



NCBP 2011 Annual Meeting - Toronto, Ontario  
Saturday, August 6, 2011



Diversity and Inclusion in the U.S. and Canada:  
Shared and Diverging Challenges

## TEN ACTIONS EVERY BAR LEADER CAN TAKE TO PROMOTE DIVERSITY AND INCLUSION

1. Remember that diversity and inclusion goes beyond focusing only on race, ethnicity and gender.
2. Create a diversity definition, a diversity statement and policies for selecting diverse committee members and committee chairs.
3. Attend minority bar association annual meetings and major events and fundraisers.
4. Appoint a diversity officer and form a board diversity committee that would educate board members and staff on diversity issues and inclusive vocabulary.
5. Review and implement the recommendations contained in the ABA publication, *Diversity in the Legal Profession: The Next Steps*.
6. Make diversity part of the fabric of every discussion, debate and decision. Ask yourself, "How will this impact people that are NOT like me?" (This can be accomplished by simply pausing and running through some quick potential scenarios that immediately come to mind).
7. Challenge every person to "own" diversity issues. Diversity is not specific to one person or one group - it's everyone's issue!
8. On major policy matters or decisions, conduct a minority impact study to see if the new policy being considered might inadvertently create a disparate impact on the minority legal/law student community.
9. Use your president's pages to advance diversity within your bar.
10. Ask for help when you don't know what to do.