March 15, 2012 for implementation in 2013	1. Outline Goals 2. Develop Program for Mentoring and Leadership	ADDRESS WITH BAR WIDE DIVERSITY COMMITTEE

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

There were sufficient resources and support from both the Section and the Bar Association staff. The meetings of the Diversity Group were very helpful and the information posted on the website by the staff is also very helpful. Some of the larger sections have implemented some of these initiatives in the past and it is helpful to talk with them and use their resources as guides for developing materials. For example, I reviewed the materials of the Environmental Section and the Litigation Section when developing the materials for the summer program.

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

The planning process worked very well. We were able to participate in a planning process via teleconferencing which solicited many ideas and enabled the group to filter all the ideas into an Action Plan that would be implemented during the year.

Unfortunately, members of team people did not have as much time to dedicate to implementation as originally planned. Several of the items should be implemented over a 2-3 year period.

Lastly, the efforts to include other bar associations is a process and not something that can happen in a few weeks or months – it takes relationship building. It also takes time to identify the appropriate people that are interested in participating.

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

We would:

- assign each goal to a specific individual.
- limit the number of tasks to those which had a specific individual responsible
-set regular team meetings to review progress
- review the plan and make periodic changes as warranted
- incorporate with the planning of the full Section.
- invite minority bar associations to participate in current Section programs and thereby developing a closer working relationship.

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

The opportunity to ensure that we are maximizing our efforts to reach out to and meet the needs of our minority colleagues.

III. Looking to the Future

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

The Diversity Team will work on the following projects:

1. *To establish the Health Law Summer Program.*

2. *Continue its Outreach efforts with PALS and minority bar associations.*

3. *To remain interested in participating in a minority leadership development program with other sections of the Bar.*

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

The Committee on Diversity can continue to support this effort by having period meetings for the various section to compare and contrast programs and discuss what does and does not work.

Efforts to facilitate more minority speakers and a Bar wide leadership development program can be discussed in that forum.