

**DIVERSITY & INCLUSION**

**WE CAN, WE WILL, WE MUST**

# BRUNCH FOR BARS

**SUNDAY, APRIL 8, 2018**

**FORT SHELBY DOUBLETREE**



**#BrunchForBars**

## Diversity & Inclusion Work at SBM

### Legal Education Workgroup:

- ▶ Focuses on legal education overall and includes state law school representatives and pipeline activities

### 360 Workgroup:

- ▶ Looks to the ABA 360 Commission's work to create programming related to diversity and inclusion

## Diversity & Inclusion Work at SBM

### Committees, Sections, and Bar Associations Workgroup:

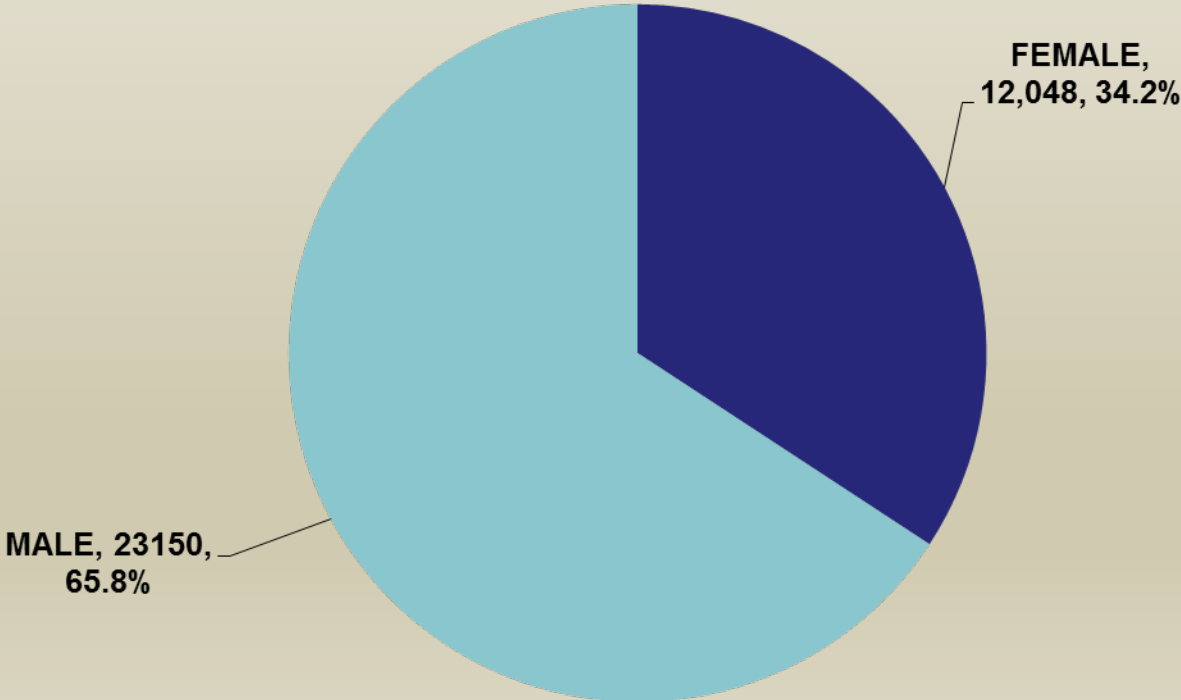
- ▶ Focuses on diverse bar activities, committee and section membership, and collaboration

### Truth, Racial Healing, and Transformation Workgroup (TRHT):

- ▶ Focuses on the work guided by the W.K. Kellogg Foundation's Truth, Racial Healing, and Transformation work

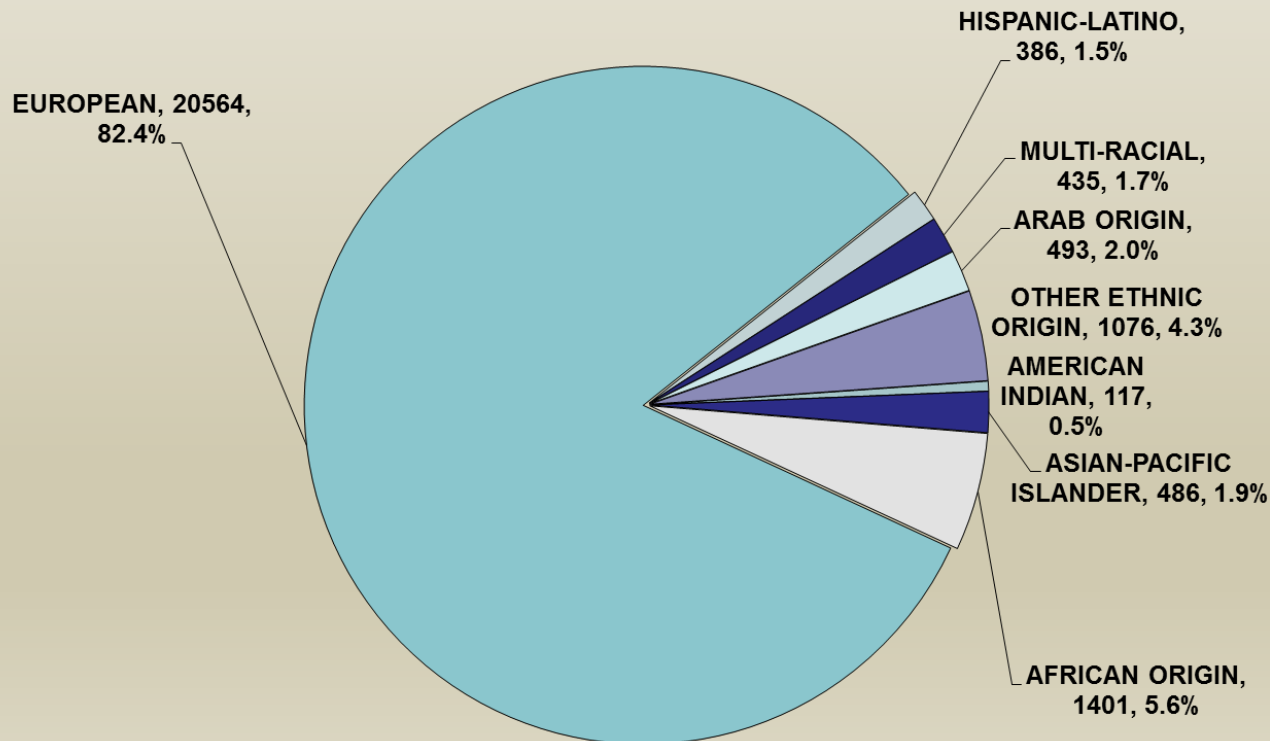
WE CAN, WE WILL, WE MUST

## Active Michigan Residents By Gender, 2017



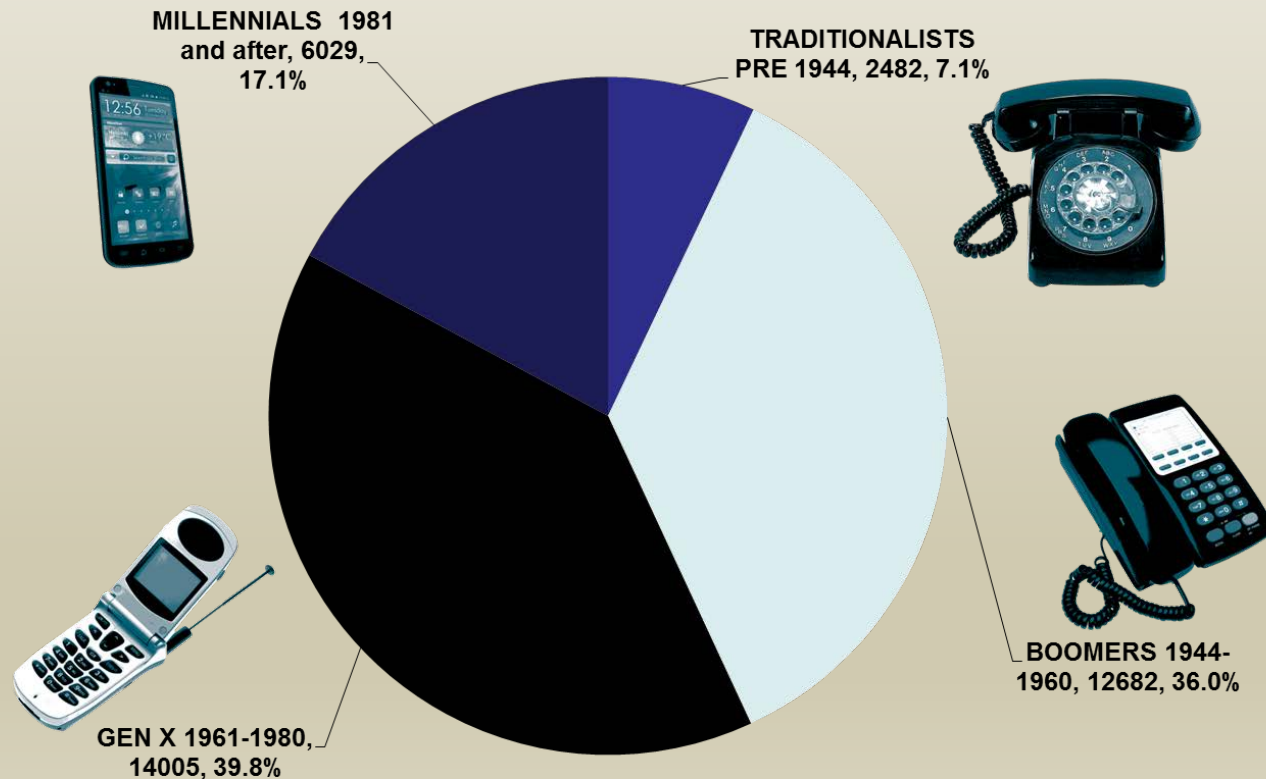
WE CAN, WE WILL, WE MUST

## Race/Ethnicity of Active Michigan Members, 2017 (Excludes No Answer and Prefer Not to Answer)



WE CAN, WE WILL, WE MUST

## Active Michigan Residents by Generation, 2017



WE CAN, WE WILL, WE MUST

## Diversity Pledge Signatories

Individuals	3192
Law Firms	1081
Associations	39
Corporations	7
Law Related Entities	15
Law Schools	5
Legal Aid	8
SBM Sections & Committees	37
Total	4384

***Have you signed the Pledge?***

## Law Schools who have signed the pledge:

**Michigan State University College of Law**

**University of Detroit Mercy School of Law**

**University of Michigan Law School**

**Wayne State University Law School**

**Western Michigan University Thomas M. Cooley Law School**



# Bar Associations Who Have Signed the Pledge:

**Albanian American Bar Association of Michigan**

**Armenian American Bar Association**

**Barry County Bar Association**

**Black Women Lawyers Association of Michigan**

**Chaldean American Bar Association**

**Detroit Metropolitan Bar Association**

**Federal Bar Association, Western Dist.**

**Genesee County Bar Association**

**Gogebic-Ontonagon Bar Association**

**Grand Rapids Bar Association**

**Hispanic Bar Association of Michigan**

**Incorporated Society of Irish/American Lawyers**

**Ingham County Bar Association**

**Ionia/Montcalm Bar Association**

**Kalamazoo County Bar Association**

**Lansing Black Lawyers Association**

**Macomb County Bar Association**

**Michigan Asian Pacific American Bar Association**

**Michigan Association for Justice**

**Michigan Association of Bar Executives**

**Michigan Defense Trial Counsel**

**Michigan Employment Lawyers Association**

**Oakland County Bar Association**

**Ottawa County Bar Association**

**Referees Association of Michigan**

**Rochester Bar Association**

**Saginaw County Bar Association**

**South Asian Bar Association**

**Stonewall Bar Association of Michigan**

**Vanzetti Hamilton Bar Association**

**Washtenaw County Bar Association**

**Wayne County Criminal Defense Bar Association**

**Wolverine Bar Association**

**Women Lawyers Association of Michigan**

**Women Lawyers Association of Michigan - Macomb Region**

**Women Lawyers Association of Michigan - Mid-Michigan Region**

**Women Lawyers Association of Michigan - Oakland County Region**

**Women Lawyers Association of Michigan - Washtenaw Region**

**Women Lawyers Association of Michigan - Western Region**

# Sections and Committees Who Have Signed the Pledge:

Administrative & Regulatory Law

Alternative Dispute Resolution

American Indian Law

American Indian Law Section

Appellate Practice Section

Awards

Bar Leadership Liaison Advisory

Character and Fitness

Civil Procedure and Courts

Client Protection Fund

Consumer Law Section

Criminal Jurisprudence & Practice

Criminal Law Section

Diversity and Inclusion Advisory

Domestic Violence

Environmental Law Section

Government Law Section

Health Care Law Section

International Law Section

Judicial Ethics

Judicial Qualifications

Jury Instructions, Standard Criminal

Justice Initiatives

Labor & Employment Law Section

Latin American Bar Activities Section

Law Practice Management & Legal  
Administrators Section

Law Related Education & Public Outreach

Libraries, Legal Research, and Legal  
Publications

Litigation Section

Master Lawyers Section

Practice Management Resource Center  
Advisory

Publications and Website Advisory

Real Property Law Section

Solo & Small Firm Section

Taxation Section

Unauthorized Practice of the Law

Young Lawyers Section



# Law-Related Entities Who Have Signed the Pledge:

<b>Attorney Discipline Board County of Kent</b>	<b>Legal Aid of Western Michigan-- Muskegon</b>	<b>Student Advocacy Center of Michigan</b>
<b>Detroit Metropolitan Bar Association Foundation</b>	<b>Legal Services of South Central Michigan--Washtenaw County Office</b>	<b>The Michigan Appellate Assigned Counsel System</b>
<b>Diversified Legal Staffing, LLC</b>	<b>Mackinac County Prosecuting Attorney</b>	
<b>Eyewitness Task Force</b>	<b>Michigan Appellate Defender Commission</b>	
<b>Farmworker Legal Services</b>	<b>Michigan Department of Civil Rights</b>	
<b>Federal Public Defender, Western District of Michigan</b>	<b>Michigan Immigrant Rights Center</b>	
<b>Lakeshore Legal Aid--Port Huron Office</b>	<b>Michigan State Bar Foundation</b>	
<b>Legal Aid of Western Michigan-- Grand Rapids</b>	<b>St. Clair County Prosecutor's Office</b>	
<b>Legal Aid of Western Michigan-- Kalamazoo</b>	<b>State Appellate Defender Office</b>	

WE CAN, WE WILL, WE MUST

## Resources and Materials Available Online:



Blind Spots Implicit Bias Training



Pipeline Programs & Resources



Brunch for Bars and Affinity Bar Summit



Resources on Diversity & Inclusion



Face of Justice Program



Sign the Diversity Pledge

<http://www.michbar.org/diversity>

# TRHT Framework

## Narrative Change

Entertainment  
Industry

Journalism &  
News Media

Digital Media

Publishing

School  
Curricula

Cultural  
Institutions

Monuments,  
Parks

## Racial Healing and Relationship Building

### Separation

*Segregation, Colonization  
& Concentrated Poverty*

Decolonization

Housing

Health

Arts & Culture

Immigration & Migration

Education & Development

### Law

*Civil, Criminal & Public Policies*

Law Enforcement

Safety

Criminal Justice

Juvenile Justice

Civil Justice

Mass Incarceration

Immigration & Migration

Education & Development

### Economy

*Structured Inequality  
& Barriers to Opportunity*

Employment

Labor

Workforce

Wealth

Immigration & Migration

Education & Development

# A National and Community Based Process

- ▶ **Next stage of America Healing, modeled after truth and reconciliation processes**
- ▶ **174 national partners created framework**
- ▶ **Local partners choose priorities, goals, and shape agenda**
- ▶ **Hosted by philanthropic entity to create endowments**
- ▶ **Ongoing support from WKKF staff and TRHT consultants**



# TRHT's Focus on the Law

- ▶ **Local, state and national policy**
- ▶ **commitment to civil and human rights**
- ▶ **Redress the inequities our legal system has created historically**
- ▶ **Criminal justice and law enforcement**
- ▶ **Integrate restorative justice practices**



# TRHT Michigan





# TRHT Kalamazoo

## TRHT Kalamazoo - Phase 1 Process (through June 1, 2018)

<b>Design TRHT</b> Shared vision, trust, and strengthen relationships	<b>Overview</b> Choose one: March 1, 1:30-4:30pm March 2, 9:30-12:30pm Updates, Q&A Partnership agreement Shared definitions Confirm reps, design teams, trainings sign up Survey Data Interpretation	<b>Visioning Sessions</b> <b>Part 1</b> Choose one: March 22 from 8am-12pm March 26 from 1-5pm  Review visioning from 11/28 Visioning Q. 3 (break out based on 5 design areas)	<b>Design Team Creation</b> 2-3 meetings in April-May: <ul style="list-style-type: none"> <li>• Narrative Change</li> <li>• Racial Healing</li> <li>• Law</li> <li>• Separation</li> </ul> Healing Circle offered for each team Refine info from visioning sessions to set initial focus, goals, and Phase 2 activities Plan to connect to current work - opportunities/leverage points Plan community engagement activities Determine structure, roles, and co-leads	<b>Visioning Part 3</b> May 24 from 1-5pm Visioning Session Results Review goals & focus areas from Design Teams Truth Statement Next Steps, WKKF report Additional items TBD
	<b>Healing Circles</b> Choose one: March 14, 1-5pm March 15, 9am-1pm March 15, 5-9pm  Co facilitated by local and WKKF practitioners	<b>Part 2</b> Choose one: March 28 8am-12pm March 30 from 1-5pm  Visioning Q. 4 & 5 (break out based on 5 design areas)		<b>Final Meeting</b> June 1 from 8am-12pm Public share out of Phase 1 activities Finalize Phase 2 work, roles and structure Join YWCA in afternoon and evening for Stand Against Racism
<b>Build Analysis</b> Additional offerings to build analysis and skills	<b>Offerings to partnership</b> National Day of Racial Healing – Multiple Events on 1/16 Unpacking the implicit bias test – 3/7 from 5-7 ERACCE 2.5 Day training – multiple date options SHARE Racial Healing Retreat – 3/8 from 9-5pm Youth Summit on Racism (Visioning) – 3/17 Justice + Equity Training Series – 4/19, 5/30, 6/13 from 1-5pm Kalamazoo County historical tour – 5/9 from 10-3pm  <b>Partner Events</b> America Divided Film Series – 2/22, 3/19, 4/11 from 7-9pm Fair Housing Conference – 5/4 from 8-3pm Share public events: <a href="https://surveymonkey.com/r/TRHTPartnerEvents">surveymonkey.com/r/TRHTPartnerEvents</a>		<b>Preparation for Phase 1 activities:</b> <ul style="list-style-type: none"> <li>✓ Partnership agreement signed with org representatives</li> <li>✓ Review Implementation Guide, esp. sections 2-4</li> <li>✓ Review design team recommendations for design area of interest</li> <li>✓ Review notes from practice visioning session on 11/28/17</li> <li>✓ Review adopted definitions list</li> <li>✓ Take Implicit Bias Test <a href="https://implicit.harvard.edu/implicit/selectatest.html">https://implicit.harvard.edu/implicit/selectatest.html</a></li> <li>✓ Do one-to-one with other TRHT partners</li> <li>✓ Get log on to Connected Communities site</li> </ul>	

Contact/Information:

Sholanna Lewis | Community Investment Officer - Truth, Racial Healing & Transformation (TRHT) |  
 Kalamazoo Community Foundation | [www.kalfound.org](http://www.kalfound.org) | [slewis@kalfound.org](mailto:slewis@kalfound.org)

# TRHT Lansing

## Partners in TRHT of Metro Lansing Work:

- ▶ **One Love Global-TRHT site lead**
- ▶ **My Brother's Keeper MI Network [mbkmi@gmail.com](mailto:mbkmi@gmail.com); [www.mbkmi.org](http://www.mbkmi.org) @mbkmichigan; and MY Lansing MBK @mylansingmbk**
- ▶ **GEN-Girls Equity Network @girlsequity**
- ▶ **Equity Equals Radio Show [www.michiganbusinessnetwork.com](http://www.michiganbusinessnetwork.com) [www.equityequals.net](http://www.equityequals.net) @equityequals**

## Upcoming Events:

- ▶ **May 19, 2018: TRHT Work Day: Creating the Vision- This event is for current TRHT members and those interested in getting involved in TRHT.**

Contact info: Angela Waters Austin. [angela@oneloveglobal.org](mailto:angela@oneloveglobal.org) and follow us on Facebook at Truth, Racial Healing & Transformation of Metro Lansing



# TRHT Battle Creek

## Generating a Collective Dream for Racial Equity in Battle Creek:

- **Grow a deeper sense of connection with one another.**
- **Gain a basic understanding of the TRHT framework and local activities.**
- **Begin to collaboratively define a collective dream for promoting racial equity and eliminating racism in Battle Creek.**
- **Take action by joining the TRHT Action Teams.**

## **Upcoming Events:**

- ▶ **Second Community Convening on Truth, Racial Healing, and Transformation April 21st from 3-5 pm at the Burma Center, 765 Upton Ave, Springfield, MI**
- ▶ **Third Community Convening on TRHT May 19th from 3-5 pm at the Burma Center, 765 Upton Ave, Springfield, MI**
- ▶ **"Me, 'The Other'" Film Screening. Tentatively June 9, from noon - 2 p.m. at JC Cinemas, Battle Creek**

## **Contact/Information:**

**Follow us on Facebook at Battle Creek Coalition for Truth, Racial Healing & Transformation**

# Other Happenings with Racial Equity & The Law

## Racial Justice Training Institute Michigan Team

### A Cohort of Legal Aid attorneys across Michigan

- Michigan Poverty Law Program
- Legal Aid of Western Michigan
- Legal Services of South Central Michigan
- Lakeshore Legal Services
- Legal Aid and Defender
- Legal Services of Eastern Michigan

### Reimagining delivery of legal services through a racial equity lens

- State Bar of Michigan-Diversity & Inclusion Advisory Committee Affinity Bar Summit- September 15, 2018



## Questions for Discussion:

- ▶ How can we work towards true justice in light of the racial hierarchy that exists?
- ▶ What is justice?
- ▶ What roadblocks and or challenges do we have?
- ▶ Who are our allies in making changes?

**SAVE THE DATE**  
**September 15, 2018**

**DIVERSITY AND INCLUSION**

**WE CAN, WE WILL, WE MUST**

# Affinity Bar Summit

Saturday, September 15, 2018

Collaboration. Camaraderie. Engagement.  
Watch for more information as the date nears.

For questions or more information contact  
Michelle Erskine, [merskine@michbar.org](mailto:merskine@michbar.org).





WE CAN, WE WILL, WE MUST

## Want to get involved in the Diversity and Inclusion Advisory Committee?

Develop tools, strategies, and programs to improve and support diversity and inclusion in the legal profession in Michigan.

The committee meets quarterly with monthly teleconferences for workgroups.

Watch for committee applications later this spring!

Your Feedback is Appreciated

[www.surveymonkey.com/r/  
SBMBrunch18](http://www.surveymonkey.com/r/SBMBrunch18)