

DIVERSITY ANNUAL PLAN

2009 – 2010

Staff	Strategic Plan Section: STAFFING & FINANCE	Committees & Sections
Executive Director	Continue proactive communication with minority bar associations to discuss collaboration and resources, with emphasis on increasing exposure of those associations to HCBA members.	Executive Diversity
CLE Director	Expand extended CLE, working with committees and sections where possible. Recommend additional resources as needed to achieve the expansion	CLE Oversight Committees & Sections
CLE Director	Recruit and utilize attorneys/judges of color and/or from underrepresented groups to fill at least 10% of CLE faculty opportunities	CLE Oversight Diversity Committees & Sections
Asst. Executive Director	Conduct educational outreach programs to students regarding the legal system, justice, and/or diversity.	Community Relations Diversity New Lawyers
CLE Director Marketing Director Membership Director	Conduct at least one program or event for the public on a significant legal issue.	Community Relations CLE Oversight Committee & Sections
Executive Director	Plan and execute one diversity initiative designed to promote and improve diversity in the legal community, in employment and/or law school environments, with specific attention to hiring, retention, and promotion of underrepresented groups.	Diversity Executive
Executive Director CLE Director	Sponsor or co-sponsor two additional programs that meet the elimination of bias requirements. Continue to include bias programs as part of the Law & Literature series	Diversity CLE Oversight
Executive Director Membership Director	Work with minority bar association leadership to promote HCBA membership, encourage collaboration and partnerships resulting in minority bar association growth. Increase membership in HCBA by attorneys of color.	Diversity Executive
Executive Director Asst. Executive Director	Confer Diversity Awards with appropriate publicity and consider additional diversity-related awards that may foster greater diversity in the profession and in law firms	Diversity THL
Executive Director	Involve Judges as members of committees and sections, as faculty, and as	All Committees &

CLE Director	participants in bar activities, with a target of one judge per committee or section.	Sections Executive
Marketing Director Asst. Executive Director	Coordinate with committees and sections to provide quarterly updates on the Web Site for each committee and section, such updates to include committee and section leadership, programs and activities	Committee Chairs Section Chairs