

MSBA CONSTRUCTION LAW SECTION DIVERSITY AND INCLUSION PLAN

CONSTRUCTION LAW SECTION'S MISSION

The Construction Law Section is dedicated to the field of construction law and related areas of the law. The Section enhances the skills of Minnesota lawyers practicing in the area and serves as a liaison with other parts of the Bar Association and the public on construction law related issues and activities.

INTRODUCTION

The Construction industry reaches every corner of our state and includes participants from every background. The Construction Law Section can best serve the bar and the public on construction law issues by acknowledging and reflecting this diversity, and by striving to include diverse voices in its programs. This plan therefore seeks to increase the Section's diversity and inclusion of diverse perspectives in its membership, leadership, and programming, to reflect diversity of race, ethnicity, age, gender, religion, sexual orientation, gender identity, economic status, and other diverse backgrounds, as well as different perspectives on construction law from private practice, public or government practice, as well as a diverse representation of practice types, sizes, and geographic locations.

PRINCIPAL DIVERSITY AND INCLUSION GOAL

The Construction Law Section will purposefully attract, include, and develop members and leaders from diverse backgrounds, with an emphasis on backgrounds that have been historically underrepresented in our Section, to reflect diversity of race, ethnicity, age, gender, religion, sexual orientation, gender identity, economic status, and other diverse backgrounds, as well as a diversity of practice sizes, focuses, and geographic locations.

IMPLEMENTATION STEPS

Increase Diversity of Construction Law Section Membership

- The Construction Law Section's Council hereby establishes the below recruitment goals for diversity and inclusion. The recruitment goals shall guide the actions of the Section, the Council, and their committees to the maximum extent possible, and are as follows:
 - The Section, through the actions of its recruitment committee or otherwise, shall seek to increase the diversity of its membership to the maximum extent feasible, year after year.
 - At each Section Council election, the Council shall seek to present an electoral slate to the Section with not less than 1/3 candidates of diverse backgrounds (slates less than 3 candidates shall have at least 1 recruit of diverse background).
- The Council shall appoint a recruitment committee to develop and document a recruitment strategy consistent with the above goals. The recruitment committee:
 - should be formed early in the program year
 - shall include at least 3 members, at least one member shall be from the Council's nominating committee
 - should report on its activities at regular council meetings
 - should develop recruitment materials for outreach to diverse potential members (see D&I Toolkit)

- Each program chair will serve (or assign another Section member to serve) as a greeter to welcome attendees, new members, and guests to the program and solicit their involvement.
- The Section Chair shall timely encourage all Section members to participate in the MSBA's demographic data collection, to aid in the MSBA's tracking of its overall diversity and inclusion.

Increase Diversity of Construction Law Section Leadership

- The Section's nominating committee shall endeavor to develop Section leaders who fulfil and commit to the Section's goals for diversity and inclusion (D&I) as set forth herein above.
- The Section's nominating committee shall develop an application process and application form for use in the upcoming Council elections. The form and process should begin with an application that can be anonymized to limit unconscious bias. The application form and process shall be agreed upon by the Council no later the first Council meeting in February preceding the next Council election.
- The Section's nominating committee shall issue a call for nominations no later than 3 months before annual Council elections, with a goal of developing a large candidate pool that contains diverse members consistent with the Section's D&I goals.
- The Section's nominating committee shall seek to present a recommended slate of candidates that complies with the Section's D&I goals.
- The application form shall include one or more questions to invite applicants' ideas and proposals to enhance the Section's D&I mission.

Increase Diversity in Construction Law Section Programming

- Host at least one CLE per program year on a topic that addresses a diverse population; encourage participation by a non-diverse population in that CLE.
- Increase diversity of panelists – include at least one diverse member on every CLE panel.
- Co-sponsoring at least one Program per program year with Other Sections or Affinity Bars.
 - At the initial work meeting, assign one or more Council members to reach out to other MSBA sections, and affinity bar associations, to discuss possibilities or overlapping interest areas for co-sponsoring programs or initiatives.
 - Co-Sponsor at least one CLE per program year with another Section or Affinity Bar.

TIMELINE FOR EXECUTION

This plan is designed to be in effect for 3 years, with the understanding that there may be periodic revisions. The Section Council shall review its D&I Plan and efforts not less than annually to track the effectiveness of its activities in the prior program year.

APPROVED BY CONSTRUCTION LAW SECTION COUNCIL

Date: 11/13/2020

Signed: *Thomas Radio* Title: 2020-21 Construction Law Section Chair