

MBSA Diversity Goals

Guiding Principle: The MSBA will actively promote and foster a diverse and inclusive Minnesota legal community.

Goals:

1. Be a Leader- MSBA will promote greater inclusiveness by expanding the concept of diversity in the legal community
 - a. Promote a broad conception of diversity by including diversity of thought, backgrounds, ideals, cultures, values, political views, philosophy, work-life balance, generational and economic differences
 - b. Develop content-based CLE's on diversity & inclusiveness
 - c. This goal is about creating a conceptual framework that promotes diversity in initiatives, programming, opportunity, policies and practices that focus attention on diversity and inclusiveness
 - d. Promote diversity in jury service and equal access to legal services including access to court interpreters, adequate representation and guardians ad litem

2. Be an Example- MSBA will model the diversity it desires to see in the profession as a whole
 - a. Achieving diversity in bar membership, leadership, MSBA staff, course chairs and practice areas
 - b. Achieving diversity in pro bono and volunteer programs

3. Be Proactive - MSBA will work to remove economic, educational and attitudinal impediments to entry into and advancement in the legal profession
 - a. Achieving diversity in law schools that reflects the changing demographics of the Minnesota community
 - i. This may include working to establish and develop more funds for a diverse group of individuals in need of financial assistance in law school
 - b. Achieving diversity at all levels of the legal profession that reflects the changing demographics of the Minnesota community
 - c. Promote the advancement and retention of attorneys from diverse backgrounds

- d. Have systematic outreach to students of diverse communities in the K-12 and undergraduate education levels

- 4. Be Accountable- MSBA will regularly measure the legal community's progress towards achieving diversity within the profession
 - a. Develop a metrics tool that MSBA can use to measure its progress internally and to apply externally to affiliates and affinity groups. The metrics should be simple, expandable and easy to track but also provide meaningful data that can be easily reviewed and acted upon.

- 5. Be a Diversity Resource- MSBA will be a centralized resource for information on diversity and inclusiveness in the Minnesota legal community
 - a. Incorporating the efforts and data gathered from goals 1-4 into a one-stop portal for legal employers, law schools and bar organizations to use, implement and critique with suggestions for improvement which will lead to greater accountability.