

Diversity & Inclusion Advisory – Standing Committee

Jurisdiction

Support the diversity goals of the SBM Strategic Plan by:

- Identifying strategies to promote a diverse and inclusive voice in all State Bar of Michigan work and communications
- Recommending practices, tools and strategies to advance diversity and inclusion at the SBM staff level, section and committee levels, and throughout the justice system
- Encouraging examination of the status of diversity and inclusion efforts of Michigan law firms, courts, and law schools
- Suggesting methods for celebrating successful diversity and inclusion efforts
- Identifying the need for any workgroups to support the jurisdiction of the committee
- Identifying possible **collaborations** to support the committee’s jurisdiction

Committee Chair: Judge Cynthia Stephens

Staff Liaison: Gregory Conyers

Meetings: In-person: 4; Electronic or phone: 2

Committee Activities

1. Face of Justice Program- 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. We are working with the Flint School District and the Morris Peterson Jr. Foundation to provide a program this year and we have an upcoming collaboration with The Golightly Career and Technical Center and the 36th District Court planned for June. Discussions also in place to work with other groups looking for similar opportunities

Goal 2: Strategy 4: Encouraging improved diversity and inclusion of the profession as a fundamental component of the public’s respect for the rule of law and confidence and trust in the justice system

2. Brunch for Bars and Bar Summit- 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 gaining and improving a robust membership. To be held April 7, 2019 and the Summit in October.

Goal 1: Strategy 4: Promoting greater member engagement to connect members with the bar, its resources and each other

3. Truth, Racial Healing, and Transformation work- We have a truth, racial healing, and transformation workgroup that meets regularly. They presented TRHT at last year’s Affinity Bar Summit and we are continuing to look for ways to work with the Kellogg foundation and the regional grant recipients on these issues. Raising awareness, offering training, and developing resources are the objectives.

Goal 2: Strategy 4: Encouraging improved diversity and inclusion of the profession as a fundamental component of the public's respect for the rule of law and confidence and trust in the justice system

4. Implicit Bias Trainings- Training on implicit bias. We have presented on the topic several times and provided training to several hundred members. We will continue to dig deeper into providing training to targeted groups of legal professionals. To date we have been approached by the Federal Bar Association court as well as Oakland County Bar Association to assist with Bias Trainings.

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5. Pipeline Program Guide- 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.

Goal 2: Strategy 5: Expanding collaboration with professional organizations and communities outside of the legal community

Special Committee Characteristics

This committee may develop and carry out collaborative programs consistent with this jurisdiction, and within allocated budgetary resources, with approval of the Executive Committee.