



# MSBA Diversity, Equity, and Inclusion Strategic Plan

## (January 2021– June 2024)

<b>Core Value</b>
The MSBA is committed to advancing diversity, equity, and inclusion as its core values. Diversity is defined as “the recognition and representation of all varied identities and differences, collectively and as individuals.” Equity is defined as “promoting justice, impartiality, and fairness within the procedures, processes, and distribution of resources by institutions or systems.” Inclusion is defined as “a culture of belonging by actively inviting the contribution and participation of all people.”
<b>Principal Goals</b>
<ol style="list-style-type: none"> <li>1. Make the MSBA a model for diversity, equity, and inclusion within all areas of the organization</li> <li>2. Support the work of Minnesota’s affinity bar associations</li> <li>3. Foster diversity, equity, and inclusion in the legal profession and in the community through education and intentional initiatives</li> </ol>
<b>Program Criteria</b>
While this plan is in operation, all new diversity, equity, and inclusion initiatives will be assessed by determining whether they fit into this strategic plan and by considering what enumerated action items (if needed) would have to be removed to create capacity to prioritize new initiatives.

Category 1: Promote Equity & Social Justice					
Focus Areas	Action Items	Responsible Party	Target Timeline	Notes	Measurables/Results (to be completed as action items are completed/worked on)
Social Justice Initiatives	Educate Legislative Committee about DEI issues in legislative proposals. Serve as a resource to the Legislative Committee.	D&I Council; DEI Director	Ongoing		
	Strengthen relationships with affinity bar associations, including hosting quarterly Diversity Summit for leaders of MSBA, HCBA, RCBA and affinity bars.	D&I Council; DEI Director	Ongoing		
Category 2: Promote Equity and Inclusivity for Diverse Attorneys					
Focus Areas	Action Items	Responsible Party	Target Timeline	Notes	Measurables/Results

Succession planning	Encourage each MSBA Section Council to create a plan for recruiting, retaining, and empowering diverse leaders.	DEI Director; MSBA Section Councils	Year 1 (21-22): Provide training to Section Councils on how to create a plan  Year 1-3 (21-24): Implement, review and adjust plans		
Mentorship	Educate and encourage intentional informal and formal mentoring relationships between MSBA leaders and members (with focus on newer members) of the legal community, including creation and implementation of creative and flexible mentorship programs.	MSBA Leaders; DEI Director; D&I Council; MSBA Section Council	Ongoing, Year 2-3	(Ex. of programs: Mentor-up programs, Personal Board of Directors, CLE on Mentorship)	
	Explore sponsorship and opportunities with the community and companies to promote and support diversity, equity, and inclusion.	DEI Director; DEI Council	Ongoing	Ex: Hallen sponsor Lavender Bar at Twins. External or internal partners.	
	Provide information to affinity bars on leadership paths within the MSBA.	D&I Council; DEI Director	Year 1 (21-22) and Ongoing		
Tracking progress	Continue to track diversity in candidates, nominations, and appointments.	DEI Director; D & I Council; Elections and Appointments Committee	Year 1 (21-22): Review/Assess current tracking system for improvements Year 2-3 (22-23/24): Continue tracking		
Affinity Bar Associations	Encourage MSBA staff who are attorneys to join an affinity bar association.	DEI Director	Ongoing		

Law Schools	Offer information to law school affinity groups about accessing professional development and leadership roles throughout the MSBA.	DEI Director in conjunction with Member Services staff	Ongoing		
Greater Minnesota	Identify two district bars and seek out ways to collaborate with them with regard to diversity and inclusion in their geographic areas.	DEI Director	Year 3 (23-24)		

**Category 3: Promote Education about DEI**

Focus Areas	Action Items	Responsible Party	Target Timeline	Notes	Measurables/Results
Online Platforms	Maintain listserv and online community for D & I liaisons.	DEI Director	Ongoing		
Information Sharing	Identify ways to create a DEI policy and program information sharing platform between internal and external organizations.	DEI Director; IT; D&I Council	Year 3 (23-24)		
Promote Education in Furtherance of DEI Goals	Create educational and training opportunities for internal and external organizations/partnerships (ex: Affinity Bars, MNCLE) on diversity, equity, and inclusion-related topics.	DEI Director; D & I Council	Ongoing	Training/Ed. examples: allyship vs. advocacy, train the trainer, white fragility/privilege, racial trauma, anti-racism, intersectionality; racial trauma; lobbying	
Members	Create a repository for DEI updates, trainings, programming and resources.	DEI Director; IT	Year 3 (23-24)		

Biennial D & I Conference	Organize a conference every other year to focus on DEI in Minnesota’s Legal Profession. (Identify topic, keynote, speakers)	D & I Council; DEI Director	Jan/Feb 2022		
	Invite affinity bars and community partners (TCDIP, LCL, Infinity, FBA diversity committee, RCBA diversity committee, HCBA diversity committee) to co-sponsor.	D & I Council; DEI Director	Jan/Feb 2022		
	Recruit law firms and corporate legal departments to provide financial support.	D & I Council; DEI Director	Jan/Feb 2022		
<b>Category 4: Increase Commitment to Developing DEI Across All MSBA Sections &amp; Committees</b>					
<b>Focus Areas</b>	<b>Action Items</b>	<b>Responsible Party</b>	<b>Target Timeline</b>		
Sections	Sections report to MSBA Council and D & I Council about DEI progress.	Section Councils; DEI Director	Ongoing (annually)	DEI Director will compile Sections D & I progress reports for D & I Council	
Section and Committee Leaders	Offer additional training opportunities to sections and committees to increase cultural competency. (Ex, roundtables & Town Halls that would bring together members of D&I Council, section leaders and members)	DEI Director; Community Resources/Partner ships	Ongoing (2-4 training opportunities/bar year)	Ex: Allyship, Racial Trauma Training	
Annual D & I Report	Produce electronic short report including statistics, highlights, and next steps.	DEI Director	Completed in June (annually)	*Electronic	
<b>Category 5: Increase Development of Diversity, Equity, and Inclusion Practices in the Structure of the MSBA</b>					
<b>Focus Areas</b>	<b>Action Items</b>	<b>Responsible Party</b>	<b>Target Timeline</b>	<b>Notes</b>	<b>Measurables/Results</b>
Sections	Create D&I Council ambassadorship for certain sections, in which D&I Council members directly support section D&I liaisons.	Section Councils; Section Staff; DEI Director; D&I Liaisons	Year 2 (22-23)		
MSBA Council	Offer a voluntary buddy system pairing new Council members with experienced Council members to integrate them into the governing body.	CEO and MSBA Council	Year 2 (22-23)		
Discussion Facilitation	Provide the President with information and best practices for inclusive discussions and facilitation.	DEI Director	Year 1 (21-22)		

Hiring Accountability	In recruitment and promotion decisions, consideration will be given to increasing diversity of staff, especially underrepresented populations.	CEO	Ongoing		
Policy Review	Review, evaluate, and make recommendations for bi-law structure through a diversity, equity, and inclusion lens.	DEI Director; D&I Council			
Communication	Update and maintain MSBA's D & I webpages to communicate MSBA's commitment to D & I throughout the organization and to make content more accessible and easy to navigate.	DEI Director; IT/Communications/Marketing	Ongoing		
Social media	Reflect MSBA's commitment to D & I throughout MSBA's social media feeds.	DEI Director	Ongoing		
Print/online materials containing imagery	Represent a diverse array of member representation in print and online materials.	MSBA Communications Team; CEO; DEI Director	Ongoing		
	Encourage D&I Council members to share articles about diversity, equity, and inclusion through the D&I Council community.	D & I Council	Ongoing	*Utilizing online communities	