

Pennsylvania Bar Association

PBA Diversity Team

The PBA Diversity Team establishes resources and forums for enhanced communication among PBA groups with diversity initiatives. The Diversity Team is committed to work collaboratively with PBA leadership, staff and all other PBA related groups and entities including the Pennsylvania Bar Foundation, the Pennsylvania Bar Insurance Fund and Trust Fund, PABAR-PAC and the Pennsylvania Bar Institute to promote and enhance diversity. Each member of the Diversity Team (Diversity Ambassadors) work collaboratively with PBA groups to promote and enhance their existing diversity initiatives and/or assist with creating new opportunities. These efforts may include, *inter alia*, the following:

- Consulting on creating and updating PBA diversity plans
- Assisting with identifying diverse speakers and presenters
- Assisting with the promotion of diversity programming for PBA Committees/Sections/Divisions/Commissions
- Assisting with diversity training for PBA Committees/Sections/Divisions/Commissions leadership
- Facilitating PBA Committees/Sections/Divisions/Commissions outreach efforts to diverse organizations and individuals
- Encouraging liaison relationships with minority/affinity bar associations
- Concentrating on PBA's mission regarding minority professional membership
- Assisting in implementing PBA's Diversity Policy
- Monitoring and evaluating the PBA's diversity efforts

The PBA Diversity Team will work together with the Diversity Officer, PBA Executive Director, and other PBA staff in order to devise and assist with implementing a diversity plan for the PBA with benchmarks which will be used as a gauge for determining the effectiveness of the Diversity Officer.

The PBA Diversity Team consists of 13 Diversity Ambassadors comprised of a Chair, Vice Chair, a member from each of the following: the Civil & Equal Rights Committee, Gay & Lesbian Rights Committee, Legal Services to Persons with Disabilities Committee, Minority Bar Committee, Commission on Women in the Profession, Conference of County Bar Leaders, Solo and Small Firm Practice Section, Young Lawyers Division, and Leadership Training and Recruitment Committee, and two additional members to be named by the PBA President. The PBA President will appoint the Chair, Vice Chair and the two remaining Diversity Ambassadors. The other Diversity Ambassadors will be appointed by each of the Committees/Sections/Divisions/Commissions named above. The Chair and Vice Chair will rotate between the At-Large Governors at the discretion of the PBA President.

The PBA Diversity Team will meet quarterly at a minimum. The Diversity Team will make formal reports to the Board of Governors and the House of Delegates. The Chair will prepare a written or oral report of the Diversity Team's activities to the Board of Governors and the House of Delegates. The Diversity Team will establish its own bylaws/operating procedures subject to the approval of the Board of Governors. Additionally, the Diversity Team will operate under the procedures of a Committee as defined in the PBA Bylaws. The Diversity Task Force will assist

the Diversity Team with the setup, and help to work out any issues that may occur in the beginning stages.

**Approved by the PBA Diversity Task Force on September 16, 2010*

**Unanimously approved by the PBA Board of Governors on November 17, 2010*