

Diversity & Inclusion for MSBA Sections

Available Tools

- **Fillable D&I Plan for Sections, with sample goals and ideas.**
- **D&I Toolkit-** a great one-stop shop for all info on the MSBA's D&I Goals and concrete steps on how to be an inclusive leader.
- **Affinity Bar Leaders Handbook-** provides contact info for all MN-based affinity bar associations as well as a list of their annual events.
- **Elections and Appointments Nudge Sheet-** a guide to help you do succession planning without relying on implicit biases.

Ideas!

D&I CLEs

An easy way to increase your diversity presence is ensuring you have diverse speakers at CLEs, and/or focus on topics that specifically impact non-majority groups.

Engage Law Students

Grow your section membership and reach new groups by creating Law Student Liaison Positions for each law school.

Build a Buddy Program

Create a welcoming space by creating a "buddy program" for new members of your section. Encourage communication and camaraderie between buddies, so that new members feel included.

Gather Data

Help the MSBA learn about its members, by encouraging or incentivizing your members to fill out their demographic information on their MSBA profiles. All data is totally anonymous.

Best Practices



Support from the Top

Support and encouragement from the Chair of a section distinctly impacted the success of the section in their D&I goals. However, Sections whose Chairs acted as the D&I Liaison were not as successful as Sections who had independent D&I liaisons or subcommittees.



More than one person

Sections that created a Diversity & Inclusion Subcommittee tended to have better outcomes than those with a single person in charge of the work.



Standing Agenda Item

Sections that kept Diversity & Inclusion updates as a standing agenda item at council meetings, accomplished more of their D&I Goals for the year.

For assistance or guidance, please contact Athena Hollins, MSBA D&I Director, at 612-278-6321 or ahollins@mnbar.org.