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

TAX LAW SECTION

I. The Diversity Challenge Plan

a. Who are the members of the Section's Diversity Challenge Team (identify leader)?
Marcy Geller (leader), Elizabeth Kessenides, David Miller, Steven Dean and Kirk Wallace

b. What specific parts of the Section's diversity challenge plan were to be executed during the Challenge? What parts were for future efforts?
We created the "Under 10" group and have hosted 3 events. We also hosted a Women in Tax Event. We have ideas for future programs as well including a fellowship, resume drop and mentoring presentation.

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

II. Evaluation

a. Which goals were accomplished?
We hosted 3 Under 10 events and a women in tax event.

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

c. In the execution of the plan, what worked and what didn't?
We executed exactly what we intended to. We would like to know if we have any monetary resources to host future events.

d. If you were to do it again, what would you do differently?
Nothing

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

III. Looking to the Future

a. What will be the future diversity efforts of the Section?
We will expand our efforts possibly with a fellowship and resume drop program. We will continue our new Under 10 program and other one off diversity programs.

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

Through administrative support on email of events, etc.