

**STATE BAR OF MICHIGAN
2012-2013 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:

| Officer | Name | Address | Telephone | Email |
|---------------|-----------------------|---|----------------|--|
| Co-Chair | Hon. Cynthia Stephens | Michigan Court of Appeals 3020 W Grand Blvd Ste 14-300 Detroit, MI 48202 | (313) 972-5708 | cstephens@courts.mi.gov |
| Co-Chair | Rodney Martin | Warner Norcross & Judd LLP 111 Lyon St NW Ste 900 Grand Rapids, MI 49503 | 616) 752-2138 | rmartin@wnj.com |
| Staff Liaison | Gregory Conyers | 306 Townsend Lansing MI 48933 | (517) 346-6358 | gconyers@mail.michbar.org |
| | | | | |

**STATE BAR OF MICHIGAN
2012-2013 COMMITTEE ANNUAL REPORT**

| | |
|---|---|
| Member/Advisor/Other | |
| Emma Tiffany Chen Sherrie L. Farrell Elizabeth J. Fossil Shirley A. Kaigler Mary K. Kator Michael K. Lee Daniel M. Levy Rodney D. Martin Monica P. Navarro Francis R. Ortiz Lawrence P. Nolan Hon. Cynthia D. Stephens | Elizabeth A. Stafford T. L. Summerville Robert J. Buchanan E. Christopher Johnson, Jr Hon. Angela Kay Sherigan Dewnya Bazzi Stephanie Jones Saul Green Gennelia Capobres Laluna- Shaeffer Kristen Vanden Berg Jehan Grashara Crump Gibson |

Committee Meeting Schedule:

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

| Meeting Type | Date | Location |
|---------------------------------|--|-----------------|
| DIAC mtg. | Wednesday, May 16, 2012 8:30 a.m. | Conference call |
| DIAC mtg. | Wednesday, June 13, 2012 8:30 a.m. | Conference call |
| DIAC mtg. | Wednesday, July 18, 2012 8:30 a.m. | Conference call |
| DIAC mtg. | Wednesday, August 15, 2012 8:30 a.m. | Conference call |
| DIAC mtg. (co chairs and staff) | Thursday, November 29, 2012 11:00 a.m. | SBM |
| DIAC mtg. | Thursday, January 17, 2013 10:00 a.m. | SBM |
| DIAC mtg. | Tuesday, February 19, 2013 10:00 a.m. | SBM |
| DIAC mtg.(co chairs and staff) | Monday, March 11, 2013 | SBM |
| DIAC mtg. | Wednesday, May 21, 2013 10:00 a.m. | Conference call |
| DIAC mtg. | Wednesday, June 26, 2013 10:00 a.m. | Conference call |

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

- Assistance in getting conference call for meeting set up.
- Guidance on State Bar requirements for Committee activities.

Committee Activities: The Committee focused on the following topics:

- Ongoing assessment of the status of diversity and inclusion in various areas of the legal profession.
- Research and dissemination of tools, models and best practices to share with members of the legal profession.
- Collaboration with other groups to address issues regarding diversity and inclusion.

**STATE BAR OF MICHIGAN
2012-2013 COMMITTEE ANNUAL REPORT**

- Advise and inform the Board of Commissioners and other bar entities regarding diversity and inclusion.
- Continuing to add to the list of Diversity Signatories-

**State Bar of Michigan
Diversity and Inclusion Pledge Signatories
As of Tuesday, May 21, 2013**

| | | |
|---------------------------|-----|------------|
| Individuals | | 611 |
| Entities | | |
| Law Firms | | 252 |
| Solo Practice | 91 | |
| Small (2-10) | 119 | |
| Medium (11-20) | 11 | |
| Large (21-99) | 18 | |
| Very Large (100+) | 13 | |
| Association | | 39 |
| Corporation | | 7 |
| Law Related | | 16 |
| Law School | | 4 |
| Legal Aid | | 9 |
| SBM Sections & Committees | | 33 |
| Total | | 971 |

Future Goals and Activities:

- Develop more opportunities to share information about “pipeline” programs.
- Develop relationships with other Committees/Sections within the Bar.
- Provide periodic reports regarding the status of diversity and inclusion in the legal profession in Michigan.