

**STATE BAR OF MICHIGAN
2013-2014 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 subentity 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 subentity.

Committee Name: Diversity and Inclusion Advisory Committee

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 in the area of 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; and
- 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.

Chair(s) and Committee Members:

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<p>Members:</p> <p>Shirley A. Kaigler, Southfield Michael K. Lee, Southfield Monica P. Navarro, Auburn Hills Dewnya A. Bazzi, Dearborn Sherrie L. Farrell, Detroit Francis R. Ortiz, Detroit Kristin M. Vanden Berg, Grand Rapids Jon D. Botsford, Alto Emma Tiffany Chen, Detroit Jehan Grashara Crump-Gibson, Lathrup Village Zenna Faraj Elhasan, Detroit Elizabeth J. Fossil, Grand Rapids Lori J. Frank, Southfield Stephanie D. Jones, Detroit Lawrence Patrick Nolan, Eaton Rapids Damon L. White, Detroit</p>	<p>Advisors:</p> <p>E. Christopher Johnson, Jr., Auburn Hills Gabrielle C. Johnson, Lansing Chantez Pattman Knowles, Jackson Marla A. Linderman, Waterford Tonya Lynn Rodriguez, Lansing Hon. Angela Kay Sherigan, Shelby Township Kimberly Jones, Detroit</p>
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Committee Meeting Schedule:

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

December 2, 2013- SBM Lansing Michigan

January 16, 2014- teleconference

March 6, 2014- SBM Lansing Michigan

*Workgroups held teleconferences between meetings of the larger group.

Resources provided by the State Bar of Michigan in support of committee work: DIAC is staffed by the Director of Diversity and has a budget under the Equal Access Initiative

Committee Activities: The Diversity and Inclusion Advisory Committee, as a part of its mission to advise the Board of Commissioners and the profession, is developing a strategy to monitor the progress and implementation of a number of the recommendations from the Task Force Report of 1996 and to develop the information into ongoing reports.

The State Bar Task Force on Race/Ethnic and Gender Issues in the Courts and the Legal Profession (Task Force) that was put in place in 1996 by then State Bar President Victoria A. Roberts was charged with identifying what, if any progress had been made in Michigan on implementing the Joint Recommendations made in 1989 by the Supreme Court task forces on racial/ethnic and gender issues in the courts and the profession. It included a detailed analysis of the status of each of the recommendations made, the level of implementation achieved and additional suggestions for the future.

One of the original recommendations from 1989 was for the Supreme Court to create a standing committee on racial/ethnic and gender issues in the courts that would monitor progress, a strategy adopted in a number of states that were reviewing the impact of race ethnicity and gender on the functioning of the courts and the administration of justice, but not in Michigan. Although the Bar subsequently pursued a number of different strategies to address issues raised in the reports such as access to the courts for the underrepresented and diversity within the profession, no one entity has taken on the role of monitoring the progress of the specific recommendations from 1989.

The 1989 reports contained 167 specific recommendations that addressed virtually every aspect of the profession from the development and retention of minority and female lawyers and judges to the ability of citizens from diverse backgrounds to get adequate and fair access to legal services. The recommendations represent a “roadmap” to improving the profession and increasing access and fairness in the administration of justice.

The State Bar history of working to address diversity issues within the profession is rooted in the larger role that race, ethnicity and gender play in access to justice first identified in the 1986 report of the Michigan Supreme Court Citizen's Commission. That report concluded at the time that over one-third of Michigan's citizens believed that the Michigan court system discriminated against individuals on the basis of gender, race or ethnic origin. Since that time the Bar has strived to mitigate that belief in strategic ways by educating and engaging the profession and the public.

Making additional assessments as to implementation and progress is a natural continuation of those efforts. In addition DIAC is focused on diversity in its broadest definition including but not limited to race ethnicity and gender.

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Future Goals and Activities: DIAC has to date surveyed the Law Firms, Corporate Legal offices, Bar Associations, the Representative Assembly and Sections of the Bar regarding their composition and paths to leadership. In addition the Law School Work group has compiled data from all of the law schools in Michigan and will repeat that report periodically and expand the information about pipeline programs. DIAC is also gathering information about pipeline programs across the state to share among stakeholders in other formats including continuing to utilize the website database and potentially submitting articles to the Bar Journal. Future assessment goals include revisiting gathering information to assess trends, developing a “dashboard” to report out information to the profession and the community regularly. Future pipeline goals include developing an event to bring together stakeholders and pipeline program providers to collaborate and exchange best practices.

DIAC is considering ways of tracking implementation of recommendations from the 1989 Task Force reports that would further its mission of improving the profession.

Other Information: DIAC continues to look for diverse members of the profession to include on the committee and use as resources to accomplish the work of the group.