

**NEW YORK STATE BAR ASSOCIATION, THE COMMITTEE ON DIVERSITY AND INCLUSION
2017 DIVERSITY REPORT CARD, SEVENTH EDITION
ADDENDUM**

REQUESTED ACTION: Addendum to the 2017 Diversity Report Card: Review of recommendations from prior report cards.

The Diversity Report Card has been published biennially since 2005, and each edition has enumerated specific recommendations. The chart below summarizes them.

YEAR RECOMMENDATION

2005	Recommendations not available due to unavailability of this edition.
2007	This report should be used at the 2008 Section Leaders' Conference as part of an effort to encourage continued progress in increasing the diversity of Section membership and leadership. It is important that each Section be made fully aware of the ongoing efforts of their own and other Sections to increase diversity. The Sections can learn from each other's diversity initiatives, plans and progress.
	This report should be published on the Association's Web site and results should be reported in the <i>State Bar News</i> . To provide Section leaders and the House of Delegates with adequate time to review and comment of the report and recommendations, the Committee recommends that publication occur after the March 2008 Sections Leaders' Conference and the House of Delegates April 2008 meeting.
	A strategic plan should be developed in collaboration with the Association's Department of Bar Services to provide Section leaders with the support needed to collaborate with the minority bar associations in an effort to attract new Section members. This plan should include an event that would bring together Section leaders with Minority bar association leaders.
	The President of the Association should convene a joint conference of all Section diversity committees and/or leaders for the purpose of fostering collaboration among Sections with the goal of helping each other enhance Section diversity. The Committee also recommends that the product of this conference be a best practices manual, which will be a collection of the best plans and practices from the Sections.
2009	This report should be published on the Association's Web site and the results should be reported in the <i>State Bar News</i> . To provide Section leaders and the House of Delegates with adequate time to review and comment on the report and recommendations, the Committee recommends that publication occur after the 2010 Section Leaders' Conference and the

	House of Delegates' June 2010 meeting.
	A strategic plan should be developed in collaboration with the Association's Department of Bar Services, in consultation with the Manager of Bar Services and the Chief Section Liaison and building from past strategic plans insofar as they dealt with increasing diversity, to provide Section leaders with the support needed to collaborate with minority bar associations in an effort to attract new Section members. Therefore, this plan should continue to include events that would bring together Section leaders with minority bar association leaders.
	The Committee on Minorities in the Profession conducted a program at the 2009 Annual Meeting, which brought together minority bar association leaders from throughout the State. This was an informative and effective program. We suggest that efforts like this be maintained by all areas of the Association to continue to express and promote the Association's focus and dedication to increasing diversity in its leadership and membership.
	<p>In order to address the poor response rate from Section Chairs regarding Section publication editors and program chairs and faculty, and to enhance not only response rates but the accuracy of the data collected, we have consulted with the Director of Meetings and the Director of CLE to bring the process of collecting such data on the State bar database by requesting program Chairs and faculty to self-report their diversity status at each Section and/or CLE program.</p> <p>With respect to Section publication editors, they too will be surveyed in order to self-report their diversity status. In the future, Section Chairs will only be surveyed with respect to the development and implementation of their diversity plan and whether they have appointed a Diversity Committee.</p>
	The administration of the survey and analysis required thereof requires significant staff support and we are most grateful for the guidance and support provided by Sebrina Barrett in that regard. This year the Chairs and the Committee members were called upon to provide far more volunteer time than in the past, in terms of securing the participation of the Section Chairs, analyzing the raw data and in the preparation of the 2009 Report. We believe that the administration of the survey should be primarily staff-driven and that adequate staff or alternative resources, such as an intern or law student, be provided for that purpose in the future. Given our deep commitment to diversity at every level of the Association, we believe that this vital project should remain an Association priority and that we continue to evaluate and report to the membership on a biennial basis the success of ongoing efforts within our leadership, membership and activities to enhance diversity.

2011	This report should continue to be published on the Association's Web site and the results reported in the <i>State Bar News</i> .* To provide Section leaders and the House of Delegates with adequate time to review and comment on the report and recommendations, the Committee recommends that publication occur by the 2014 Section Leaders Conference and the House of Delegates' June 2014 meeting.
	The Committee on Diversity and Inclusion, in collaboration with the Association's Department of Section Services and the Manager of bar Services, will provide Section leaders the needed support to collaborate with minority bar associations in an effort to attract new Section members. The plan should continue to include events to bring together Section leaders with minority bar association leaders.
	The Committee on Diversity and Inclusion conducted a program at the 2009 Annual Meeting which brought together minority bar association leaders from throughout the state.* NYSBA leadership continued to meet annually with leaders of minority bar associations from across the state. We suggest that efforts like this be maintained by all areas of the Association to continue to express and promote the Association's focus and dedication to increasing diversity in its leadership and membership.
	The Association should promote enhanced communications and relationship building with its members and Section leaders and governance leaders regarding the importance of accurate self-reporting for purposes of collecting diversity data. This could include regular information sessions in the 12 months between the release of the current report and the commencement of collecting data for the next report.
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2015	The Association should prepare public service-type announcements for the membership that explain the need for diversity data and should establish goals with the Sections to reduce the number of members who do not provide diversity information.
	The committee continues to advocate for an intern or law students to assist with data collection and report drafting process.
	The Committee on Diversity and Inclusion will invite liaisons from Sections to attend committee meetings as a way to share information. The committee will work with the Department of Section Services to develop a calendar of diversity themed events for use throughout the Association.
	The report should continue to be published online and the results reported in <i>State Bar News</i> . Publication should occur by the 2016 Section Leaders

	Conference and the June 2016 House of Delegates meeting.
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*Includes repeated recommendation from 2007, 2009, 2011, 2013 and 2015 editions of this report card.