

# **Pennsylvania Bar Association**

## **Commission on Women in the Profession**

### **Diversity Committee – Mission Statement**

The mission of the Pennsylvania Bar Association (“PBA”) Commission on Women in the Profession (“WIP”) Diversity Committee is to explore ways to encourage women of all backgrounds to join and be active in the WIP and the PBA and to meet their unique needs in the profession. The Diversity Committee defines diversity to include, but is not limited to, race, ethnicity, religion, national origin, sexual orientation, gender identity or expression, disability, age, marital status, geography (city, small towns, rural), and work environment (large, small and mid-size firms, sole practitioners, government lawyers, in-house counsel, judiciary, part-time, full time).

The Diversity Committee seeks to create a culture within the WIP and the PBA that effectively values diversity and fosters inclusion. The Diversity Committee aims to promote the full and equal participation of women of all backgrounds in the WIP, the PBA, the legal profession and the justice system in general. In order to achieve this mission, the Diversity Committee will:

1. Engage in proactive outreach to encourage women of all backgrounds to join the WIP. The Diversity Committee will work with the WIP membership committee to broaden WIP ranks. Included in this objective is the establishment of liaisons with other PBA and local bar association committees and sections to encourage their members to be active in the WIP. This includes outreach to minority bar associations and other special interest lawyer groups throughout the Commonwealth.
2. Encourage (recruit, retain and engage) women of all backgrounds to participate fully in the WIP and the PBA. Included in this objective are issues relating to the advancement of women within the WIP and the PBA. The Diversity Committee will seek to work with the nominating committees (WIP and PBA) and the WIP and PBA leadership to identify and recruit a diverse group for leadership positions in the WIP and the PBA.
3. Assist women of all backgrounds to develop as leaders within the WIP, the PBA, the legal profession and the justice system.
4. Identify and promote opportunities that allow women lawyers of all backgrounds to participate fully in the work, responsibilities and rewards of the WIP, the PBA and the legal profession in general.
5. Establish a policy for the WIP and all of its committees to encourage consideration of and outreach to include women of diverse backgrounds as planners and/or presenters of all WIP programs and projects.
6. Monitor the status of women of all backgrounds within the WIP, the PBA and the legal profession and actively promote their inclusion, advancement and achievement.

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7. Identify issues with respect to women of diverse backgrounds and bring those issues to the attention of and make recommendations to the WIP Executive Council, the PBA Board of governors and House of Delegates for action on issues the Diversity Committee identifies.

8. Develop programs to address discrimination against women lawyers of diverse backgrounds and the unique barriers they encounter to full participation in the bar association and in pursuing their professional careers. Develop strategies for removing barriers, subtle and not so subtle, and effectively dealing with challenges, offering fairness of opportunities to all.

9. Stem attrition of women from the legal profession due to the unique barriers and challenges faced by women of all backgrounds.

10. Be a resource to women lawyers of all backgrounds.