

## **Diversity in Elections and Appointments**

The MSBA recognizes diversity as a core value and defines it as “recognizing the power of diversity of persons, viewpoints, beliefs, and human understanding.” The MSBA is committed to diversity in its membership and leadership. This includes the elections and appointments process of MSBA.

### MSBA Assembly

The bylaws pertaining to the Assembly specifically provide for representation from minority bar associations. Minnesota Women Lawyers, Inc. and each affiliated minority bar association are entitled to two voting representatives on the Assembly, selected by the respective minority bar association. The affiliated minority bar associations are:

- Minnesota Association of Black Lawyers (MABL)
- Minnesota American Indian Bar Association (MAIBA)
- Minnesota Asian Pacific American Bar Association (MNAPABA)
- Minnesota Black Women Lawyers Network (MBWLN)
- Minnesota Hispanic Bar Association (MHBA)
- Minnesota Lavender Bar Association (MLBA)

In addition, the bylaws provide for four additional voting representatives who are selected solely on the basis of enhancing diversity on the Assembly.

### MSBA Council

Similarly, the bylaws require that representatives on the MSBA Council must include one member from the New Lawyers’ Section, one member from Minnesota Women Lawyers, Inc., and two members from the “collective” minority bar associations, who will together select who will serve on the Council.

The bylaws also require the Assembly to “...consider the need to provide for gender, race, and additional forms of diversity when electing the representatives on the Council.”

### MSBA Committee and Section Chairs

The MSBA President takes diversity into account when appointing committee chairs, with consideration given to race/ethnicity, gender, sexual orientation, disability, experience, area of practice, and location of practice. The MSBA asks sections to take into account the same considerations when electing their chairs.

### MSBA Representatives to Outside Boards

Similarly, the MSBA Elections/Appointments Committee considers diversity when recommending to the Assembly those who will serve as MSBA representatives for outside boards, to ensure that those acting on MSBA’s behalf reflect the diverse culture of our organization.