

## ***I. The Diversity Challenge Plan-International Section***

- a. Who are the members of the Section's Diversity Challenge Team?

Drew Jaglom, Chair, International Section; Joyce Hansen, Allen Kaye, Eberhard Rohm, Daniel Rothstein, Section Vice Chairs for Membership; Kenneth Standard, Section Vice Chair for Diversity, liaison from the Committee on Diversity and Inclusion.

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

Our plan was to make meaningful progress on the main goals described below.

- c. What were the goals that the Section set to be accomplished? The preparation of the Section's Diversity Policy pursuant to which the Section committed to:

- Developing internships for diverse law students from New York State law schools in which they will work with the International Section members' law firms or other employers during the students' school year and/or summer breaks. The Section is in the process of developing an outward bound (outside the United States) summer internship program as a pilot program for 2012 involving SUNY Buffalo Law School and has incorporated diversity objectives into that pilot. If successful, the program will be extended to other New York State law schools. At present, we are seeking to place students from the SUNY Buffalo Law School in Latin American law firms.
- Working with minority bar associations and collaborating with other NYSBA Sections and Committees, the Section will offer diverse lawyers, whether or not they are State Bar members, the opportunity to work with various International Section committees on committee projects, in preparing articles for publication, in developing and presenting CLE programs, and otherwise participating in Section programming.

## ***II. Evaluation***

- a. Which goals were accomplished?

Pursuant the Policy, the Section was very successful in creating diverse panels at several "marquee" programs, including: the Seasonal meeting in Panama with lawyers from New York, Panama, other Latin America countries, Europe, Africa and Asia; the NYSBA annual meeting in New York City in January; and a Chapter meeting in March in Prague.

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

Yes.

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

One of our policy objectives was to leverage the Annual Meeting Diversity Reception to increase the diversity of our membership, solicit contributions to our publications, and generate interest in speaking opportunities at Section programs. We had six Section Executive Committee members at the reception to “work the room”, man the table and generate interest in the Section. For our efforts we only obtained one new Section member. We are disappointed in the outcome and believe that perhaps the reception should be considered a purely social event and not a membership development event.

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

While we intend to participate in future Diversity Receptions, should they be held, we expect our participation will be smaller.

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

The Challenge focused the International Section on the benefits of diversity and incited the development of the Section Diversity Plan which has caused the Section focus on increasing its diversity. In addition to publishing our Diversity Policy on our website, we are also making the policy a prominent part of the International Section membership brochure.

### ***III. Looking to the Future***

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

The Section will continue to work on its internship program and will consider the development of an outreach initiative to minority students at local high schools with an educational focus on the practice of law.

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

We hope the Committee and the Association will continue to be available to support our ongoing diversity efforts.