



ILLINOIS STATE
BAR ASSOCIATION

Report and Recommendations

Task Force on Diversity

August 2009



“American justice has as one of its cornerstones that diversity is a benefit to our society. It gives us the tools necessary to build the best, whether that be government, schools, families, businesses or bar associations. For the path to the legal profession to be truly open, we need a strong pipeline that reaches down to the grade school level and beyond. I am proud to have been a small part in this groundswell effort to help our legal system find ways to make sure that the best and brightest, regardless of race, sex, creed, orientation or any other personal characteristic have a place.”

Irene Bahr

ISBA President 2006-2007



“As a practical matter, the system of justice must reflect the people it serves, or confidence in the rule of law is seriously undermined. But beyond that, increasing diversity in the legal profession, and creating more opportunity for people of diverse backgrounds, is simply the right thing to do. All American citizens have an inalienable right to be given the opportunity to rise to their greatest potential. I am extremely proud to be part of the effort to have the Illinois State Bar Association take this principle to heart and work together with the ABA and numerous others to improve access to, and increase diversity in, the profession.”

Joseph Bisceglia

ISBA President 2007-2008



“The legitimacy of the American justice system depends upon having a diverse pool of lawyers, judges, and lawmakers who represent and understand the needs of the nation’s diverse citizenry. The work of the ISBA’s Standing Committees and the Task Force on Diversity have been essential in making important inroads to broader diversity within the borders of our own state and charting a path for the legal profession as a whole. Perhaps Reverend Jeremiah Wright said it best at the Cook County Bar Association Installation that I attended as ISBA President when he advised, ‘You can’t be what you can’t see.’ The admonition seemed to make sense to me.”

Jack Carey,

ISBA President 2008-2009



“I am proud of the Illinois State Bar Association’s commitment to diversity. We place a high value on the full spectrum of perspectives, experiences, and visions that a diverse membership offers, and we have endeavored to create an environment where those differences are respected and can flourish. But as this report of the Task Force on Diversity has highlighted, there is still much that we can do to improve diversity, both within the ISBA and in the legal community as a whole. Accordingly, it is my privilege to begin implementing the thoughtful and creative proposals that the Task Force has developed.”

John O’Brien,

ISBA President 2009-2010



From the Chairs

We are pleased to present this report summarizing the work of the Task Force on Diversity. Established in 2007, the task force's mandate was to develop a diversity pipeline initiative and to evaluate how best to advance diversity within the ISBA and the legal profession overall. This focus led to the creation of a 100 Future Leaders Pipeline Project as well as the completion of the first ever statewide diversity survey, both of which are discussed in this report.

Of equal importance during the past two years were the task force's efforts to highlight the critical necessity of diversity in the judicial system, to raise awareness of diversity issues and concerns in the Illinois legal profession, and to promote attorneys from diverse backgrounds within the ISBA. Our report details a number of ways to advance these goals, including community outreach and collaborative activities with other legal organizations, the creation of the new ISBA diversity web page, the establishment of the ISBA diversity award, and continuation of the Diversity Matters newsletter.

The task force's accomplishments result from the hard work and dedication of an amazing group of attorneys with a shared vision of a more diversified legal profession. We would like to thank each member of the 2007-2009 Task Force on Diversity for their contributions and congratulate them on their achievements as detailed in this report.

From the beginning, the task force has enjoyed outstanding support from ISBA leadership as well as much needed guidance and direction from ISBA professionals. We remain forever grateful to Irene Bahr, Joe Bisceglia, Jack Carey and John O'Brien for their personal and professional support of the task force and its work. A very special thanks to the ISBA Executive Director Bob Craghead for his steadfast support and commitment in ensuring the task force's success and Staff Liaison Janet Sosin for her logistical support and organizational insights.

We hope that the task force's work will serve as another means to promote greater diversity within the Illinois legal profession, advance the interests of diverse groups within the ISBA and ensure that this bar association through its organization, leadership and resources remains a welcoming environment for all. We extend our heartfelt thanks and appreciation to everyone that contributed to the success of the 2007-2009 Task Force on Diversity.

It has been our distinct honor and privilege to serve as its chairs.

E. Lynn Grayson
2007-2008 Chair

Alice M. Noble-Allgire
2008-2009 Chair

cc: ISBA Board of Governors
ISBA Assembly
Task Force on Diversity

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Task Force on Diversity
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Executive Summary/Introduction

As lawyers, we recognize the critical importance of a fair and just judicial system. We also understand that the judicial system, in order to best serve the interests of all citizens, must reflect the diversity of the communities where we live and work. Without question, a strong correlation exists between the public perception of and respect for the judicial system and the diversity of judges, lawyers and other professionals in the courtroom.

With this insight, the Task Force on Diversity really resulted from a collective belief by ISBA leadership that: 1) more action had to be taken to increase diversity within the Illinois legal community; and, 2) the ISBA could serve as a much needed catalyst in promoting that positive change. Once appointed, the Task Force set out to make a difference in three key areas: encouraging more diverse students to career law as a career thereby improving the law school pipeline; evaluating how we as lawyers felt about our law practices and our role in the bar and communities where we live and work; and, developing an improved understanding of the ISBA including a limited diversity baseline. This emphasis resulted in the following accomplishments.

1. Completion of the first ever statewide diversity survey.
2. Completion of the first ever diversity survey within the ISBA including the Board of Governors, Assembly, committees and section councils and professional staff.
3. Launch of the first diversity website.
4. Continuation of the *Diversity Matters* newsletter.
5. Development of the Diversity Leadership Award recognizing significant contributions by individuals or organizations in advancing diversity.
6. Recommendation to establish a Diversity Leadership Program to increase diversity with the ISBA.
7. Creation of the Diversity Pipeline Project including the 100 Future Leaders Pipeline Project.
8. Reorganization of the diversity-related committees within the ISBA as well as the establishment of the Diversity Leadership Council to coordinate committee work and outreach efforts.

Each of these achievements and successes are discussed in greater detail below.

Genesis of the Task Force on Diversity

The Illinois State Bar Association has a long history of supporting diversity in the legal profession and has reinforced that commitment with several major undertakings during the past three years. These activities, discussed in greater detail below, will lay the groundwork for the ISBA's continuing efforts to improve diversity both within the organization and in the legal profession as a whole.

The ISBA moved the diversity agenda to the forefront of its activities in June 2006, when the ISBA's Board of Governors joined more than 70 other bar associations co-sponsoring a diversity resolution presented by the American Bar Association resolution.¹ "The legal profession faces no greater challenge in the 21st century than the critical need to diversify its ranks," ABA President Michael S. Greco observed in a 2005 ABA report. "A more diverse and representative legal profession will not only foster greater public confidence in the law, but even more fundamentally it will help to ensure fairness in our justice system."²

Focusing on the "Diversity Pipeline" (the educational path into the legal profession), the ABA resolution calls upon bar associations nationwide to work with educators to ensure that more students from diverse backgrounds pursue legal careers. As the ABA observed in a report accompanying the resolution: "The disparity between the minority representation in the legal profession and the minority representation in the United States population is considerable, and that gap continues to grow. . . . The pipeline into the profession must be strengthened and filled to diminish this disparity."³

At the request of 2006-2007 ISBA President Irene Bahr, the ISBA's Standing Committee on Minority and Women Participation immediately began exploring ways of implementing a pipeline initiative in Illinois. The ISBA hosted a Diversity Pipeline Roundtable in December 2006, bringing together more than 70 representatives from various constituencies throughout the state, including educators, legislators, bar leaders, social service providers, and representatives of existing diversity programs in Illinois. Bahr was joined at the Roundtable by the next three ISBA Presidents – Joseph Bisceglia (2007-2008), Jack Carey (2008-2009), and John O'Brien (2009-2010) – each of whom pledged their support to advance the ISBA's diversity agenda.

Following the Roundtable, Bisceglia appointed a Task Force on Diversity, chaired by Lynn Grayson, to identify ways that the ISBA can improve diversity on three fronts: (1) through the educational pipeline; (2) within the ISBA; and (3) in the legal profession statewide. During its first year, the Task Force gathered and evaluated information, but determined it needed more time to formulate and refine its recommendations. Accordingly, Carey reappointed the Task Force to complete its work in 2008-2009, with Alice Noble-Allgire as chair. The Task Force ultimately developed several proposals for better utilizing the ISBA's resources to pursue diversity goals.

¹American Bar Association, Presidential Advisory Council on Diversity in the Profession, Recommendation to the House of Delegates, available at <http://www.abanet.org/op/councilondiversity/resolution.pdf>.

² ABA Presidential Advisory Council on Diversity in the Profession, Embracing the Opportunities for Increasing Diversity into the Legal Profession: Collaborating to Expand the Pipeline 6 (2005), available at <http://www.abanet.org/op/pipelineconf/PipelinePostReport.pdf>.

³ http://www.abanet.org/op/councilondiversity/resltn_report_5-06.doc

A summary of the Task Force's various projects, proposals, and recommendations appears below.

A Diversity Action Plan

In its first year, the Task Force immediately gave prominence to the ISBA's diversity activities by conducting a statewide diversity survey, completing a diversity report card for the ISBA, creating a new diversity page on the ISBA's website and publishing a newsletter highlighting the work of all of the organization's diversity-related committees. By the end of its second year, the Task Force developed proposals to: increase diversity within the ISBA through a Diversity Leadership Program; increase diversity in the profession as a whole by developing Diversity Pipeline Partnerships; improve the efficiency of the ISBA's diversity activities by reorganizing and strengthening the diversity-related committee structure; and, recognize outstanding contributions to the diversity effort through a diversity award. These and other recommendations are discussed in more detail below.

Statewide Diversity Survey. An often repeated phrase is "what matters is measured" and "what is measured is achieved." In thinking early on about the work of the Task Force, we agreed that in order to evaluate our progress and accomplishments, we needed some starting point or baseline of diversity-related data. We hoped the work of the Task Force, coupled with ongoing diversity outreach activities, could make a difference in the Illinois legal community but in order to ascertain any change, we needed to be able to measure progress. This interest gave rise to the first ever statewide diversity survey.

The Task Force developed an electronic survey that could be distributed through and responded to via the internet. The survey addressed issues and concerns associated with law practice satisfaction and legal environments where we work. Specifically, the survey sought insight on the following key areas: quality of legal work; amount of client contact; collegiality of workplace culture; practice of law; office diversity; workplace sensitivity; and, legal profession diversity. Responses ranged from a score of 5 for "extremely satisfied" to 1 for "not satisfied."

Over 2,500 Illinois attorneys completed the survey. In evaluating the survey responses, the Task Force sought the assistance of Albert J. Klumpp, a research analyst in the Chicago office of McDermott Will & Emery LLP, who holds a PhD in public policy analysis and serves as a statistical advisor to the ISBA's Judicial Advisory Polls Committee. In June 2008, he submitted a brief report to the Task Force providing a demographic summary, an evaluation of the diversity-related responses and a chart detailing the response ratings overall. This report is included as Appendix 1.

Dr. Klumpp's evaluation of the survey data helps provide a meaningful baseline as to career satisfaction and diversity beliefs within the Illinois legal profession. While the survey has limitations, it provides a snapshot into the views and opinions of the Illinois attorneys responding. Of particular importance, Dr. Klumpp noted that the largest differences in any category were based upon ethnicity. Responses from minority attorneys were well below responses from non-minority attorneys as it related to satisfaction overall with diversity/sensitivity issues. A more thorough

discussion of the survey and related findings is detailed in Dr. Klumpp's article, The 2008 ISBA Diversity Survey, included as Appendix 2.

ISBA Diversity Report Card. Similar to the logic behind the statewide diversity survey discussed above, the Task Force wanted to establish a baseline for diversity within the ISBA leadership, committees/section councils and professional personnel. The report card, modeled after the ABA Goal IX Report Cards, supported the goal of “full and equal participation in the legal profession by minorities, women, persons with disabilities and persons of differing sexual orientations and gender identities.”

To that end, the ISBA report card examined the diversity of the ISBA Officers and Board of Governors, the ISBA Assembly, the ISBA Committees/Section Councils and the ISBA Professional Personnel. Each individual within these four categories was then identified as: male or female; African American; Hispanic; Asian or Pacific Island; Native American; Disabled; or, Gay, Lesbian, Bisexual or Transgendered.

The report card provides a brief summary showing that men attorneys hold about 68% of the leadership positions versus the approximately 32% held by women attorneys. The ISBA Professional Personnel revealed women held 54% of the leadership roles compared to 46% held by men. Diverse attorneys, as defined in the report card, held 4% to 7% of leadership positions overall within categories surveyed. The ISBA report card is included in Appendix 3.

Diversity Website. In conjunction with the revision and upgrade of the existing ISBA website, the Task Force recommended the incorporation of a diversity-focused web page as part of the restructuring. While a variety of diversity-related activities had been ongoing within the ISBA for years, there was no single source of background data, organizational information or practical insights about these efforts. The new web page will serve as an outstanding information resource whereby the ISBA will be able to communicate with its members and leaders, others in the legal profession and the public at large.

The key objectives for the newly created web page will be to: 1) maintain up-to-date information about what the ISBA has done and is doing to promote diversity; 2) serve as a database of publications, newsletters and other important documents related to ISBA diversity outreach; 3) highlight the work of the diversity-related committees as well as new initiatives discussed herein including the Diversity Leadership Program, 100 Future Leaders Pipeline Project and the Diversity Leadership Council; and 4) establish a forum wherein ISBA diversity-related work can be communicated to and shared with members, other bar associations, diversity organizations and the public.

The web page will be updated from time to time to reflect new activities ongoing within the ISBA. The web page currently provides an overview of the Task Force on Diversity, access to key diversity-related publications, the Diversity Matters newsletters and links to existing diversity-related committees. The web page soon will provide web access to this final report as well. A current view of the web page appears in Appendix 4.

Diversity Matters Newsletter. The *Diversity Matters* newsletter was launched in coordination with the kick off of the Task Force. While each of the diversity-related committees already published newsletters, the need was recognized to pull together news and information about diversity in the legal profession in a more general fashion and on a larger scale. The *Diversity Matters* newsletter is the only one that provides a year in review approach to diversity news -- both inside the ISBA and in the larger legal community. Published on an annual basis, copies of this newsletter are provided to all ISBA members attending the Annual Meeting each June, distributed electronically to ISBA members and posted on the diversity web page.

A priority for this newsletter is to specifically address issues, concerns and updates important to all affinity groups. The newsletter not only seeks to inform ISBA members about diversity-related activities within the bar association but also actively solicits articles on diversity topics including federal/state legislation, court cases, special community or other outreach efforts, important issues impacting diverse attorneys and legal pipeline activities.

In a subtle fashion, the *Diversity Matters* newsletter raises awareness of diversity issues within the ISBA each year as it is published and distributed statewide. The Task Force has recommended that this newsletter continue to be published with oversight from the Diversity Leadership Council.

Diversity Leadership Award. Yet another opportunity to celebrate diversity and recognize individuals and organizations that have advanced diversity within the legal profession is through the creation of the ISBA Diversity Leadership Award. As recommended by the Task Force, this award will recognize long standing, continuing and exceptional commitment by an individual or an organization to the critical importance of diversity within the Illinois legal community, its judiciary and within the ISBA. Recently approved by the ISBA Scope and Correlation Committee, the award may be provided to a lawyer, non-lawyer or organization. To qualify, a candidate shall have made significant contributions: to raise awareness of the importance of diversity to the legal profession; to create initiatives to expand diversity within the practice of law; or to advance a particular affinity group's interest within the legal community.

The Diversity Leadership Council shall evaluate nominations and select a recipient. After making its decision, the Council shall inform the ISBA Board of Governors. One award may be presented annually at the appropriate ISBA diversity luncheon, reception or other event.

As with all matters related to diversity within the ISBA, the concept of diversity shall be construed broadly to include race, gender, disability, sexual orientation or any other category of historically disadvantaged individuals. The ISBA Diversity Leadership Award proposal appears in Appendix 5.

Diversity Leadership Program. The Task Force created the blueprint for a new program to increase diversity in ISBA section councils, committees, and other leadership positions. Under the proposal, the ISBA would select five to ten lawyers each year as Leadership Fellows. Fellows would be appointed to the ISBA section council or committee of their choice, and each would be paired with an established member of the council/committee who would serve as the Fellow's mentor. The Fellows also would be invited to attend one or more leadership workshops in which

they would learn more about how the ISBA operates and how to be a successful leader, both within the ISBA and other settings. Subject to Board of Governors approval, the program is ready for implementation in 2010. An outline of the proposal appears in Appendix 6.

Diversity Pipeline Project. The Task Force's Diversity Pipeline Subcommittee spent its first year developing a proposal for a comprehensive, integrated, and institutionalized program to help students of diverse backgrounds traverse the educational pipeline into the legal profession. The plan proposed a 100 Future Leaders Pipeline Project that would combine several elements: (1) exposing elementary, junior high, and high school students to the law through the ISBA's law-related education program; (2) creating a summer law camp to expose students to a variety of lawyering activities and to educate them about how to prepare for college and law school; (3) outreach and support to students in college and law school through the ISBA's diversity-related committees and Young Lawyers Committee; and (4) developing a mentoring program for lawyers to help guide aspiring students through each step in the educational system.

The Subcommittee initially explored the possibility of creating a 501(c)(3) corporation to develop this program, but ultimately concluded that the creation of this new entity was not feasible at this time. Accordingly, during its second year, the Pipeline Subcommittee turned its attention to developing a plan to implement the Future Leaders Pipeline Project with existing ISBA resources and partnerships with existing organizations involved in pipeline activities. The Subcommittee ultimately drafted a proposal for a multi-year implementation schedule, beginning with a Lawyers in the Classroom component in 2009-2010 and preparations for a law camp in the summer of 2011 as part of a partnership with the Just the Beginning Foundation. The proposal is set forth in detail in Appendix 8.

Reorganization of Diversity-Related Committees. As the Task Force considered how the ISBA's diversity programs would be delivered, it discovered two deficiencies in the existing structure of the ISBA's diversity-related committees: (1) it did not provide adequate representation for some diversity-related constituencies; and (2) there was substantial overlap and inefficiency with respect to the constituencies that are represented. To remedy these deficiencies, the Task Force proposed a reorganization plan in which five standing committees and two section councils would represent the unique interests of distinct constituency groups within the ISBA, with an umbrella entity (the Diversity Leadership Council) carrying out the ISBA's broader diversity agenda.

Under the proposal, the Diversity Leadership Council would consist of the chair, vice chair, and immediate past-chair of the diversity-related committees. The Council would meet two to three times a year in pursuit of three main goals: (1) avoiding duplication of effort among the committees; (2) presenting the opportunity for synergies to emerge from the collective sharing of ideas; and (3) overseeing diversity outreach efforts that cut across all constituencies, such as the proposed Diversity Leadership Program, annual Diversity Award, regional Diversity receptions, Diversity CLE programming, the ISBA's Diversity Website, and the *Diversity Matters* Newsletter. The committees that comprise the council would include the Standing Committee on Women and the Law and the Standing Committee on Sexual Orientation and Gender Identity, as well as a Standing Committee on Racial and Ethnic Minorities (transformed from the current Standing Committee on Minority and Women Participation), a Standing Committee on Disability Law, and

a Diversity Pipeline Committee, as well as the Human Rights and International and Immigration Law Section Councils.

The proposal was approved by the ISBA's Scope and Correlation Committee in April 2009 and by the Board of Governors in May 2009. The restructuring plan is explained in further detail in two memos to the Scope and Correlation Committee, which appear in Appendix 7.

Other Recommendations. In addition to the activities discussed above, the Task Force recommends that the ISBA:

- Continue sponsoring regional diversity receptions at various locations around the state, inviting law students and non-ISBA lawyers, as well as current ISBA members. These receptions could be combined with a free CLE program and/or a workshop for law students, as the ISBA has offered during the past several years through the Standing Committees on Minority and Women Participation and Women and the Law.
- Develop other opportunities for networking among attorneys of diverse backgrounds.
- Develop regularly offered diversity-related CLE programming. Because diversity programming is not likely to be a high priority for some attorneys, the Task Force recommends that the ISBA consider partnering with the Illinois Supreme Court Commission on Professionalism or other groups or law firms to offer a free CLE program, similar to the free program on ethics offered by the Attorney Registration and Disciplinary Commission in 2008.
- Consider sponsoring an annual diversity luncheon, similar to the "Celebrating Women in the Legal Profession" luncheon organized by former ISBA President Irene Bahr in 2007.
- Promote ISBA recruitment through co-sponsorship of programs and similar partnering opportunities with other bar associations.
- Continue offering the "How to Run for ISBA Office" workshop each year as a way of encouraging more members to seek leadership positions and educating them about the process of doing so.
- Consider monitoring the ISBA's progress in improving diversity by periodically updating the statewide diversity survey and ISBA report card.

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APPENDIX

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Appendix 1

**REPORT TO THE TASK FORCE ON DIVERSITY,
ILLINOIS STATE BAR ASSOCIATION**

Albert J. Klumpp, PhD
June 24, 2008

Appendix 1

The following is my preliminary examination of the results of the ISBA's 2008 Diversity Survey. In preparing this document I was at somewhat of a disadvantage because I have not had the chance to discuss the survey at any meaningful length with the Diversity Task Force. This has left me a bit unsure as to just what this document should contain. Accordingly, I have limited it to a basic overview of the respondent demographics and the Question 10 and 11 responses, along with some tabular breakdowns that report the Question 10 and 11 responses for demographic subgroups.

The data set that I received contained a total of 3,068 responses. Before performing any analysis of the results I performed four necessary preparatory tasks on the data set. First, I removed 367 responses that did not provide answers to any of the ten parts of Question 10. Since Question 10 is the focus of the survey, they were of no substantive use. Second, I removed 105 law-student responses that indicated law school graduation dates of 2008 or later. Removing these two groups of responses left a final data set of 2,596 responses. Third, I cleaned up numerous typographical errors that would have complicated the grouping of responses if left uncorrected.

Finally, I created a county variable and filled it in based on the respondents' cities of practice. This took some work and was not a step that I expected would be necessary. If and when the survey is conducted again, the city-of-practice question should be replaced with a county-of-practice question. Not only would this be an improvement in terms of data organization and analysis, but it might also boost participation among ISBA members from smaller towns, since the requested location would be broader and less specific

DEMOGRAPHIC SUMMARY

Age / Law School Graduation Date

These two categories will inevitably be highly similar for grouping purposes. For this analysis I chose one—graduation date—and transformed it into a “years since law school graduation” variable. The variable breaks down as follows:

<u>Years since LS graduation</u>	<u>Count</u>	<u>Percentage</u>
1 – 5 years	507	19.7%
6 – 10 years	266	10.3%
11 – 15 years	334	13.0%
16 – 20 years	260	10.1%
21 – 25 years	283	11.0%
26 – 30 years	270	10.5%
31 – 35 years	318	12.4%
<u>36 years – plus</u>	<u>334</u>	<u>13.0%</u>
TOTAL	2572	100.0%

Note: 24 attorneys did not respond.

Appendix 1

Gender

Of the 2563 who responded, 1555 (60.7%) are male and 1008 (39.3%) are female. 33 did not respond.

Sexual Orientation

Of the 1715 who responded, 108 (6.3%) place themselves in one or more of the LGBT categories. 881 did not respond. 52 of the 108 are gay, 29 are lesbian, and the remaining 27 either are in one of the other two categories or else chose multiple categories.

Ethnicity

<u>Ethnicity</u>	<u>Count</u>	<u>Percentage</u>
Caucasian	2107	82.6%
African-American	130	5.1%
Asian / Pacific Islander	106	4.2%
Hispanic	82	3.2%
Native American	11	0.4%
Middle Eastern	4	0.2%
Multiracial	111	4.4%
TOTAL	2551	100.0%

Note: 45 attorneys did not respond.

The Middle Eastern category was added while the survey was being conducted, and therefore is likely incomplete.

Disability

33 respondents identified themselves as being disabled. This is a very small group. Moreover, several of the responses indicating disability also included odd response patterns to other questions, odd enough to suspect that they resulted either from computer error or individuals giving phony answers. I did not delete those responses since I cannot be certain of this and since their overall impact on such a large data set is negligible. But my point here is that the disability response is simply not substantial enough for quantitative analysis.

Location of Practice

Of the 2551 respondents who provided a state-level location, 2327 (91.2%) are in Illinois. Among the other 224, the most-mentioned locations are Missouri (83 respondents), Iowa (18), Washington DC (16), Indiana (12), Michigan (11), and Wisconsin (11). The remaining 73 were scattered across thirty other states, with a few foreign countries or multiple practice locations reported. Within Illinois, the distribution among counties is as follows:

Appendix 1

Illinois County	Count	Percentage
Cook - Chicago	1000	43.3%
Cook - Suburban	195	8.4%
DuPage	137	5.9%
Sangamon	88	3.8%
Lake	76	3.3%
Champaign	68	2.9%
Kane	64	2.8%
Peoria	62	2.7%
Madison	59	2.6%
Will	56	2.4%
McLean	55	2.4%
St. Clair	48	2.1%
Jackson	44	1.9%
Rock Island	43	1.9%
Winnebago	43	1.9%
McHenry	25	1.1%
Macon	22	1.0%
Other (59)	227	9.8%
TOTAL	2312	100.0%

Note: 15 Illinois attorneys did not respond.

In total, just over two-thirds of the responses (67.2%) are from the six-county Chicago area. A total of 75 counties were represented by at least one response. For analysis purposes I decided to group the counties into Chicago (1000 responses), Chicago suburbs (553), “medium” counties (532) and “small” counties (227). The “medium” category consists of the ten non-Chicago area counties named in the above table.

Size of Practice

Number of Attorneys	Count	Percentage
1	633	25.2%
2 – 5	612	24.4%
6 – 20	477	19.0%
21 – 50	240	9.6%
51 – 100	109	4.3%
101 – 250	139	5.5%
251 – 500	133	5.3%
501 – 1000	85	3.4%
1001 – plus	84	3.3%
TOTAL	2512	100.0%

Note: 84 attorneys did not respond or indicated being retired.

Appendix 1

Primary Area of Practice

This category was so broadly dispersed that it was of no practical use, at least not in its present form. More than one-third of the respondents reported either a practice area that was not among the 21 choices offered or else reported multiple primary practice areas. In total more than 500 different answers were provided.

If the task force has a particular interest in this category, then a good deal of cleaning-up will have to be done in order to consolidate the responses into a smaller number of meaningful categories. I stress “meaningful” here, because it is not clear to me that there is a useful distinction between some of the choices offered.

Compensation

<u>Number of Attorneys</u>	<u>Count</u>	<u>Percentage</u>
\$0 – \$30k	169	8.0%
\$30.001k – \$50k	232	11.0%
\$50.001k – \$100k	673	31.9%
\$100.001k – \$250k	769	36.5%
\$250.001k – \$500k	199	9.4%
more than \$500k	65	3.1%
TOTAL	2107	100.0%

Note: 489 attorneys did not respond.

OVERVIEW OF QUESTIONS 10 AND 11

The table on the following page summarizes the overall response to Questions 10 and 11. The results are straightforward and do not require any comment or explanation from me.

I do, however, need to mention one issue that should be kept in mind if the survey is repeated in the future. In examining the statistical correlations between pairs of categories in Question 10, it is clear that there are two instances of redundancy in the categories. One involves the “diversity of office” and “diversity of retention in workplace” categories. The correlation between responses to the two categories is so high that there is no basis for having both of them in the survey. The same is true for the “diversity in city” and “diversity in county” categories. Therefore, I would strongly recommend removing one or the other in both pairs. I would choose to remove “diversity of retention in workplace” and “diversity in city,” the former because of awkwardness in phrasing and the latter for asking about an unnecessarily small geographical unit. These two categories offer no unique insights and for parsimony reasons the survey is better off without them.

Appendix 1

Summary of Question 10 and 11 Responses

SATISFACTION WITH:	Number of responses	1	2	3	4	5	Mean score	Number of non-responses
Quality of Legal Work	2544 100%	90 4%	352 14%	869 34%	872 34%	361 14%	3.42	52
Amount of client contact	2523 100%	103 4%	220 9%	820 33%	829 33%	551 22%	3.60	73
Collegiality of workplace culture	2541 100%	134 5%	268 11%	571 22%	855 34%	713 28%	3.69	55
Practice of law	2562 100%	190 7%	498 19%	759 30%	728 28%	387 15%	3.24	34
Diversity of office	2484 100%	269 11%	380 15%	882 36%	537 22%	416 17%	3.18	112
Diversity retention in workplace	2459 100%	291 12%	338 14%	917 37%	525 21%	388 16%	3.16	137
Sensitivity in workplace	2485 100%	169 7%	299 12%	795 32%	716 29%	506 20%	3.44	111
Diversity of legal profession in city	2520 100%	392 16%	566 22%	934 37%	410 16%	218 9%	2.80	76
Diversity of legal profession in county	2530 100%	423 17%	593 23%	921 36%	387 15%	206 8%	2.75	66
Diversity of legal profession in state	2488 100%	325 13%	548 22%	1035 42%	383 15%	197 8%	2.83	108
Likelihood will stay with employer for two years	2564 100%	244 10%	239 9%	468 18%	509 20%	1104 43%	3.78	32

SUBGROUP RESPONSES TO QUESTIONS 10 AND 11

The final page of this document presents breakdowns of the Question 10 and 11 responses by demographic subgroup. For some of the demographic categories I combined small subgroups into larger ones, either to eliminate impractically small subgroups or else simply for conciseness. Otherwise the page is self-explanatory.

Beyond this basic table, a substantial amount of additional analysis could be performed. Subgroups could be examined by secondary demographics (such as, for instance, comparing male and female responses by location or age), and statistical testing could be performed where apparent differences in scores exist, to evaluate the differences for statistical significance. However, this obviously would require additional time and effort, and to reiterate, I know little of the task force's plans or intentions regarding the survey results.

Hopefully this document will prove sufficient as a preliminary analysis. Feel free to contact me at aklump@mwe.com or at albertk999@yahoo.com if there are any questions.

Appendix 1

Breakdown of Question 10 and 11 Responses

Subgroup	Count	Quality of legal work	Amount of client contact	Workplace collegiality	Practice of law	Diversity of office	Sensitivity in workplace	Diversity of legal prof in county	Diversity of legal prof in state	Will be at job in two years?
Female	1008	3.41	3.52	3.58	3.16	2.87	3.15	2.39	2.48	3.57
Male	1555	3.42	3.64	3.76	3.29	3.38	3.62	2.97	3.05	3.91
1-10	772	3.32	3.34	3.65	3.12	2.94	3.27	2.57	2.68	3.22
11-20	595	3.46	3.69	3.70	3.18	3.15	3.37	2.67	2.78	3.89
21-30	553	3.38	3.65	3.61	3.25	3.20	3.43	2.78	2.83	4.14
31-plus	652	3.54	3.78	3.78	3.45	3.49	3.71	3.00	3.06	4.01
LGBT	108	3.39	3.50	3.49	3.06	3.08	3.39	2.51	2.47	3.46
Straight	1607	3.39	3.60	3.68	3.21	3.15	3.42	2.72	2.83	3.76
African American	130	3.12	3.30	3.39	3.05	2.37	2.77	1.71	1.85	3.09
Asian / Pac Isl	106	3.57	3.57	3.70	3.13	2.49	2.85	2.03	2.07	3.15
Hispanic	82	3.43	3.57	3.70	3.24	3.12	3.34	2.15	2.17	3.55
All minority	444	3.35	3.49	3.56	3.14	2.80	3.06	2.16	2.22	3.30
Caucasian	2107	3.43	3.62	3.71	3.26	3.25	3.51	2.86	2.95	3.87
Solo Practitioner	633	3.12	3.40	3.51	3.15	3.52	3.70	2.85	2.91	3.99
2 to 5	612	3.41	3.65	3.77	3.24	3.41	3.61	2.85	2.99	3.93
6 to 20	477	3.49	3.70	3.80	3.28	3.21	3.43	2.88	2.99	3.70
21 to 100	349	3.63	3.75	3.68	3.30	2.80	3.22	2.52	2.62	3.56
more than 100	441	3.62	3.64	3.69	3.33	2.75	3.11	2.57	2.56	3.57
Chicago	1000	3.46	3.64	3.65	3.19	3.04	3.29	2.68	2.60	3.59
suburbs	553	3.32	3.49	3.69	3.25	3.32	3.59	2.87	3.01	3.83
medium	532	3.44	3.58	3.71	3.27	3.14	3.49	2.60	2.84	3.96
small	227	3.33	3.60	3.74	3.28	3.60	3.68	3.02	3.24	4.19
\$0k - \$50k	401	2.97	3.21	3.59	2.97	3.30	3.48	2.65	2.77	3.38
\$51k - \$100k	673	3.30	3.42	3.59	3.12	3.19	3.43	2.76	2.86	3.73
\$101k - \$250k	769	3.54	3.72	3.70	3.33	3.06	3.37	2.72	2.79	3.95
\$251k - plus	264	3.83	4.12	3.86	3.49	3.10	3.48	2.80	2.85	4.09

THE 2008 ISBA DIVERSITY SURVEY

Introduction

Last spring more than 2,500 ISBA members participated in a survey conducted by the ISBA's Task Force on Diversity. The Task Force, a subgroup of the Committee on Minority and Women Representation, undertook the survey to gauge members' levels of satisfaction with various aspects of both their own legal careers and the environment in which they practice.

The survey was conducted on an open basis over the Internet, and so was not "scientific" in the sense of having a strictly controlled sample. Nevertheless, because of the large number of responses, the results do provide useful insight into the current opinions of the Illinois legal community regarding the issues covered therein.

Following the survey's completion I performed an initial review of the results and provided a summary report to the Task Force. Since then I have examined the results in more depth, particularly in terms of demographic subgroups. The following is a summary of the survey results and the main findings from my analysis.

Survey and Response Overview

The core of the survey asked respondents to rate their satisfaction levels with the following aspects of their careers and practice environment:

- Quality of legal work
- Amount of client contact
- Collegiality of workplace culture
- Practice of law
- Diversity of office
- Sensitivity in Workplace
- Diversity of legal profession in county
- Diversity of legal profession in state

Ratings were given on a five-point scale, with a score of 5 for "extremely satisfied" and 1 for "not satisfied." (Two additional questions were included, but their response patterns were nearly identical to those of questions in the above group. So they are excluded here.)

After receiving the data set I removed responses that were incomplete or unanalyzable. I also removed 105 responses from law students, so that the analysis would be performed on practicing attorneys only. The remaining data set contains a total of 2,596 completed responses.

Table 1 reports the response percentages and mean scores for the eight core questions. For the most part the figures are self-explanatory. Average scores on six of the eight questions exceeded the 3.00 "satisfied" level and in some cases were considerably higher, with only small percentages of respondents indicating partial or complete dissatisfaction. These scores are not surprising considering that the respondents not only are practicing attorneys, but possess the level of commitment to their profession to have joined a major bar association.

Table 1. Summary of Responses to Core Questions

SATISFACTION WITH:	Not Satisfied 1	Somewhat Satisfied 2	Satisfied 3	Very Satisfied 4	Extremely Satisfied 5	Mean score
Quality of Legal Work	4%	14%	34%	34%	14%	3.42
Amount of client contact	4%	9%	33%	33%	22%	3.60
Collegiality of workplace culture	5%	11%	22%	34%	28%	3.69
Practice of law	7%	19%	30%	28%	15%	3.24
Diversity of office	11%	15%	36%	22%	17%	3.18
Sensitivity in workplace	7%	12%	32%	29%	20%	3.44
Diversity of legal profession in county	17%	23%	36%	15%	8%	2.75
Diversity of legal profession in state	13%	22%	42%	15%	8%	2.83

Not all of the scores were high, though. The county-diversity and state-diversity scores averaged below the 3.00 level, with more than one-third of respondents expressing partial or complete dissatisfaction. Interestingly, respondents gave significantly higher scores to the diversity levels in their own offices than to those of their counties or the state. This pattern held true for respondents in all parts of Illinois. It suggests at least the possibility of a degree of misperception--specifically, either that diversity levels in the larger community are slightly better than respondents perceive them to be, or else that respondents evaluated their own workplaces too leniently.

Demographic Categories and Subgroups

In addition to the core questions, the survey also included a group of demographic questions. Based on the responses to these questions I was able to define seven useful demographic categories and to subdivide the survey responses into suitable subgroups within each category. Table 2 reports the numbers and percentages of respondents in these categories and subgroups.

Are the percentages representative of the Illinois legal community? Given the open-participation format of the survey, this is an important question because of the potential for a disproportionate response from some subgroups. Based on available information, the survey's respondents were comparatively younger and included a somewhat larger proportion of females. However, these differences were not large enough to cause any significant distortions in the overall summary scores.

Table 2. Demographic Breakdown of Respondents

Female	39%
Male	61%
1-10 years in practice	30%
11-20 years in practice	23%
21-30 years in practice	22%
31-plus years in practice	25%
LGBT	6%
Straight	94%
African-American	5%
Asian/Pacific Islander	4%
Hispanic	3%
Other minority	1%
Multiracial	4%
All minority	17%
Caucasian	83%
Solo Practitioner	25%
Firm size 2-5 attys	24%
Firm size 6-20 attys	19%
Firm size 21-100 attys	14%
Firm size 101-plus attys	18%
Chicago	39%
Suburban counties*	22%
Medium-sized counties*	21%
Small counties*	9%
Other/multiple states	9%
Income \$0-\$50k	19%
Income \$51k-\$100k	32%
Income \$101k-\$250k	36%
Income \$251k-plus	13%

* - "Suburban counties" includes DuPage, Kane, Lake, McHenry, Will, and non-Chicago Cook. "Medium-sized counties" includes Champaign, Jackson, Macon, Madison, McLean, Peoria, Rock Island, St. Clair, Sangamon, and Winnebago. "Small counties" includes all other Illinois counties.

Differences in Scoring Among Demographic Subgroups

For each subgroup I calculated a set of average scores on the eight core questions. In examining these score sets, meaningful information emerged from all seven categories.

--Males and females gave similar answers to the first four questions, those dealing with general characteristics of practice. On the four diversity/sensitivity questions, though, females gave significantly lower scores, averaging a half-point below those of males.

--A similar pattern was present based on location; lawyers throughout the state gave similar responses to the four general-practice questions, but on the diversity/sensitivity questions there were consistent differences. Chicago lawyers were the least satisfied, followed in increasing order by lawyers in the "medium" counties and lawyers in the Chicago suburbs, with the "small" county group the most satisfied.

--The income category showed the opposite pattern. Diversity/sensitivity ratings were consistent throughout income subgroups, but on the general-practice questions there were substantial differences. Higher incomes were strongly connected with higher levels of satisfaction, particularly in the areas of quality of legal work and client contact (the scores of the highest group were nearly one full point above those of the lowest).

--Older lawyers gave consistently higher scores on all eight questions than did younger lawyers. This pattern was not as substantial on the general-practice questions, but scores on the diversity/sensitivity questions averaged roughly a half-point higher for lawyers in practice for more than thirty years than for those in practice for ten years or less.

--The largest differences in any category were based on ethnicity. Minority and non-minority scores on the general-practice questions were not substantively different, but minority scores on the diversity/sensitivity questions were well below non-minority scores. Among minority groups, the African-American group gave the lowest scores on all four questions, averaging as low as 1.71 and 1.85 for the diversity-of-county and diversity-of-state questions, respectively.

--The smallest differences were in the sexual orientation category. Average scores in the lesbian/gay/bisexual/transgender subgroup were nearly all within one or two tenths of those of the straight subgroup.

--Finally, an interesting pattern emerged in terms of size of practice. On the general-practice questions there were small but definite increases in scores as firm size increased. But on the diversity/sensitivity questions, larger firms were associated with lower scores.

Some of these results, of course, are intertwined. For instance, two-thirds of the minority responses came from Chicago. While minority scores on the diversity/sensitivity questions were low throughout the state, the concentration of minority respondents in Chicago was the factor responsible for the low overall diversity/sensitivity scores in the Chicago subgroup.

Conclusion

These findings not only provide a revealing snapshot of ISBA member opinion but also will be of value in the future. This is because the Task Force intends for this survey's results to be used as a baseline against which future survey results will be compared. I have suggested refinements in the survey questions and procedures that will build on this initial survey and enhance its clarity and usefulness. Hopefully the survey will prove to be a productive and worthwhile tool in furthering the ISBA's diversity goals, both today and over the long term.

Albert J. Klumpp is a research analyst in the Chicago office of McDermott Will & Emery LLP. He holds a PhD in public policy analysis, and serves as statistical advisor to the ISBA's Judicial Advisory Polls Committee. He can be contacted at aklumpp@mwe.com.

ISBA Diversity Report Card**2007-2008****I. ISBA Officers and Board of Governors**

<u>Total Members</u>	<u>Male</u>	<u>Female</u>	<u>African American</u>	<u>Hispanic</u>	<u>Asian or Pacific Island</u>	<u>Native American</u>	<u>Disabled</u>	<u>Gay, Lesbian, Bisexual or Transgendered</u>
25	17	8	0	0	0	0	0	1

II. ISBA Assembly

<u>Total Members</u>	<u>Male</u>	<u>Female</u>	<u>African American</u>	<u>Hispanic</u>	<u>Asian or Pacific Island</u>	<u>Native American</u>	<u>Disabled</u>	<u>Gay, Lesbian, Bisexual or Transgendered</u>
205	138	67	6	2	1	0	0	5

III. ISBA Committee/Section Councils


<u>Total Members</u>	<u>Male</u>	<u>Female</u>	<u>African American</u>	<u>Hispanic</u>	<u>Asian or Pacific Island</u>	<u>Native American</u>	<u>Disabled</u>	<u>Gay, Lesbian, Bisexual or Transgendered</u>
1472	1009	463	40	12	4	2	4	21

IV. ISBA Professional Personnel

<u>Total Members</u>	<u>Male</u>	<u>Female</u>	<u>African American</u>	<u>Hispanic</u>	<u>Asian or Pacific Island</u>	<u>Native American</u>	<u>Disabled</u>	<u>Gay, Lesbian, Bisexual or Transgendered</u>
28	13	15	1	0	1	0	0	0


V. 2007-2008 Diversity Survey Results Summary

	<u>Male</u>	<u>Female</u>	<u>Diverse Attorney/Personnel</u>
A. ISBA Officers and Board of Governors (25)	68%	32%	4%
B. ISBA Assembly (205)	67%	33%	6%
C. ISBA Committee/Section Councils (1472)	68%	32%	6%
D. ISBA Professional Personnel (28)	46%	54%	7%



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Task Force on Diversity

ISBA President Joe Bisceglia established the task force to continue ongoing pipeline initiatives and to focus on efforts to further diversity within the ISBA and the Illinois legal profession overall. To that end, President Bisceglia pulled together an amazing group of attorneys that shared his vision of a more diversified legal profession and tasked them to evaluate how best to progress diversity within the Illinois bar.


To accomplish this mission, the task force was organized into three working subcommittees, each with its own mission:


1. **Diversity Pipeline Subcommittee** -- support improved educational opportunities for diversity students and encourage all efforts for diversity students to enter the legal profession;
2. **Illinois Legal Profession Subcommittee** -- promote greater diversity within the Illinois legal community including support of the Commission on Professionalism of the Illinois Supreme Court and overall raise awareness of the critical importance of diversity within the legal profession; and,
3. **ISBA Subcommittee** -- increase the participation, leadership and membership ranks of diversity attorneys within the ISBA.

In 2007-2008, the key accomplishments of these subcommittees included the development of a pipeline "100 future leaders" proposal, the completion of a statewide diversity survey and the creation of the first "ISBA report card" detailing diversity statistics on the organization's appointments, leadership and professional staff.

President Jack Carey reappointed the task force so that its work may continue in 2008-2009.

Publications

[2007-2008 Interim Report on Task Force Work](#) 

[Diversity Pipeline Project](#) 

Diversity Matters Newsletter

- ◆ [June 2008](#)
- ◆ [June 2007](#)

Related Committees


[Standing Committee on Minority and Women Participation](#)

[Standing Committee on Sexual Orientation and Gender Identity](#)

[Standing Committee on Women and the Law](#)

Leadership

[Committee Roster](#)

[2008 Report to Assembly](#) 

Illinois State Bar Association Diversity Leadership Award

The Diversity Leadership Award recognizes long standing, continuing and exceptional commitment by an individual or an organization to the critical importance of diversity within the Illinois legal community, its judiciary and within the Illinois State Bar Association. The following are suggested guidelines for selection of the recipient and presentation of the award:

A. Selection of the Recipient

1. The recipient shall be selected by the ISBA's Diversity Leadership Council.
2. The recipient may be a lawyer or nonlawyer or an organization of lawyers, nonlawyers or a combination of both.
3. To qualify, the individual or organization shall have made significant contributions to the advancement of diversity within the Illinois legal community, its judiciary and/or the ISBA. Diversity shall be construed broadly to include race, gender, disability, sexual orientation or any other category of historically disadvantaged individuals.
4. The Diversity Leadership Council may consider an individual's or organization's: efforts to raise awareness of the importance of diversity to the legal profession; development of or participation in any innovative or meaningful initiatives or programs related to improving diversity within the legal profession; demonstrated commitment to diversity beyond the ISBA; or, exceptional support in advancing a particular affinity group's interests within the Illinois legal profession.

B. Award Nomination and Presentation

1. One award may be presented annually in the manner and place determined by the Diversity Leadership Council. If possible, the award shall be presented at the annual ISBA diversity luncheon, reception or other event.
2. The Diversity Leadership Council shall seek nominations from all possible sources. Award nominations shall be in writing and submitted to the Council, as requested. Only ISBA members can nominate an individual or organization for this award.
3. The Diversity Leadership Council may develop a form to be used in recommending possible nominees for this award.
4. The award shall be given only when it is demonstrated that there is a worthy, qualified recipient.
5. The Diversity Leadership Council shall inform the Board of Governors of its selection of an award recipient, including a brief summary of the recipient's qualifications.

Appendix 5

The award shall be a plaque to be designed by the Diversity Leadership Council in cooperation with the ISBA Executive Director and presented by the ISBA president.

Proposal for ISBA Diversity Leadership Program

The Task Force on Diversity approved the following proposal in concept, with the recommendation that details be worked out and approval sought for its implementation by the Diversity Leadership Council in 2009-2010 (subject to the Board of Governors approval of the restructuring proposal to create the Diversity Leadership Council).

Goals: To increase diversity in the membership of ISBA section councils, committees, and other leadership positions; to educate young lawyers about the work, structure, and policies of the ISBA; and ultimately to develop a diverse group of future leaders of the organization.

Proposal: Create an ongoing, three-year Leadership Program that utilizes existing ISBA resources as follows:

- Choose 5 to 10 new Leadership Fellows each year
 - Selection would be through application (and/or nominations?)
 - Ensure this is a diverse group (including men and women, lawyers with disabilities, lawyers of a variety of racial/ethnic groups and sexual orientation/gender identity)
 - Consider whether/how to reach out to lawyers who are from underrepresented groups but not currently ISBA members; offer discounted year of ISBA membership?
- Assign each Fellow to a section council/committee for a year
 - Pair with a Leadership mentor on that section council/committee
 - Fellow would be a full member of the committee/section council with full voting rights
- Begin Service with a Leadership Training Workshop
 - Give Fellows an overview of how the ISBA operates
 - Discuss attributes of success – ability to communicate; willingness to accept and deliver upon ISBA commitments; networking/connecting within the ISBA, etc.
- Assign Fellows to different section council/committees (and Leadership mentors) in the following two years, giving Fellows wider experience within the ISBA.
- At the end of the three-year program, encourage Fellows to continue ISBA service by self-nominating to section councils/committees and/or running for the Assembly and/or Board of Governors.

QUESTIONS to consider: Is it appropriate to target young lawyers, or should the program also seek seasoned attorneys who are currently active in other bar associations? Does one year on three different committees make sense (giving broader exposure to different types of ISBA work)? Or would it be better to make this a two-year program and have Fellows serve both years on one committee to really get immersed in that committee's work?



Memo to: Scope & Correlation Committee
From: Task Force on Diversity
Date: February 19, 2009
Re: Proposed Restructuring of Diversity-Related Committees

As part of its review of the ISBA's diversity efforts, the Task Force on Diversity analyzed the framework of the ISBA's diversity-related committees to determine whether they are appropriately structured to foster the ISBA's diversity goals. This analysis revealed two deficits in the current structure: (1) it does not provide adequate representation for some diversity-related constituencies; and (2) there is substantial overlap and inefficiency with respect to the constituencies that are represented. Accordingly, we propose that the Scope and Correlation Committee approve a restructuring of these committees, as outlined in further detail below.

Current structure. The ISBA's diversity efforts are currently carried out by three Standing Committees (Women and the Law; Sexual Orientation and Gender Identity; and Minority and Women Participation), as augmented during the past two years by the Task Force on Diversity.

The first two committees (Women and the Law and SOGI) have distinct and complementary missions, each serving its particular constituency by (1) studying the law as it relates to its constituency; (2) promoting the interests of that constituency through education, legislation, advocacy, and other actions; and (3) furthering the professional development of its constituents within the ISBA and the legal profession. The scope of the MWP Committee is less distinct. The MWP Committee initially focused upon "participation" issues (i.e., the third of the three activities listed above for the other two committees). Over time, however, the MWP Committee has enlarged its scope to include substantive matters that relate to women and minorities (e.g., "[m]onitoring and commenting on proposed legislation, administrative rules, and judicial decisions that uniquely affect minorities and/or women" and "[g]athering and centralizing resources on other issues impacting minorities and women and serving as a voice to the ISBA, the legal profession, and society at large on those issues.") As a result, the MWP Committee now offers substantive representation to a minority constituency similar to what Women and the Law and SOGI offer their constituencies. Because it tries to serve two constituencies at once, however, the MWP Committee's work substantially overlaps the mission of the Women and the Law Committee and offers only limited time to concentrate on minority issues.

The Task Force also noted that the current committee structure does not provide adequate representation for lawyers and others with disabilities. Although the ISBA once had a committee dedicated to this constituency in the early years of the Americans with Disabilities Act, that committee disbanded because it was perceived that there was insufficient work to justify a

continuing presence. The Task Force has discovered, however, that there are ISBA members who would like to see disability issues included under our diversity mantle.

The final diversity-related committee, the Task Force on Diversity, was created in 2007 by then-President Joseph Bisceglia to implement the recommendations from the ISBA's Diversity Pipeline Roundtable and to pursue other actions to promote greater diversity in the Illinois legal community statewide and within the ISBA. The Task Force's work overlaps the "participation" component of the MWP Committee, but extends it to a broader range of constituencies.

Proposed restructuring. To streamline the ISBA's diversity efforts, the Task Force proposes that the ISBA restructure its diversity-related committees as follows (and as illustrated in the accompanying organizational chart):

(1) Restructure the MWP Committee as a Standing Committee on Racial and Ethnic Minorities and create a Standing Committee on Disability Law. These committees would mirror and complement Women and the Law and SOGI, with all four committees offering targeted representation and programming for their respective constituencies.

(2) Create a Diversity Pipeline Committee with the sole mission of coordinating the activities of the ISBA's pipeline program.

(3) Establish an umbrella group – a Diversity Leadership Council – consisting of the Immediate Past Chair (Ex-Officio) and Vice Chairs of the five diversity-related committees mentioned above and of the Human Rights Section Council and International Law and Immigration Section Council. The Diversity Leadership Council chair would be selected from, and rotate among, the past chairs of the relevant groups.

The Diversity Leadership Council would bring together the leadership of the various diversity-related committees and section councils two to three times a year to accomplish three main goals: (1) avoiding duplication of effort among the committees; (2) presenting the opportunity for synergies to emerge from the collective sharing of ideas; and (3) overseeing diversity outreach efforts that cut across all constituencies. Tasks that fall under the latter category would include: the proposed Diversity Leadership Institute, the proposed Annual Diversity Luncheon, the proposed annual Diversity Award, Regional Diversity CLE receptions, Diversity CLE programming, the ISBA's Diversity Website, the Diversity Matters Newsletter, and periodic diversity surveys to monitor the progress of the ISBA's diversity efforts.

Proposed scope statements for each of these new and restructured committees are attached to this memo. For comparison purposes, the current scope statements for the existing diversity-related committees are also attached.

Budgetary impact. This restructuring plan can be accomplished without any increase in the total number of committee members who are currently assigned to diversity-related committees. The Task Force proposes that Women and the Law and SOGI retain their current membership numbers at 21 and 15, respectively. To fill out the new and restructured committees, the Task Force proposes that the current membership of the MWP Committee and the Diversity Task Force (18 and 28, respectively) be divided among the Racial and Ethnic Minorities, Disability

Appendix 7

Law, and Diversity Pipeline Committees. [Because the Disability Law constituency is smaller, it was suggested that its committee could be somewhat smaller than the two others.] The Diversity Leadership Council would not require any new members, but instead would rely upon the past-chairs, vice chairs (and perhaps chairs?) of all of the diversity-related committees to collectively carry out the Diversity Leadership Council's assigned tasks.

Proposed Scope Statements for New/Revised Standing Committees

Diversity Leadership Council

To foster communication and coordination between the ISBA's diversity-related committees and section councils (including the Standing Committees on Women and the Law, Racial and Ethnic Minorities and the Law, Sexual Orientation and Gender Identity, Disability Law, and the Diversity Pipeline Program, as well as the Human Rights Section Council and the International Law and Immigration Section Council);

To coordinate the ISBA's diversity outreach efforts, which would include such projects as: the Diversity Leadership Institute; Diversity CLE programs; Regional Diversity receptions; annual Diversity Award; Annual Diversity Luncheon; the ISBA's Diversity Website; the Diversity Matters Newsletter; and periodic diversity surveys.

Standing Committee on Disability Law

To educate attorneys, judges, and members of the public about the law as it relates to persons with disabilities, including anti-discrimination, public benefits, and insurance law;

To promote fair and equal treatment of persons with disabilities by monitoring and proposing legislation and providing a forum for education and advocacy; and

To further the professional development and inclusion of attorneys and law students with disabilities, as well as practitioners who serve clients with disabilities by creating programming and other resources to support their professional needs.

Standing Committee on Racial and Ethnic Minorities

To educate attorneys, judges, and members of the public about the law as it relates to racial and ethnic minority groups;

To monitor and comment upon proposed legislation, administrative rules, and judicial decisions that uniquely affect racial and ethnic minority groups;

To gather and centralize resources on other issues impacting racial and ethnic minorities, and to serve as a voice to the ISBA, the legal profession, and society at large on those issues; and

To further the professional development and inclusion of minority attorneys and law students, as well as practitioners who serve minority clients, by creating programming and other resources to support their professional needs.

Diversity Pipeline Committee

To increase the diversity of the legal community by:

Exposing elementary and secondary school students of diverse backgrounds to the law and legal careers;

Mentoring students as they progress through the educational pipeline to ensure that they are preparing themselves well for law school and practice; and

Identifying financial and other resources to assist students from under-represented populations with their educational needs.

Current Scope Statements of Existing Diversity-Related Committees

Standing Committee on Women and the Law

To study and to focus on areas of law uniquely affecting women;
Assess, design, and implement programs designed to satisfy women's unmet legal needs;
Study and recommend legislation uniquely affecting women;
Provide a forum for action relating to women's issues; and,
Explore ways to encourage women in their involvement in the legal community at all levels.

Standing Committee on Sexual Orientation and Gender Identity

To educate attorneys, judges, the Association, and members of the general public about the law as it relates to lesbian, gay, bisexual, and transgender ("LGBT") persons;
To promote the fair and equal treatment of LGBT individuals by identifying the types of discrimination that LGBT persons experience and pursuing appropriate forms of education, legislation, and advocacy to eliminate such discrimination; and
To further the professional development of LGBT attorneys and law students, as well as practitioners who serve LGBT clients, by creating programming, mentoring opportunities, and other resources that support their professional needs and interests.

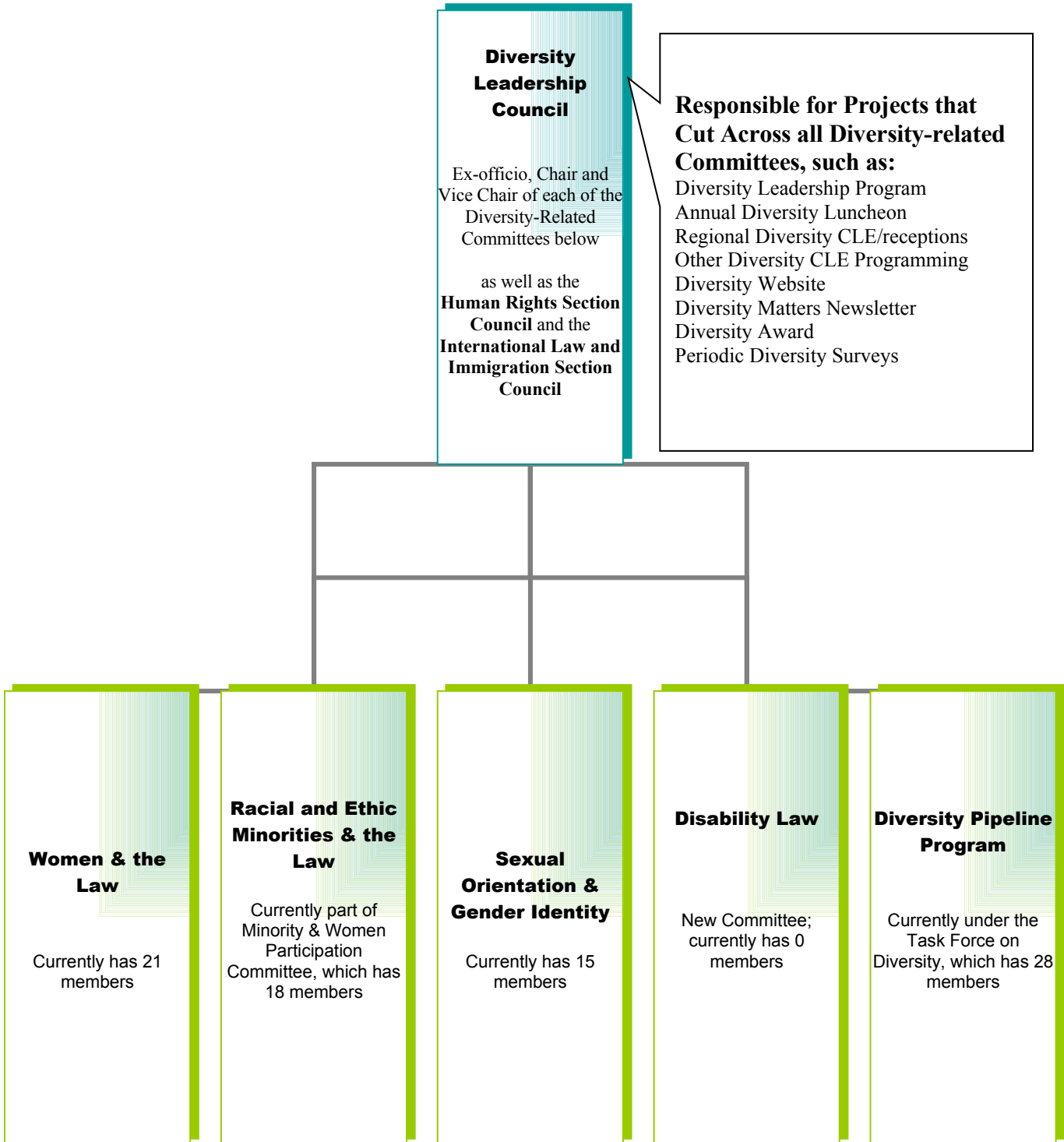
Human Rights Section

To inform and advise the lawyers and citizens of Illinois about the nature of individual rights and about the impact on such rights of proposed or existing laws or other actions and policies of government;
To assist the membership in understanding and protecting, through legislative or other appropriate activity, individual rights of clients and Illinois citizens; and
To generally promote legal recognition of, and protection for, Human Rights.

Standing Committee on Minority and Women Participation

To work to ensure the fair and adequate representation of minority and women attorneys in all aspects of bar activities and the profession by:
Identifying the unique interests and expertise of minority and women attorneys and working to advance those interests and abilities within the framework of the ISBA.
Identifying and encouraging minority and women attorneys to serve on committees, section councils, the Board of Governors, the Assembly, as officers of the Association, and as speakers in the ISBA's legal education programs.
Developing and implementing programs to mentor and encourage the professional development of minority and women attorneys and law students and stimulate the next generation of minorities and women to enter law school and the profession.
Monitoring and commenting on proposed legislation, administrative rules, and judicial decisions that uniquely affect minorities and/or women.
Gathering and centralizing resources on other issues impacting minorities and women and serving as a voice to the ISBA, the legal profession, and society at large on those issues.
Encouraging and expanding service to the public by minority and women attorneys through the development and implementation of public service and educational programs and activities.

Proposed Restructuring of the ISBA's Diversity-Related Committees



Memo to: Scope & Correlation Committee
From: Alice Noble-Allgire, Chair, Task Force on Diversity
Date: March 30, 2009
Re: Committee's Questions about Diversity Restructuring Proposal

Thank you for the opportunity to answer the Committee's questions regarding the proposal to restructure the ISBA's diversity-related committees. I appreciate the Committee's concerns for the budgetary implications of the proposal and hope that the following information is responsive to those concerns.

At the outset, it is important to emphasize that the proposal has three main goals. The first is to better coordinate the activities of the diversity-related committees as a way of avoiding duplication of efforts and fostering creative synergy among the groups. This would be accomplished through the creation of a Diversity Leadership Council. Because this Council would consist of leaders of the diversity-related committees, the creation of this Council would not require any new member appointments or travel costs if the meetings of all diversity-related committees and the Council are well-coordinated. Ultimately, it should result in a more efficient use of ISBA resources.

The second goal is to ensure equitable representation of diverse constituency groups within the ISBA. As explained in the Task Force's proposal, there are currently two committees that provide substantive representation to particular constituency groups (Women and the Law; Sexual Orientation and Gender Identity). The proposal seeks to mirror those opportunities for two groups that are currently not represented (or not well-represented) within our current structure: persons of diverse racial and ethnic backgrounds and persons with disabilities.

The third goal is to create a home for the ISBA's Diversity Pipeline project, which is critical to encouraging greater diversity among lawyers in the future. Because there are many details that need to be addressed to get this program up and running, the Task Force believes that a small, dedicated committee should be devoted entirely to this project for at least two more years.

As explained in further detail below, the proposal would impose few, if any, additional costs above what the ISBA has allocated to diversity-related committees (including the Diversity Task Force) during the past two years.

1. Size of proposed new groups to maintain cost controls.

As indicated above, the Diversity Leadership Council would not require any additional annual appointments, but would rely upon the current (and ex-officio) leaders of diversity-related committees to meet as an umbrella group.

With respect to the other committees, the restructuring proposal recommends that the current number of appointments on diversity-related committees be redistributed among the new

lineup of committees. While the proposal would maintain Women and the Law and SOGI at their current membership numbers (21 and 15, respectively), it would divide the current membership of the Minority and Women Participation Committee and the Diversity Task Force (18 and 28, respectively) among the Racial and Ethnic Minorities, Disability Law, and Diversity Pipeline Committees (15 each).

The Task Force is not wedded to these numbers and would leave it to the Scope Committee's discretion to determine what numbers are appropriate given the ISBA's budgetary constraints and the goals it wishes to accomplish through its diversity-related committees. The Diversity Pipeline Committee could probably operate with as few as 10 members, and a similar number could be used to create the Disability Law committee (subject to review and adjustment based upon the actual workload and interest in the committee).

For the three other constituency groups, there are two schools of thought: parity vs. proportionality. Many members of the Task Force believe that the ISBA should promote equity among the diversity groups. Thus, an early draft of the proposal recommended that membership numbers be redistributed so that all of the committees have equal numbers (15 each). That proposal drew a strong objection, however, from one of the current leaders of the Women and the Law committee, who noted that women comprise a substantial proportion of the ISBA's membership as a whole. Accordingly, the final restructuring proposal retained membership on Women and the Law at 21.

2. Coordination of meetings to control costs.

The Task Force envisioned that the Diversity Leadership Council could operate without any additional costs if all diversity-related committees could hold most of their meetings in Chicago on the same day. The Council would serve its coordinating function by meeting before the other meetings (and conferring afterward via email or phone). Holding several meetings simultaneously in the same location would maximize efficiency of the ISBA's staff's time as well.

3. Does the area of disability law need a separate committee?

We think it does. The current committee structure does not provide any representation for the unique issues that affect persons with disabilities. One could argue that these issues fall under the "Minority" in "Minority and Women Participation," but ISBA members with disabilities do not identify themselves as such. [Indeed, the term "Minority" is also objectionable to members of diverse racial and ethnic backgrounds and, therefore, the current members of the Minority and Women Participation committee gave their approval to the restructuring proposal subject to choosing a different name.]

Moreover, the legal issues relating to disabilities are very different from the issues concerning the other diversity groups. Nationwide, there is a growing awareness of the wide range of legal issues that relate to persons with disabilities, and the trend among bar associations is toward creating separate committees to address such issues. The American Bar Association, for example, has a Commission on Mental and Physical Disability Law (see <http://www.abanet.org/disability/>), which serves "[t]o promote the ABA's commitment to justice

and the rule of law for persons with mental, physical, and sensory disabilities and to promote their full and equal participation in the legal profession.” *See also* Association of American Law Schools Section on Disability Law; Colorado Bar Association Disability Law Section, <http://www.cobar.org/index.cfm/ID/20116/DISLAW/Disability/>; North Carolina Bar Association Disability Law Committee, <http://diversity.ncbar.org/Committees/Disability+Law+Committee/default.aspx>.

The Task Force recognizes that the ISBA once had a committee on lawyers with disabilities and that the committee was subsequently disbanded. We believe, however, that a new Disability Law Committee would address disability issues as they relate not only to lawyers, but to the public at large. Thus, the committee would bring together a wide range of lawyers whose practices relate to physical and mental disability issues, such as Social Security, the Americans with Disabilities Act, labor and employment, mental health, substance abuse, and insurance law. While there are ISBA sections on many of these respective areas of law, those sections do not provide adequate opportunity to view the law through the unique perspective of persons with disabilities.

4. Expectations for membership growth.

It is difficult to project an exact number of new members that would be attracted to the ISBA because of this restructuring plan. It is very clear, however, that the ISBA will make itself more attractive to a diverse membership by demonstrating its commitment to inclusiveness (in both its membership and leadership) and to the advancement of diversity issues. The restructuring proposal accomplishes this in two ways: (1) it establishes constituency committees to provide a place in which particular groups can discuss and address their unique issues; and (2) it brings these groups together through the Diversity Leadership Council to cross-pollinate ideas, advance diversity issues, and promote diverse membership/leadership on an organizational level.

The ISBA needs to foster an environment that recognizes and supports the interests of diverse constituencies. To the extent that attorneys feel confident that there is a place for them within the organization, the more likely they will want to be a part of it. The new Disability Law committee would create that environment for lawyers with disabilities, while the restructured Committee on Racial and Ethnic Minorities does likewise for lawyers of diverse racial and ethnic backgrounds. The new Diversity Pipeline committee would take the ISBA’s message of inclusiveness to the grade schools, high schools, colleges, and law schools, with hopes of ultimately enlarging the number of attorneys from diverse backgrounds and attracting them to the ISBA after they have successfully traversed the pipeline to become lawyers.

5. Does establishment of the Diversity Leadership Council provide a formal mandate for all projects identified as being the responsibility of the Council?

No. The intent of the restructuring proposal is to create a Diversity Leadership Council that would have two general responsibilities, as outlined in the proposed Scope Statement: (1) to foster communication and coordination between the ISBA’s diversity-related committees and section councils; and (2) to coordinate the ISBA’s diversity outreach efforts (*i.e.*, assuming council-wide

responsibility for the “Participation” element of the current Minority and Women Participation committee).

The Task Force envisions that the diversity outreach efforts might include many of the projects that are listed on the restructuring chart and mentioned in the Council’s Scope Statement. However, the Committee’s approval of the restructuring proposal does not tacitly approve all of those projects. We think it makes sense for the Council to assume responsibility for maintaining the Diversity page on the ISBA’s website, continuing to produce the Diversity Matters newsletter, and coordinating diversity CLE programming as well as the regional diversity receptions that are currently sponsored by the Women and the Law and Minority and Women Participation committees. Also, by separate proposals developed this year, the Task Force will be recommending that the Committee and the Board of Governors approve the creation of a Diversity Award and the development of a Diversity Leadership Academy. Nonetheless, the restructuring proposal was not intended to assume that those projects will be approved, but merely to identify them as a potential responsibility of the Diversity Leadership Council if they are approved.

6. Overall costs of the proposed reorganization.

The proposed costs of the reorganization could be projected as follows:

Member appointments and travel – If the meetings of diversity-related committees are coordinated as indicated above, the establishment of the Diversity Leadership Council should not create any additional costs because it will simply expand the duties of the current (and ex-officio) leaders of the diversity-related committees.

Similarly, the creation of the two new committees (Disability Law and Pipeline) should not impose new costs over the past two years because it merely redistributes the current membership numbers of diversity-related committees. We recognize that those numbers include the roster of the Diversity Task Force, which was not intended to be a permanent committee. Nonetheless, we hope you will agree that the ISBA’s commitment to the Diversity Pipeline Project and to the legal needs of persons with disabilities justifies the reallocation of the task force membership to these two other committees.

Staff resources – The new structure may require additional staff time to schedule and oversee meetings of the Diversity Leadership Council and the new Pipeline and Disability Law Committees. It is unclear exactly how much time will be required because some of the responsibilities would be shifted from the current Diversity Task Force, which included separate committee meetings for the Task Force’s Pipeline Subcommittee. The additional impact on the ISBA might be minimized if the meetings of all diversity-related committees can be coordinated on the same days, as indicated above.

There could be an increase in responsibilities for ISBA staff if both the Diversity Leadership Council and the Disability Law Committee publish newsletters. Alternatively, the ISBA could save staff resources by combining all diversity-related news into one newsletter (Diversity Matters), rather than having newsletters for each of the separate constituency

Appendix 7

committees. Either way, the Task Force does not envision that the Pipeline Committee would publish a newsletter.

Committee activities. As indicated above, the restructuring proposal itself does not commit the ISBA to any new expenditures for diversity-related activities. The Task Force envisions that the Diversity Leadership Council would assume responsibility for the membership outreach receptions that are currently being sponsored by Women and the Law and Minority and Women Participation, but those expenses are already included in the ISBA's budget. In addition, the Task Force will be recommending that the ISBA approve several other proposals, such as a Diversity Award and Diversity Leadership Academy. We anticipate that those proposals would have minimal budgetary impact, but in any event, would be subject to the Scope Committee's review before being undertaken.

Conclusion

In closing, the Task Force believes that the diversity-related restructuring proposal will enable the ISBA to better focus its available resources on the continuing priority of increased membership and advancement and promotion of a diverse group of attorneys within the ISBA. We are confident that the restructuring plan, if approved, will result in better coordination, better communications, and more efficient and cost-effective planning among the ISBA's diversity-related committees. More importantly, the restructuring will enhance longstanding efforts to make the ISBA as inclusive as possible to ensure that all attorneys feel welcome and desire to be an active member.

I would be happy to meet with the Committee to discuss any further questions the Committee might have.



To: Alice Noble-Allgire, Chair, ISBA Task Force on Diversity
From: Tracy L. Prosser, Chair, Pipeline Subcommittee
Date: April 13, 2009
Re: 2008-09 Pipeline Subcommittee Report

During the past year, the Pipeline Subcommittee of the Task Force on Diversity has been exploring ways to implement the 100 Future Leaders Pipeline Project proposed by the 2007-08 Task Force on Diversity Pipeline Subcommittee. (Attached as Exhibit A.) As you know, the Subcommittee initially recommended that the ISBA work with the Illinois Supreme Court Commission on Professionalism to create a 501(c)(3) corporation that would assume responsibility for the program. Upon further research and discussions with the ILSCCP, however, the Subcommittee ultimately determined that the development of this new entity was not feasible at this time. The Subcommittee therefore turned its attention to developing a plan for implementing the 100 Future Leaders Pipeline Project with existing ISBA resources and partnerships with existing organizations involved in pipeline activities.

Moving in this new direction, the Subcommittee completed the following projects this year:

- Collaborated with ISBA staff liaisons Melinda Bentley and Donna Schechter to identify resources available through the ISBA's Standing Committee on Law Related Education for the Public to support the Pipeline Project's outreach to elementary, junior high, and high school students.
- Developed a lesson plan to present the American Bar Association's "Choose Law" video for use by lawyers, judges, and law students in their outreach to elementary, junior high, and high school students. The lesson plan will allow presenters to take the pipeline message into the schools with very little advance preparation. (Attached as Exhibit B.)
- Met with representatives of the Just the Beginning Foundation (including U.S. Court of Appeals Judge Anne Claire Williams, JTBF Executive Director Paula Lucas, and Board Member Francine Soliunas) to discuss ways in which the ISBA can partner with the JTBF to develop a summer law camp, mentoring program, and other components in the Future Leaders proposal. (A list of the ideas generated during that meeting is attached as Exhibit C.)

Appendix 8

- Drafted a detailed, multi-year schedule for implementing the 100 Future Leaders Pipeline Project, including a Lawyers in Classroom component in 2009-2010 and preparations for a law camp in the summer of 2011. (The plan is attached as Exhibit D.)

This has been a productive year for the Subcommittee, and we are confident the ISBA is ready to launch the 100 Future Leaders Pipeline Project. We thank past Presidents Irene Bahr and Joe Bisceglia for their vision and initiative without which we would not have embarked on this important project to diversify the legal profession. We thank current President Jack Carey for his support of the Subcommittee's difficult work making the vision concrete, and we thank President-Elect John O'Brien for his demonstrated commitment to continue translating the vision to reality.

Respectfully submitted,
Pipeline Subcommittee of the 2008-09 Task Force on Diversity
Tracy Prosser, Chair
Karina Ayala-Bermejo
Ebony Huddleston
Raquel Martinez
Kimberly Robinson
Francine Soliunas
Honorable Donald G. Wilkerson

**ISBA Diversity Task Force – Diversity Pipeline Subcommittee
100 Future Leaders Proposal**

The following proposal attempts to merge two themes that originated in the ISBA’s Diversity Roundtable in December 2006 and the Illinois Supreme Court Commission on Professionalism Conclave in December 2007: (1) The need for a comprehensive, integrated, and institutionalized plan to replace the piecemeal approach that currently exists to address Diversity Pipeline issues; and (2) Jesse Jackson’s recommendation (from his keynote address at the Professionalism Conclave) that we begin recruiting and developing new lawyers from minority communities using the same strategies currently used to recruit and develop athletes.

Our proposal has three ISBA-driven components and a recommendation that the ISBA advocate or support programs operated by other entities:

(1) 100 Future Leaders Program – This program would begin by identifying 100 high school students (Future Leaders), who would be invited to a summer Law Camp at one or more of the law schools. This camp would expose the Future Leaders to various types of lawyering through mock trials, negotiation, interviewing and counseling, and problem-solving activities.⁴ It would also provide information about college preparation (how to be a good student, financial aid, budgeting time and monetary resources, etc.) and professionalism (dressing for success, professional behavior, and leadership training). The camp could culminate with a Parents’ Day to educate parents about college and career opportunities and to allow students to display what they have learned during the week. There are a number of existing law camps that would be a potential partner for the ISBA or could provide information about setting up a camp.

The Law Camp would also serve as a point of continuing contact with “Future Leaders” by (1) inviting those who go to college to apply for jobs as counselors at the camp (or participating in the camp in some other way); and (2) asking camp graduates to “nominate” students from their area for the next year’s camp. Law students also could be involved the camp, taking on the role of planning and coordinating the camp with ISBA lawyers each year.

A second aspect of the Future Leaders Program is the development of a one-on-one mentoring program in partnership with Lawyers Lend-A-Hand to Youth Program that links each Future Leader with an ISBA member, who will mentor the student through law school and the bar exam, providing guidance at each stop of the pipeline. Students who have gone through the program (and are now in college or law school) could serve as a second mentoring resource for students, which would provide another point of continuing contact for students who have gone through the program. The ISBA should develop a program to provide mentors with information and periodically prompt them about appropriate contacts to make with their Future Leader. (The National Mentoring Center has a wealth of information on its website about how to set up a mentoring program.) We could invite mentors to “Parents Day” at Law Camp to introduce them to Future Leaders and their parents. The mentoring program provides a unique opportunity for accountability – i.e., the ability to track and monitor students as they progress through the pipeline. We also should explore the possibility of MCLE or pro bono credit for serving as a Future Leaders mentor.

A third aspect of the program would address the financial needs of “Future Leaders.” The program could provide some financial awards in the form of jobs at the summer camp, as stated above. We could also ask the bar review courses to provide “scholarships” for the law students

⁴It is critical that students be exposed not only to litigation, but also transactional and other types of lawyering as a means of inspiring students who are more introspective by nature.

Exhibit A to Pipeline Subcommittee Report

who help to coordinate the camp. (A similar request might be made of LSAT prep courses for college students.) Thinking more broadly, we could recruit law firms to hire “Future Leaders” for summer jobs during college and law school.

The fourth aspect of the program is the “pay it forward” concept. Students chosen as Future Leaders would attend Law Camp for free, but would be expected to provide a certain amount of volunteer work in grade school reading programs in exchange for this privilege. By working with younger students, Future Leaders will build their own self-esteem and will serve as positive role models for the next generation. For similar reasons, the program would encourage law students to lead “Choose Law” programs or other projects to expose high school and middle students to legal careers. (See Law-Related Education component below.)

One final component of the program would be an annual Diversity Lunch (during the ISBA’s mid-year meeting) during which the next year’s “Future Leaders” would be announced. This luncheon would expand on the very well-received “Celebrating Women in the Profession” lunch that Irene Bahr sponsored during her term as ISBA president and build on the Diversity Lunch idea first developed by the Peoria County Bar Association. Tickets to the lunch would not only pay for the event itself but could also provide a source of funding for the Law Camp and/or scholarships.⁵

In short, we see the 100 Future Leaders program as the cornerstone to the type of institutionalized, comprehensive, and integrated pipeline program that was envisioned during the ISBA’s Diversity Roundtable in December 2006.

(2) Law-Related Education Programs – The ISBA and other organizations already offer a wide range of law-related programs designed to expose grade school, middle school, and high school students to the law and legal careers. The ISBA’s Standing Committees on Minority and Women Participation and Women and the Law also have been conducting law school outreach programs to reach law students. The ISBA should continue these programs and expand them at all levels of the education pipeline.

Grade School through High School: The ISBA should continue its current LRE efforts and expand them to more schools with diverse student populations. The ISBA should also continue to develop and support Law Day, Women Everywhere, Lawyers Lend-A-Hand to Youth and other activities (such as job shadowing, mock trials, essay writing, problem-solving, mediation, etc.) to expose students to the law and instill the dream of a law career. As indicated above, participants in the Future Leaders Program will be expected to volunteer their time to help grade school students with reading and other academic programs, while law students will be encouraged to present “Choose Law” programs to encourage high school and middle school students to think about careers in law. The availability of MCLE credit should also help us attract many more lawyers to participate in these programs.

College: This is an area where programs are currently lacking. The ISBA should create links between law and pre-law students by sponsoring a series of programs in which law students teach pre-law students about how to prepare for law school (coursework, study habits, etc.), how to prepare for the LSAT, etc. Establishing and institutionalizing these links will help law students “pay it forward” to minority college students who are interested in law school.

⁵The First Annual Diversity Lunch could be held during the Midyear Meeting of 2009 and serve as the “major program” that First Vice President John O’Brien would like to do during his tenure. We think that we could recruit a very prominent diversity speaker (Michelle/Barack Obama??) who would attract positive media attention to the ISBA and our Diversity Program.

Exhibit A to Pipeline Subcommittee Report

Law School: The ISBA should expand its law school outreach by holding at least one LRE program and reception for minority and women students at every law school in the state each year. The programs should alternate between three topics: (1) Careers; (2) Networking; and (3) The Challenges of Being a Minority in a Law Culture. These programs allow ISBA lawyers to “pay it forward” to the next generation.

(3) Diversity Website – The ISBA should develop a diversity page on its website and develop brochures and other grade level-appropriate materials to provide information for students, parents, and educators about how to traverse the educational pipeline. The website should also provide a link for ISBA members who want to get involved in Diversity Pipeline activities (how to volunteer, instructional materials, etc.).

* * *

Other Programs – In addition to developing/continuing the programs set forth above, the ISBA should support two other Pipeline initiatives that are currently operated by other entities:

(1) CLEO, PLUS, or other Law Prep Programs – Because students of color are disadvantaged at so many places along the education pipeline, there is a great need to help them catch up with their peers as they prepare for the rigors of law school. There are already several good programs designed to meet this need such as CLEO and the PLUS program, but these programs are currently not well-funded and are meeting only a fraction of the need.

(2) The Minority Legal Education Resources (MLER) Program – This is one of the only programs in existence to help students of color prepare for the bar exam. Although there are other good bar review programs to help all students, there is a sense that some minority students feel more stress because of their historical disadvantages with standardized testing. Thus, a program targeting this population would be particularly beneficial.

Exhibit B to Pipeline Subcommittee Report

“Choose Law!” Curriculum

(A Lesson Plan to Introduce Young Students to Legal Careers – 50 to 90 minutes)

1. Introduction

- a. Briefly introduce yourself as a judge/lawyer/law student and explain that you are there to get students thinking about a career in law. (Save for later a full explanation of what you do and the path you took to your career.)
- b. Get your audience engaged.
 - i. Alternative 1: Ask how many of them have started thinking about what job they want to have when they grow up. Ask those who raise their hand to tell you about the careers in which they are interested and why that career interests them.
 - ii. Alternative 2: Go around the room and have each student introduce himself/herself and tell you what job he/she has in mind. (Many are likely to say they don't know; assure them that's OK, too!)

2. Introduce and play the “Choose Law: A Profession for All” video

- a. This 10-minute video is high-quality, and highly engaging for students of diverse backgrounds
- b. Available on DVD or can be downloaded or played directly from the ABA's website (www.abanet.org/yld/chooselaw/).

3. Ask students what they learned from the video.

- a. What roles do lawyers play in our society?
- b. What is diversity and why is it important to our judicial system?
- c. The video ends with “Be the Change” – Where else have you heard this? What other famous person has said: Be the change? (A: President Barack Obama made this a theme of his 2008 Presidential Election campaign.)

4. What exactly do lawyers do?

- a. Ask students what they think lawyers do (they will probably talk about the courtroom performances they've seen on TV or in the movies)
- b. Talk about the type of law you practice (or, if a student, want to practice)
- c. Talk about other ways people can use a law degree. While many students are extraverted and will be interested in litigation, emphasize that lawyers also are involved in transactional work (estate planning, corporate, real estate, patent law, etc.) and other careers that would interest students who are less extraverted but have a strong desire to help others.

5. What does it take to become a lawyer?

- a. Talk about the path you took to becoming a lawyer
- b. Tell them that they need to do well in their college coursework and will have to take a test (the LSAT) to get into law school. There is no particular undergraduate major required, but students should be aware that some degree programs may prepare them better for law school than others. They should focus on anything that builds their

Exhibit B to Pipeline Subcommittee Report

reading, writing, and critical thinking skills. Talk about how you prepared to take the LSAT – and how preparation can help students get a good score. [NOTE: Choose your words carefully here. Some students from underrepresented groups perceive themselves as bad test-takers. Therefore, while you want to encourage them to do the best they can to prepare for law school, you don't want to emphasize the importance/difficulty of LSAT/grades to the point that they seem like insurmountable hurdles. So perhaps one way to word this is: "You need to do your best on the LSAT because the better you do, the better your chances will be of getting into the law school of your choice." The same logic applies to high school grades and scores on the SAT or ACT (better scores give a better chance of getting into a wider range of colleges) and undergraduate grades.]

- c. Explain that law school requires hard work – just like a star athlete needs to practice to excel, law students need to exercise their brains (learn to think like a lawyer) – because our clients depend upon our legal analysis.
- d. Tell them they can get more information about legal careers (and how to get there) from the ISBA website.

6. Introduction to Logic Games

- a. One of the most important skills that lawyers have is their ability to critically analyze a problem and employ logical reasoning. One of the ways that the LSAT tests this ability is through "logic games." The logic games section of the LSAT is often the most challenging for students, but can be easily mastered (and fun!) by learning the basic techniques for solving these puzzles.
- b. Distribute and play a logic game. There are hundreds of puzzles available for free on the internet. An excellent site to find and print puzzles is at: <http://www.puzzlersparadise.com/page1034.html>. (The puzzles on this website include matrixes/charts to help students solve the puzzles; seeing how these matrixes are set up will help students develop their own puzzle-solving matrixes in the future.)
- c. Other puzzles websites we found:
<http://www.folj.com/puzzles/>
http://www.expandyourmind.com/logicproblems/logic_problems.shtml
<http://www.puzzles.com/Projects/AllLogicProblems.html>
<http://www.geocities.com/Heartland/Plains/4484/logic.htm>

Exhibit B to Pipeline Subcommittee Report

“Choose Law!” Curriculum

(A Half-Day Program – Includes Mock Trial Component That Requires At Least Three Attorneys/Judges/Law Students in Addition to Students in the Class to Play Roles)

1. Introduction

- a. Briefly introduce yourself as a judge/lawyer/law student and explain that you are there to get students thinking about a career in law. (Save for later a full explanation of what you do and the path you took to your career.)
- b. Get your audience engaged.
 - i. Alternative 1: Ask how many of them have started thinking about what job they want to have when they grow up. Ask those who raise their hand to tell you about the careers in which they are interested and why that career interests them.
 - ii. Alternative 2: Go around the room and have each student introduce himself/herself and tell you what job he/she has in mind. (Many are likely to say they don't know; assure them that's OK, too!)

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4. What exactly do lawyers do?

- a. Ask students what they think lawyers do (they will probably talk about the courtroom performances they've seen on TV or in the movies)
- b. Talk about the type of law you practice (or, if a student, want to practice)
- c. Talk about other ways people can use a law degree. While many students are extraverted and will be interested in litigation, emphasize that lawyers also are involved in transactional work (estate planning, corporate, real estate, patent law, etc.) and other careers that would interest students who are less extraverted but have a strong desire to help others.

5. Mock Trial Presentation (90 minutes to 2 hours)

- a. There are a number of good mock trial programs (complete with scripts, statutes, exhibits, etc.) available on the internet. One website with good materials: www.classbrain.com/artteensm/publish/article_66.shtml.

Exhibit B to Pipeline Subcommittee Report

- b. Have enough lawyers/judges/law students to play the key legal roles (judge and two lawyers). Other roles can be played by students in the class or by other lawyers/judges/law students.
- c. Tell the rest of the class that they are the jurors; they have to listen carefully to the evidence so they can render a verdict at the end.

6. **What does it take to become a lawyer?**

- a. Based upon what you've seen in the mock trial, what are some of the skills necessary to be a good lawyer?
- b. How do you acquire those skills?
- c. Talk about the path you took to becoming a lawyer.
- d. Tell them that they need to do well in their college coursework and will have to take a test (the LSAT) to get into law school. There is no particular undergraduate major required, but students should be aware that some degree programs may prepare them better for law school than others. They should focus on anything that builds their reading, writing, and critical thinking skills. Talk about how you prepared to take the LSAT – and how preparation can help students get a good score. [NOTE: Choose your words carefully here. Some students from underrepresented groups perceive themselves as bad test-takers. Therefore, while you want to encourage them to do the best they can to prepare for law school, you don't want to emphasize the importance/difficulty of LSAT/grades to the point that they seem like insurmountable hurdles. So perhaps one way to word this is: "You need to do your best on the LSAT because the better you do, the better your chances will be of getting into the law school of your choice." The same logic applies to high school grades and scores on the SAT or ACT (better scores give a better chance of getting into a wider range of colleges) and undergraduate grades.]
- e. Explain that law school requires hard work – just like a star athlete needs to practice to excel, law students need to exercise their brains (learn to think like a lawyer) – because our clients depend upon our legal analysis.
- f. Tell them they can get more information about legal careers (and how to get there) from the ISBA website.

7. **Introduction to Logic Games**

- a. One of the most important skills that lawyers have is their ability to critically analyze a problem and employ logical reasoning. One of the ways that the LSAT tests this ability is through "logic games." The logic games section of the LSAT is often the most challenging for students, but can be easily mastered (and fun!) by learning the basic techniques for solving these puzzles.
- b. Distribute and play a logic game. There are hundreds of puzzles available for free on the internet. An excellent site to find and print puzzles is at: <http://www.puzzlersparadise.com/page1034.html>. (The puzzles on this website include matrixes/charts to help students solve the puzzles; seeing how these matrixes are set up will help students develop their own puzzle-solving matrixes in the future.)
- c. Other puzzles websites we found: <http://www.folj.com/puzzles/>
http://www.expandyourmind.com/logicproblems/logic_problems.shtml
<http://www.puzzles.com/Projects/AllLogicProblems.html>
<http://www.geocities.com/Heartland/Plains/4484/logic.htm>

Potential Partnership with Just the Beginning Foundation
Notes from meeting with Judge Ann Claire Williams, Francine Solunias, and Alice Noble-Allgire

ISBA can partner with JTBF on all of the major elements of our Pipeline Proposal:

- Outreach/Exposure to Young Students – Recruiting lawyers/judges for
 - Lawyers in the Classroom
 - Mock Trial Program
 - Other programs (job shadowing, etc.)
- E-mentoring with Program participants
- Summer Leadership Institute/Law Camp for High School Students
- Employment/Internships for College and Law Students

JTBF would be willing to expand its Summer Leadership Institute to other locations in the state (in addition to its current program in Chicago).

- JTBF's SLI had 40 students last year
- JTBF could help train program leaders in other locations
- Law students (team leaders) could rotate to several programs to have jobs all summer.
- Idea for future development: Program could use more continuity (maintaining relationships with participants through law school, bridging into other JTBF programs)
- Also, could do more to connect SLI participants with CLEO and PLUS students (which would also promote continuity)

Specific things ISBA can do:

- Recruit lawyers/judges for outreach (Lawyers in the Classroom; Robes in the Schools; Mock Trials, etc.)
- Recruit lawyers/judges for E-mentoring
- Help build an internet presence
- Work with Bar Foundation on Diversity Lunch or other fundraising efforts
- Solicit law firms that will help record/produce CDs/DVDs from workshops or distinguished panels that JTBF puts together
- Solicit law firms willing to sponsor/fund projects
- Lawyers can do PR in their communities to recruit students
- When law firms have extra tickets to law-related events, offer them to Pipeline participants (can create a website for students to get tickets; lawyers can buy extra seats for students)

Next step: Work with JTBF programming people to see what makes sense for both sides.

- See what JTBF is currently doing.
- See how ISBA can help develop continuity

Plan for Implementing the 100 Future Leaders Pipeline Project

The Pipeline Subcommittee of the 2008-2009 ISBA Task Force on Diversity was charged with developing a plan to implement the 100 Future Leaders Pipeline Project proposed by the 2007-2008 Task Force on Diversity. This report summarizes the Subcommittee's recommendations.

Governing Structure

In its July 11, 2008, report to the ISBA Board of Governors, the 2007-08 Diversity Task Force recommended the creation of a 501(c)(3) corporation to be known as "The Law Corps – Illinois Lawyers Mentoring Youth" which would implement the 100 Future Leaders Pipeline Project on an expedited schedule. After careful consideration of the available resources (finances, manpower and project partners) and the costs of developing and maintaining a stand-alone corporation, the Subcommittee decided ISBA resources would be better spent by implementing the 100 Future Leaders Pipeline Project on a more extended schedule using existing ISBA resources and partnering with other groups with complementary strengths.

Accordingly, the Subcommittee recommends implementing the 100 Future Leaders Pipeline Project incrementally over a two-year period through (1) renewed promotion of existing ISBA programs directed toward pipeline populations, (2) cooperative efforts with organizations particularly sympathetic to pipeline initiatives, and (3) formal partnership with experienced non-ISBA organizations with existing relationships with pipeline populations and training resources. The Subcommittee recommends that responsibility for overseeing the implementation be given to a Standing Committee for the Diversity Pipeline Project ("Pipeline Committee"), as proposed in the Task Force's restructuring proposal currently before the Board of Governors.

The Subcommittee envisions the implementation to occur as follows.

Components to be Implemented in 2009-2010 Year

- Lawyers In Classrooms Program: The Pipeline Committee will expand the volunteer base of the Lawyers In Classrooms Program of the ISBA's Standing Committee on Law Related Education for the Public ("LRE"), which currently sends volunteer lawyers into elementary school classrooms to expose students to the law, to lawyers and to legal careers. The Pipeline Committee will coordinate efforts to recruit minority and non-minority volunteers from across the entire state of Illinois through existing ISBA communication channels (ISBA print publications, ISBA website, Section and Council meetings, Mid-Year and Annual Meetings) and will seek recruitment assistance from the Illinois Supreme Court Commission on Professionalism, the Illinois Judges' Association and local bar associations. In conjunction with LRE, the Pipeline Committee will identify specific existing Lawyers In Classrooms reading lists and lesson plans to which minority students would be particularly receptive and will develop additional materials as needed. The Pipeline Committee will follow up with volunteers it recruits to obtain feedback about the program and suggestions for future Law Camp participants and will encourage those volunteers to develop relationships with the teachers in the classrooms they visit.
- Choose Law Video: The Pipeline Committee will identify groups to visit middle schools and high schools across the state to present the American Bar Association's "Choose Law" video and discuss the process of becoming a lawyer. Possible groups include law school minority affinity organizations (e.g., Black Law Students Association, Hispanic Law

Exhibit D to Pipeline Subcommittee Report

Students Association), the ISBA Young Lawyers' Division and local bar associations. The Subcommittee has already drafted a lesson plan that will enable groups to make these presentations with little advance preparation.

- Careers in the Law Pamphlet: The Pipeline Committee will work with LRE to develop a pamphlet geared toward middle school and high school students discussing various careers in the law, advising how to prepare for a law career in middle or high school and containing other materials to encourage critical thinking (e.g., logic games and puzzles). The pamphlet may also contain information about components of the 100 Future Leaders Program.
- Develop Mentoring Partnerships: The mentoring component of 100 Future Leaders Program is key to achieving the comprehensive, integrated and institutionalized plan to replace the piecemeal approach that currently exists to address pipeline issues. Mentor relationships that last more than a year will provide continuity to students inclined to pursue a legal career. Because the ISBA does not have experience in student mentoring programs, the Subcommittee recommends partnering with other organizations that have successful student mentoring and mentor training programs. The Subcommittee has begun exploratory discussions with Just the Beginning Foundation (“JTBF”) about recruiting ISBA volunteers to participate in its existing e-mentoring program. The Pipeline Committee will continue those discussions and initiate others as needed and will make recommendations to the Board of Governors regarding partnership arrangements.
- Identify Partner for Law Camp: The Law Camp component of the 100 Future Leaders Program is an effort to recruit and develop new lawyers from minority communities using the same strategies currently used to recruit and develop athletes. The Subcommittee has begun exploratory discussions with JTBF, which already runs a law day camp in Chicago, about partnering with the ISBA to hold a week-long overnight Law Camp at a college outside Chicago. The Pipeline Committee will continue those discussions and will make recommendations to the Board of Governors regarding a partnership arrangement.
- Explore Funding for Law Camp: In consultation with experienced fundraisers such as the Illinois Bar Foundation and the Chicago Bar Foundation, the Pipeline Committee will explore fundraising opportunities such as an annual Diversity Luncheon.
- Communicate with Pre-Law Programs: The Pipeline Committee will communicate with pre-law programs at Illinois four-year and community colleges and other achievement programs to make them aware of available ISBA resources and the Pipeline Program and to explore ways to coordinate pipeline efforts. Communication will continue in subsequent years as appropriate.

Exhibit D to Pipeline Subcommittee Report

- Law School Programs and Receptions: The Pipeline Committee will support the educational programs and networking receptions held at Illinois law schools and sponsored by the Standing Committees on Women and the Law and on Minority and Women Participation (or its successor committee after the restructuring). Support will continue in subsequent years.
- ISBA Website: Work with ISBA's webmaster to add a "Ways You Can Help" page to the ISBA's Diversity webpage with links to pipeline volunteer opportunities, donation opportunities and "start your own program" opportunities. Add to the Diversity webpage a link to LRE's webpage.

Components to be Implemented in 2010-2011

- Mentoring Program: With the assistance of mentoring partner organizations, the Pipeline Committee will develop a protocol for communications between mentors and students with minimum specifications for time and content of communications (e.g., classes to take, recommended reading/activities, supplemental law education programs, test dates, application deadlines, financial aid information) during middle school, high school, college and law school years. The Pipeline Committee will select middle school and high school students (the "100 Future Leaders")⁶ to participate in the mentoring program with an eye toward the students' eventual attendance at the Law Camp and will recruit, select and train mentors from across the state to participate in e-mentoring or live mentoring with students. Each student will be matched with a trained mentor. The Pipeline Committee will work with mentoring partner organizations to follow up with mentors to remind them of critical points in the protocol, to resolve any problems and to assess the success of each mentoring relationship. Mentors lost through attrition will be replaced, as appropriate, through the student's attendance at law school. The Pipeline Committee will develop a tool to measure the success of the mentoring program as well as the progress of each of the 100 Future Leaders.
- Law Camp: With partner organizations, recruit 100 Future Leaders and staff for Law Camp, develop curriculum and hold Law Camp during the summer of 2011.
- Fundraising Activities: As developed in 2009-2010 year, implement fundraising activities to fund 2011 Law Camp, including the first annual Diversity Luncheon. Continue additional fundraising plans.

In subsequent years, the Pipeline Committee will continue to support and refine the 100 Future Leaders components implemented in 2009-2011 and to expand the number of student participants.

⁶ Although the program is called "100 Future Leaders," the Subcommittee recommends the initial selection of students and mentors involve fewer than 100 student/mentor pairs to allow pilot efforts to be manageable.

Exhibit E to Pipeline Subcommittee Report

DIVERSITY ROUNDTABLE PARTICIPANTS

December 7, 2006 – Sheraton Hotel, Chicago

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Dean Peter C. Alexander
SIU School of Law

Ruthe Ashley
California State Bar

Karina Ayala-Bermejo
*Abraham Lincoln Marovitz
Lend-A-Hand Program*

Linda Renee Baker
Paul Simon Pub. Policy Inst.

Larry Baldwin
Cairo Jr./Sr. High School

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Irene F. Bahr
ISBA President

Joseph G. Bisceglia
ISBA President Elect

Seymour Bryson
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Michael S. Burns
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Wendy Calvert
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Jack C. Carey
ISBA Second Vice President

Paul Chester
Chicago Police Dept.

Jessica Chethik
Constitutional Rights Found.

Yukyong Choi
Seyfarth Shaw

Shannon Cobe
Ill. Native Amer. Bar Assn.

Jay Conison
Valparaiso Univ. Law School

Acting Dean John E. Corkery
John Marshall Law School

Hon. Jacqueline Cox
U.S. Bankruptcy Court

Yolaine Dauphin
Workers' Comp. Comm'n

Dr. Jessica Davis

SIU School of Law

Deborah Fortier
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Andrew Fox
Ill. Dept. Fin. & Prof. Reg.

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Chicago State University

Kevin J. Lee
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Roslyn C. Lieb
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John Locallo
ISBA Board of Governors
Claire Manning
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Susan Marks
Chicago Public Schools

Raquel Martinez
Ill. Student Assist. Comm'n

Pat McAvoy
Mather High School

Jorge Montes
Illinois Prisoner Review Board

Malcolm Morris
NIU College of Law

David Nissim-Sabat
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