

**STATE BAR OF MICHIGAN  
2014-2015 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

**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.

**Chair(s) and Committee Members:**

Officer	Name	Address	Telephone	Email
Co-Chair	Rodney D. Martin	111 Lyon St NW Ste 900 Grand Rapids, MI 49503-2487	(616) 752-2138	rmartin@wnj.com
Co-Chair	Hon. Cynthia D. Stephens	3020 W Grand Blvd Ste 14-300 Detroit, MI 48202-6020	(313) 972-5708	cstephens@courts.mi.gov
State Bar Liaison	Gregory P. Conyers	306 Townsend St Lansing, MI 48933-2012	(517) 346-6358	gconyers@mail.michbar.org

Member/Advisor/Other	Member/Advisor/Other
Dewnya A. Bazzi	Mia D. McNeil
Jerome Crawford	Shenique A. Moss
Charlotte Croson	Monica P. Navarro
Jehan Grashara Crump-Gibson	Darren Nealy
Maria Cesira Fracassa Dwyer	Lawrence Patrick Nolan

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Hon. Prentis Edwards, Jr.	Francis R. Ortiz
Zenna Faraj Elhasan	Alisa Parker
Mary A. Ferguson	Tonya Lynn Rodriguez
Elizabeth J. Fossil	Salma Saley Safiedine
Lori J. Frank	Hon. Angela Kay Sherigan
Gregory T. Gibbs	Hon. Cynthia D. Stephens
Ericka M. Jackson	Nazneen Hasan Syed
Kimberly Jones	Ronda Letrice Tate
Shirley A. Kaigler	Felicia Marie Thomas
Daniel M. Levy	Kristin M. Vanden Berg
Rodney D. Martin	

**Committee Meeting Schedule:**

October 20, 2014 JI kickoff

Nov 18, 2014

March 19, 2015- law school, affinity bar group, and joint recs also met

June 23, 2015 teleconference

Sept 22, 2015 teleconference

Law School Workgroup:

January 28, 2015 teleconference

March 6, 2015 teleconference

Affinity Bar/Event Workgroup:

January 30, 2015 teleconference

March 29, 2015 Event

Joint Recommendations:

December 1, 2014 teleconference

January 20, 2015 teleconference

February 10, 2015 teleconference

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

Staff support, teleconference number, catering for in person meetings, off site event staff support, and print materials for the committee and for events.

**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 Committee designated a starting point among the 167 recommendations, reviewing 20 of them regarding Professional Standards and Ethics matters.

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The Joint Recommendations Workgroup established two subgroups to analyze the recommendations for continued relevance and to identify whether additional considerations are implicated viewing them through the lens of the present day. The goal is to develop a preliminary report by making inquiries to the responsible entities.

The Affinity Bar Workgroup developed a program to coincide with the Annual Barristers Ball in Detroit. The “Brunch for Bars” is designed to gather members of affinity bars around the state together to discuss collaboration opportunities and ideas. As a result of the success of this year’s event it is planned to continue annually.

The Law School Workgroup is completing work on a follow to the 2013 report on Michigan Law Schools. Report includes information about the demographic composition of the students and faculty of each of Michigan’s law schools, as well as descriptions of their respective pipeline activities.

**Future Goals and Activities:**

The Law School Workgroup compiled a Pipeline Resource Brochure last year that has been updated regularly. To encourage local bar associations, special purpose bar associations and law firms to participate in pipeline initiatives directed at underrepresented groups, the Workgroup is developing a webinar that will highlight a number of the programs for participants and be archived for future access.

**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.