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

Young Lawyers Section

I. The Diversity Challenge Plan

a. Who are the members of the Section's Diversity Challenge Team (identify leader)?
Chairperson (James Barnes, leader), Chairperson-Elect (Michael Fox), Treasurer (Dana Syracuse), Secretary (Lisa Schoenfeld), Membership Committee Chair (Anne Dello-Iacono), Diversity Committee Co-Chairs (Simone Archer and Alma Lafferty).

b. What specific parts of the Section's diversity challenge plan were to be executed during the Challenge? What parts were for future efforts?
<u>Executed during the Challenge</u>
*** Integrate Diversity Committee mission into overall Section initiatives (i.e., collaboration with Section programs, committees, Executive Committee, etc.)**
*** Enhance diversity in existing programs (i.e., joint programs with diverse groups, diverse speakers, diversity topics, etc.)**
*** Diversity Scholarship to 2012 YLS Trial Academy**
<u>Future Efforts</u>
*** Creation of "Young Lawyers Section Diversity Blueprint" focused on framework for Section diversity initiatives for annual utilization**
*** Ongoing commitment to diversity in membership and leadership**
*** Feed substantive sections of the Association with diverse members from YLS**
*** Budget concerns for diversity initiatives**
*** Outreach within and outside of the legal profession**

c. What were the goals that the Section set to be accomplished?
The Section took the position that many diversity-based initiatives were already present at the outset, and utilized the Challenge as a way to refocus efforts and enhance diversity within the Section. The Blueprint contained three (3) Focus points:
   i. **A commitment to diversity in membership and leadership**
   ii. **Utilize existing programs, complemented with new programs, to promote diversity**
   iii. **Prioritize aspects of diversity in outreach initiatives both within and outside of the legal profession**

II. Evaluation

a. Which goals were accomplished?
The Section's Diversity Challenge Team found the Challenge, both for the Section and the Association as a whole, to be worthwhile and beneficial to carrying out the Section's mission of serving the needs of its members. Goals as laid out in all three (3) Focus points of the Blueprint were fulfilled, while the Blueprint itself will be beneficial in laying the foundation for ongoing and future diversity efforts.

b. Did you have sufficient resources? Support? Collaboration?
Resources in the inaugural year of the Challenge were sufficient, especially given the outreach of NYSBA leadership and staff. YLS plans to look at budget and programming on an annual basis for diversity efforts. YLS has been extremely fortunate to have the support of the Association, the substantive Sections, and Committees; the Challenge was reflective of that support. Collaboration was positive this year.

c. In the execution of the plan, what worked and what didn't?
Creating the Blueprint was central in creating the plan, evaluation and metrics. Execution can be enhanced in subsequent years by continual integration of the Section's Diversity Committee with programming, committee work and other members of the Executive Committee.

d. If you were to do it again, what would you do differently?
One possibility could have been to collaborate with other sections from the outset in forming the Blueprint.

e. What was the best part of the Challenge for your Section?
Enhancing an existing Section strength.

III. Looking to the Future

a. What will be the future diversity efforts of the Section?
Broaden the scope and membership of the Diversity Committee. As mentioned earlier, continual integration of the Section's Diversity Committee with programming, committee work and other members of the Executive Committee. Utilize metrics to evaluate ongoing and future success.

b. How can the Committee on Diversity and Inclusion assist the Section in these future efforts?
Ongoing communication and highlights of best practices from other sections.