

## State Bar of Michigan | 2017-2018 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:
- Develop concepts for recognizing best practices and exceptional achievements, including the Affinity Bar Summit and Brunch for Bars.
  - Identify the most effective and efficient means of assuring a diverse and inclusive voice in all State Bar of Michigan work.
  - 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.
  - 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.
  - 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

- P39152 Daniel M. Levy, Detroit  
Michigan Dept of Civil Rights  
3054 W Grand Blvd Ste 3-600  
Detroit MI 48202-6054  
Phone: (313) 456-3812  
Fax: (313) 456-3791  
e-mail: levyd@michigan.gov
- 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: 2018

- P39152 Daniel M. Levy, Detroit  
P71349 Maya K. Watson, Detroit

##### Term Ending: 2019

- P73178 Jehan Grashara Crump-Gibson, Lathrup Village  
P67961 Zenna Faraj Elhasan, Detroit  
P75816 Jennifer Louise Long, Detroit  
P28417 Hon. Cynthia D. Stephens, Detroit

##### Term Ending: 2020

- P75897 Brian Victor E. Boehne, Troy  
P71481 Tiffany Antoinette Boyd, Detroit  
P49845 Zenell B. Brown, Detroit  
P76526 Jerome Crawford, Troy

P60946 Maria Cesira Fracassa Dwyer, Detroit  
P69337 Hon. Prentis Edwards, Jr., Detroit  
P80184 Nickolas Brandon Galendez, Royal Oak  
P72821 Nazneen S. Hasan, Bloomfield Hills  
P64019 Pamela Jane Hoekwater, Grand Rapids  
P70652 Alisa Parker, Battle Creek  
P76368 Chelsea Megan Rebeck, Southfield  
P74971 Kristina Lauren Robinson, Detroit  
P58226 Jennifer A. Rosa, East Lansing  
P74982 Elayda Clara-Marie Sanchez, Warren

**Advisor**

P75310 Dewnya A. Bazzi, Dearborn  
P68248 Felicia Marie Thomas, Detroit

**Law Student Advisor**

P69329 Mary Ferguson, East Lansing  
Jacqueline A. Freeman, Lansing  
Monique McCarthy, Detroit

**State Bar Liaison**

Gregory P. Conyers, Lansing

**State Bar Liaison Assistant**

Michelle Erskine, Lansing

---

**Committee Meeting Schedule:**

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

*\*Please keep meeting descriptions brief.*

<b>Meeting Type Description</b>	<b>Date</b>	<b>Location</b>
<b>Meeting Type: Diversity and Inclusion Meeting</b>	<b>6/27/17</b>	<b>Teleconference</b>
Description: Phone conference to discuss pertinent agenda items and move work forward regarding programming at the Next Conference.		
<b>Meeting Type: Diversity and Inclusion Meeting</b>	<b>9/12/17</b>	<b>Detroit</b>
Description: Discussed pertinent agenda items with a focus on the Next Program on Legal Issues in Middle Eastern Communities.		
<b>Meeting Type: Diversity and Inclusion joint meeting with Delivery of Legal Services</b>	<b>10/23/17</b>	<b>Lansing, SBM</b>
Description: Introductory discussion to the new committee structure and how we can collaborate our diversity work with the delivery of legal services group. Identified overlapping issues and interests.		
<b>Meeting Type: Workgroup teleconferences for Truth Racial Healing and Transformation (TRHT), Legal Education, and 360 Implementation Workgroup</b>	<b>11/29/17</b>	<b>Teleconference</b>
<b>Meeting Type: Diversity and Inclusion Meeting</b>	<b>1/25/18</b>	<b>Detroit</b>
Description: Discussion of pertinent agenda items regarding upcoming programming and worked from work grids from each workgroup. Identified our areas of focus for the year.		
<b>Meeting Type: 360 Implementation Workgroup Meeting</b>	<b>2/16/18</b>	<b>Teleconference</b>
<b>Meeting Type: TRHT and Committees, and Sections, and Bars Workgroups Meetings</b>	<b>2/21/18</b>	<b>Teleconference</b>
<b>Meeting Type: Diversity and Inclusion Meeting</b>	<b>3/7/2018</b>	<b>Detroit, UDM</b>
Description: Met to discuss pertinent agenda items and had law students join us for lunch. Discussed law students' role in our work and how they can be involved moving forward.		
<b>Meeting Type: Special meeting with TRHT and the MSU Law Review Symposium Team</b>	<b>3/14/18</b>	<b>Lansing, SBM</b>
Description: Met to discuss TRHT collaborations around the state and gain understanding of what is being done as well as identify ways to move the work forward.		
<b>Meeting Type: April Workgroup Meetings</b>		<b>Teleconferences</b>
<b>Meeting Type: Diversity and Inclusion Meeting</b>	<b>5/9/18</b>	<b>Ann Arbor</b>

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

Resources used: Administrative and budget support for meetings and programming.

**Committee Activities and Strategic Goal Accomplishments:**

Please list each accomplishment/activity, and indicate which strategic plan area it supports by checking the corresponding boxes.

<p><b>Face of Justice Program-</b> The Face of Justice is a program that allows high school students to visit the Supreme Court, tour the education center, and the chance to network with professionals in the legal system. This year's program for the Lansing School District was October 30, 2017 and we are working with the Flint School District to get their students to Lansing as well. Discussions also in place to work with other groups looking for similar opportunities.</p>	<p>Goal 1: s4 Goal 2: S4, S5, S6 Goal 3: S6 Goal 4: S4</p>
<p><b>Brunch for Bars-</b> An annual program that gathers all of the affinity bar associations to improve diversity and inclusion of the profession. Traditionally held the morning after the Barristers Ball. This year's topic is Truth, Racial Healing and Transformation. To be held April 8, 2018.</p>	<p>Goal 1: S2, S4 Goal 2: S4 Goal 3: S4, S6</p>
<p><b>Affinity Bar Summit-</b> An annual program (hoped to be) to discuss and engage bar associations in timely topics of the profession. To aid in collaboration and increasing diversity in the profession. This year we will be discussing community visioning around truth, racial healing, and transformation. To be held September 15, 2018</p>	<p>Goal 1: S2, S4 Goal 2: S4, S5 Goal 3: S4, S6</p>
<p><b>Implicit Bias Training-</b> Training on implicit bias. We have presented this several times and we will continue to dig deeper into the training. We are looking to hold a training this fall for public lawyers (county prosecutors/defense counsel, Wayne co. attorney training program, SADO) and small/solo attorneys.</p>	<p>Goal 1: S1, S2, S4 Goal 2: S4 Goal 3: S4, S6</p>
<p><b>Celebrating Diversity Reception at Next Conference-</b> The Diversity Reception is a social networking opportunity to celebrate diversity in the profession. Co-hosted by DIAC. This year is Next Conference is in Grand Rapids</p>	<p>Goal 1: S4 Goal 3: S6</p>
<p><b>Pipeline Program Guide-</b> Print publication put together with assistance from the Legal Education Workgroup. Contains pipeline programs for students interested in the legal profession as well as scholarships and opportunities for law school students.</p>	<p>Goal 1: S4 Goal 2: S1, S4, S5 Goal 3: S6 Goal 4: S4</p>
<p><b>Lunch with Lawyers-</b> At the March Diversity meeting we offered opportunity to UDM Law students to join us for lunch to discuss law student diversity issues and their involvement in the Bar. It was an excellent opportunity for us to learn about their law student organizations and the activities they are involved with surrounding diversity.</p>	<p>Goal 1: S4 Goal 3: S6</p>
<p><b>Legal Issues in Middle Eastern Communities-</b> Program presented at the September 2017 Next Conference to examine legal issues facing communities of Middle Eastern origin. Panelists included: Dr. Agustin V. Arbulu, Khaled A. Beydoun, F. Donna Bazzi, ESQ., with Moderator- Zenna F. Elhasan</p>	<p>Goal 1: S2, S4 Goal 3: S6</p>

**Future Goals and Activities:**

We are looking at other possible programming for the year that is yet to be determined. Some ideas are listed below:

- Possible collaboration with Sections on immigration policy impact on state courts the Next Conference.
- Face of Justice Program collaborations with law school student associations and high schools (via board of education and associations).
- Follow up programming on Truth, Racial Healing, and Transformation work.
- Additional Blind spots training with focus on specific populations.
- Jury instruction project.

**Other Information:**

Operating Workgroups include:

- Truth, Racial Healing, & Transformation (TRHT) Workgroup
- ABA 360 Implementation Workgroup
- Legal Education Workgroup
- Committees, Sections and Bars Workgroup.

Workgroups meet in the months that the full committee does not convene. They work on tasks related to their specific work and report back at the committee meetings of the whole. Workgroup meetings are teleconferences.

Approved by	Approved	Name
Chair	X	Hon. Cynthia Stephens
Co-chair	X	Dan Levy
Staff Liaison	X	Gregory Conyers
Other		