

THE FLORIDA BAR BUSINESS LAW SECTION

STRATEGIC DIVERSITY PLAN

Revised as of June 2024

GOAL	ACTION PLAN	RESPONSIBLE PARTY	STATUS
<p>1. Secure Section Officers, Executive Council members and Committee Chairs' unequivocal support and participation in implementing the Section's Strategic Diversity Plan.</p>	<p>(a) Annually at the June Annual Meeting, each incoming Section Officer and incoming Committee Chair should receive a copy of the Section's Strategic Diversity Plan and the CLE Diversity Policy with a letter stressing the importance of the Strategic Diversity Plan and the importance of each committee's active participation in the implementation of the Section's Strategic Diversity Plan.</p> <p>(b) Develop CLE Diversity Policy and monitor the Section's compliance with the same.</p>	<p>Inclusion Mentoring Fellowships Committee; Section Chair; Committee Chairs</p> <p>Inclusion Mentoring Fellowships Committee; CLE Committee</p>	
<p>2. Perform an analysis of the Section's attitudes and current condition with respect to the issue of diversity.</p>	<p>(a) Commencing in January 2025, and for every three years thereafter, the Inclusion Mentoring Fellowships Committee shall conduct a Section culture audit through standardized interviews and surveys. Perform survey/audit to assess the Section's awareness about diversity issues and the attitudes of lawyers within the Section. (Convert our initial survey into a written report that presents information and conclusions that can be properly drawn from</p>	<p>Inclusion Mentoring Fellowships Committee</p>	

	<p>the survey. Critique the survey so that it can be improved for follow-up surveys).</p> <p>(b) Assess Information gathered from interviews and surveys of members of the Business Section to identify diversity issues and challenges.</p> <p>(c) Examine the diversity of the Section's leadership (e.g. Executive Council, Officers, Executive Committee, Committee Chairs and Vice Chairs, etc.) over the past 3 years.</p>		
<p>3. Communicate the benefits of greater diversity and the Business Law Section's commitment to achieving greater diversity.</p>	<p>(a) Identify diversity as one of the Section's key strategic initiatives.</p> <p>(b) Formalize Section's Strategic Diversity Plan with measurable action steps and incorporate diversity into the Section's long range strategic plan.</p> <p>(c) Communicate to the entire Section the importance of diversity to the Section's success.</p> <p>(d) Communicate to the entire Section the steps the Section has decided to take in order to increase the diversity of the Section.</p> <p>(e) Utilize e-mail blasts to the Section to discuss the Section's diversity priorities and Strategic Diversity Plan.</p> <p>(f) Provide information about the Section's commitment to diversity on the Section's website and promotional material.</p> <p>(g) Distribute or post on the Section's website the Section's Strategic Diversity Plan.</p>	<p>Section Chair</p> <p>Section Executive Council</p> <p>Section Chair</p> <p>Section Chair</p> <p>Communications Committee</p> <p>Communications Committee</p> <p>Communications Committee</p>	
<p>4. Recruit diverse members of The Florida Bar in order to increase</p>	<p>(a) Recruit senior diverse business attorneys to join the Section membership to both create</p>	<p>Membership Committee</p>	

<p>the Section's diversity and better reflect our legal community.</p>	<p>and foster diversity by their presence and participation in Section Committees and projects.</p> <ul style="list-style-type: none"> i. Have members of the Business Law Section network at minority bar association events in order to recruit diverse attorneys and encourage their participation in Section activities. ii. Establish relationships with presidents of minority bar associations and encourage them to have their members to become active in Section activities. iii. Solicit input from minority bar associations regarding effective means for communicating opportunities to their membership. iv. Announce Section activities in the newsletters of minority bar associations, if acceptable to the relevant minority bar associations. <p>(b) Recruit diverse new attorneys through <u>Section's Scholars Program</u>.</p> <ul style="list-style-type: none"> i. Establish contacts at each law school (i.e. Dean, business law professor, or various minority law student associations such as the Black Law Students Association (BLSA), the Spanish Law Student Association (SLSA), the Hispanic Law Student Association (HLSA) the Asian American Law Student Association 	<p>Membership Committee</p>	
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	<p>(AALSA), etc.) to recruit diverse law students who have shown interest in business law through participation in clinics or through coursework.</p> <ul style="list-style-type: none"> ii. Send a request to various minority law student associations such as the Black Law Students Association (BLSA), the Spanish Law Student Association (SLSA), the Hispanic Law Student Association (HLSA), the Asian American Law Student Association (AALSA), etc to include Section events in their respective newsletters or announcements. iii. Develop application process and program to welcome diverse law students showing an interest in business law to attend the Section's Labor Day Retreat. Promote via the newsletter and over social media. <p>(c) Use the <u>Section's Fellowship Program</u> as a tool for increasing diversity.</p> <ul style="list-style-type: none"> i. The fellowship program is open to all lawyers who are members of the Section and (a) have been admitted to the bar for fewer than 10 years or (b) are younger than 36 years of age. Nevertheless, the program should have a strong focus on increasing the Section's diversity. ii. Through the fellowship program the Section should cultivate and develop diverse future leaders to continue the 	<p>Inclusion Mentoring Fellowships Committee</p>	
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	<p>strong presence of the Section as a leader in The Florida Bar.</p>		
<p>5. Implement tactics aimed specifically at retaining diverse attorneys</p>	<p>(a) Analyze existing policies and procedures for unintended and/or historic bias, including the committee appointment process.</p> <p>(b) Establish a Mentor program for young lawyers within the Business Law Section.</p> <ul style="list-style-type: none"> i. Mentors and mentees must set mutual expectations and be provided specific and regular opportunities to meet. ii. Mentors should be assigned carefully and special attention must be given to pairings containing diverse lawyers. iii. Encourage mentors to get mentees active in various Committee activities, publications, and programs. iv. Provide follow up as to mentor and mentee experience and interaction. <p>(c) Emphasize to Executive Council and Committee Chairs the importance of the Section's mentor program to the success of young lawyers in the Section and the Section's efforts to retain them.</p> <p>(d) Examine if mentor/mentee pairings are functioning as intended for diverse attorneys.</p> <p>(e) Encourage Section Leadership to assist diverse lawyers by providing feedback on projects and the diverse attorneys' activities within the Section.</p> <p>(f) Co-sponsor local minority networking series with minority bar associations and law firms.</p>	<p>Section Chair</p> <p>Inclusion Mentoring Fellowships Committee</p> <p>Section Chair</p> <p>Section Chair; Executive Council</p> <p>Membership Committee</p>	

<p>6. Cultivate and promote qualified diverse attorneys to leadership positions within the Section.</p>	<p>(a) Following the June Annual Meeting but before the Labor Day Retreat, conduct an orientation program or seminar that explains the activities of the Section, how to get involved within the Section, and the road to leadership within the Section.</p>	<p>Executive Committee; CLE Committee</p>	
<p>7. Establish accountability standards and measure progress.</p>	<p>(a) Establish annual budget to implement action steps for Strategic Diversity Plan and for events and programs recommended by the Inclusion Mentoring Fellowships Committee.</p> <p>(b) Identify diversity funding sources and grants to assist in diversity programming.</p> <p>(c) Identify at least one person to be responsible to the Section's leadership for carrying out the Section's commitment to diversity.</p> <p>(d) The Chair of the Inclusion Mentoring Fellowships Committee should serve on the Long Range Planning Committee.</p> <p>(e) The Executive Committee of the Executive Council, Membership Committee Chair, as well as the Chair of the Inclusion Mentoring Fellowships Committee should meet annually at the June Annual Convention Meeting to determine realistic annual membership targets and diversity goals.</p> <p>(f) Every three years, evaluate the Section's Strategic Diversity Plan.</p> <p>i. Assess which initiatives are working and which are not and determine why they are not working;</p>	<p>Executive Committee</p> <p>Inclusion Mentoring Fellowships Committee</p> <p>Section Chair</p> <p>Long Range Planning Committee</p> <p>Section Chair; Executive Committee; Long Range Planning Committee</p> <p>Section Chair; Inclusion Mentoring Fellowships Committee</p>	

	<p>incorporate new ideas; and respond to current conditions.</p> <p>ii. Report recommended changes to the Strategic Diversity Plan to the Executive Council.</p>		
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