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

Judicial Section

I. The Diversity Challenge Plan

a. Who are the members of the Section's Diversity Challenge Team (identify leader)?Justice Deborah Karalunas, Justice Paul Feinman, Judge Rachel Kretser, and Justice Ellen Spodek. Justice Feinman served as the designated team leader.

b. What specific parts of the Section's diversity challenge plan were to be executed during the Challenge? What parts were for future efforts?In the Section's diversity challenge plan, parts 1, 3, and 4 were intended as short term goals to be executed during the Challenge. Parts 2 and 5 were intended as long term goals.

c. What were the goals that the Section set to be accomplished?See attached action plan.

II. Evaluation

a. Which goals were accomplished?Goal 1 was accomplished. Goal 4 was accomplished in that commitments were made to attend, but at the last minute illness prevented full participation.Goal 5 was accomplished to the extent that some Section and team members did continue to participate as speakers in for PALS and at bar association programs aimed at increasing judicial diversity.

b. Did you have sufficient resources? Support? Collaboration?Yes. The failure to accomplish some goals was largely due to time constraints and/or other issues requiring the limited time resources of Section and team members.

c. In the execution of the plan, what worked and what didn't?The team leader and team members could have better delegated to members some of the long term goals. Failure to accomplish goal 3 was an oversight in dealing by the team leader in following up with the NYSBA liaison for our section.

d. If you were to do it again, what would you do differently?See answer to II. C.

e. What was the best part of the Challenge for your Section?The fact that it required us to confront uncomfortable truths about the lack of diversity of our judiciary statewide.

III. Looking to the Future

a. What will be the future diversity efforts of the Section?We will endeavor to carry out to completion the previously articulated goals.

b. How can the Committee on Diversity and Inclusion assist the Section in these future efforts? By helping us identify groups to work with us for goal 5.