

## State Bar of Michigan | 2016-2017 COMMITTEE ANNUAL REPORT

### Article VI § 6, Bylaws of the State Bar of Michigan

*No later than May 1 of each year, the chair of each committee and sub entity of the Bar, with the assistance of the staff liaison, shall report to the Executive Director on a form provided by the State Bar on the activities and accomplishments of the committee or sub entity.*

### Diversity and Inclusion Advisory

- Jurisdiction:
- Review concepts and ideas and make recommendations for support, implementation or other appropriate actions to SBM leadership, committees, and other bar-associated entities about SBM initiatives and programs addressing inclusion within the profession, and approaches to measuring progress concerning diversity and inclusion.
  - Provide guidance concerning efforts by bar associated entities such as the Diversity Project Workgroup of the Equal Access Initiative and subcommittees of SBM committees in seeking signatories to the "Pledge to Achieve Diversity and Inclusion in the Legal Profession in Michigan."
  - Identify tools and strategies to assess the current state of diversity and inclusion in the Michigan legal community that can be used to set meaningful benchmarks to measure improvements and progress.
  - Develop concepts for recognizing best practices and exceptional achievements.
  - Provide public support to the SBM leadership and staff regarding communications with members of the profession and others about the goals and outcomes of diversity and inclusion activities.

### Co-Chair

- P25908      Lawrence Patrick Nolan, Eaton Rapids  
 Nolan Thomsen & Villas PC  
 239 S Main St  
 Eaton Rapids MI 48827-1255  
 Phone: (517) 663-3306  
 Fax: (517) 663-4300  
 e-mail: boardmem15@aol.com
- P28417      Hon. Cynthia D. Stephens, Detroit  
 Michigan Court of Appeals  
 3020 W Grand Blvd Ste 14-300  
 Detroit MI 48202-6020  
 Phone: (313) 972-5708  
 Fax: (313) 972-5717  
 e-mail: cstephens@courts.mi.gov

### Member

#### Term Ending: 2017

- P76526      Jerome Crawford, Troy  
 P56589      Charlotte Croson, Ann Arbor  
 P60946      Maria Cesira Fracassa Dwyer, Detroit  
 P69337      Hon. Prentis Edwards, Jr., Detroit  
 P69329      Jacqueline A. Freeman, Lansing  
 P26440      Gregory T. Gibbs, Flint  
 P73465      Mia D. McNeil, Flint  
 P70678      Shenique A. Moss, Detroit  
 P70652      Alisa Parker, Battle Creek  
 P72880      Salma Saley Safiedine, Farmington Hills  
 P72821      Nazneen Hasan Syed, Lansing  
 P70767      Ronda L. Tate Truvillion, Detroit

#### Term Ending: 2018

- P75310      Dewnya A. Bazzi, Dearborn

P65126 Mary A. Ferguson, East Lansing  
Ben K. Frimpong, Detroit  
P74076 Victoria Bethany King, Pontiac  
Darren Nealy, Ann Arbor  
P76293 Kristen D. Simmons, Lansing  
P68248 Felicia Marie Thomas, Detroit  
P71349 Maya K. Watson, Detroit

Term Ending: 2019

P73178 Jehan Grashara Crump-Gibson, Lathrup Village  
P67961 Zenna Faraj Elhasan, Detroit  
P41430 Elizabeth J. Fossel, Grand Rapids  
P39152 Daniel M. Levy, Detroit  
P75816 Jennifer Louise Long, Troy  
Monique McCarthy, Detroit  
P25908 Lawrence Patrick Nolan, Eaton Rapids  
P28417 Hon. Cynthia D. Stephens, Detroit

**Advisor**

P49845 Zenell B. Brown, Detroit  
P55039 Hon. Hala Y. Jarbou, Pontiac  
P61654 Hon. Angela Kay Sherigan, Shelby Township

**State Bar Liaison**

Gregory P. Conyers, Lansing

**State Bar Liaison Assistant**

Michelle Erskine, Lansing

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**Committee Meeting Schedule:**

Please attach any additional information needed regarding Committee meetings as an addendum.

*\*Please keep meeting descriptions brief.*

Meeting Type	Date	Location
Meeting Type In person meeting	March 2, 2017	Bodman, Detroit MI
Description In between the JI Kickoff and the In person meeting in March workgroups were formed that have been meeting monthly working on relevant topics and conveying their progress at the meetings of the whole.		
Meeting Type Teleconference	June 27, 2017	phone
Description		
Meeting Type In person meeting	September 12	TBD
Description		
Meeting Type		
Description		
Meeting Type		
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Meeting Type		
Description		

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**Resources provided by the State Bar of Michigan in support of committee work:**

Staff provides an annual budget and support for meetings and events. Resources and staff time are allocated for annual events including the Celebrating Diversity Reception, Brunch for Bars and usually at least one other substantive program. Members of the committee receive assistance with workgroup tasks, sharing and promoting relevant diversity events and promoting the work of the Diversity and Inclusion Advisory Committee(DIAC) at other appropriate opportunities.

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**Committee Activities:**

This years workgroups are: Committees Sections & Bar Associations, Law School, and Evaluation work groups. Committees Sections & Bar Association work group is active in planning the annual Brunch for Bars event and is working towards an Affinity Bar Summit. The Law School workgroup is gathering demographic information for analyzing and compiling of a report on the state of diversity in the law schools in Michigan. The evaluation workgroup has analyzed data gathered over the last several years regarding diversity and is working on creating benchmarks and a plan for moving forward with evaluation efforts to gauge volunteer satisfaction with participation and effectiveness of the work for the profession in Michigan.

The DIAC sponsors an annual Brunch for Bars which will be held on April 9. Saeed Khan, an expert in Middle and Near East history and politics who lectures at Wayne State University, and Howard Lupovitch, director of the Cohn-Haddow Center for Judaic Studies at Wayne State University, will share perspectives fresh from their lecture series regarding the rise of xenophobia. The two of them also appeared recently on the Detroit Public Radio program "Detroit Today" with Stephen Henderson. They will be discussing how to hold collaborative conversations despite disagreements and differences.

There will also be discussion of an Affinity Bar Summit planned for sometime in the fall calendar.

Additionally, the DIAC will be co-presenting a panel presentation September 29 at Next Conference, the Annual Meeting, focusing on relevant legal topics and the middle eastern community. As always there will be a Celebrating Diversity reception at Next Conference/Annual Meeting as well.

The DIAC is also planning to publish a new law school report identifying and analyzing diversity and inclusion at law schools in Michigan.

**Future Goals and Activities:**

The DIAC continues to complete an evaluation of the group and its work. Diversity is an ever changing topic and the Committee wants to make sure that their work is making an impact and is the best use of their time. In the future they aim to create benchmarks for comparing diversity and inclusion data and provide continued training and support to lawyers who aim to increase diversity and inclusion.

An Affinity Bar Summit has been in the planning stages and will continue to be developed. A discussion of the Summit is on the agenda at the upcoming Brunch for Bars in order to learn more about what Bar Associations need to help support their diversity and inclusion efforts. The goal of the summit will be to gather leaders to identify ways to address their efforts collaboratively.

**Other Information:**

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Approved by	Approved	Name
Chair		
Co-chair		
Staff Liaison		
Other		

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