How to Get Started

Contact the PBA Chief Diversity, Equity and Inclusion Officer:

Trent Hargrove
trent.hargrove@pabar.org
800-932-0311, ext. 2281

“The DEI Team’s goal is to expand and diversify the entire bar — not just have one team, one committee or one section do all the diversity programming.”

Philip H. Yoon, Superior Court of Pennsylvania chief staff attorney, former minority governor on the PBA Board of Governors and DEI Team past chair

“Several PBA committees and sections have a similar mission: to advance full and equal participation of diverse members in the PBA, our profession and our country. We envision the DEI Team as the connecting link with these groups and that we will work in concert to advance these core values in all PBA programs and activities.”

Nancy Conrad, White and Williams LLP partner, PBA vice president and DEI Team past chair

“The DEI Team really takes the initiative to address some of the hot topics or big issues impacting minority lawyers, such as underrepresentation in private law firms.”

Anthony D. Cox Jr., Eckert Seamans associate, 2022 PBA Minority Bar co-chair

“One important aspect of the DEI Team’s work is to increase diversity in the profession. The Asian-Pacific American Bar Association of Pennsylvania and the PBA Minority Bar Committee are also looking at, more broadly, how we can bring equality and justice to the legal profession and the community, specifically on issues that affect communities of color.”

Su Ming Yeh, Pennsylvania Institutional Law Project executive director and 2022 PBA Minority Bar Committee co-chair

“My role is to help meet the challenge of ensuring that every service the PBA delivers appropriately meets the needs of every citizen and that all lawyers and populations are included in all aspects of the legal profession.”

Offering programs to support PBA committees, sections, the legal profession and local bar associations
The team’s mission will be achieved when DEI core values transition from concepts and future goals to fully implemented and integrated institutional practices.

**Why DEI and the DEI Team?**
Numerous studies have shown that harnessing the unique ideas, perspectives, contributions and talents of individuals within an organization, enterprise and community is essential to equitable practices and optimal performance.

The DEI Team is uniquely structured to work with PBA committee and section members, as well as members of other PBA entities, to provide resources and tools to support the DEI goals and objectives, including those in the PBA strategic plan.

**How the DEI Team Can Support You and Your Practice**
The PBA DEI Team has stepped up to address challenges facing the nation and the profession. Its recent programming has examined different perspectives and various DEI issues:
- Racial justice
- Bias in the profession
- An inclusive judicial system to better ensure those who appear before the court have faith in a fair and equitable system
- Juneteenth and its impact on the legal profession
- LGBTQ+ rights
- Gender equity
- Meeting the needs of every citizen
- Hate crimes
- Inclusive leadership for lawyers
- Concrete steps putting DEI concepts into practice

Working collaboratively with others, the DEI Team can address the myriad issues and topics under the DEI umbrella in multiple venues, including law schools, law firms, bar associations and corporate legal departments. PBA collaborators with the DEI Team have included the Minority Bar Committee, Civil and Equal Rights Committee, Legal Academics Committee, LGBTQ+ Rights Committee, Disability Services Committee and Commission on Women in the Profession.

Projects and programs can be large or small. Examples of large-scale collaborative projects include multiple statewide Minority and Women Lawyers Business Development Forums featuring panels of presenters discussing the importance of and processes for building diverse legal teams; innovative techniques being used by individuals, corporations and government entities; steps to capitalize on a certification as a minority-owned, woman-owned or disadvantaged business entity; and; how to recognize and deal with implicit bias and other impediments to career growth.