

MSBA DIVERSITY TASK FORCE COMMITTEE  
BYLAW AND POLICY REVIEW

Created for the Diversity Task Force Committee Meeting on 10/21/09  
Subcommittee Members: Phil Duran, Mary Ward, Julie Plumitis

On October 20, 2009:

Governance Committee passed revision to Bylaw 9.3.4.

**Revision:** “The Assembly shall consider the need to provide for gender, racial, and other forms of diversity in the leadership of the MSBA when elected the officer at-large.”

Other areas that may need further review/revisions:

POLICY/BYLAW	RECOMMENDATION
<p><b>Goal 2 (pg.4)</b> “The MSBA commits to principles of equality and fairness and will clearly demonstrate the value of diversity to the legal community.”</p> <p><b>Issue:</b> Existing language may be too vague/does not establish a tangible outcome</p>	<p>Rewrite goal 2. Language should reflect what the MSBA hopes to achieve regarding diversity – more tangible/more dynamic.</p>
<p>Association Policy #6 (pg.42) Reimbursement of expenses for representatives of Minority Bar Associations attending NCPB meetings.</p> <p><b>Issue:</b> Policy lists only certain minority bar associations (affirmed by Assembly 2006).</p>	<p>Change Policy to allow reimbursement for all minority bar associations.</p>
<p>MSBA Bylaw 4.3(m) Voting Representatives The Assembly may elect up to four other Voting Representatives from underrepresented groups</p> <p><b>Issue:</b> Language is too vague – leaves too much open to interpretation.</p>	<p>Define “underrepresented” groups. How has this been done in the past?</p>
<p>MSBA Bylaw 7.2(e) The Assembly shall consider the need to provide for underrepresented groups in the leadership of the MSBA. <b>Issue:</b> Language may be too vague.</p>	<p>Define “underrepresented”</p>
<p>MSBA Bylaw 7.2(g) <b>Issue:</b> New lawyer’s section has one member....MN Women’s Lawyer’s Inc. has one member as well.</p>	<p>Number of representatives – should this be different? No recommendation at this time.</p>
<p>MSBA Bylaw 7.3(f) states that the Assembly shall determine that the affiliated association has as one of its primary objectives the promotion of racial, ethnic, national origin, or sexual orientation diversity in the profession of law...and members of the affiliation are a substantial number of the minority. <b>Issue:</b> language too narrow/example: leaves out religion.</p>	<p>Revise.</p>
<p><b>Meeting feedback:</b></p> <ul style="list-style-type: none"> <li>• Include MSBA internal policies for employees</li> <li>• Contact Leo Brisbois</li> </ul>	<p>Review</p>

--	--